



One Step at a Time

Shoe Safety in the Workplace

Presented by:

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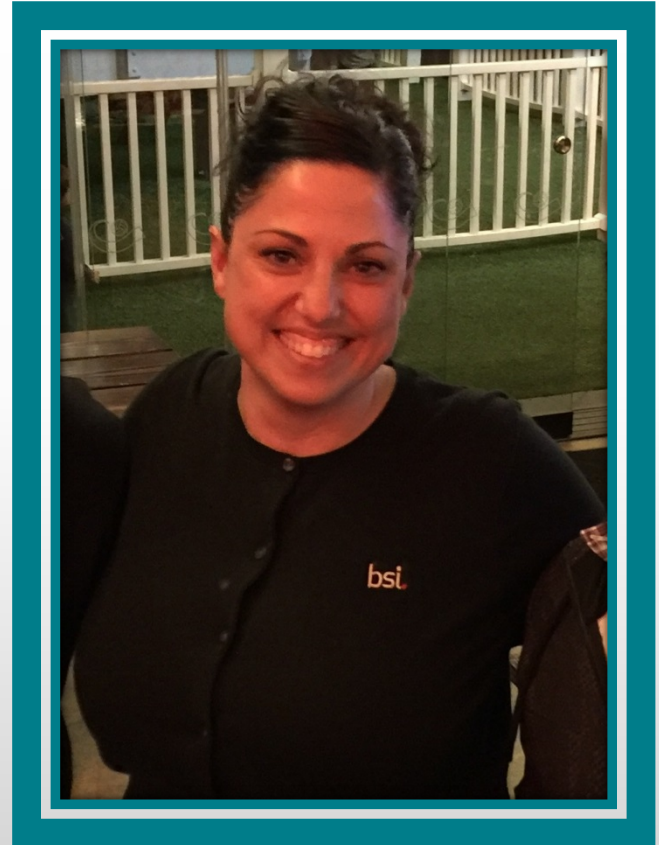
“The Grinch hated Christmas – the whole Christmas season. Now, please don't ask why; no one quite knows the reason. It could be, perhaps, that his shoes were too tight.” – *Dr. Seuss*



How the Grinch Stole Christmas! - 1966

My Background

- Bachelor of Arts – Kinesiology (2002)
 - Chapman University
- Certified Athletic Trainer (2002)
 - Corrective Exercise Specialist – NASM
- Master of Arts – Athletic Administration (2007)
 - Concordia University, Irvine
- Certified Safety Professional (2014)
- BSI EHS Services and Solutions (2016)





Take care of your feet and they'll take care of you.

