



# TOOLBOX TALK



## FOOT PROTECTION

Workers should wear foot protection when working in areas where there is a danger of injuries to their feet. Construction workers should generally wear work shoes or boots with slip-resistant and puncture-resistant soles.

Protective footwear should be worn to prevent crushed toes when working around heavy equipment or falling object, contact with chemicals, solvents or hot-applied materials, cold climates, electrical currents, and wet or slippery conditions.

### OSHA Requirements for Foot Protection:

OSHA requires employers to ensure that each affected employee use protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, objects piercing the sole, and where such employee's feet are exposed to electrical hazards.

### Understand the "Big Three" federal safety regulations for foot protection:

- OSHA 1910.132(d) – requires employers to conduct a worksite hazard assessment to determine if hazards are present that require personal protective equipment (PPE).
- OSHA 1910.136 – provides general requirements and criteria for occupational foot protection
- OSHA 1910.132(f) – requires employers to train all employees required to wear PPE

**Note:** Employers are generally required to provide PPE at no cost. However, employers are not required to pay for non-specialty safety- toe protective footwear (including steel-toe shoes or boots) provided that the employer

permits them to be worn off the job site. When the employer provides metatarsal guards and allows the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, the employer does not need to pay the employee for the shoes or boots.

### DO

- Identify sources of hazards during a walk-through inspection
- Keep your work area clean and your tools in their proper place
- Refer to the selection chart to choose the appropriate foot protection
- Consider the use of add-on type devices, such as: strap-on foot, toe or metatarsal guards - as a substitute for protective footwear

### DON'T

- Do not take chances or unnecessary risks. Take the time to select the proper footwear for the hazard involved with the work task.
- Do not cut corners. Use your protective footwear as intended.
- Do not use inserts or insoles that do not properly fit the selected protective footwear. They could reduce or eliminate the effectiveness of the footwear. Consult with the footwear manufacturer and ANSI standards.



TYPES OF HAZARDS AND FOOT PROTECTION METHODS:	
HAZARD	FOOT PROTECTION RECOMMENDED
Falling Objects, Cuts and Punctures	Steel-toe safety shoes, add-on guards, puncture-proof inserts, shin guards
Chemicals, Solvents	Footwear with synthetic stitching and made of rubber, vinyl or plastic
Extreme Heat and Direct Flame	Overshoes or boots made of fire-resistant materials with wooden soles
Hot Surfaces	Safety shoes with wooden or other heat-resistant soles
Extreme Cold	Shoes or boots with moisture or oil-resistant insulation and that can repel water, insulated socks
Electrical Current	Shoes or boots with rubber soles and heels, no metal parts and insulated steel toes
Sparking (From Metal Shoe Parts)	Safety shoes with no metal parts and non-sparking material
Wetness	Lined rubber shoes or boots, rubbers or shoes of silicone-treated leather

## REVIEW QUESTIONS

1. The employer/employee has the choice of which foot protection to use?

a) True

**b) False:** Employees must use protective footwear appropriate to the hazards present in the working areas

2. Add-on type devices can be used as a substitute for protective footwear?

**a) True:** Add-on devices, such as toe or metatarsal guards are a good substitute for protective footwear. Use caution, however as protective footwear must comply with American National Standards Institute standard. It could reduce the effectiveness of the footwear if not selected properly

b) False

3. The type of foot protection to select is up to the user.

a) True

**b) False:** A walk-through hazard inspection and assessment needs to be done to determine the proper type of foot protection needed



**OSHA Standard**  
No. 1910.136  
Foot Protection

Talk Given By:	Date:
Company Name:	Location:
Printed Name	Signature

Under the Occupational Safety and Health Act, employers are responsible for providing a safe and healthy workplace and workers have rights. OSHA can help answer questions or concerns from employers and workers. OSHA's On-site Consultation Program offers free and confidential advice to small and medium-sized businesses, with priority given to high-hazard worksites. For more information, contact your regional or area OSHA office, call 1-800-321-OSHA (6742), or visit [www.osha.gov](http://www.osha.gov).

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