

Advent Medical

Smoking Policy

Effective from 1 January 2007

Introduction

Passive smoking/second hand smoke (breathing other people's tobacco smoke) has been medically proven to cause lung cancer and heart disease in non-smokers, as well as many other illnesses and minor conditions.

The Health and Safety at Work Order 1978 places a duty on employers to provide a working environment for employees that is, so far as is reasonably practical, safe, without risk to health and adequate as regards to facilities and arrangements for welfare at work.

The employer has a duty in common law to take reasonable care to protect the health of employees. An employer who receives a complaint about the effects of smoking, but ignores it, could be sued for any resultant damage to health. Under health and safety legislation, employers may find themselves liable to damage to an unborn child if a pregnant employee has been exposed to passive smoking. Tobacco smoke has also been proven to cause asthma and migraine attacks.

Furthermore, Advent Medical works within the health industry, and frequently with people with ill health, and therefore its employees should be showing even greater sensitivity in this area than normal.

Therefore, the following policy has been adopted concerning smoking in Advent Medical.

General Principles

Under the Health and Safety at Work Order, employees have duties to take reasonable care for the health and safety of themselves and others and to cooperate with the employer as far as is necessary to enable the employer to comply with the requirements of the Health and Safety at Work Order.

The management of health and safety at work

This smoking policy seeks to guarantee all employees the right to work in air free of tobacco smoke or the smell of tobacco smoke. All premises, and within 100 metres thereof, are designated smoke-free .

Work Areas

Smoking is not permitted in any work area. This applies to all offices and work areas.

Vehicles

Smoking is not permitted in company vehicles.

Visitors and temporary staff

Visitors and temporary staff are expected to abide by the terms of this policy. The following arrangements have been made to informing them of its existence:

- The person greeting visitors or temporary staff will inform the person of the policy.
- Job advertisements, job descriptions and interviews will include reference to this policy. On their appointment, all new staff members will be given a copy of this policy.

Enforcement of the policy

Breaches of this policy will be subject to disciplinary procedures.