

# Foot Protection – Know the Laws of Your Province



**Employers must provide and ensure workers use appropriate PPE against foot injury.**

*One of every 10 disabling workplace injuries in Canada is a foot injury, according to the Podiatric Association of Canada. That's while all the OHS laws require employers to ensure that workers have and use proper PPE and safety footwear necessary to protect their feet from injury. However, while the requirements are similar, there are also significant differences in legal requirements by jurisdiction. Alberta, BC, Manitoba and New Brunswick have the most detailed requirements; Ontario's requirements are the least specific and detailed. Here's a summary of the rules in all parts of Canada so you know how to comply with the requirements that apply to your particular workplace and operations.*

## OHS Foot Protection Requirements

### FEDERAL

**General PPE:** (1) Employee must report PPE defects to employer as soon as feasible, who must then remove PPE from service if defect is dangerous and not return it to service until a qualified person restores it to good operating condition; (2)

Employer must ensure that every **person** given access to workplace and who uses PPE is instructed and trained in its safe use and maintenance by a qualified person, with instruction and training provided summarized in writing and kept readily available to every person granted access to the workplace; (3) Employer must keep a record of all PPE they provide (other than disposable equipment) listing: (a) a description of equipment and the date employer acquired it; (b) date and result of each inspection and test; (c) date and nature of any maintenance work done on PPE since it was acquired; and (d) name of person who performed the inspection, test or maintenance; (4) Record must be kept at workplace where PPE is located and retained for 2 years after it's removed from surface, unless a standard requires longer retention period (*COHS Regs.*, Secs. 12.18 to 12.21)

**Foot Protection:** (1) If there's a risk of foot injury or electric shock in a work place, employer must ensure that protective footwear that meets CSA Z195 is worn; (2) If employer, in consultation with the policy committee/JHSC/safety representative, determines that the above protective footwear doesn't eliminate or reduce risk of injury, employer must ensure that appropriate protective footwear selected by them, in consultation with the policy committee/JHSC/safety representative, is worn; and (3) If there's a risk of injury due to slipping in a work place, employer must ensure that slip-resistant footwear is worn (*COHS Regs.*, Sec. 12.11)

## ALBERTA

**General PPE:** If hazard assessment identifies need for PPE: (1) Employer must ensure that: (a) workers wear that's correct for the hazard, (b) workers properly use and wear the PPE, (c) the PPE is in a condition to perform the function for which it's designed, (d) workers are trained in the correct use, care, limitations and assigned maintenance of the PPE, and (e) Use

of PPE itself doesn't endanger workers; and (2) Worker must: (a) properly use and wear the appropriate PPE in accordance with the training and instruction received, (b) inspect the PPE before using it, and (c) not use PPE that can't perform the function for which it's designed (*OHS Code*, Sec. 228).

**Foot Protection:** (1) Employer must ensure that a worker uses footwear appropriate to the hazards of the work being performed and work site; (2) Employer may not require a worker to wear footwear that may pose a health or safety risk to the worker; (3) If the hazard assessment identifies that protective footwear must have toe protection, a puncture resistant sole, metatarsal protection, electrical protection, chainsaw protection or any combination of these, employer must ensure that worker wears PPE to protect the feet that meets: (a) CSA Z195-02, Protective Footwear, or (b) ASTM Standard F2413-05, Specification for Performance Requirements for Protective Footwear, if the PPE to protect the feet was manufactured on or after July 1, 2009; (4) If a worker is likely to be exposed to a hazard other than those referred to in subsection (2), employer must ensure that the worker uses footwear appropriate to the hazard; (5) If a worker can't, for medical reasons, wear PPE meets 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 Z195-02, or (ii) ASTM Standard F2413-05, (b) metatarsal protection isn't needed to protect the feet from injury, (c) the hazard assessment confirms that the worker won't be exposed to any sole penetration hazards, and (d) wearing the safety toecaps doesn't itself create a hazard; and (6) Employer must ensure that a firefighter wears foot PPE that meets: (a) CSA Standard Z195-02, (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 PPE was manufactured on or after July 1, 2009 (*OHS Code*, Sec. 233)

