

Feet – Know The Laws of Your Province



Foot protection is a vital component of workplace safety, designed to safeguard workers from hazards such as falling objects, sharp materials, electrical risks, and chemical exposure. This category of personal protective equipment (PPE) includes safety boots, steel-toe shoes, and chemical-resistant footwear, which are essential for preventing injuries to the feet and lower legs. Employers are responsible for assessing workplace hazards, providing suitable foot protection, and ensuring workers are trained in its proper use, maintenance, and limitations. While the principles of foot protection are shared across Canada, specific requirements vary by province and territory, reflecting local safety standards and regional risks. Compliance with foot protection regulations is critical for ensuring worker safety and maintaining a productive, hazard-free work environment.

FEDERAL

Under the [Code of Federal Regulations](#), **Section 1910.136**: Foot Protection, employers are **required** to provide and enforce the use of appropriate foot protection to safeguard workers from workplace hazards such as falling objects, sharp materials, and electrical risks. These regulations mandate that protective footwear meet the safety standards set by the American National Standards Institute (ANSI) or equivalent standards to ensure their effectiveness. Employers **must** assess

workplace hazards, select suitable footwear based on identified risks, and ensure proper maintenance. Additionally, workers must be trained in the correct use, care, and limitations of foot protection to prevent injuries and ensure a safe work environment.

Foot Protection

(a) ***General requirements.*** The employer **shall** ensure that each affected employee uses protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, or when the use of protective footwear will protect the affected employee from an electrical hazard, such as a static-discharge or electric-shock hazard, that remains after the employer takes other necessary protective measures.

(b) Criteria for protective footwear

(1) Protective footwear **must** comply with any of the following consensus standards:

(i) ASTM F-2412-2005, "Standard Test Methods for Foot Protection," and ASTM F-2413-2005, "Standard Specification for Performance Requirements for Protective Footwear," which are incorporated by reference in [§ 1910.6](#);

(ii) ANSI Z41-1999, "American National Standard for Personal Protection—Protective Footwear," which is incorporated by reference in [§ 1910.6](#); or

(iii) ANSI Z41-1991, "American National Standard for Personal Protection—Protective Footwear," which is incorporated by reference in [§ 1910.6](#).

(2) Protective footwear that the **employer** demonstrates is at least as effective as protective footwear that is constructed in accordance with one of the above consensus standards will be deemed to be in compliance with the requirements of this

section. **Section 1910.136(1)(2).**

Further details on the Code of Federal Regulations can be found at [Ecfr.gov](https://www.ecfr.gov).

ALBERTA

Under Alberta's [Occupational Health and Safety Code](#), **Part 18: Personal Protective Equipment (Section 233)**, employers are **required** to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that protective footwear meet recognized safety standards and be selected based on the specific hazards identified in the workplace.

Foot Protection – Footwear

An employer **must** ensure that a worker uses footwear that is appropriate to the hazards associated with the work being performed and the work site. **Section 233(1).**

An employer **must** not require a worker to wear footwear that may pose a health or safety risk to the worker. **Section 233(1.1).**

If the hazard assessment identifies that protective footwear needs to have toe protection, a puncture resistant sole, metatarsal protection, electrical protection, chainsaw protection or any combination of these, the employer **must** ensure that the worker wears personal protective equipment to protect the feet that is approved to

(a) CSA Standard Z195-14, *Protective footwear*, or

(b) ASTM Standard F2413-05, *Specification for Performance Requirements for Protective Footwear*, if the personal protective equipment to protect the feet was manufactured on or after March 31, 2023. **Section 233(2).**

Despite subsection (2), if a worker is likely to be exposed to a hazard other than those referred to in subsection (2), the employer **must** ensure that the worker uses footwear appropriate to the hazard. **Section 233(3).**

If a worker is unable, for medical reasons, to wear personal protective equipment to protect the feet that complies with subsection (2), the worker **may** substitute external safety toecaps if the employer **ensures** that

