JOB HAZARD ANALYSIS (JHA)

Business name

Document: JHA-001 Rev 1
Prepared: Nov 9, 2026
Review by: Dec 9, 2026
Highest risk after controls: Medium

1. BUSINESS AND JOB DETAILS

Job	Load-bearing wall removal	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Demolition

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Get the engineer design for the new beam and temporary propping	Structural collapse during alterations	**High Unlikely / Fatality**	1.1 Get an engineer to check before removing any wall, beam, post or bracing that may be load-bearing. [Elimination] 1.2 Keep everyone clear of the area under and next to the work. [Engineering (guarding)] 1.3 Structural collapse during alterations: see step 3 for the full controls [Administrative]	**Medium Rare / Fatality**	Site supervisor
2	Check for asbestos and isolate any services in the wall	Disturbing asbestos Electric shock from live wiring Gas and fuel lines Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP); 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	2.1 Treat insulation, surfacing and resilient flooring in buildings built before 1981 as asbestos unless testing shows otherwise, and get the owner's asbestos survey before you start. [Elimination] 2.2 Seal off the work area and keep everyone else out. [Engineering (guarding)] 2.3 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering] 2.4 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative] 2.5 Commercial renovation and any demolition need a NESHAP asbestos inspection first, and demolition needs written notice to the state or EPA 10 working days before work starts (40 CFR 61 Subpart M). [Administrative] 2.6 Roofing felts, cement shingles and siding, roof coatings and old panel backboards can also contain asbestos. Test them or treat them as asbestos; asbestos roofing is removed intact with hand tools by trained workers (29 CFR 1926.1101(g)(8)). [Administrative] 2.7 Stop work straight away if you find suspect asbestos. Do not touch it and tell your supervisor. [Administrative] 2.8 Wear a fit-tested NIOSH-approved respirator suited to the work class, and disposable coveralls. [PPE] 2.9 Isolate the power before any work. Do not work live. [Elimination] 2.10 Lock out and tag the disconnecting means with your	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				own personal lock and tag so the circuit cannot be energized (29 CFR 1926.417). [Engineering (guarding)] 2.11 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering] 2.12 Only qualified persons work on or near exposed energized parts. [Administrative] 2.13 Check for back feeds from solar, batteries and generators that can keep a circuit live after the main switch is off. [Administrative] 2.14 Isolate and purge the line before work, with the owner's approval. [Elimination] 2.15 Lock off and tag the isolation valve. [Engineering (guarding)] 2.16 Check for leaks with a gas detector before and during work, and ventilate the area. [Engineering] 2.17 Only licensed gas fitters work on gas lines. [Administrative] 2.18 Remove ignition sources: no smoking, no hot work and no sparking tools near the line. [Administrative]		
3	Install props and needles before taking anything out	Structural collapse during alterations Lifting and carrying heavy loads	**High Likely / Recordable / lost time**	3.1 Get an engineer to check before removing any wall, beam, post or bracing that may be load-bearing. [Elimination] 3.2 Keep everyone clear of the area under and next to the work. [Engineering (guarding)] 3.3 Install temporary props, needles or shoring as designed before removing any support. [Engineering] 3.4 Follow the engineer's sequence. Do not change it without approval. [Administrative] 3.5 Check props daily. Do not remove them until the permanent support is in and approved. [Administrative] 3.6 Wear a hard hat and safety boots. [PPE] 3.7 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 3.8 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 3.9 Lifting and carrying heavy loads: see step 5 for the full controls [Administrative]	**Medium Unlikely / Recordable / lost time**	Site supervisor
4	Remove the wall in small sections, from the top down	Demolition and falling debris Falling tools and materials Silica dust from concrete, brick, stone and tiles Loud noise Rules: 29 CFR 1926 Subpart T; 29 CFR 1926.501(c); 29 CFR 1926.1153; 29 CFR 1926.52	**Critical Likely / Fatality**	4.1 Check for asbestos, lead, live services and structural risks before demolition starts. [Elimination] 4.2 Disconnect and cap power, gas and water before demolition. [Engineering (guarding)] 4.3 Set an exclusion zone bigger than the distance the structure could fall. [Engineering (guarding)] 4.4 Use a machine with a guarded cab instead of hand demolition where practical. [Engineering] 4.5 Barricade and sign the drop zone under overhead work so nobody walks beneath. [Engineering (guarding)]	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				4.6 Fit toe boards, kick plates and mesh screens on scaffolds and edges. [Engineering] 4.7 Use catch fans, debris netting or covered walkways where people pass below. [Engineering] 4.8 Tether hand tools when working at height. [Engineering] 4.9 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution] 4.10 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)] 4.11 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering] 4.12 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative] 4.13 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative] 4.14 Workers who must wear a respirator 30 or more days a year get a free medical exam every 3 years (29 CFR 1926.1153(h)). [Administrative] 4.15 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution] 4.16 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)] 4.17 Keep tools maintained and use mufflers on compressors and generators. [Engineering] 4.18 Limit time on noisy tools and rotate workers. [Administrative]		
5	Lift in and fix the new beam with enough people or a lifting aid	Lifting and carrying heavy loads Crane and lifting failure Falling from a ladder Rules: 29 CFR 1926 Subpart CC; 29 CFR 1926 Subpart X	**High Likely / Recordable / lost time**	5.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 5.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 5.3 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering] 5.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 5.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 5.6 Barricade the lift zone and keep everyone out from under the load. [Engineering (guarding)] 5.7 Use a crane rated for the load at the radius, set up on firm ground with outrigger pads. [Engineering] 5.8 Check slings, chains, shackles and hooks before use. Remove anything damaged or not tagged. [Engineering] 5.9 Plan the lift: weight, radius, ground, path and landing area. Use a written lift plan for complex lifts. [Administrative]	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				5.10 Use a certified crane operator who has also been evaluated by the employer, with the evaluation documented on site (29 CFR 1926.1427), plus a qualified rigger (1926.1425) and a qualified signal person (1926.1428). [Administrative] 5.11 Use a platform ladder, mobile scaffold or aerial lift for longer jobs instead of a straight ladder. [Substitution] 5.12 Use Type I, IA or IAA ladders in good condition. Tag and remove any damaged ladder. [Engineering] 5.13 Set extension ladders at a 4 to 1 angle on firm, level ground, secured, and reaching 3 feet above the landing. [Engineering] 5.14 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative] 5.15 Keep three points of contact and your belt buckle between the stiles. Do not overreach. [Administrative]		
6	Remove props only after the engineer signs off	Structural collapse during alterations Poor housekeeping and waste	**High Unlikely / Fatality**	6.1 Structural collapse during alterations: see step 3 for the full controls [Administrative] 6.2 Order materials to size and send packaging back where you can. [Elimination] 6.3 Put dumpsters and waste chutes close to the work. [Engineering] 6.4 Clean as you go, and do a full clean up at the end of each day. [Administrative] 6.5 Keep exits, stairs and walkways clear at all times. [Administrative] 6.6 Stack materials neatly on level ground, away from edges. [Administrative] 6.7 Wear gloves when handling waste. [PPE]	**Medium Rare / Fatality**	Site supervisor

