

FOOTWEAR GUIDELINES AND SUPPORTS



CHECK

Safety shoe requirements & eligible benefits/allowance



FIT

Get a proper shoe fitting every time



INSPECT

Wear and tear regularly and replace shoes each year

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
- Consider sock choice
 - Socks that are too tight may also cramp toes
 - Socks that are too large may cause blisters

*Cost of safety shoes vary in price, and may also depend on individual need such as size, width etc.

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](#)