-Maggie Spilner Lifestyle Expert

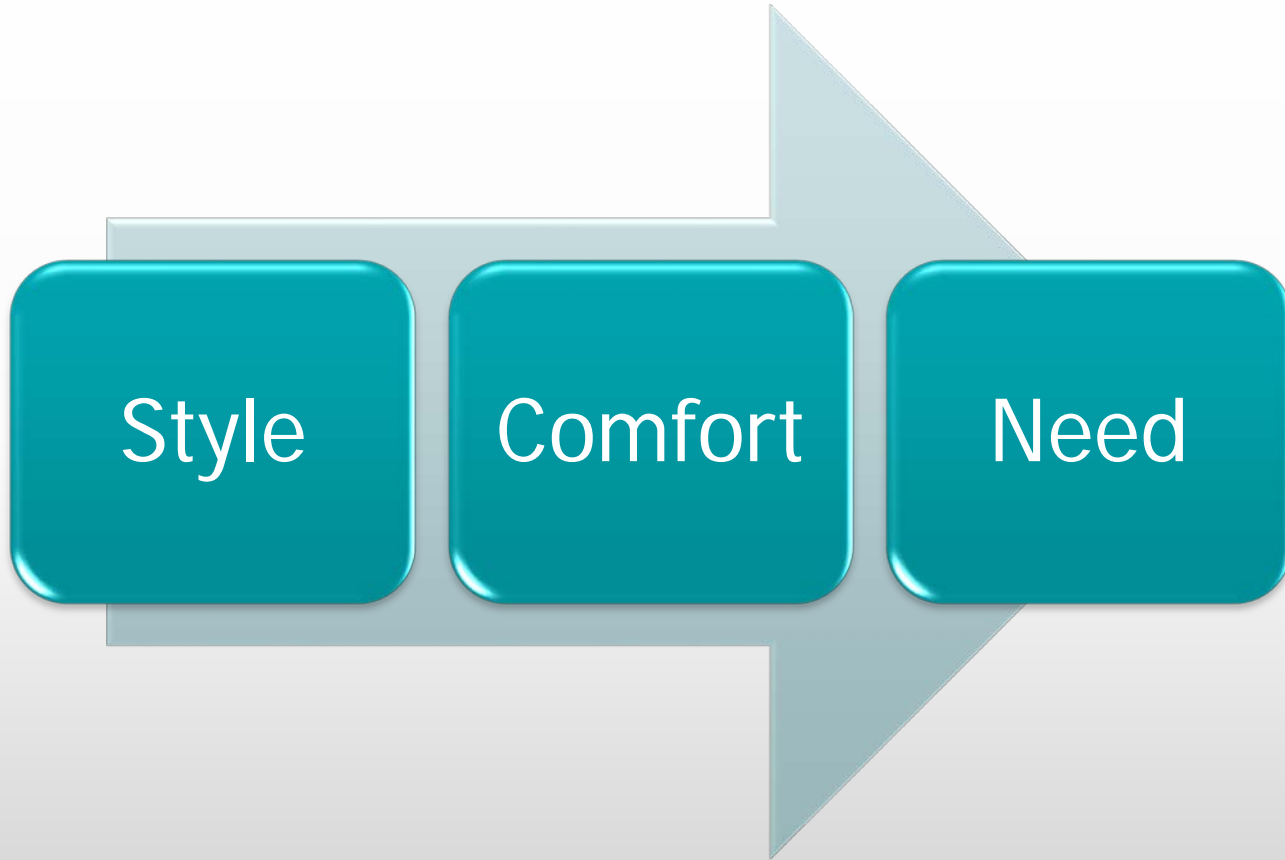
Objectives

- Identify:
 - Typical shoe-related conditions
 - Atypical shoe-related conditions
 - Preferable shoe characteristics
- Learn the ideal characteristics for a shoe program
- Identify four things to consider when purchasing new shoes





What Do You Look For?





