

Evidence shows that slip-resistant shoes reduce slip and fall injuries and the resulting workers' compensation costs. The effectiveness of slip-resistant shoes is based on design, condition due to wear, type and condition of floor/ground surface, and environmental factors. Consider this information when selecting safe footwear for employees in the workplace.

Slip-Resistant Footwear Characteristics

- **Anti-Slip versus Slip-Resistant** – Anti-slip shoes (e.g., typical athletic shoes) are designed to improve traction, versus slip-resistant shoes are designed to improve friction between sole and surface while in the presence of possible contaminants.
- Sole material – Soft rubber grips floor better; avoid hard plastic or leather.
- Outsole tread patterns
 - Random patterns perpendicular to travel are more slip resistant.
 - Patterns that create enclosed areas may cause hydroplaning.
 - A large contact area is better, except if non-patterned.
 - Small snips/incisions help move liquid to outer portions of the outsole.
 - Tread pattern shapes should be spaced at least two millimeters apart.
 - Tread depth should be at least two-three millimeters from bottom of sole.
- Heel design – Should be round with raised tread pattern with edges leading in various directions.

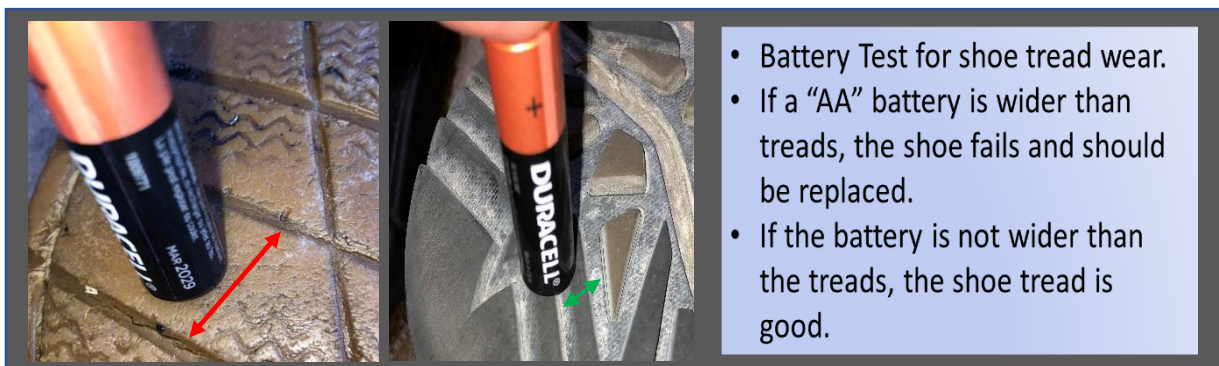


- Additional considerations
 - Fit – Shoes that are too big or loose can cause instability.
 - Comfort – Comfortable shoes increase wearing compliance, normalize gait, and reduce fatigue.
 - Try before buy.
 - Properly measure feet for appropriate size.
 - Try with sock type and/or liner that will normally be worn.
 - Consider material (leather stretches and ventilates more than synthetic).
 - Try on at end of day when feet are most swollen.

- Labeling and advertising
 - Determine activities to be performed and typical conditions.
 - Scrutinize slip-resistance testing methods (coefficient of friction) if indicated (wet testing holds more water than dry testing).
- Other protective features
 - Toe caps (steel vs. synthetic)
 - Mid-sole (steel or composite) for protection against punctures
 - Electric shock-resistant
 - Static resistant
 - Conductivity for grounding
 - Metatarsal guards
 - Ankle support
 - Anti-fatigue
 - Thermal
 - Chemical resistant
 - Waterproof/Water-resistant
 - Attachable traction wear for snow/ice

Employee Training

- Footwear policy should be included in the employee handbook and reviewed at time of hire.
- Inspect daily for wear and presence of contaminants.
 - Shoe treads are like car tires – they lack performance and become unsafe with excessive wear.
 - Keep shoes free of contaminants.



- Shoes shouldn't be worn to/from work if not working outside.
- Provide lockers at workplace for storage.
- Ideally, rotate multiple pairs.
- Supervisor should track age and inspect footwear on routine basis.

Footwear Programs

- Consult your legal department.
- Consider implementing a sample from footwear company after review by legal department.
- Clearly specify what’s required and what’s not allowed.
- Mandatory or recommended
 - Employer-purchased footwear allows more control and tracking.
 - Employee-purchased footwear can include discounts or payroll deductions.
- Enforcement – Initiate disciplinary action for non-compliance with policy.
- Some available corporate programs include:

Vendor	Website	Industry Selector	Claim Reimbursement	ASTM Standards
Shoes for Crews	https://www.shoesforcrews.com/	X	Up to 5K of med	X
SRMAX	https://www.srmax.com/	X	Up to 5K of med	X
Zappos At Work	Zappos Corporate Shoe Program			
SlipGrips	https://www.slipgrips.com/Home	X		
SafeShoes	https://www.safeshoes.com/corporate			