# BRITISH COLUMBIA

**General PPE:** (1) Workers responsible for providing safety footwear unless it's agreed otherwise; (2) PPE must: (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 PPE doesn't make another item ineffective, and (d) be maintained in good working order and sanitary condition; (3) If the use of PPE creates hazards equal to or greater than those it's intended to prevent, alternative PPE must be used or other appropriate measures taken; (4) Evaluation of workplace conditions required to determine appropriate PPE must be done in consultation with JHSC or health and safety rep, as well as worker who will use the equipment; (5) PPE program required where PPE is necessary to protect against a chemical exposure or oxygen deficient atmosphere, with program reviewed annually; (6) Employer must ensure that worker who wears PPE is adequately instructed in its correct use, limitations and assigned maintenance duties; (7) Supervisor must ensure that appropriate PPE is: (a) available to workers, (b) properly worn when required, and (c) properly cleaned, inspected, maintained and stored; (8) Worker required to use PPE must (a) use the equipment in accordance with training and instruction, (b) inspect the equipment before use, (c) refrain from wearing PPE outside of the work area where it's required doing so would constitute a hazard, and (d) report any equipment malfunction to the supervisor or employer; and (9) Worker assigned responsibility for cleaning, maintaining or storing PPE must do so in accordance with training and instruction provided (*OHS Reg.*, Part 8)

**Foot Protection:** (1) Worker's footwear must be of a design, construction, and material appropriate to the protection required and that allows the worker to safely perform the worker's work based on the following factors: (a) slipping; (b) tripping; (c) uneven terrain; (d) abrasion; (e) ankle

protection and foot support; (f) potential for musculoskeletal injury; (g) crushing potential; (h) temperature extremes; (i) corrosive substances; (j) puncture hazards; (k) electrical shock; (l) any other recognizable hazard; (2) Employer must not require worker to wear footwear that doesn't comply with subsection (1); (3) If it's determined that safety protective footwear must have toe protection, metatarsal protection, puncture resistant soles, dielectric protection or any combination of these, the footwear must meet: (a) 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) Worker must wear the appropriate footwear and ensure it's in a condition to provide the required protection; (5) If it's not practicable for workers in the performing arts to wear safety footwear meeting requirements of subsection (3) other effective measures must be taken to protect against injury; (6) If a workplace has slippery surfaces, appropriate non-slip footwear must be worn; (7) Caulked or other equally effective footwear must be worn by workers required to walk on logs, poles, pilings or other round timbers; (8) Worker is responsible for providing appropriate footwear including safety footwear unless parties agree that employer should pay all or some of the cost; and (9) A worker involved in welding or burning operations must wear substantial safety footwear made of leather or other suitable material (*OHS Reg.*, Part 8)

## MANITOBA

**General PPE:** (1) Employer must ensure that a worker wears and uses PPE when required to do so under the Regulations and in the event of an emergency in the workplace, including a spill or discharge of a hazardous substance; (2) Employer must: (a) develop and implement safe work procedures for the use of PPE;

(b) train workers in those safe work procedures; (c) ensure that workers comply with those safe work procedures; and (d) ensure that safe work procedures developed by the PPE manufacturer, if any, are followed and that the employer's own procedures aren't inconsistent with the manufacturer's procedures; (3) If PPE is required, employer must: (a) provide a worker, at no cost, the equipment appropriate for the risks associated with the workplace and the work; (b) ensure that the equipment is (i) stored in a location that's clean, secure, and readily accessible by the worker, (ii) immediately repaired or replaced if it's defective, and (iii) immediately replaced with clean or decontaminated equipment if it's rendered ineffective because of contamination with a hazardous substance; and (c) make, so far as reasonably practicable, appropriate adjustments to the work procedures and rate of work to eliminate or reduce any risk to the safety or health of a worker that may arise from the worker's use of the equipment; (4) Employer must ensure that: (a) before providing PPE to a worker, the equipment is fit for its purpose, as determined by the employer inspecting it and testing it or carrying out any pre-use procedure in accordance with the manufacturer's specifications; (b) the equipment provided fits the worker correctly and can be safely used by the worker; and (c) the worker is informed of and understands the safety or health risk for which the equipment is designed and its limitations, if any, in the protection it provides; (5) Worker provided with PPE must: (a) wear or use it in accordance with the manufacturer's specifications; (b) take reasonable steps to prevent damage to it; and (c) inform the employer if it becomes defective or fails to provide the protection it's intended to provide; (6) When

