



SMOKE-FREE POLICY

Objective

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 Smoking, Health and Social Care (Scotland) Act 2005.

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 Pennant Plant that all our workplaces are smoke free, and all employees have the right to work in a smoke free environment. The policy shall come into effect on 26th March 2006 and be reviewed on 26th March 2007 by the divisional board of directors.

Smoking is prohibited throughout the entire workplace without exception. This includes site based welfare facilities and company vehicles. This policy applies to all employees, consultants, contractors or members and visitors.

Implementation

Overall responsibility for policy implementation and review rests with A F Carr. All staff are obliged to adhere to and facilitate the implementation of this 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 will also have to provide all new personnel a copy of this policy on recruitment/induction.

Appropriate "No Smoking" signs will be clearly displayed at the entrances to and within the premises.

Non-Compliance

Company disciplinary procedures will be followed if an employee does not comply with this policy.

The procedures set out on page 12 of the booklet entitled "Helping to get your business or organization ready for the new law on smoking" should be followed if a customer, visitor or passenger does not comply. Copies of the booklet are available on request.

Those who do not comply with the smoking law are also liable to a fixed penalty fine and possible criminal prosecution.

Help to Stop Smoking

Smokers who wish to stop may obtain support from: Smokeline 0800 848484, WWW.hebs.com/tobacco, the Public Health Department of your local NHS Board, or your local GP surgery. Contact details can be found in your local directory.

10 March 2006