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	Interior painting	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Painting

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Agree work areas with occupants and protect floors and furniture	Working in an occupied home or building Slips and trips	**Medium Possible / Recordable / lost time**	1.1 Plan noisy, dusty or risky work for when the building is empty. [Elimination] 1.2 Close off the work area with barriers, plastic sheeting or locked doors, and put up signs. [Engineering (guarding)] 1.3 Keep fire exits and paths clear at all times. [Administrative] 1.4 Tell occupants before you turn off power, water or gas, and before noisy or dusty work. [Administrative] 1.5 Lock away tools, chemicals and materials each day, out of reach of children. [Administrative] 1.6 Clean up dust and debris at the end of each day. [Administrative] 1.7 Plan walkways and keep them clear of materials, hoses and leads. [Elimination] 1.8 Run cords and hoses overhead on hooks or stands, or along walls, not across walkways. [Engineering] 1.9 Fill or cover holes, and lay boards or mats on muddy access paths. [Engineering] 1.10 Clean up offcuts, packaging and spills as you go, not at the end of the day. [Administrative] 1.11 Keep work areas, stairs and access paths well lit. [Administrative] 1.12 Wear safety boots with good grip, laced up. [PPE]	**Low Unlikely / Minor injury**	Site supervisor
2	Test old paint for lead before sanding	Lead paint dust and fumes Rules: 40 CFR Part 745 (RRP rule) and 29 CFR 1926.62	**High Possible / Serious injury**	2.1 Test old paint for lead before you sand, scrape, cut or heat it. [Elimination] 2.2 Use wet scraping, chemical strippers or shrouded tools with extraction instead of dry sanding. Never burn off lead paint with an open flame. [Substitution] 2.3 Seal off the work area with plastic sheeting and keep residents, children and pets out. [Engineering (guarding)] 2.4 Clean up with a HEPA vacuum and wet wipes. Never dry sweep. [Engineering] 2.5 In homes and child-occupied facilities built before 1978 (such as child care centers, preschools and kindergarten	**Low Rare / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				classrooms), work that disturbs more than 6 sq ft inside or 20 sq ft outside is done by an EPA Lead-Safe Certified firm with a certified renovator (RRP rule). [Administrative] 2.6 Do an initial lead exposure assessment and protect workers as if over the limit until results are in. Over 50 micrograms per cubic meter, follow a written lead compliance program (29 CFR 1926.62(d), (e)). [Administrative] 2.7 Never torch painted surfaces, keep heat guns below 1,100 degrees F, and use sanders, grinders or planers only with a shroud and HEPA vacuum attachment (40 CFR 745.85(a)(3)). [Administrative] 2.8 Provide a clean change area and handwashing, and keep food, drink and tobacco out of the work area (29 CFR 1926.62(i)). [Administrative] 2.9 Wash hands and face before eating, drinking or smoking. Change out of dusty clothes before going home. [Administrative] 2.10 Wear a NIOSH-approved respirator with N100 or P100 filters, disposable coveralls and gloves. [PPE]		
3	Fill and sand walls with a dust mask and vacuum sander	General dust Repetitive work and awkward postures	**Medium Possible / Recordable / lost time**	3.1 Use low-dust products, such as dust-reduced or pre-mixed compounds. [Substitution] 3.2 Seal off the work area with plastic sheeting in occupied buildings. [Engineering (guarding)] 3.3 Use tools with dust extraction and a vacuum for clean up. [Engineering] 3.4 Lightly mist the area with water to keep dust down, away from anything electrical. [Engineering] 3.5 Never dry sweep or blow dust off with compressed air. [Administrative] 3.6 Wear a dust mask and safety glasses. [PPE] 3.7 Use tools that cut the effort: powered screwdrivers, long-handled tools and extension poles for overhead work. [Substitution] 3.8 Set work up at waist height on benches or trestles where you can. [Engineering] 3.9 Use light tools with good grips, and keep blades and bits sharp. [Engineering] 3.10 Rotate tasks and take short breaks every hour on repetitive work. [Administrative] 3.11 Warm up before heavy physical work and report aches and pains early. [Administrative] 3.12 Wear knee pads for kneeling work and gloves for grip. [PPE]	**Medium Unlikely / Recordable / lost time**	Site supervisor
