



SMOKING IN THE WORKPLACE POLICY

ID No: FBCNW-10-50

Version: 5.0

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

Applicable Legislation: Public Health Act 1997 (Tas)

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.

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. 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, not to 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;
- Extinguish their cigarettes and discard them only in appropriate containers;
- Avoid smoking near flammable objects and areas;
- Not smoke in a Family Based Care Tasmania vehicle or within 4 metres of Family Based Care Tasmania office buildings.

Assistance with Giving up Smoking

Where a staff member identifies that they require support to cease smoking Family Based Care Tasmania will provide 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:

15/2/2024