thenandnowshop.com

Style



theupswingreport.com

Anatomy of a Shoe

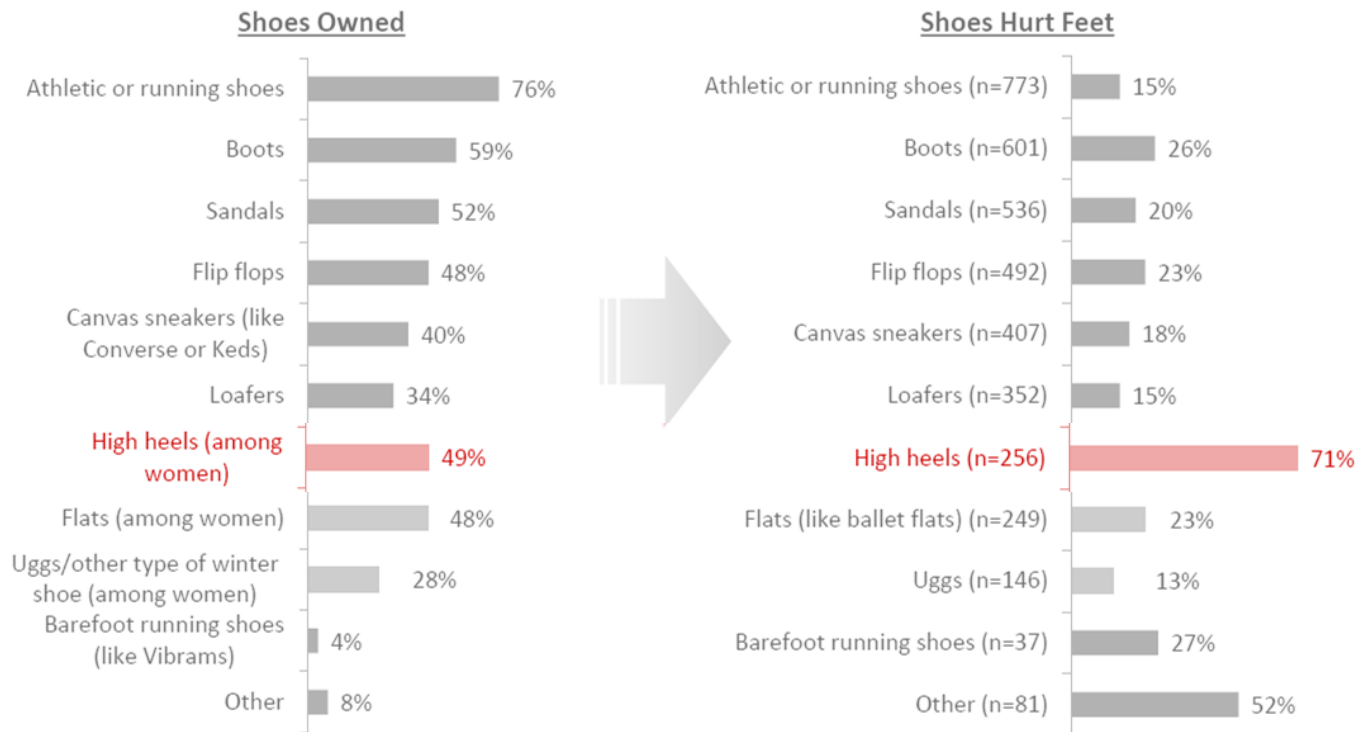


Photos courtesy of sanluispodiatrygroup.com

Shoe Demands



Shoes and Discomfort



The Effect of High Heels

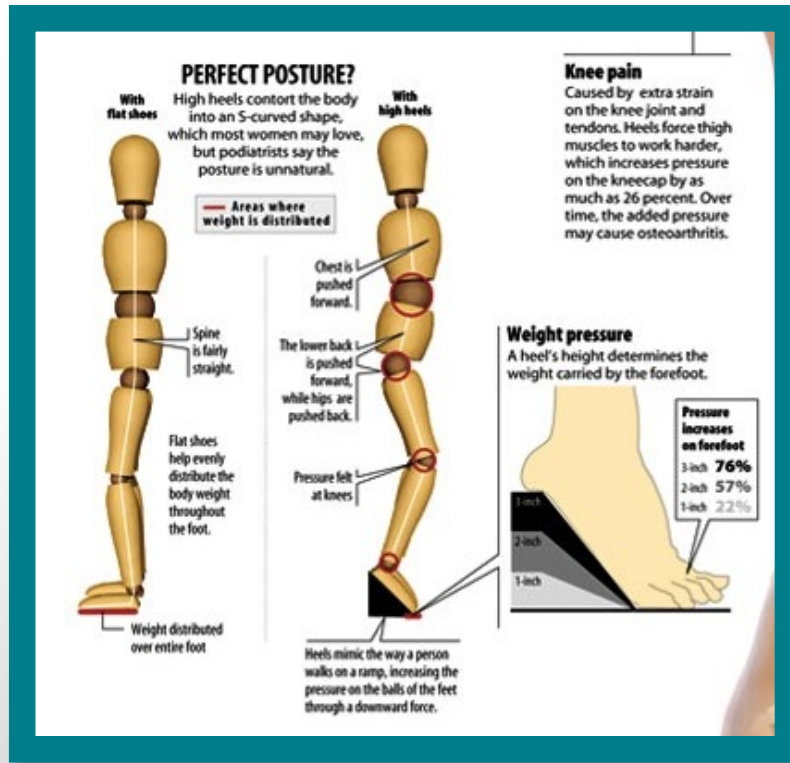


Photo: News Illustrated

- Higher Heel = Increased Pressure
- Different muscle groups are engaged
- Muscle imbalances could have painful consequences