- (a) the safety toecaps meet the impact force requirements of
 - (i) CSA Standard Z195-14, *Protective footwear*, or
 - (ii) ASTM Standard F2413-05, *Specification for Performance Requirements for Protective Footwear*,
- (b) metatarsal protection is not needed to protect the feet from injury,
- (c) the hazard assessment confirms that the worker will not be exposed to any sole penetration hazards, and
- (d) wearing the safety toecaps does not itself create a hazard for the worker. **Section 233(4).**

An employer **must** ensure that a firefighter wears personal protective equipment to protect the feet that is approved to

- (a) CSA Standard Z195-14, *Protective footwear*,
- (b) NFPA Standard 1971, *Protective Ensemble for Structural Fire Fighting*, 2007 Edition, or
- (c) NFPA Standard 1977, *Protective Clothing and Equipment for Wildland Fire Fighting*, 2005 Edition,

if the personal protective equipment to protect the feet was manufactured on or after March 31, 2023. **Section 233(5).**

Further details on the Occupational Health And Safety Code can

be found at [Alberta.ca](https://www.alberta.ca).

BRITISH COLUMBIA

Under British Columbia's [Occupational Health and Safety Regulation](#), Part 8: Personal Protective Clothing and Equipment (Sections 8.22 and 8.23), employers are required to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that protective footwear meet recognized safety standards and be selected based on a thorough hazard assessment.

Footwear – General requirement

(1) A worker's footwear **must** be of a design, construction, and material appropriate to the protection required.

(2) To determine appropriate protection under subsection (1) the following factors **must** be considered: slipping, uneven terrain, abrasion, ankle protection and foot support, crushing potential, temperature extremes, corrosive substances, puncture hazards, electrical shock, and any other recognizable hazard.

(3) If a determination has been made that safety protective footwear is required to have toe protection, metatarsal protection, puncture resistant soles, dielectric protection or any combination of these, the footwear **must** meet the requirements of

(a) *CSA Standard CAN/CSA-Z195-M92, Protective Footwear,*

(b) *ANSI Standard Z41-1991, American National Standard for Personal Protection – Protective Footwear,*

(c) *British Safety Institution Standard BS EN 345:1993 Specification for Safety Footwear for Professional Use, or*

(d) *British Safety Institution Standard BS EN 346:1993 Specification for Protective Footwear for Professional Use.*

(4) A worker must wear the appropriate footwear and ensure that it is in a condition to provide the required protection.

(5) If it is not practicable for workers in the performing arts to wear safety footwear meeting the requirements of **subsection (3)** other effective measures must be taken for protection from injury. **Section 8.22(1) to (5).**

Slippery surfaces

(1) If a workplace has slippery surfaces, appropriate non-slip footwear **must** be worn.

(2) Caulked or other equally effective footwear must be worn by workers who **are required** to walk on logs, poles, pilings or other round timbers. **Section 8.23(1)(2).**

Further details on the Occupational Health and Safety Regulation can be found at BCLaws.gov.bc.ca.

MANITOBA

Under Manitoba's [Workplace Safety and Health Act and Regulation](#), **Inappropriate or Unsafe Footwear (Section 45.2) and Part 6: Personal Protective Equipment (Section 6.12), employers are required** to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. The regulations specify that footwear **must** meet safety standards and be appropriate for the specific risks in the workplace.

Inappropriate or Unsafe Footwear

An employer **must** not require a worker to wear footwear that

(a) is not of a design, construction and material appropriate

to the protection required for the worker's work; or

(b) does not allow the worker to safely perform their work
Section 45.2.