Risk key: risk = likelihood x consequence on a 5 x 5 matrix. Low, Medium, High, Critical. Work must not start while the risk after controls is high or above. Controls are listed in order of the hierarchy of controls: Elimination, Substitution, Engineering (guarding), Engineering, Administrative, PPE.

3. PPE AND PERMITS

Required PPE	Permits and plans
Safety-toe boots (ASTM F2413) Hard hat (ANSI Z89.1) Safety glasses (ANSI Z87.1) N95 respirator Hearing protection (earmuffs or plugs) Work gloves Half-face respirator (P100 cartridges) Coveralls High-visibility safety apparel, ANSI/ISEA 107 Class 2 or 3 (Type R near roadways)	Critical lift plan

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Hand tools					
Circular saw (skill saw)		Visual check of cord, plug and guards before each day's use; if you run an assured equipment grounding program instead of GFCIs, test every 3 months (29 CFR 1926.404(b)(1))			
Jackhammer					
Platform ladder		Inspected by a competent person for visible defects periodically and after any event that could affect safe use (29 CFR 1926.1053(b)(15))			

5. TRAINING REQUIRED FOR THIS WORK

- Asbestos awareness training, plus class-specific training for Class I to III work (29 CFR 1926.1101(k)(9)); respirator fit test and medical evaluation (29 CFR 1910.134)
- Qualified person training for work on or near exposed energized parts (29 CFR 1926.416, NFPA 70E)
- Silica training on the exposure control plan and Table 1 controls (29 CFR 1926.1153(i)); respirator fit test and medical evaluation (29 CFR 1910.134)
- Crane operator certification plus documented employer evaluation (29 CFR 1926.1427); qualified rigger (1926.1425); qualified signal person (1926.1428)
- Ladder safety training by a competent person (29 CFR 1926.1060)

6. CREW TRAINING AND CERTIFICATIONS

Crew listed at sign-on below, with ticket and licence numbers.

7. EMERGENCY ARRANGEMENTS

Emergency number	911	**First aid kit**	In the work vehicle
Fire extinguisher	In the work vehicle	**Alarm and evacuation**	Shout for help and stop work. Make the area safe and go to the assembly point. Call the emergency number and send someone to meet the ambulance.
Reporting incidents	Report a fatality to OSHA within 8 hours, and an in-patient hospitalization, amputation or eye loss within 24 hours.		

8. MONITORING, REVIEW AND LEGAL BASIS

A competent person inspects the job site, materials and equipment before work each day and as conditions change (29 CFR 1926.20(b)(2)). Any time this JHA is revised, the affected crew is re-briefed and signs again.

Legal basis: OSH Act Section 5(a)(1) and 29 CFR 1926, Safety and Health Regulations for Construction (incl. 1926.20 and 1926.21). OSHA requires employers to find and fix hazards and to train workers on them. A JHA breaks the job into steps, lists the hazards in each step and the controls that protect the crew. General contractors often require one before you start.

Keep this JHA on site during the job, and keep it with the training and inspection records for at least 1 year after the job (longer if your state plan or general contractor requires it). OSHA does not set a retention period for JHAs themselves.

9. REVISION HISTORY

Rev	Date	By	What changed
1	Nov 9, 2026		First issue

10. SIGN-OFF

	Name	Signature	Date	
Prepared by				
Supervisor				
General contractor review				Accepted for use: Yes / No

By signing below, each crew member confirms they were trained on the hazards and controls in this JHA before work started, and will follow it. Stop work and tell the supervisor if conditions change.

Name	Role / company	Tickets / licences	Signature	Date

Name	Role / company	Tickets / licences	Signature	Date