a worker is required to provide protective headwear or footwear for themselves, (a) employer's duty is merely to ensure that the equipment provided by the worker meets, and is used in accordance with, the requirements of Part 6 of the Regs; and (b) the worker must take reasonable steps to prevent

damage to the equipment and ensure that it (i) meets and is used in accordance with the manufacturer's specifications and the requirements of Part 6, (ii) is immediately repaired or replaced if it's defective, and (iii) is immediately replaced with clean or decontaminated equipment, if it's rendered ineffective because of contamination by a hazardous substance (*WSH Regs.*, Secs. 6.1 to 6.6)

**Foot Protection:** (1) Employer must not require worker to wear footwear that: (a) isn't of a design, construction and material appropriate to the protection required for the work; or (b) doesn't allow the worker to safely perform the work (*WSH Act*, Sec. 45.2); (2) Employer must provide worker: (a) outer foot guards that provide metatarsal protection, if there's substantial risk of a crushing injury to the foot; and (b) protective footwear, when the worker's feet may be endangered by a hot, corrosive or toxic substance; (3) Workers are responsible for providing for themselves protective footwear that (a) is appropriate for the risk associated with the workplace and work; and (b) meets (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; (4) Employer may permit, with appropriate conditions and after consulting with the JHSC/safety representative/workers 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 (*WSH Regs.*, Sec. 6.12)

## NEW BRUNSWICK

**General PPE:** (1) Employer must provide any protective equipment Regs. require workers to use and ensure that the

employee is instructed and trained in its proper use and care: and (2) Where Regs. require employees to use protective equipment, employee must: (a) use the equipment in accordance with the instruction and training received, (b) test or visually inspect the equipment before each use as appropriate to the type of equipment to be used, (c) report any defective equipment to the employer and not use the equipment, and (d) care for the equipment properly while using it (*OHS Gen. Reg.*, Sec. 38)

**Foot Protection:** (1) Employees on a project site must use Grade 1 footwear with sole protection that meets CSA Z195:14 (reaffirmed 2019), 'Protective Footwear' or a standard offering equivalent protection; (2) At a place of employment, other than a project site, employees exposed to foot hazards must use protective equipment appropriate to the hazard that meets CSA Z195:14 (reaffirmed 2019), 'Protective Footwear' or a standard offering equivalent protection; (3) Firefighters engaged in structural fire-fighting or rescue, a firefighter must use protective footwear that: (a) meets or exceeds NFPA 1974, 'Standard on Protective Footwear for Structural Fire Fighting', 1992 edition or the standard for Grade 1 footwear, with sole puncture protection and electric shock resistant soles, in CSA standard CAN/CSA Z195-M92, 'Protective Footwear', (b) is water resistant for at least 12.7 cm above the bottom of the heel, and (c) has a slip-resistant outer sole; (4) Where a floor is wet because of the work process and devices like matting or grating are insufficient to eliminate slipping hazards, the employer and contractor must provide and ensure employees who are required to walk on the floor non-slip footwear; and (5) Employer must ensure that an employee who operates a chain saw wears: (a) safety footwear that meets CSA Z195:14 (Reaffirmed 2019), or a standard offering equivalent or better protection, has chain saw protection on the top and sides and has non-slip soles, and (b) leg protection that has a label permanently affixed to the outer surface of the leg protection indicating the standard it



meets, and (c) an employee working on a slope greater than 30% wears safety footwear that's corked, caulked or spiked (*OHS Gen. Reg.*, Secs. 41, 51.3, 102 and 346)

## NEWFOUNDLAND

**General PPE:** (1) PPE must: (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 PPE doesn't make another item ineffective; and (d) be maintained in good working order and sanitary condition; and (2) Employer must ensure that a worker who wears PPE is adequately instructed in its correct use, limitations and assigned maintenance duties (*OHS Regs.*, Secs. 71 and 72)