Footwear: responsibilities of employers and workers

(1) An employer **must** provide a worker with

(a) outer foot guards that provide metatarsal protection, when there is substantial risk of a crushing injury to the worker's foot; and

(b) protective footwear, when the worker's feet may be endangered by a hot, corrosive or toxic substance. **Section 6.12(1).**

(2) Subject to subsection (1), a **worker** is responsible for providing for himself or herself protective footwear that

(a) is appropriate for the risk associated with the worker's workplace and work; and

(b) meets the requirements of

(i) CSA Z195.1-16, Guideline for selection, care, and use of protective footwear, or

(ii) CSA Z195:14 (R2019), Protective Footwear, if the worker may be at risk of injury from a heavy or falling object or from treading on a sharp object. **Section 6.12(2).**

(3) Despite subsection (2), an employer **may** permit, with appropriate conditions and after consulting with the committee, the representative or, where there is no committee or representative, the workers, a worker to use soft-soled, slip resistant protective footwear without puncture-proof plates in the soles and toecaps provided by the worker, if the worker is

(a) a steel erector engaged in the connection of structural

components of a skeletal structure; or

(b) engaged in the installation of roof finishing materials
Section 6.12(3).

Further details on the Workplace Safety and Health Act and Regulation can be found at Gov.mb.ca.

NEW BRUNSWICK

Under New Brunswick's [Regulation 91-191 under the Occupational Health and Safety Act](#), **Part VII: Protective Equipment (Sections 38 and 41)**, employers are required to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers conduct hazard assessments, select suitable protective footwear that meets safety standards, and ensure proper maintenance.

Part VII Protective Equipment – General

Duty to supply, train, and use

(1) Where protective equipment is required to be used by an employee under this Regulation, an employer **shall** provide the protective equipment required and **shall** ensure that the employee is instructed and trained on how to use, care for and inspect the protective equipment in accordance with the manufacturer's specifications. **Section 38(1).**

Foot protection

(1) On a project site, an employee **shall** use Grade 1 footwear with sole protection that conforms to CSA standard CSA Z195:14 (R2019), "Protective Footwear" or a standard offering equivalent protection. **Section 41(1).**

(2) At a place of employment, other than a project site, where

an employee is exposed to a hazard that may injure the employee's foot, the employee **shall** use protective equipment that is appropriate to the hazard and that conforms to CSA standard CSA Z195:14 (R2019), "Protective Footwear" or a standard offering equivalent protection. **Section 41(2).**

Further details on Regulation 91-191 under the Occupational Health and Safety Act can be found at [Laws.gnb.ca](https://laws.gnb.ca).

NEWFOUNDLAND & LABRADOR

Under Newfoundland and Labrador's [Regulation 5/12](#), **Part VII: Personal Protective Equipment (Sections 71, 72, and 80)**, **employers are required** to provide and enforce the use of appropriate foot protection to protect workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers assess workplace hazards, select suitable protective footwear that meets recognized safety standards, and ensure that the footwear is properly maintained.

Selection, use, and maintenance

Personal protective equipment **shall**

- (a) be selected and used in accordance with recognized standards and provide effective protection;
- (b) not in itself create a hazard to the wearer;
- (c) be compatible so that one item of personal protective equipment does not make another item ineffective; and
- (d) be maintained in good working order and in sanitary condition. **Section 71.**

Instruction

An employer **shall** ensure that a worker who wears personal protective equipment is adequately instructed in the correct

use, limitations and assigned maintenance duties for the equipment to be used. **Section 72.**

Foot protection

(1) A worker's footwear **shall** be of a design, construction, and material appropriate to the protection required.

(2) To determine the appropriate protection under subsection (1) the following factors **shall** be considered:

- (a) slipping;
- (b) uneven terrain;
- (c) abrasion;
- (d) ankle protection;
- (e) foot support;
- (f) crushing potential;
- (g) temperature extremes;
- (h) corrosive substances;
- (i) puncture hazards;
- (j) electrical shock; and
- (k) another recognizable hazard.

