



Delivering Quality Healthcare

Policy Title	No Smoking Policy: 48	Date Implemented or Date of Last Review	10/05/2020
CQC KLOE Reference	Well Led	Date of Next Review	09/05/2021

1. POLICY STATEMENT

- 1.1. KOPE-MEDICS Ltd policy on smoking is designed to secure a healthy and safe environment for clients and temporary workers as well as eliminating passive smoking from its premises in keeping with the Smoking, Health and Social Care regulations.
- 1.2. This is in the context that medical evidence continues to reinforce the link between the inhalation of tobacco smoke, and particularly the associated toxins and carcinogens, either directly or by passive smoking, and serious illness.

2. SCOPE & PURPOSE

- 2.1. To promote the health and safety of both clients and temporary workers, KOPE-MEDICS will endeavour to ensure that its premises are free from tobacco smoke.
- 2.2. The smoking of tobacco is not permitted in KOPE-MEDICS buildings and on all other premises covered by the 2005 Act, or in KOPE-MEDICS vehicles.
- 2.3. In line with the current guidance from the British Medical Association, the Policy also applies to the vapour from electronic cigarettes.
- 2.4. The use of electronic cigarettes is prohibited wherever smoking is prohibited.
- 2.5. The policy applies to all KOPE-MEDICS temporary workers and clients, as well as to visitors, contractors, and sub-contractors while KOPE-MEDICS premises.

3. PRINCIPLES

KOPE-MEDICS Ltd

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- 3.1. It is KOPE-MEDICS policy not to intrude on the privacy of individuals, particularly in health matters, where their conduct or performance at work is not affected. Nor is it intended to discriminate against smokers in recruitment and admissions arrangements.
- 3.2. KOPE-MEDICS will support individuals who wish to give up the habit of smoking. However, violations of the policy may be considered under KOPE-MEDICS' Disciplinary Policy. Human Resources can provide advice on handling any disciplinary matters.

4. BENEFITS

- 4.1. The benefits of operating this policy include reduced health and safety, including fire, risks, decreasing absence levels, and an improvement of the view taken of KOPE-MEDICS as a responsible employer, in addition to compliance with legislation.

5. DEFINITION OF PREMISES

- 5.1. This Policy applies to all buildings owned by or leased to KOPE-MEDICS and occupied by
- 5.2. temporary workers, clients, or other persons, as well as KOPE-MEDICS vehicles.
- 5.3. At the discretion of the Human Resources department, smoking is permitted in other grounds owned by KOPE-MEDICS, provided that smokers do not obstruct access to or exit from the premises and in KOPE-MEDICS designated places where all the occupants have requested smoking accommodation, and when agreed by the relevant authority.

6. PROCEDURE AND RESPONSIBILITY

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- 6.1. Clients and temporary workers are expected to take personal responsibility for observing this policy and should feel able to draw this policy to the attention of other stakeholders, and of visitors to the premises.
- 6.2. Managers should be aware of the need to remind anyone found smoking on KOPE-MEDICS of this policy. Individuals who wish to smoke should be asked to leave KOPE-MEDICS.

7. SUPPORT SYSTEMS

- 7.1. KOPE-MEDICS is committed to supporting temporary workers and clients who wish to stop smoking.
- 7.2. Cessation support and advice can be provided via individual's G.P.s or other NHS agencies.

8. ELECTRONIC CIGARETTES (E-CIGARETTES)

- 8.1. The use of electronic cigarettes is an issue which is now more prevalent, and KOPE-MEDICS is keen to take a responsible approach to their use.
- 8.2. E-cigarettes are battery-powered products designed to replicate smoking behaviour without the use of tobacco. E-cigarettes contain nicotine, and a variety of other chemicals. Studies have shown that the vapours from e-cigarettes have been found to contain carcinogens and toxins.
- 8.3. The British Medical Association (BMA) note that e-cigarettes are currently subject to limited regulation, they are not currently licensed as a medicine in the UK, and there is no peer reviewed evidence that they are safe or effective as an aid to stopping smoking. In October 2013, the European Parliament passed a draft law to introduce a raft of measures aimed at regulating e-cigarettes to ensure they are a safe and effective way of cutting down or quitting smoking.
- 8.4. The BMA believes the existing smoke-free legislation in place in the UK should be extended to include vapour from e-cigarettes. As an interim measure, the BMA recommend that cigarettes are prohibited in workplaces and public places, in order to limit

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second-hand exposure to the vapour exhaled by the user ('passive vaping'), and to ensure their use does not undermine smoking prevention and cessation by leading people to believe it is acceptable to smoke.

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