

Smoke-Free Policy

Purpose

This policy has been developed to protect all employees, service users, customers and visitors from exposure to second-hand smoke and to assist compliance with the Smoking, Health and Social Care (Scotland) Act 2005.

Exposure to second-hand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

Policy

It is the policy of Southside Housing Association that all our workplaces are smoke-free and all employees have a right to work in a smoke-free environment. The policy shall come into effect on 26th March 2006 and be reviewed every three years thereafter.

Smoking is prohibited throughout the entire workplace with no exceptions. This includes company vehicles. This policy applies to all employees, consultants, contractors, customers or members and visitors.

If anyone does wish to smoke, the designated area for Southside Housing Association main office and sheltered housing complexes is in the main street, well away from the main entrances.

Implementation

Overall responsibility for policy implementation and review rests with Patrick Mc Grath, Director. All staff are obliged to adhere to, and facilitate the implementation of the policy.

The person named above shall inform all existing employees, consultants and contractors of the policy and their role in the implementation and monitoring of the policy. They'll also have to give all new personnel a copy of the policy on recruitment/induction.

Appropriate "No Smoking" signs will be clearly displayed at the entrances to and within the premises.

Non-compliance

Disciplinary procedures shall be followed if a member of staff does not comply with this policy. The procedures set out in 6.2 of the full version of the Smoke-Free Policy shall be followed if a customer, contractor or visitor does not comply. Those who do not comply with the smoking law are also liable to a fixed penalty fine and possible criminal prosecution.

Help to stop smoking

Support for smokers who want to stop will be provided as per section 7 of the Smoke-Free Policy.

Sources of support are: Smokeline 0800 848484, www.hebs.com/tobacco, the Public Health Department of your local NHS board, or your local GP surgery. Contact details can be found in your local director.