(3) Where a determination has been made that safety protective footwear is required to have toe protection, metatarsal protection, puncture resistant soles, dielectric protection or a combination of these, the footwear **shall** meet the requirements of CSA Standard CAN/CSA -Z195, Protective Footwear. **Section 80.**

Further details on the Newfoundland and Labrador's Regulation 5/12 can be found at Assembly.nl.ca.

NOVA SCOTIA

Under Nova Scotia's [Occupational Health and Safety Act](#), **Part 3: Personal Protective Equipment (Sections 9 and 12)**, **employers are required** to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers assess workplace hazards, select suitable protective footwear that meets recognized safety standards, and ensure the footwear is properly maintained.

Part 3 – Personal Protective Equipment – Use of Personal Protective Equipment

(1) An employer **shall** ensure that adequate personal protective equipment or devices required for an assigned task are used, based on

- (a) the nature of the task;
- (b) the location and conditions of the workplace; and
- (c) any hazards that may affect the health and safety of persons in the workplace.

(2) Where personal protective equipment or devices are required under the Act or these regulations, an employer **shall** ensure that

- (a) an employee receives adequate training in the proper use and care of the personal protective equipment or devices; and
- (b) an employee wears or uses the personal protective equipment or devices in accordance with the instruction and training provided.

(3) An employer **shall** ensure that all personal protective equipment or devices required under the Act or these regulations are

(a) maintained by a competent person; and

(b) tested or visually inspected before each use, in accordance with the manufacturer's specifications.

(4) Where a person identifies any defect in personal protective equipment or devices that may impair the adequacy of the equipment or devices, the employer **shall** ensure that the personal protective equipment or devices are not used until they are repaired. **Section 9(1) to (4).**

Hazard to foot or skin

(1) Where a person is exposed to a hazard that may injure the person's foot, an employer **shall** ensure that protective equipment is worn that is appropriate to the hazard and that complies with the latest version of CSA standard CSA Z195, "Protective Footwear".

(2) Where a person is exposed to a hazard that may injure the skin, an employer **shall** ensure that adequate protection is worn or used. **Section 12(1)(2).**

Further details on the Occupational Health and Safety Act can be found at Novascotia.ca.

NORTHWEST TERRITORIES & NUNAVUT

Under the Northwest Territories [Official Consolidation of Occupational Health and Safety Regulations](#), Part 7: Personal Protective Equipment (Section 100), employers are required to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers assess workplace risks, select suitable protective footwear based on identified hazards, and ensure the equipment meets recognized safety standards.

Footwear

(1) An employer **shall** require that

(a) a worker uses footwear suitable to minimize any risks associated with the work site and the worker's work; and

(b) a worker who could be at risk from a heavy or falling object or who could tread on a sharp object uses approved protective footwear.

(2) An employer **shall** provide to a worker

(a) outer foot guards if there is substantial risk of a crushing injury to the foot of the worker; and

(b) approved protective footwear if the feet of the worker could be endangered by hot, corrosive or toxic substances.
Section 100(1)(2).

Further details on the Official Consolidation of Occupational Health and Safety Regulations can be found at Canlii.org.

ONTARIO

While Ontario does not have specific regulations for foot protection, the [Occupational Health and Safety Act](#) includes applicable provisions that support worker safety. **Section 25(1)(b) mandates** that employers maintain equipment in good condition, **Section 25(2)(a) requires** employers to provide information and instruction to workers, **Section 25(2)(d)** ensures workers are made aware of hazards they may face, and **Section 25(2)(h)** emphasizes the obligation to take every reasonable precaution to protect workers. Additionally, under [0. Reg. 213/91 – Part II – General Construction, Sections 21 and 23](#), employers **are required** to ensure that suitable protective equipment, including foot protection, is provided and maintained for workers exposed to risks such as falling objects and sharp materials.