Typical Shoe-Related Conditions

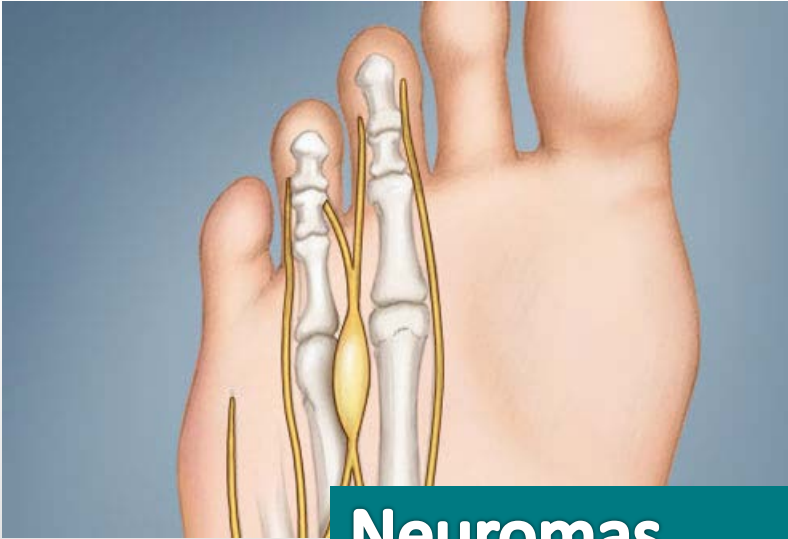


Bunions



Ingrown Toenails

Typical Shoe-Related Conditions



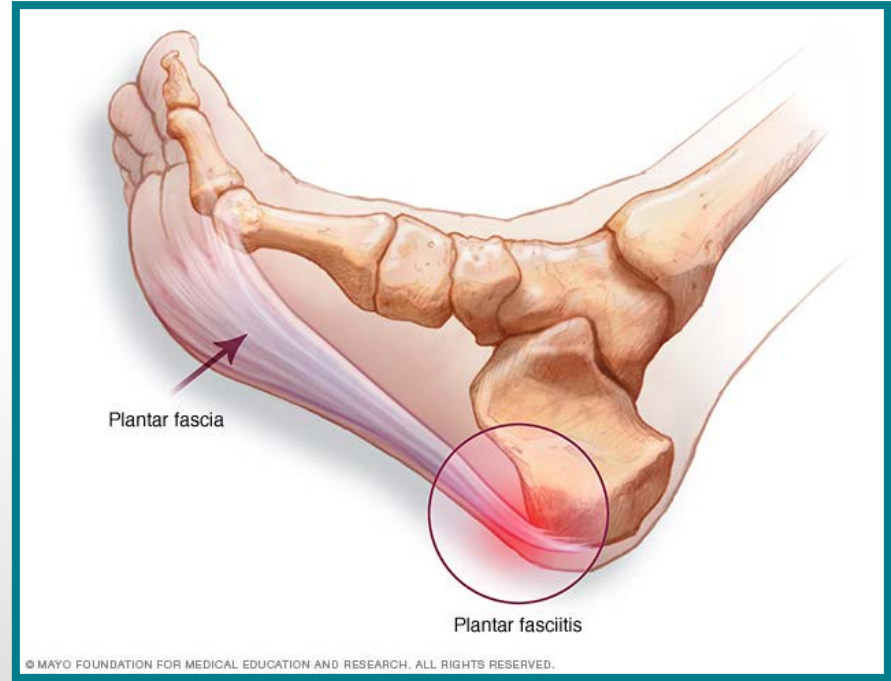
Neuromas



Corns and Calluses

Typical Shoe-Related Conditions

- Achilles Tendonitis
- Plantar Fasciitis
- Blisters

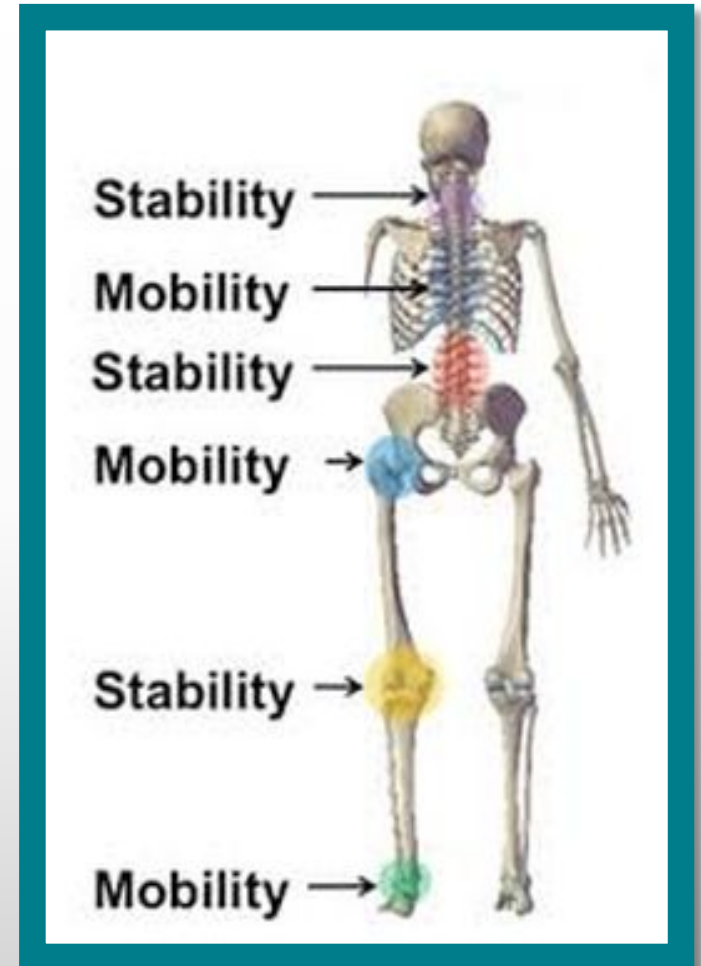


How can
shoes affect
the rest of
my body?



