

Smoke Free Policy

This policy has been developed to protect all employees', service users, customers and visitors from exposure to second/hand smoke and to assist compliance with the Health Act 2006.

Exposure to second/hand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non smokers within the same airspace does not completely stop potentially dangerous exposure.

POLICY

It is the policy of Network Scaffolding Contractors Ltd that all of our workplaces are smoke free and all employees have a right to work in a smoke free environment. Smoking is prohibited throughout the entire workplace with no exceptions. This includes company vehicles. This policy applies to all employees', consultants, contractors, clients or members and visitors.

Overall responsibility for policy implementation and review rests with the Managing Director. All staff are obliged to adhere to, and facilitate the implementation of the policy.

The person named above shall inform all existing employees', consultants and contractors of the policy and their role in the implementation and monitoring of the policy. They'll also have to give all new personnel a copy of the policy on recruitment/induction. Appropriate 'No Smoking' signs will be clearly displayed at the entrances to and within the premises. Smoke free vehicles will be introduced on a gradual basis. Where signs are shown on windows a smoking ban is in force.

Disciplinary procedures will be followed if a member of staff does not comply with this policy. Those who do not comply with the smoking law are also liable to a fixed penalty fine and possible criminal prosecution. Please note that this policy now forms part of your contract of employment.



Stephen Guthrie
Managing Director