

When is Work Footwear Required?

If you are at risk of a foot injury in your workplace, you should implement a foot safety protection program.

Beyond fashion or personal style, the choice of appropriate footwear is essential to prevent both potential hazards and workplace accidents. Wearing the right type of footwear not only protects employees from injuries but also enhances their comfort and overall well-being during long working hours. The correct shoes or boots can provide stability, support, and protection against specific workplace risks, making them an indispensable aspect of occupational health and safety protocols.

Selecting Footwear

1. Determine the risks involved for each job by completing a risk assessment.
2. Determine the basic criteria required to protect the worker.
3. Write and communicate the program requirements (education/training is recommended).
4. Select comfortable shoes!

RISK ASSESSMENT

Hazards To Consider

Safety Hazard

- » Objects falling onto or striking the feet.
- » Sharp or pointed objects that might cut the top of the feet.
- » Objects that can puncture the bottom or side of the foot.
- » Material or equipment that might roll over the feet.
- » Exposure to rotating or abrasive machinery

Physical Hazard

- » Type of walking surface (slips and trips)
 - Loose Ground Cover
 - Smooth Surfaces
 - Wet/Oily
- » Exposure to extreme hot or cold.
- » Risk of contact with energized conductors.
- » Possible explosive atmospheres (static electrical discharges).
- » Sensitive electronic components or equipment (discharge of static electricity).

Chemical & Biological Hazard

- » Water or other liquids that may penetrate the footwear.
- » Exposure to corrosive or irritating substances.

Ergonomic Hazard

- » Standing or sitting for long periods of time.
- » Contact stresses to the feet.
- » Back, hip, knee and ankle pain (extensive to chronic).

Controls (PPE) To Implement

Consider where and when specific types of footwear are required. These are examples of the type of footwear that can be designated within the workplace to protect workers from hazards.

- » No perforated shoes, sandals and the like.
- » Heels shall not exceed 1 inch and shall have at least a 1" square base on the heel.
- » Closed toe/foot shoes.
- » Work boots, criteria specific (see chart on next page)

Fit Tips

- » Try on new boots around midday, feet normally swell during the day.
- » Walk in new footwear to ensure it is comfortable.
- » Boots should have toe room, DO NOT expect footwear to stretch with wear.
- » Make allowances for extra socks or special arch supports when buying boots.
- » Boots should fit snugly around the heel and ankle when laced.
- » Lace up boots fully.

Related Legislation

Federal

- » Canada Occupational Health and Safety Regulations
 - Part XII Protection Equipment and Other Preventive Measures (12.11 Protective Footwear)

Provincial

- » Manitoba Workplace Safety and Health Act
 - 45.2 INAPPROPRIATE OR UNSAFE FOOTWEAR
- » Workplace Safety And Health Regulation
 - Part 6 PPE (6.12 Footwear: responsibilities of employers and workers)



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Marking	Criteria	Intended Application
 Green Triangle	Sole puncture protection, Grade 1 protective toecap.	Heavy industrial work environments, where sharp objects are present.
 Yellow Triangle	Sole puncture protection, Grade 2 protective toecap.	Light industrial work environments, requiring puncture protection as well as toe protection.
 Blue Rectangle	Grade 1 protective toecap with no puncture-resistant sole.	Industrial work environments not requiring puncture protection.
 Grey Rectangle	Grade 2 protective toecap with no puncture-resistant sole.	Industrial and non-industrial work environments not requiring puncture protection.
 White Rectangle Orange Omega	Electric-shock protective footwear.	Industrial work environments where contact with live electrical conductors can occur. Warning: Electrical shock resistance deteriorates with wear and in a wet environment.
 Yellow Rectangle Black SD	Static-dissipative footwear.	Industrial work environments where static discharge creates a hazard. Warning: This footwear should not be used where contact with live electrical conductors can occur.
 Yellow Rectangle Black SE+	Sole puncture protection with a Grade 2 protective toecap.	Industrial work environments where static discharge create a hazard. Warning: This footwear should not be used where contact with live electrical conductors can occur.
 Red Rectangle White C	Electrically conductive footwear.	Industrial work environments where low-power electrical changes create a hazard. Warning: This footwear should not be used where contact with live electrical conductors can occur.
 Black Rectangle White M	Metatarsal protection. Note: Toe protection is required for all metatarsal protective footwear.	Industrial work environments where heavy objects can hurt the metatarsal region of the foot.
 White Rectangle Green Tree	Provides protection when using chainsaws.	Forestry workers and others who work with or around hand-held chainsaws and other cutting tools.

Looking for resources? RPM can help! We offer the following courses as self-led eLearning training:

- [Workplace Inspection Training](#)
- [Hazard Identification and Risk Control](#)
- [Slips, Trips, Falls, Sprains and Strains](#)

Contact us to learn more about how RPM can help your Manitoba-based trucking company!

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