

“Mt View” Homes Inc

SMOKING POLICY

Under the Occupational Health, Safety and Welfare Act, 1986 every organization has a legal commitment to provide a safe and healthy workplace for all employees, visitors and residents.

Under the Tobacco Products Regulation Act, 1997 smoking has been banned in all enclosed workplaces.

Aim

The aim of this policy is to minimise the exposure of employees, visitors and residents to the hazards of tobacco smoke.

**Smoking by staff is ONLY permitted during scheduled regular breaks (e.g. lunch).
Smoking is ONLY permitted in the following designated area:**

The west side courtyard

All people at the site of the business are expected to comply with this policy. This includes all employees, contractors, visitors and residents.

Implementation

All staff applying for positions at the company, and new residents to the facility will be informed of the policy on smoking. New residents who smoke will only be able to do so after appropriate assessments by the Registered Nurse, deeming them cognitively and physically able to perform the act of smoking without assistance, and they may be supervised by accepting staff. Flame Retardant Aprons are to be worn by residents who smoke while they are performing the act of smoking. Appropriate signs will be displayed in both non-smoking and smoking areas.

Enquiries

Any enquiries regarding the policy on smoking should be directed to the Executive Officer.

Non-Compliance

For Health and safety reasons, all personnel are required to abide by the conditions of this policy. In the event that these conditions are not adhered to, appropriate disciplinary action will be taken.

IMPLEMENTED APRIL 2009

Reviewed May 2013

APPROVED