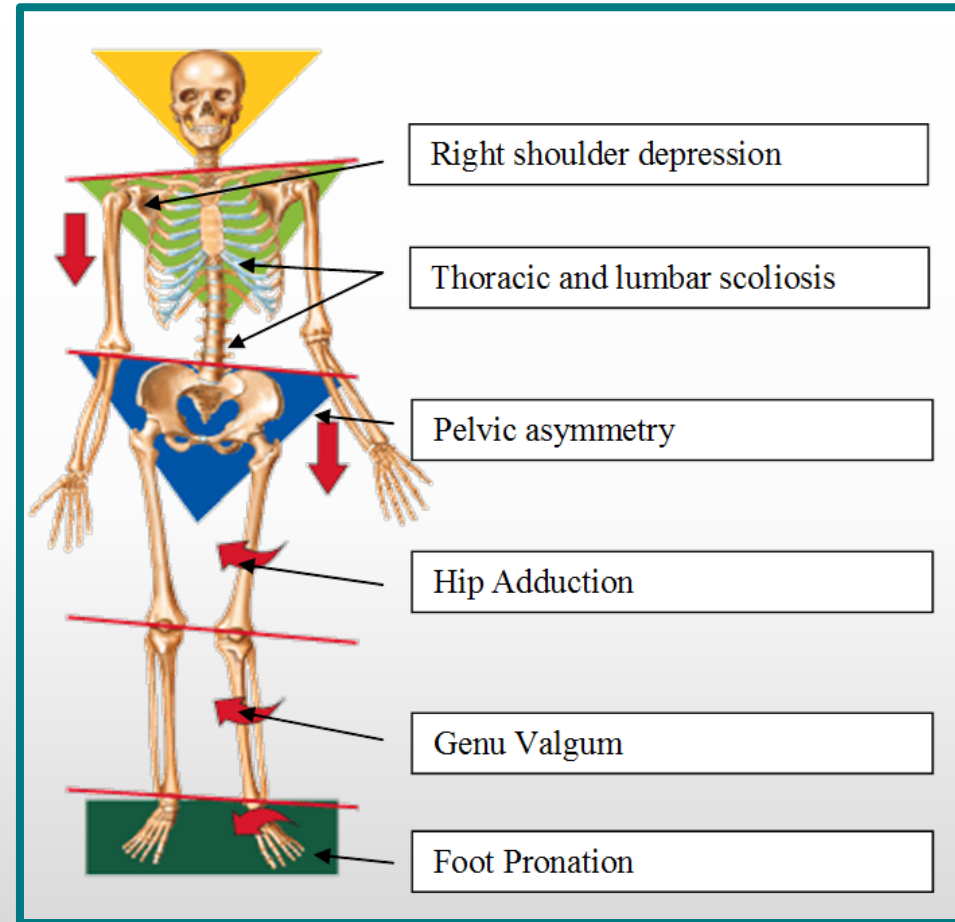
Functional Movement

- Multi-planar and multi-joint movements
 - Requires specific joint responsibilities
- Major joints and joint segments
 - Mobility (Flexible)
 - Stability



Kinetic Chain

“A kinetic chain is the notion [that] joints and segments have an effect on one another during movement — when one is in motion, it creates a chain of events that affects the movement of neighboring joints and segments.” -Healthline.com





Safety Shoes vs. Shoe Safety

What are your thoughts?

Safety Shoes

Personal Protective Equipment (PPE) safeguarding against hazards such as electricity, falling objects, etc.



Shoe Safety

Making a shoe choice that will support alignment and help to prevent slips, trips, and falls.



A large, thick teal arc that starts from the left edge of the slide, curves upwards and to the right, and then curves downwards towards the bottom right corner, framing the central text.

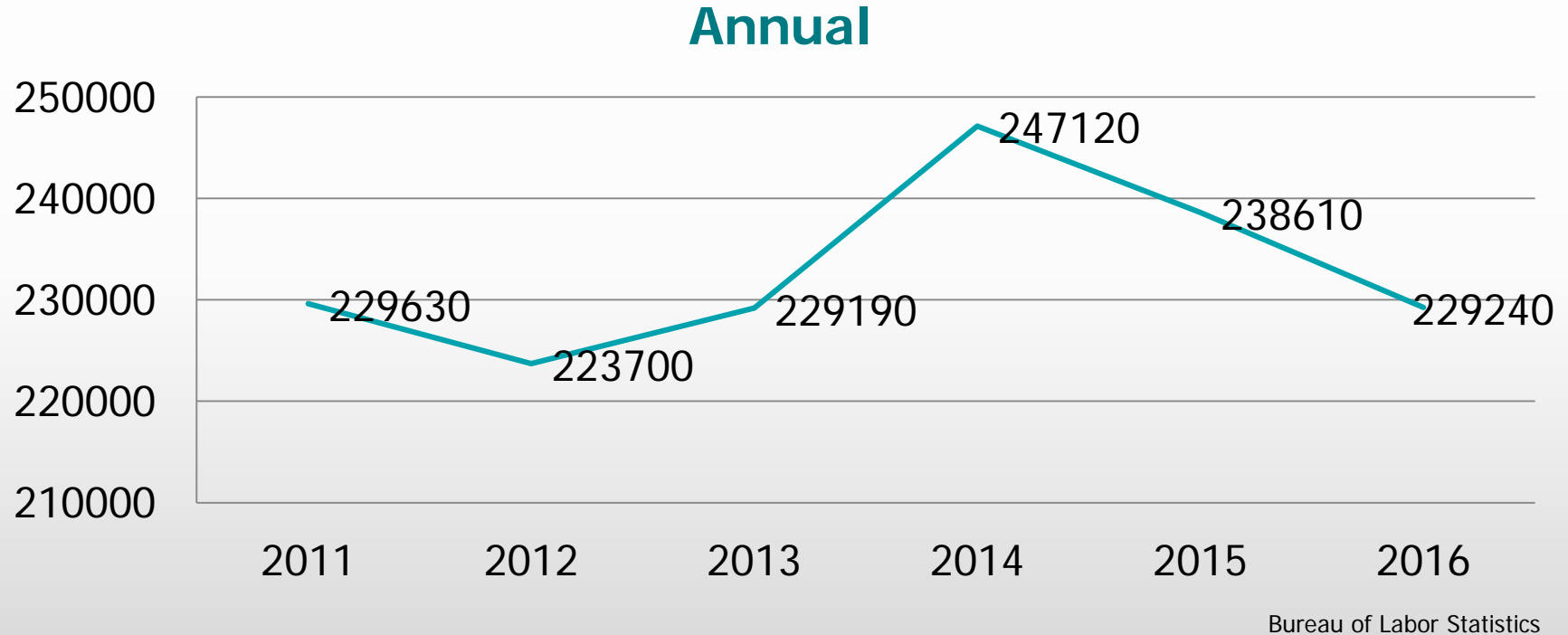
Why is Shoe Safety So Important?

