



NoosaCare Inc

SMOKE-FREE POLICY

Effective Date: 1st March 2012

Policy Statement

NoosaCare Inc Smoke-Free Policy provides for a healthy, smoke-free environment at all NoosaCare Aged Care facilities. The policy applies to all people within NoosaCare Aged Care facilities including employees, residents, relatives, contractors and visitors. This policy comes into effect as of 1st March 2012.

Purpose

The aim of the NoosaCare Smoke Free Policy is in compliance with the **Reform of Queensland's Smoking Laws: The Tobacco and Other Smoking Products Amendment Bill 2004 (Qld)** and **The Work Health Act** outlines the responsibilities of employers to provide a safe workplace for both workers and other people (section 29). The Act also outlines the responsibility of employers to take appropriate care of both their own health and safety and that of other people (section 31)

NoosaCare Inc wishes to protect and enhance our indoor air quality and to contribute to the health and wellbeing of all employees, residents, contractors and visitors.

NoosaCare Inc shall be entirely smoke free effective 1st March 2012.

Smoking is prohibited in all areas without exception. This includes common work areas, meeting rooms, private offices, hallways, staff rooms, rest rooms, employer owned or leased vehicles and all outdoor areas, including outside perimeter of the NoosaCare grounds.

Reasons for a Non-Smoking Policy

NoosaCare Inc has a key role in the promotion of healthy lifestyles and practices and should be an example of a healthy and progressive organisation.

NoosaCare Inc recognises that passive smoking, which is exposure to ETS, can have detrimental health effects for non-smokers. ETS is a mixture of side stream smoke passing directly from the burning tobacco and the exhaled mainstream smoke from the smoker.

The problems of smoking at work -

- Employers are at risk of being sued by either employees or members of the public who suffer ill health as a result of passive smoking.
- "Passive Smoking" refers to the inhalation of environmental tobacco smoke which contains over 4000 chemical compounds.
- It irritates the eyes, the respiratory tract.
- It has an offensive odour.
- Increases the chance of contracting or aggravating a range of illnesses including:-
 - Cardio vascular disease
 - Lung cancer
 - Asthma, and
 - Bronchitis, pneumonia and other chest illnesses in children

Scope

The policy applies to all NoosaCare Aged Care facilities including, buildings, vehicles and outdoor areas within NoosaCare Inc facilities boundaries.

It is the aim of NoosaCare Inc to achieve a workplace which is free of environmental tobacco smoke. This policy applies to all staff including managers and supervisors, residents and visitors.

Policy Education

Multiple modes of communication will be utilised leading up to the 1st March 2012 to increase awareness of the policy amongst NoosaCare staff, residents, relatives, contractors and visitors. Post 1st March 2012, the following modes of communication will ensure ongoing awareness:

1. Communication Boards at all facilities
2. Monthly Resident Capers Newsletter
3. NoosaCare Website
4. "Quit" kits and smoking brochures
5. Education sessions for all stakeholders
6. Counselling
7. Financial support for "Quit" smoking products (if prescribed by a doctor)

NoosaCare Inc's primary concern is with health promotion, the organisation will be pro-active in encouraging and supporting staff and residents who wish to reduce or stop smoking.

NoosaCare Inc recognises the benefits as well as the difficulties of introducing a Smoke-Free Policy and is supportive of all persons wishing to reduce or quite smoking. "Quit line" brochures will be readily available for staff and residents within the organisation.

Failure to adhere to Policy

People who fail to look after the safety of other people at work by not complying with the Smoke-Free policy can be personally liable to a fine under the Work Health Act.

New employees will be advised when applying for a position at NoosaCare Inc that the workplace has a 'Smoke-Free' policy.

Failure to comply with all of the components of this policy will result in disciplinary action that can lead up to and include employment termination.

Policy Outcomes

Anticipated outcomes of the NoosaCare Inc Smoke-Free Policy are as follows:

- A cleaner air for all people on the NoosaCare Aged Care facility sites
- Widespread awareness of the policy purpose and rationale
- Widespread awareness of available Quit support and assistance
- Encouragement for staff and residents who smoke to reduce or quit smoking, by offering Quit support and assistance
- NoosaCare Inc as a leading example of a healthy and progressive organisation

Megan D'Elton

Chief Executive Officer

Date: 31st October 2011

Greg Crawford

WPHS Officer