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	Tile removal	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Tiling

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Check for asbestos in old tiles, adhesive, vinyl and backing sheets	Disturbing asbestos Rules: 29 CFR 1926.1101 and 40 CFR 61 Subpart M (NESHAP)	**Critical Possible / Fatality**	1.1 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] 1.2 Seal off the work area and keep everyone else out. [Engineering (guarding)] 1.3 If asbestos must be disturbed, keep it wet, use hand tools not power tools, and clean up with a HEPA vacuum. [Engineering] 1.4 Follow 29 CFR 1926.1101: competent person, work class, regulated area and exposure monitoring. [Administrative] 1.5 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] 1.6 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] 1.7 Stop work straight away if you find suspect asbestos. Do not touch it and tell your supervisor. [Administrative] 1.8 Wear a fit-tested NIOSH-approved respirator suited to the work class, and disposable coveralls. [PPE]	**Medium Rare / Fatality**	Site supervisor
2	Isolate water and power to the room	Electric shock from live wiring Stored energy Rules: 29 CFR 1926 Subpart K	**Critical Possible / Fatality**	2.1 Isolate the power before any work. Do not work live. [Elimination] 2.2 Lock out and tag the disconnecting means with your own personal lock and tag so the circuit cannot be energized (29 CFR 1926.417). [Engineering (guarding)] 2.3 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering] 2.4 Only qualified persons work on or near exposed energized parts. [Administrative]	**Medium Rare / Fatality**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				2.5 Check for back feeds from solar, batteries and generators that can keep a circuit live after the main switch is off. [Administrative] 2.6 If energized work cannot be avoided, use an energized work permit, a safety observer and insulated tools, following NFPA 70E. [Administrative] 2.7 Wear insulated gloves, arc-rated clothing and a face shield when testing or working near live parts. [PPE] 2.8 Release or block all stored energy before work: release the pressure in pipes, tanks and hoses, bleed hydraulics, release springs, lower loads. [Elimination] 2.9 Lock out and tag all energy sources with personal locks. [Engineering (guarding)] 2.10 Put mechanical blocks or props under raised parts like buckets, tipper bodies and doors. [Engineering] 2.11 Test that the system is dead and nothing can move before you start. [Administrative] 2.12 Follow the maker's procedure, for example for garage door and roller door springs. [Administrative] 2.13 Wear safety glasses and gloves. [PPE]		
3	Seal the area from occupants and set up extraction	Silica dust from concrete, brick, stone and tiles Working in an occupied home or building Rules: 29 CFR 1926.1153	**Critical Likely / Fatality**	3.1 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution] 3.2 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)] 3.3 Silica dust from concrete, brick, stone and tiles: see step 9 for the full controls [Administrative] 3.4 Plan noisy, dusty or risky work for when the building is empty. [Elimination] 3.5 Close off the work area with barriers, plastic sheeting or locked doors, and put up signs. [Engineering (guarding)] 3.6 Keep fire exits and paths clear at all times. [Administrative] 3.7 Tell occupants before you turn off power, water or gas, and before noisy or dusty work. [Administrative] 3.8 Lock away tools, chemicals and materials each day, out of reach of children. [Administrative] 3.9 Clean up dust and debris at the end of each day. [Administrative]	**Medium Rare / Fatality**	Site supervisor
4	Remove fixtures and fittings before breaking tiles	Lifting and carrying heavy loads Sewage and wastewater Glass handling and breakage	**High Likely / Recordable / lost time**	4.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 4.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 4.3 Lifting and carrying heavy loads: see step 7 for the full controls [Administrative] 4.4 Flush and drain the line before opening it, and plan the job to avoid contact. [Elimination]	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				4.5 Use drain cameras, jetters and long-handled tools to keep hands out. [Engineering] 4.6 Cover cuts with waterproof dressings. Never eat, drink or smoke before washing. [Administrative] 4.7 Wash hands well and clean tools and boots after the job. [Administrative] 4.8 Keep vaccinations such as tetanus and hepatitis A up to date, on medical advice. [Administrative] 4.9 Use suction lifters, glass trolleys or a glazing robot for large panes. [Engineering] 4.10 Store glass upright on racks and secure it. Never lay it flat or lean it loosely. [Engineering] 4.11 Use two or more people for large panes, and clear the carry route first. [Administrative] 4.12 Mark new glass with tape or stickers so nobody walks into it. [Administrative] 4.13 Clean up broken glass straight away into a marked container. [Administrative]		
5	Break tiles with a chipping hammer, wearing glasses and hearing protection	Loud noise Hand-arm and whole-body vibration Eye injuries Rules: 29 CFR 1926.52	**High Likely / Recordable / lost time**	5.1 Use quieter tools and methods, such as cut-to-size materials, low-noise machines and battery tools. [Substitution] 5.2 Keep noisy plant away from work areas, and use screens or distance between the noise and people. [Engineering (guarding)] 5.3 Keep tools maintained and use mufflers on compressors and generators. [Engineering] 5.4 Limit time on noisy tools and rotate workers. [Administrative] 5.5 If you have to shout to be heard at arm's length, wear hearing protection. [Administrative] 5.6 Use low-vibration tools and methods, such as a breaker on an excavator instead of a hand jackhammer. [Substitution] 5.7 Keep tools sharp and well maintained, and use anti-vibration handles and seats. [Engineering] 5.8 Limit trigger time on high-vibration tools and rotate workers. [Administrative] 5.9 Keep hands warm and dry, and take regular breaks. [Administrative] 5.10 Report tingling, numbness or white fingers early. [Administrative] 5.11 Use tool guards and screens to stop flying particles. [Engineering] 5.12 Use dust extraction and water to keep dust out of the air. [Engineering] 5.13 Keep others out of the area when cutting, grinding or chipping. [Administrative] 5.14 Keep an eye wash station or eye wash bottles on site. [Administrative] 5.15 Wear safety glasses at all times, goggles for dust and	**Medium Unlikely / Recordable / lost time**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				chemicals, and a face shield for grinding. [PPE]		
