

Footwear Safety @ Work

Purpose: The purpose of this document is to provide workers information on how to select the correct footwear for their role to aid in prevention of workplace injuries.

All workers shall not:

- Walk around workplaces in bare feet or in socks.
- Wear open-toed sandals like flip flops, slip on, or similar footwear.
- Wear loose fitting footwear i.e. traditional crocs.
- Walk outdoors in wet, ice, or snow conditions, without proper outdoor footwear.

Types of Foot Hazards and Injuries:

- Feet being struck by falling or rolling objects resulting in fractures, crush injuries, bruises, sprain/strain injuries
- Stubbing exposed toes
- Chemical, especially corrosive chemical exposure to the feet causing burns
- Electrical shock
- Burns from hot liquids or solids
- Slips, trips and falls due to change in elevation, floor surface, spills or other material on the floor, poor housekeeping, obstructions, make-shift or inappropriate use of stools and ladders, weather conditions or changes

In order to determine the appropriate footwear, each employee should review their individual job task to determine if there are any physical, chemical or other work-related hazards that could result in a foot injury.

Employees should always take time when selecting their footwear to be certain it is in good condition and appropriate for your job functions and outside weather conditions.

A guideline detailing appropriate footwear characteristics for various occupations and work locations is provided in Table 1 below.

Mandatory steel-toed footwear:

- Steel-toed footwear shall be worn by all worker who are exposed to a risk of injury to the toes, metatarsal area, and/or soles of the feet. Please see Table 1 below to determine the CSA class required.
- Even if your role is not required to wear steel-toed footwear staff must follow the shop and/or work area signage regarding PPE requirements when entering these areas, when in operation.

Table 1: Provides details on the required footwear based on role*.

Risk Rating	Occupation/ Work Location	CSA Marking	Description of Required Footwear
Low	General Classroom or Office Staff	Not Applicable	Closed-toe shoes with heel support (no open back); slip resistant/soft sole Flat or a maximum 1.5" heel; No heels are permitted if using an antifatigue mat.
Moderate	PHE, Drama, & Dance teachers, EA's, Field Trip/ Supervision Staff	Not Applicable	Closed-toe shoes with heel support (no open back); slip resistant/soft sole For physical tasks where ankle stability is required, athletic footwear with laces or Velcro (e.g. runners) is required. Flat soled shoes. Dance shoes can be worn as applicable for the activity.

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Risk Rating	Occupation/ Work Location	CSA Marking	Description of Required Footwear
Moderate	Science Staff, Kitchen/Foods Staff	Not Applicable	Closed-toe shoes with heel support (no open back); slip resistant/soft sole Made of leather or other equally firm material (e.g. water-resistant) to prevent liquid absorption/penetration, due to risk of chemical exposure. For tasks where ankle stability is required, footwear with laces or Velcro is required. Flat soled shoes.
Moderate	Bus Driver, Custodial	Not Applicable	Closed-toe shoes with heel support (no open back); slip resistant/soft sole Made of leather or other equally firm material (e.g. water-resistant) to prevent liquid absorption/penetration, due to risk of chemical exposure. For tasks where ankle stability is required, footwear with laces or Velcro is required. Flat soled shoes.
High	Facilities Services workers; Mechanics, Maintenance, Utility, Warehouse, Grounds		Sole puncture protection with a Grade 1 protective toecap. Closed-toe shoes with heel support (no open back); slip resistant/soft sole Made of leather or other equally firm material (e.g. water-resistant) to prevent liquid absorption/ penetration, due to risk of chemical exposure. For tasks where ankle stability or protection is required, footwear with laces and ankle coverage is required. Flat soled shoes.
High	Technology Education Staff (Automotive, Metal and Wood Shop)		Sole puncture protection with a Grade 1 protective toecap. Closed-toe shoes with heel support (no open back); slip resistant/soft sole Made of leather or other equally firm material (e.g. water-resistant) to prevent liquid absorption/ penetration, due to risk of chemical exposure. For tasks where ankle stability or protection is required, footwear with laces and ankle coverage is required. Flat soled shoes.
High	Electricians Steel Fabricator	 	Electric-shock protective footwear and sole puncture protection with a Grade 1 protective toecap. <ul style="list-style-type: none"> For industrial work environments where accidental contact with live electrical conductors can occur. Warning: Electrical shock resistance deteriorates with wear and in a wet environment. Closed-toe shoes with heel support (no open back); slip resistant/soft sole Made of leather or other equally firm material (e.g. water-resistant) to prevent liquid absorption/ penetration, due to risk of chemical exposure.

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			For tasks where ankle stability or protection is required, footwear with laces and ankle coverage is required. Flat soled shoes.
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*Any uncertainty in what appropriate footwear would be for their role must be brought to the attention of the supervisor, by the worker prior to the worker being exposed to the risk.



Note: If working in classroom or in an office/desk staff may wear footwear that is open on the toe with a secure heel.

- Open-toed sandals like flip flops, slip on, or similar footwear are not permitted.
- Wear loose fitting footwear, i.e. traditional crocs are not permitted.
- Flip flops, “crocs” or similar footwear are not permitted.
- The footwear must have a secure to the foot with a heel well/cup or heel strap.
- If working with a student who has an ISWP closed-toe and heel footwear is required in all areas.
- Closed-toe and heel footwear must be worn outside of classroom or office/desk area. This footwear must be easily accessed and donned in case of any emergency.

Outdoor Winter Conditions Considerations

- When working outdoors in winter conditions (uneven, wet, snow-covered, icy, or changing surfaces) use footwear with tread or traction aids appropriate for the conditions.