Duties of employers

(1) An employer **shall** ensure that,

(b) the equipment, materials and protective devices provided by the employer are maintained in good condition;

(2) Without limiting the strict duty imposed by subsection (1), an employer **shall**,

(a) provide information, instruction and supervision to a worker to protect the health or safety of the worker;

(d) acquaint a worker or a person in authority over a worker with any hazard in the work and in the handling, storage, use, disposal and transport of any article, device, equipment or a biological, chemical or physical agent;

(h) take every precaution reasonable in the circumstances for the protection of a worker; **Section 25(1)(2).**

Protective Clothing, Equipment, and Devices

(1) A worker **shall** wear such protective clothing and use such personal protective equipment or devices as are necessary to protect the worker against the hazards to which the worker may be exposed.

(2) A worker's employer **shall** require the worker to comply with subsection (1).

(3) A worker required to wear protective clothing or use personal protective equipment or devices **shall** be adequately instructed and trained in the care and use of the clothing, equipment, or device before wearing or using it.

(4) Personal protective clothing and equipment that is provided, worn or used **shall** be a proper fit, having regard to all relevant factors including body types. **Section 21(1) to (4).**

(1) Every worker **shall** wear protective footwear at all times when on a project.

(2) Protective footwear **shall** be a safety shoe or safety boot,

(a) with a box toe that is adequate to protect the wearer's toes against injury due to impact and is capable of resisting at least 125 joules impact; and

(b) with a sole or insole that is adequate to protect the wearer's feet against injury due to puncture and is capable of resisting a penetration load of 1.2 kilonewtons when tested with a Deutsche Industrie Norm standard pin. **Section 23(1)(2).**

Further details on the Occupational Health and Safety Act and O. Reg. 213/91 can be found at [Ontario.ca/laws](https://www.ontario.ca/laws) and [Ontario.ca](https://www.ontario.ca).

PRINCE EDWARD ISLAND

Under Prince Edward Island's [Occupational Health and Safety Act General Regulations](#), Part 45: Personal Protective Equipment (Sections 45.2 to 45.4, 45.15, and 45.16), employers are **required** to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers assess workplace risks, select suitable protective footwear that meets safety standards, and ensure the footwear is properly maintained.

Maintenance

The employer **shall** ensure that personal protective equipment is maintained in good condition. **Section 45.2.**

Instruction

Every employer **shall** ensure that every worker who is required to use personal protective equipment shall be given pre-job instruction by the employer to understand its use, its

limitations, and its maintenance requirements, as far as these relate to its correct use by the worker. **Section 45.3.**

Testing

A worker wearing or using personal protective equipment **shall** test the equipment before each use and **shall** not wear or use any equipment the worker has reason to believe is defective. **Section 45.4.**

Foot Protection

Footwear

The employer **shall** ensure that a worker on a worksite or at any place of employment who is exposed to a hazard which could injure the foot provides footwear which meets the standards and specifications of CSA Standard Z195-14, Protective Footwear, or a standard offering equivalent protection. **Section 45.15.**

Defective footwear

(1) Footwear that has deteriorated to a point where it does not provide the required protection **shall** not be used.

(2) When mobile equipment is fitted with foot operated controls the operator **shall** not wear footwear deemed by the officer to be unsafe.

Exception

(3) Section **45.15** does not apply when footguards or other devices affording equivalent protection are worn. **Section 45.16(1) to (3).**

Further details on the Occupational Health and Safety Act General Regulations can be found at PrinceEdwardIsland.ca.

QUÉBEC

Under Québec's [Regulation Respecting Occupational Health and Safety](#), **Division XXX: Means and Equipment for Individual and Group Protection (Sections 338, 339, and 344)**, employers are **required** to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers assess workplace risks, select suitable protective footwear that meets recognized safety standards, and ensure that the footwear is properly maintained.