§ 14300.5. Determination of Work-Relatedness

- (a) Basic requirement. You must consider an injury or illness to be work-related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness.

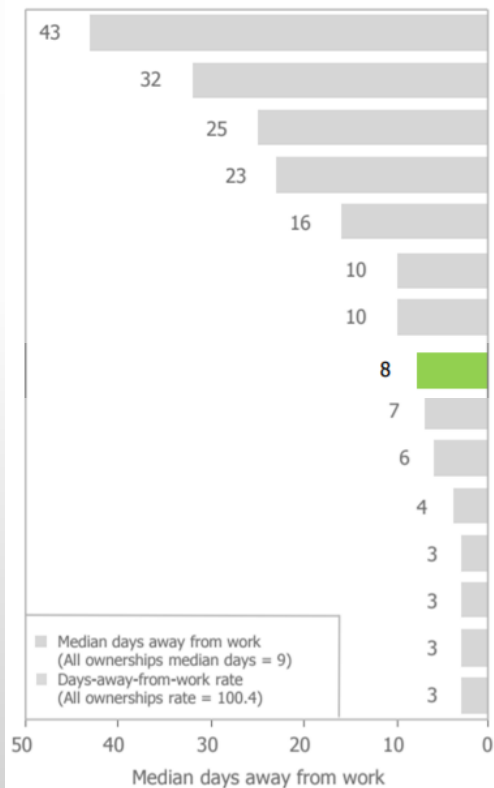


2011-2016: Number of Slips/Trips/Falls

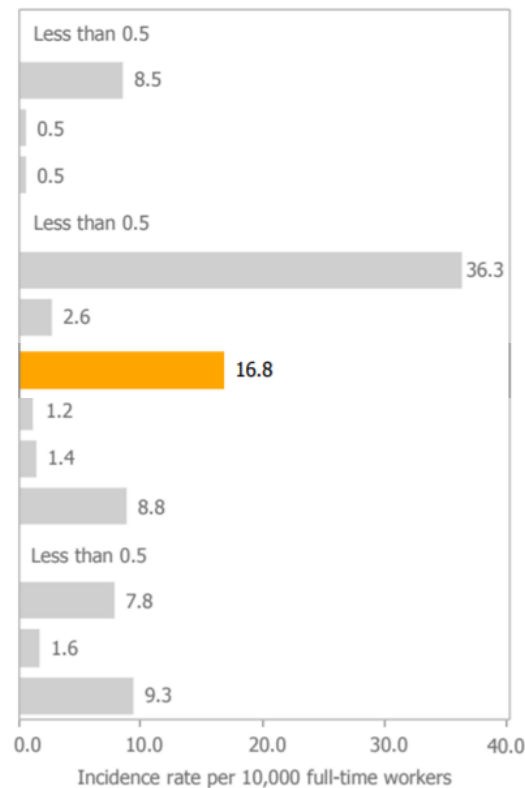


2016 – Workers' Compensation Data

Median Days Away From Work



Incidence Rate Per 10,000 FTE





Workplace Considerations

Do You Need Safety Shoes?

- Perform a Job Hazard Analysis (JHA) or Risk Assessment
- Use the hierarchy of controls to eliminate identified hazards (PPE is a last resort)
- Determine if foot-protection PPE is necessary
- Purchase shoes based on hazards presented
 - Dropped objects, roll-over risk
 - Cut or puncture
 - Corrosive or irritating materials
 - Exposure to electricity or preventing electrostatic discharge



Dress Code

- Good condition
- Closed-Toe vs. Enclosed Foot
- High Heels Three Inches or Less
 - Block heel vs. stiletto
- Slip-Resistant



