



HALO
MEDICAL GROUP

Smoke Free Policy Statement

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Smoke Free Policy Statement

1. PURPOSE

This policy has been developed to protect all employees, customers and visitors from exposure to secondhand smoke and to assist compliance with the Health Act 2009.

Exposure to secondhand smoke increases the risk of lung cancer, heart disease, and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

2. POLICY

It is the policy of the company that all workplaces are smoke free, and all employees have a right to work in a smoke free environment. This legislation came into effect on Sunday 1st July 2007. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. **This includes company vehicles.** This policy applies to all employees, volunteers, contractors, customers or members of the public.

3. IMPLEMENTATION

Overall responsibility for the policy implementation and review rests with the Manager. However, all staff are obliged to adhere to, and support the implementation policy. The Manager shall inform all existing employees and contractors of the policy and their role in the implementation and monitoring of the policy. All new personnel will be given a copy of the policy on recruitment/induction.

Appropriate 'no-smoking' signs will be clearly displayed at the entrances to and within the premises, and in all smoke free vehicles.

For the purpose of clarity this policy extends to include e-cigarettes & vapes

4. NON-COMPLIANCE

Company disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smoke free law may also be liable for a fixed term penalty fine and possible criminal prosecution.

5. HELP TO STOP SMOKING

The NHS offers a range of free services to help smokers give up.