Division XXX – Means and Equipment for Individual and Group Protection

Employer's obligations: The employer **shall** provide the worker free-of-charge with the individual or collective means and equipment required under this Regulation and **ensure** that the workers have received the information necessary for using those means and equipment. **Section 338.**

Worker's obligations: The worker **shall** wear or use, as the case may be, the individual or collective protective means and equipment required under this Regulation. **Section 339.**

Protective footwear: The wearing of protective shoes in compliance with CAN/CSA-Z195-14 Protective Footwear is **mandatory** for all workers exposed to foot injuries incurred in the following cases:

- (1) by perforation;
- (2) by electric shock;
- (3) by an accumulation of electrostatic charges;
- (4) by the falling of heavy, burning or sharp objects;
- (5) by contact with molten metal;

- (6) by contact with dangerous substances in a liquid state and at intense temperatures;
- (7) by contact with dangerous substances that are corrosive;
- (8) during other dangerous tasks. **Section 344.**

Further details on the Regulation respecting occupational health and safety can be found at [Legisquebec.gouv.qc.ca](http://legisquebec.gouv.qc.ca).

SASKATCHEWAN

Under Saskatchewan's [Occupational Health and Safety Regulations](#), **Part 7: Personal Protective Equipment (Section 7-11)**, **employers are required** to provide and enforce the use of appropriate foot protection to protect workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers conduct hazard assessments to identify risks requiring foot protection, select suitable footwear that meets recognized safety standards, and ensure the equipment is properly maintained.

Footwear

(1) Subject to subsection (4), an employer or contractor **shall** ensure that:

(a) a worker uses footwear that is appropriate to the risks associated with the worker's place of employment and occupation; and

(b) a worker who may be at risk from a heavy or falling object or who may tread on a sharp object uses approved protective footwear.

(2) The following places are deemed to be places where a worker is exposed to a risk described in clause (1) (b):

(a) a mine, mill, or smelter;

- (b) a forestry or sawmilling operation;
- (c) a construction site;
- (d) a drilling operation;
- (e) an oil or gas servicing operation.

(3) An employer or contractor **shall**:

- (a) provide outer foot guards if there is substantial risk of a crushing injury to the foot of a worker; and
- (b) provide approved protective footwear if the feet of a worker may be endangered by hot, corrosive, or toxic substances.

(4) After consultation with the committee, the representative or, if there is no committee or representative, the workers, an employer, or contractor may:

(a) permit the following to use approved soft-soled footwear without puncture-proof plates in the soles:

- (i) workers who are competent steel erectors engaged in the connection of structural components of a skeletal structure;
- (ii) competent workers who are engaged in the installation of a roof; and

(b) impose any conditions that the employer or contractor considers appropriate on the use of footwear described in clause (a). **Section 7-11(1) to (4).**

Further details on the Occupational Health and Safety Regulations can be found at Saskatchewan.ca.

YUKON

Under the Yukon [Workers' Safety and Compensation \(WSC\) Regulations](#), Part 1: General (Section 1.13), employers are **required** to provide and enforce the use of appropriate foot protection to safeguard workers from hazards such as falling objects, sharp materials, and electrical risks. These regulations **mandate** that employers assess workplace hazards, select suitable protective footwear based on identified risks, and ensure that the footwear meets recognized safety standards.

Protective Equipment and Clothing – Footwear

The worker **shall** be required to wear effective and appropriate footwear and ensure that

Condition Appropriate

- (a) it is in good condition and provides the required protection,
- (b) it is of a design, construction and material type appropriate to the protection required,

Standards

(c) footwear selected for toe protection, metatarsal protection, puncture resistant sole, dielectric protection or any combination, meets the requirements of

1. CSA Standard Z195-02, Protective Footwear,
2. ANSI Standard Z41, Footwear, Protective Personal Protection, or

iii. other similar standards acceptable to the board.

Non-slip

(d) non-slip footwear is worn where the walking surface is slippery, and

Caulked

(e) caulked or other equally effective footwear is worn when walking on poles, pilings, logs or other round timbers.
Section 1.13.

Further details on the Workers' Safety and Compensation (WSC) Regulations can be found at wcb.yk.ca.