Slip Resistance – What to Look For

- Flat Heels
- Rubber or Neoprene Outsole
- Patterned Tread with Deep Grooves



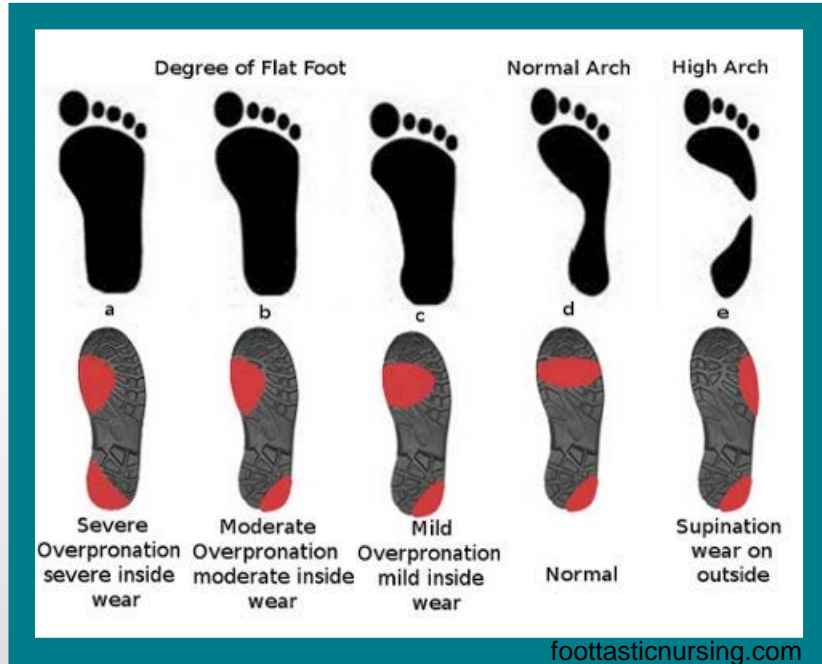


Components of a Shoe Program



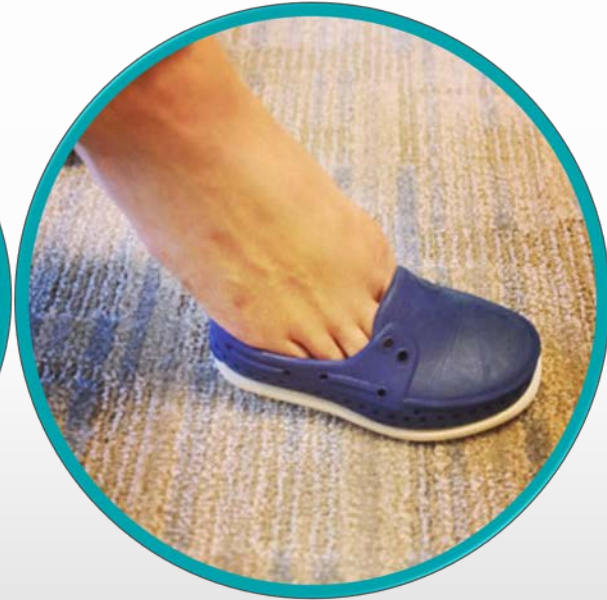
Employee Education

Employees Identify Their Own Needs



- What kind of arch do you have?
- What kind of support do you need?
- Do you need assistance from a podiatrist?

Buying New Shoes



Watch Your Tongue



A Good Rule of Toe

- Replace your shoes when you can place two pennies on the shoe sole and the area of the shoe covered by the pennies has been worn smooth.



Some Wear – No Replacement Needed

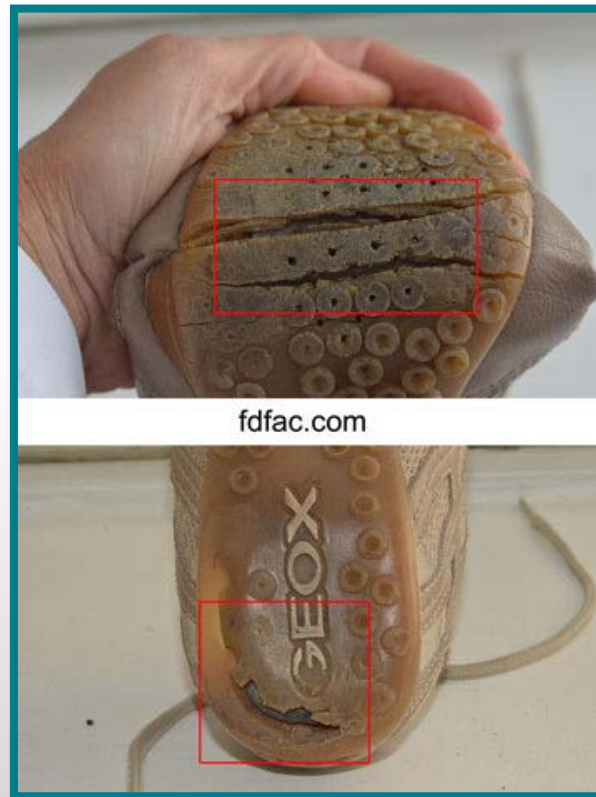


Time to Replace!