**Foot Protection:** (1) Worker's footwear must be of a design, construction, and material appropriate to the protection required considering the following factors: (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; and (2) If it's determined that safety protective footwear must have toe protection, metatarsal protection, puncture resistant soles, dielectric protection or a combination, the footwear must meet CSA Z195, Protective Footwear (*OHS Regs.*, Sec. 80)

## NOVA SCOTIA

**General PPE:** (1) Employer must ensure that adequate PPE or devices required for an assigned task are used, based on: (a) the nature of the task; (b) workplace location and conditions; and (c) any hazards that may affect a person in the workplace's health and safety; (2) Where PPE or devices are required, employer must ensure that: (a) employee receives adequate training in their proper use and care; and (b)

employee wears or uses the PPE or devices in accordance with instruction and training provided; (3) Employer must ensure that all required PPE or devices are: (a) maintained by a competent person; and (b) tested or visually inspected before each use, in accordance with the manufacturer's specifications (4) If anybody identifies a defect in PPE or devices that may impair their adequacy, employer must ensure that the PPE or devices aren't used until they're repaired; and (5) Employees must wear or use all required PPE or devices (*Occ. Safety Gen. Regs.*, Sec. 9)

**Foot Protection:** (1) Employer must ensure that person exposed to foot hazards wears protective equipment appropriate to the hazard that meets the latest version of CSA Z195, 'Protective Footwear'; (2) Employer must ensure that employees wear non-slip footwear where devices like matting or grating are inadequate to prevent slipping on a floor, stairway, passageway or similar walking surface that's slippery for any reason except for weather or climatic conditions; and (3) Firefighter engaged in structural fire-fighting must use protective footwear that: (a) meets or exceeds the latest version of NFPA 1971, 'Standard on Protective Ensemble for Fire Fighting', or the standard for Grade 1 footwear, with sole puncture protection and electric shock resistant soles in the latest version of CSA Z195, 'Protective Footwear'; (b) is water-resistant for at least 12.7 cm above the bottom of the heel; and (c) has a slip-resistant outer sole. (*Occ. Safety Gen. Regs.*, Secs. 12, 139 and 192)

## ONTARIO

(1) Employer must not require a worker to wear footwear with an elevated heel unless it's required perform the work safely (*OHS Act*, Sec. 25.1(1)); (2) A worker required to wear or use any protective clothing, equipment or device must be instructed and trained in its care and use before wearing or using the protective clothing, equipment or device; (3) A

worker exposed to the foot injury hazards must wear foot protection appropriate in the circumstances (*Indust. Ests. Regs.*, Secs. 81-82); and (4) Every worker must wear protective footwear at all times when on a construction project consisting of a safety shoe or safety boot: (a) with a box toe adequate to protect toes against injury due to impact and that's capable of resisting at least 125 joules impact; and (b) with a sole or insole adequate to protect the feet against injury due to puncture and that's capable of resisting a penetration load of 1.2 kilonewtons when tested with a Deutsche Industrie Norm standard pin (*Const. Projects*, Sec. 23)

## PRINCE EDWARD ISLAND

**General PPE:** (1) Employer must ensure that PPE is maintained in good condition; (2) Employer must ensure that every worker required to use PPE gets pre-job instruction by the employer to understand its use, limitations, and maintenance; and (3) Workers wearing or using PPE must test the equipment before each use and not wear or use any equipment they have reason to believe is defective (*OHSA Gen. Regs.*, Sec. 45)

**Foot Protection:** (1) Employer must ensure that employer must ensure that any worker required to work on a wet floor wears suitable foot wear; (2) A worker on a logging worksite must wear approved safety headwear and approved safety footwear at all times; (3) Employer must ensure that a worker operating a chain saw wears approved safety boots; (4) Employer must ensure that a worker exposed to a foot hazard wears footwear that meets CSA Z195-14, Protective Footwear, or a standard offering equivalent protection; and (5) Footwear must not be used if it has deteriorated to a point where it doesn't provide the required protection (*OHSA Gen. Regs.*, Secs. 5, 41 and 48)

# QUÉBEC

**General PPE:** (1) Employer must provide worker, free-of-charge, individual or collective means and equipment required under the OHS Regulation and ensure that workers have received the information necessary for using those means and equipment; and (2) Workers must wear or use the individual or collective protective means and equipment required (*OHS Regs.*, Secs. 338 and 339)