4	Paint from a platform ladder, not chairs or tins	Falling from a ladder Repetitive work and awkward postures Rules: 29 CFR 1926 Subpart X	**High Possible / Serious injury**	4.1 Use a platform ladder, mobile scaffold or aerial lift for longer jobs instead of a straight ladder. [Substitution] 4.2 Use Type I, IA or IAA ladders in good condition. Tag and remove any damaged ladder. [Engineering] 4.3 Set extension ladders at a 4 to 1 angle on firm, level	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				ground, secured, and reaching 3 feet above the landing. [Engineering] 4.4 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative] 4.5 Keep three points of contact and your belt buckle between the stiles. Do not overreach. [Administrative] 4.6 Do not stand on the top three rungs of an extension ladder or the top step of a stepladder. [Administrative] 4.7 Check the ladder before each use: feet, rungs, side rails and locks. [Administrative] 4.8 Wear non-slip safety boots with clean soles. [PPE] 4.9 Repetitive work and awkward postures: see step 3 for the full controls [Administrative]		
5	Keep windows open and lids on tins	Hazardous chemicals Flammable liquids and gases Rules: 29 CFR 1926.59 Hazard Communication; 29 CFR 1926.152	**High Unlikely / Fatality**	5.1 Choose the least harmful product that does the job, for example water-based instead of solvent-based. [Substitution] 5.2 Use chemicals in well-ventilated areas, or use fans and extraction in closed rooms. [Engineering] 5.3 Read the Safety Data Sheet (SDS) and labels before use, following OSHA Hazard Communication. [Administrative] 5.4 Keep chemicals in labeled containers. Never pour them into drink bottles. [Administrative] 5.5 Store chemicals away from heat, food and drink, and keep products that react with each other apart. [Administrative] 5.6 Have eye wash and a spill kit nearby, and wash hands before eating. [Administrative] 5.7 Wear chemical-resistant gloves and safety glasses or goggles as listed on the SDS. [PPE] 5.8 Use a respirator with the right cartridge if the SDS calls for one. [PPE] 5.9 Use non-flammable or water-based products where you can. [Substitution] 5.10 Keep ignition sources away: no smoking, no hot work and no running engines near flammables. [Engineering (guarding)] 5.11 Store fuels and solvents in approved, closed containers in a ventilated area away from the work. [Engineering] 5.12 Refuel equipment outdoors with the engine off and cool. [Administrative] 5.13 Keep only what you need for the day on site. [Administrative] 5.14 Store gas cylinders upright, secured and outdoors. [Administrative] 5.15 Keep a suitable fire extinguisher where flammables are used or stored. [Administrative] 5.16 Wear chemical gloves and safety glasses when pouring or mixing. [PPE]	**Medium Unlikely / Recordable / lost time**	Site supervisor
6	Clean brushes away from	Poor housekeeping and waste	**Medium**	6.1 Order materials to size and send packaging back where	**Low**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
	drains and clear drop sheets	Slips and trips	Likely / Minor injury	you can. [Elimination] 6.2 Put dumpsters and waste chutes close to the work. [Engineering] 6.3 Clean as you go, and do a full clean up at the end of each day. [Administrative] 6.4 Keep exits, stairs and walkways clear at all times. [Administrative] 6.5 Stack materials neatly on level ground, away from edges. [Administrative] 6.6 Wear gloves when handling waste. [PPE] 6.7 Slips and trips: see step 1 for the full controls [Administrative]	Unlikely / Minor injury	

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) Safety glasses (ANSI Z87.1) N95 respirator Chemical-resistant gloves Half-face respirator (P100 cartridges) Coveralls Work gloves Knee pads Hard hat (ANSI Z89.1) Safety goggles (ANSI Z87.1)	None required

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
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))			
Step 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))			
Power sander		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))			
Hand tools					

5. TRAINING REQUIRED FOR THIS WORK

- Lead training under 29 CFR 1926.62(l); EPA RRP Certified Renovator for pre-1978 homes and child-occupied facilities; respirator fit test and medical evaluation (29 CFR 1910.134)
- Ladder safety training by a competent person (29 CFR 1926.1060)
- Hazard communication training on the written program, labels and SDS (29 CFR 1910.1200(h), via 1926.59); respirator fit test and medical evaluation if a respirator is used (29 CFR 1910.134)

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