Additional Signs

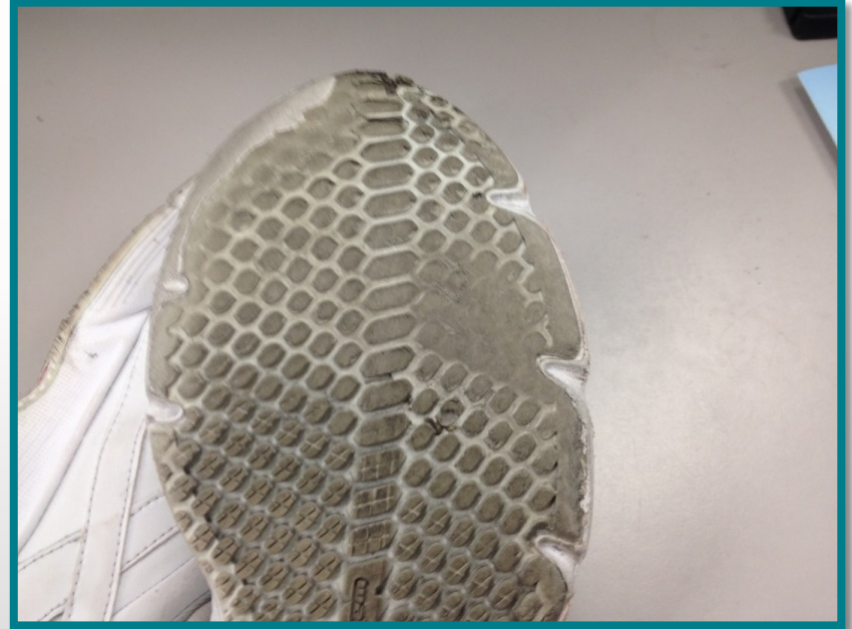
- Cracks in the sole go all the way through
- Chunks or pieces of the sole are missing
- The sole begins to separate from the upper or body portion of the shoe
- The fabric or leather on the top of the shoe develops holes





Accident Investigations

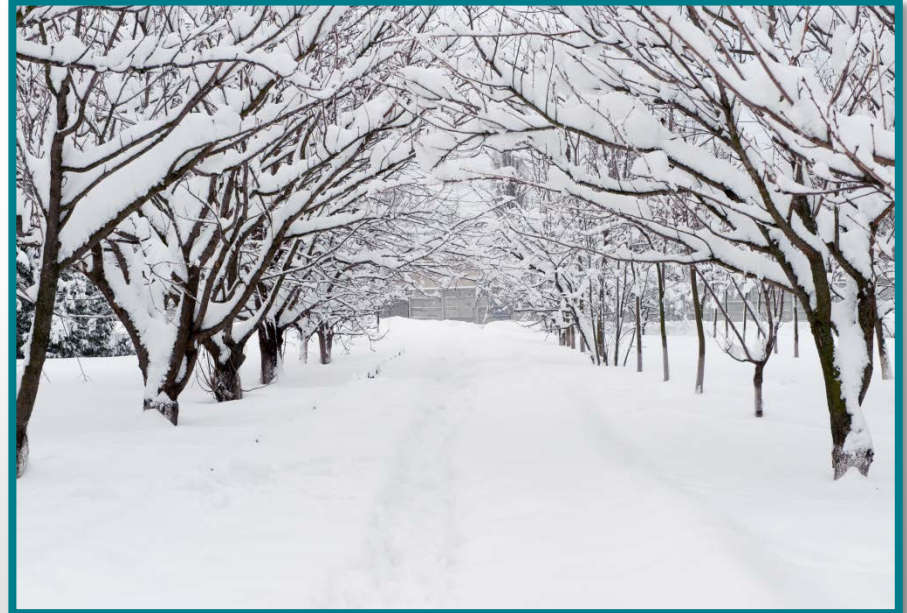
Accident Investigation – Repeated Tripping Incidents



Plan Ahead



Inclement Weather



Corporate Events



Shoe Inspections

Are They in Good Condition?

Encourage Regular Shoe Inspections

New Shoe



Actual Performer Shoe



Third Party Vendor Programs

- Affordability for employees through payroll deductions
- Enhanced workplace safety
- Reduction in workers' compensation claims

**Payroll Deduction/Allocation
Authorization Form**

Name: _____ Account #: _____
(Last First Middle Initial)

SSN: _____ PU ID#: _____

Office Phone #: _____ Date of Birth: _____

Please list the name of your employer: _____

You are paid (circle one):

Weekly Bi-weekly Semi-Monthly Monthly

List the amounts to allocate to the following accounts:

(00) _____ (CHK) _____ (Loans) _____ (Other) _____

I hereby authorize the Payroll Department of my employer to make regular deductions from my payroll/salary/allotment in the amount of \$ _____ each payroll period. This deduction includes deposits to any PFCU share account, and loan payments, if applicable. The amounts will be credited, upon receipt, by PFCU. This payroll allocation request should begin _____.

Date: _____ Member Signature: _____

Summary

- There are many conditions that may be attributed to the choices we make when it comes to shoe wear.
- There are ideal characteristics to look for when purchasing shoes.
- A shoe program will help employees learn to make safer shoe choices.
- Safer shoe choices help create a safer environment.





QUESTIONS?

THANK YOU