**Foot Protection:** (1) Wearing protective shoes meeting CSA Z195-14 Protective Footwear is mandatory for all workers exposed to foot injuries: (a) by perforation; (b) by electric shock; (c) by an accumulation of electrostatic charges; (d) by the falling of heavy, burning or sharp objects; (e) by contact with molten metal; (f) by contact with dangerous substances in a liquid state and at intense temperatures; (g) by contact with dangerous substances that are corrosive; and (h) during other dangerous tasks (*OHS Regs.*, Sec. 344); (2) Every person on a construction site must wear class 1 protective footwear that meets CSA Z-195 Protective Footwear; (3) Any worker working in a construction site work area must wear class 1 protective footwear that meets CSA Z-195 and that's fitted with soles that don't slip on wet surfaces; (3) User of a chainsaw must wear one of the following: (a) class 1 protective footwear that meets CSA Z-195; (b) footwear that meets the recommendations for the user of a chainsaw; or (c) that has protective gaiters and that meets Part 9 of EN Standard 381-9, Personal protective equipment for users of hand chainsaw; (d) footwear that meets ISO Standard 17249, Safety footwear with resistance to chainsaw cutting; (e) footwear that meets ISO Standard 20345, Personal protective equipment ' Safety footwear, that has protective gaiters and that meet Part 9 of EN Standard 3819, Personal protective equipment for users of hand chainsaw (*Safety Code for Const. Industry*, Secs. 2.10.6., 3.23.14. and 7.1.3.2.3.)

# SASKATCHEWAN

**General PPE:** (1) If it's not reasonably practicable to protect health and safety via design of the plant and work processes, suitable work practices or administrative controls, employer or contractor must ensure that every worker wears or uses suitable and adequate PPE; (2) If PPE won't effectively protect a worker, employer or contractor must, if reasonably practicable, provide alternative work arrangements for worker; (3) An employer or contractor legally required to provide PPE must : (a) supply approved PPE to the workers at no cost to the workers; (b) ensure that the PPE is used by the workers; (c) ensure that the PPE is at the worksite before work begins; (d) ensure that the PPE is stored in a clean, secure location that's readily accessible to workers; (e) ensure that each worker is aware of the location of the PPE and trained in its use; (f) inform workers of the reasons why the PPE is required to be used and of the limitations of its protection; and (g) ensure that PPE provided to a worker is: (i) suitable and adequate and a proper fit for that worker; (ii) maintained and kept in a sanitary condition; and (iii) removed from use or service when damaged; (4) If an employer or contractor requires a worker to clean and maintain PPE, employer must ensure that the worker has adequate time during normal working hours without loss of pay or other benefits for this purpose; (5) If reasonably practicable, an employer or contractor must make appropriate adjustments to the work procedures and the rate of work to eliminate or reduce the danger or discomfort to the worker that may arise from the worker's use of PPE; (6) A worker who's provided with PPE by an employer or contractor must: (a) use the PPE; and (b) take reasonable steps to prevent damage to it; (7) If PPE provided to a worker becomes defective or otherwise fails to provide the intended protection, the worker must: (a) return the PPE to the employer; and (b) inform the employer of the defect or other reason why the doesn't provide the intended protection; and

(8) Employer must immediately repair or replace any PPE that the worker returns in accordance with subsection (7) (*OHS Regs.*, Part 7)

**Foot Protection:** (1) Employer or contractor shall ensure that: (a) a worker uses footwear 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)(a): (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) Employer or contractor must: (a) provide outer foot guards if there's substantial risk of a crushing injury to a worker's foot; and (b) provide approved protective footwear if a worker's feet may be endangered by hot, corrosive or toxic substances ; and (4) After consulting with the JHSC/safety representative/workers, 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 engaged in the installation of a roof; and (b) impose any conditions that the employer or contractor considers appropriate on the use of the above footwear (*OHS Regs.*, Sec. 7-11)

