



## **NO SMOKING POLICY ALL STAFF**

The Health and Safety at Work (NI) Order 1978 places a specific duty on an employer to "provide and maintain a safe working environment which is, so far as is reasonably practicable, safe, without risks to health and adequate as regards facilities and arrangements for their welfare at work".

The Government, in accepting the advice of the Independent Scientific Committee on Smoking and Health, recognises that people are entitled to breathe air unpolluted by tobacco smoke and believes that non-smoking should be the norm in buildings frequented by the public or employees.

BCM, as an organisation committed to the welfare of its employees, operates a No Smoking Policy. This is based on the following factors identified by the Department of Health.

- People are entitled to breathe air unpolluted by tobacco smoke.
- Passive smoking is hazardous to health.
- Environmental tobacco smoke causes discomfort and pervades hair, clothing and furnishings.
- The majority of the population are non-smokers.
- There is growing public demand for smoke-free environments.
- Ventilation alone does not adequately protect against the effects of environmental tobacco smoke.

As a result of the combination of these findings, and BCM's concern for the welfare of its employees, staff are required to observe and practice the smoking policy in the Unit in which they are based. Failure to comply with this policy will result in disciplinary action.