

Criticare UK Ambulance Service



Independent Service Provider

Policy Document

Smoking v2.2

Written: February 2013
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Approved: Board of Directors

1. Introduction

Criticare UK Ambulance Service (the Company) is a responsible employer and we take our obligations to our employees very seriously. This is why we have set out this policy to help us ensure the health, safety and welfare of our employees and to help us comply with our legal duties. Smoking does not only cause serious damage to the health of smokers, but research has also shown that second hand smoke also causes cancers, heart and respiratory diseases in non smokers.

Section 2(2)(e) of the Health and Safety at Work Act 1974 places a duty on employers to provide a safe and healthy working environment.

Section 2(2) of the Health Act 2006 prohibits smoking in all public premises including workplaces and vehicles.

Scope of the Policy

This policy applies to all staff employed by the Company.

All visitors, customers and contractors are also required to abide by this policy.

Aims and Objectives

The aims and objectives of this policy are:

- To provide a safe and healthy working environment for all staff, customers and visitors
- To comply with all of the requirements imposed by law
- To raise awareness of the dangers associated with tobacco smoke
- To guarantee the right of non smokers to breathe air free of smoke
- To support staff who wish to give up smoking

2. Restrictions on Smoking

Smoking is not permitted in any of the Company's premises, entrances, or vehicles at any time by any person irrespective of their status in, or business with, the Company.

No smoking signs will be displayed by the Company in all of its premises and vehicles.

Smoking on Company premises or in Company vehicles constitutes an offence under the Health Act. In the unlikely event that a member of staff does not comply with this policy, disciplinary action will be taken in accordance with the Company's disciplinary procedures.

3. Support for Smokers

Reasonable requests from staff for time to attend smoking cessation groups will be treated sympathetically. All such requests for help will be treated in the strictest confidence. Written information will be stored in accordance with the Data Protection Act 1998.

Nothing in this policy should be taken as excusing an employee if their conduct falls within the scope of the Company disciplinary procedures.

4. Policy Review

The Board of Directors will ensure that this policy is reviewed on an annual basis.