

## Trueblue Nurses Smoking at Work policy and procedure

### Purpose:

It is illegal to smoke in enclosed public spaces. The purpose of this policy is to uphold the legislation and to avoid the health problems of passive smoking.

### Policy:

Trueblue Nurses recognises that its employees are entitled to be protected from the effects of passive smoking and promotes non-smoking.

### Procedure:

It is strictly forbidden to smoke anywhere on the premises of Trueblue Nurses or our clients homes, excepting in designated areas. Anyone who is found to breach this procedure will be subject to disciplinary action.

Clients will be advised that smoking is not permitted whilst staff are on the premises.

Trueblue Nurses will also request that smoking is refrained from 30 minutes before the staff member is scheduled to attend. This information will be clearly communicated to the Client prior to the service commencing. Staff must ensure this policy is adhered to and communicate non-compliance to Trueblue Nurses where the matter can be dealt with appropriately.

Any staff member found to be smoking on the premises of a Client's home whilst working, may be subject to disciplinary action, even if they gained permission from the Client/ homeowner.

Trueblue Nurses will provide employees who wish to smoke with a sheltered facility outside of the building so that they may smoke without affecting the health and safety of others. This facility may only be used when not on duty or during recognised breaks. Cigarette waste will not be left in any part of the site.

Updated September 2013