6	Grind off adhesive and screed with a shrouded grinder on extraction	Silica dust from concrete, brick, stone and tiles Angle grinder injuries Rules: 29 CFR 1926.1153	**Critical Likely / Fatality**	6.1 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering] 6.2 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative] 6.3 Silica dust from concrete, brick, stone and tiles: see step 9 for the full controls [Administrative] 6.4 Use a guarded saw or a different tool where you can. [Substitution] 6.5 Keep the guard on and use the side handle. Never remove the guard. [Engineering] 6.6 Use the right disc for the job, rated for the grinder's speed. Check it for cracks first. [Administrative] 6.7 Only trained people change discs, with the grinder unplugged or the battery out. [Administrative] 6.8 Keep both hands on the grinder and let the disc stop before putting it down. [Administrative] 6.9 Clamp the work and keep people out of the spark path. [Administrative] 6.10 Wear a face shield over safety glasses, hearing protection, gloves and long sleeves. [PPE]	**Medium Unlikely / Serious injury**	Site supervisor
7	Handle broken tile with cut-resistant gloves	Cuts from sharp edges Lifting and carrying heavy loads	**High Likely / Recordable / lost time**	7.1 Deburr or cover sharp edges, and fit edge protectors on exposed sheet metal. [Engineering] 7.2 Use knives with retractable or self-retracting blades. [Engineering] 7.3 Cut away from your body and keep your other hand clear. [Administrative] 7.4 Put used blades in a blade bin or sharps container. [Administrative] 7.5 Use two people to handle large sheets of metal or glass. [Administrative] 7.6 Wear cut-resistant gloves and long sleeves. [PPE] 7.7 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 7.8 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 7.9 Use trolleys, pallet jacks, hoists, vacuum lifters or plant instead of carrying by hand. [Engineering] 7.10 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 7.11 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 7.12 Rotate tasks and take breaks on long lifting jobs. [Administrative] 7.13 Wear gloves for grip and safety boots to protect your	**Medium Unlikely / Recordable / lost time**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				feet. [PPE]		
8	Check for mould and rot once tiles are off	Mold and droppings	**Medium Possible / Recordable / lost time**	8.1 Fix the water leak and dry the area before removing mold. [Elimination] 8.2 Seal off the area with plastic sheeting and keep occupants out. [Engineering (guarding)] 8.3 Clean up with a HEPA vacuum and wet wipes. Never dry sweep. [Engineering] 8.4 Bag moldy material on site and remove it promptly. [Administrative] 8.5 Wash hands and face before eating and at the end of each shift. [Administrative] 8.6 Wear an N95 (or better) respirator, gloves, goggles and disposable coveralls. [PPE]	**Low Rare / Recordable / lost time**	Site supervisor
9	Bag waste and vacuum; never dry sweep	Poor housekeeping and waste Silica dust from concrete, brick, stone and tiles Rules: 29 CFR 1926.1153	**Critical Likely / Fatality**	9.1 Order materials to size and send packaging back where you can. [Elimination] 9.2 Put dumpsters and waste chutes close to the work. [Engineering] 9.3 Clean as you go, and do a full clean up at the end of each day. [Administrative] 9.4 Keep exits, stairs and walkways clear at all times. [Administrative] 9.5 Stack materials neatly on level ground, away from edges. [Administrative] 9.6 Wear gloves when handling waste. [PPE] 9.7 Order materials cut to size, or use low-dust methods such as score and snap or a block splitter. [Substitution] 9.8 Cut outdoors or in a separate area, with other people well away and upwind. [Engineering (guarding)] 9.9 Use wet cutting or on-tool dust collection with a HEPA vacuum, as set out in Table 1 of 29 CFR 1926.1153. [Engineering] 9.10 Clean up with a vacuum or wet methods. Never dry sweep or use compressed air. [Administrative] 9.11 Have a written exposure control plan and a competent person for silica (29 CFR 1926.1153). [Administrative] 9.12 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] 9.13 Wear the respirator Table 1 lists for the task: APF 10 (a fit-tested N95 or half mask) for most tasks, APF 25 (such as a loose-fitting PAPR) for tuckpointing with a handheld grinder for more than 4 hours a shift. [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 glasses (ANSI Z87.1) Half-face respirator (P100 cartridges) Hearing protection (earmuffs or plugs) Cut-resistant gloves Knee pads Safety-toe boots (ASTM F2413) Coveralls Work gloves N95 respirator Chemical-resistant gloves Safety goggles (ANSI Z87.1) Face shield (ANSI Z87.1)	Lockout/tagout (1926.417)

4. PLANT AND EQUIPMENT

Plant / equipment	License or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Jackhammer					
Rotary hammer		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))			
Angle grinder		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))			
HEPA vacuum		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

- 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)

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