FOOTWEAR GUIDELINES AND SUPPORTS

1. CHECK
- Check safety shoe requirements of role (i.e. steel-toed, anti-slip, etc.) or department dress code
  - Western Safety Footwear Guideline
- Benefit eligibility and collective agreement for shoe or orthotics allowance
- Check your department or employee group website for eligible discounts for Western employees (show employee ID badge)

2. THE IMPORTANCE OF FIT
Tips to choose a good quality shoe:
- Go to a proper (safety) shoe store
- Get fit and measured EVERY time on both feet
- Try on more than one option
- Buy shoes later in the afternoon when feet are likely to be swollen and their largest size

3. INSPECT
- Inspect footwear regularly for signs of wear and tear
  - Red flags to watch out for during an inspection:
    - Separating soles
    - Torn insulation
    - Tears, holes, or cracks
    - Worn treads
    - External damage
    - Internal damage - weakens toe caps
  - Look at the wear patterns of your insoles and shoes - take the insole out to inspect
  - Replace every year

4. FOOT CONDITIONS AND ORTHOTICS
Appropriate footwear selection plays a crucial role in the prevention and treatment of foot conditions. Some individuals may also benefit from the use of orthotics. General foot conditions and concerns include:
- Plantar fasciitis, bunions or ankle sprains
- Fallen arches or flat feet
- Osteoarthritis (OA) / Rheumatoid Arthritis (RA)
- Pain in the forefoot, Achilles, heel or low back
- Patellofemoral pain syndrome (PFPS) or Iliotibial Band Friction Syndrome (ITBFS)
- and others

RESOURCES AND SUPPORTS
For more information on safety shoe selection please refer to:
  - CCOHS: Foot Comfort and Safety at Work
  - Orthotics and Workplace Footwear - Pedorthic Association of Canada