## **NORTHWEST TERRITORIES & NUNAVUT**

**General PPE:** (1) If it's not reasonably possible to protect health and safety via design of the plant and work processes, suitable work practices or administrative controls, employer must ensure that worker wears or uses suitable and adequate PPE; (2) If PPE won't effectively protect a worker, employer must, if reasonably possible, provide alternative work

arrangements for worker; (3) An employer legally required to provide PPE must : (a) supply approved PPE to the worker at no cost to the worker; (b) ensure that the PPE is used by the worker; (c) ensure that PPE is at the worksite before work begins; (d) ensure that the PPE is stored in a clean, secure location that's readily accessible to workers; (e) ensure that each worker is aware of the location of the PPE and trained in its use; (f) inform workers of the reasons why the PPE is required and of the limitations of its protection; and (g) ensure that PPE provided to a worker is: (i) suitable and adequate and a proper fit for that worker; (ii) maintained and kept in a sanitary condition; and (iii) removed from use or service when damaged; (4) If an employer requires a worker to clean and maintain PPE, employer must ensure that the worker has adequate time to do so during normal working hours without loss of pay or other benefits; (5) If reasonably possible, employer must make appropriate adjustments to the work procedures and rate of work to eliminate or reduce any danger or discomfort to the worker that may arise from the worker's use of PPE; (6) A worker who's provided with PPE by an employer must: (a) use the PPE; and (b) take reasonable steps to prevent damage to it; (7) If PPE provided to a worker becomes defective or otherwise fails to provide the intended protection, the worker must: (a) return the PPE to the employer or contractor; and (b) inform the employer or contractor of the defect or other reason why the doesn't provide the intended protection; and (8) Employer or contractor must immediately repair or replace any PPE that the worker returns in accordance with subsection (7) (*OHS Regs.*, Part 7)

**Foot Protection:** (1) Employer must require that a worker uses footwear suitable to minimize risks associated with the work site and the work; (2) Employer must require that 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; and (3) Employer must provide workers: (a) outer foot guards if

there's substantial risk of a crushing injury to the worker's foot; and (b) approved protective footwear if the worker's feet could be endangered by hot, corrosive or toxic substances (*OHS Regs.*, Sec. 100)

## YUKON

**General PPE:** (1) All workers must be provided, at no cost to them, with all PPE, specialty clothing or equipment required by the OHS Regulations except: (a) clothing to protect them against the natural elements, (b) general purpose work gloves where required by the nature of the work or the elements, and (c) appropriate footwear including safety footwear required by the Regs.; (2) Required PPE must be: (a) selected, used and maintained to provide effective protection in accordance with the manufacturer's instructions, recognized standards and the Regs; (b) compatible with other equipment and not present a hazard to the user, (c) replaced with alternative equipment or other measures if its use creates hazards equal to or greater than those its use was intended to protect against, (d) replaced by alternative equipment or safe procedures or measures if the equipment causes allergenic or other adverse health effects; (e) promptly replaced if deteriorated or inadequate to meet the requirements of the applicable standard and Regs., or if the conditions of use change, and (f) selected in consultation with the JHSC, safety rep or the worker who will use it; (3) Appropriate PPE must be: (a) readily available to workers, with appropriate training provided; (b) properly used, cleaned, inspected, maintained and stored; (c) used in accordance with the Regs. and instruction and training provided to workers; (4) PPE must be inspected before each use and any equipment malfunction must be reported to the supervisor or employer and may not be used until it's repaired, and; (5) PPE must be cleaned, maintained and stored in accordance with instructions and training (*OHS Regs.*, Part 1)



**Foot Protection:** (1) Workers must, at their own expense, provide and wear appropriate footwear and safety footwear if there's risk of injury to the feet; and (2) Worker must be required to wear effective and appropriate footwear and ensure that: (a) it's in good condition and provides the required protection, (b) it's of a design, construction and material type appropriate to the protection required, (c) footwear selected for toe protection, metatarsal protection, puncture resistant sole, dielectric protection or any combination, meets the requirements of i. CSA Z195-02, Protective Footwear, ii. ANSI Standard Z41, Footwear, Protective Personal Protection, or iii. other similar standards acceptable to the board, (d) non-slip footwear is worn where the walking surface is slippery, and (e) caulked or other equally effective footwear is worn when walking on poles, pilings, logs or other round timbers (*OHS Regs.*, Secs. 1.08 and 1.13)