

Smoking at Work Policy

Version Control Sheet

VERSION	DATE OF REVIEW	IMPLEMENTED AND AUDITED BY	STATUS	COMMENTS
4	01/04/2024	Ann Kelly (Registered Manager)	Active	To be reviewed 01/04/2025

Purpose

Agency workers of Clinical24 Staffing Limited may be dismissed for smoking in prohibited areas; It is important, therefore that they understand that such behaviour is strictly prohibited. This policy statement provides clear information on the behaviours expected.

Statement

This policy has been developed to protect all agency workers, patients, residents and visitors from exposure to second-hand smoke and to assist compliance with the Smoking (Northern Ireland) Order 2006. Exposure to second-hand 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.

Procedure and Guidance

It is the policy of Clinical24 Staffing Limited that all our workplaces are smoke-free, and all agency workers have a right to work in a smoke-free environment. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all agency workers, contractors, consultants, temporary workers, visitors or volunteers.

Implementation

Appropriate “no-smoking” signs should be clearly displayed at the entrances to and within all healthcare premises, and in all smoke-free vehicles. If any worker has a concern relating to a potential breach of this policy, it should be reported immediately to Clinical24 Staffing Limited.

Agency Workers on Duty

Agency workers employed by Clinical24 Staffing Limited are strictly forbidden to smoke in front of patients or residents and on the Client's premises. Patients or residents are asked that they do not smoke in front of Clinical24 Staffing Limited's agency workers.

Non-compliance

Disciplinary procedures will be followed if an agency worker does not comply with this policy. Those who do not comply with the smoke-free law may also be liable to a fixed-penalty fine and possible criminal prosecution.


For those who need help to stop smoking

The NHS offers a range of free services to help smokers give up. Visit www.gosmokefree.co.uk or call the NHS Smoking Helpline on 0800 169 0169 for details. Alternatively, you can text 'GIVE UP' and your full postcode to 88088 to find your local NHS Stop Smoking Service.

Review and Updates

This Policy will be reviewed annually to ensure its effectiveness, relevance, and compliance with evolving regulatory requirements.

Next Review

Reviewed by:	Ann Kelly
Title:	Registered Manager
Signed:	
Last Review Date:	01/04/2024
Actions:	Address Updated

Next Review Date: April 2025