



SMOKING IN THE WORKPLACE POLICY

ID No: FBCNW-10-50

Version: 6.0

Applies to: All staff, sub-contractors, volunteers, and visitors

Applicable Legislation: Public Health Act 1997 (Tas)

Policy Intent

Family Based Care Tasmania recognises the serious health risks associated with smoking including those established risks linked to passive smoking. Additionally, Family Based Care Tasmania recognises its role in primary health promotion within the community, and remains committed to ensuring that all employees are able to work in a safe environment.

The intent of the policy is not about trying to coerce smokers into giving up smoking; rather, it is about encouraging healthy lifestyle choices among staff, promoting a healthy organisational image, and protecting non-smokers from the harmful effects of smoking.

There is significant evidence that healthy employees provide social and economic benefits to businesses and the community, such as reduced absenteeism from illness and injury, greater productivity whilst at work, reduced staff turnover, reduced health care costs, and a more satisfied workforce.

Smokers have a higher incidence of health problems and have a lower life expectancy than the general population. Smokers' health problems can impact on their work performance and affect productivity through more frequent sickness-related absences.

Family Based Care Tasmania recognises the rights of smokers to continue smoking if they must - but not on the premises of the organisation and not when providing support to clients.

Definitions

- "Smoking" means the lighted use and inhaling of any tobacco or other organic products, including vaping.
- "Workplace" means any place where paid or voluntary work is performed.

Restrictions on Smoking

Smoking is not permitted in any area where Family Based Care Tasmania staff are working, including vehicles and the outdoors. Workplaces are subject to the general prohibitions on smoking in the workplace contained within the Public Health Act.

General Provisions

We advise our staff to:

- Avoid smoking ten minutes prior to scheduled meetings;
- As workers' private vehicles are designated as workplaces when transporting clients, do not smoke in vehicles prior to or when transporting a client;
- Not to smoke in a client's home, or on a client's property, or when in the company of a client;

- Always extinguish or de-energise their cigarettes and other smoking or vaping products, and discard them only in appropriate containers;
- Never smoke or vape near flammable objects, liquids, gases, and areas;
- Never smoke or vape in the presence of children;
- Never smoke or vape in an area where oxygen is being produced or used;
- Not smoke in a Family Based Care Tasmania vehicle or within 6 metres of Family Based Care Tasmania office buildings;
- Not take unscheduled “work breaks” for the purpose of smoking or vaping outside of those “work breaks” specified in the Enterprise Agreement or as otherwise negotiated;
- Understand that when “working from home” the designated areas of that home become a workplace and these smoking and vaping rules apply;
- Understand the law and restrictions placed on smoking and vaping in Tasmania.

Assistance with Giving up Smoking

Where a staff member identifies that they require support to cease smoking Family Based Care Tasmania will provide encouragement and reasonable assistance in accordance with existing policies.

Breach of This Policy

Any staff member found to be in breach of a provision of this Policy may be subject to disciplinary proceedings.

Authorised by:



President of the Board

Date:

19 Aug 24.