

# Smoking Policy – Midland Road

As your employer we have a legal duty to prevent exposure to the potentially harmful effects of tobacco smoke and we would like a workplace where non-smoking is the norm.

## The Policy

To promote the Council's positive health message and provide a more pleasant environment for depot users, we place the following rules on all employees, visitors, contractors and Councilors:

- **Employees are not permitted to smoke, including the use of electronic cigarettes, anywhere inside or immediately outside our buildings, vehicles and depots (except in the designated smoking area which is clearly signed)**

This policy is important. We have a legal duty to protect the health of our workforce. We will treat any breaches of the policy seriously.

## How should I raise a concern if this policy is breached?

Concerns relating to a breach of this policy should be raised with the management team.

## Assistance for Employees to Stop Smoking

We want to encourage and help employees stop smoking. The Waste Collections department, in partnership with the Sirona Health Care will support employees who wish to stop smoking by;

- **providing access to 'support to stop' clinics - these clinics can provide help, advice and prescribe appropriate medication to help you quit.**
- **providing information on smoking and health issues**

Several staff have successfully quit with help from Sirona. Further information is available from the management team.

