



NON-SMOKING POLICY

1. POLICY STATEMENT

- AA HEALTHCARE SERVICES LTD aims to maintain a healthy, safe environment for clients and temporary workers by eliminating passive smoking in line with 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, AA Healthcare Services Ltd will endeavour to ensure that its premises are free from tobacco smoke.

2.2. The smoking of tobacco is not permitted in AA Healthcare Services Ltd buildings and on all other premises covered by the 2005 Act, or in AA Healthcare Services Ltd 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 AA Healthcare Services temporary workers and clients, as well as to visitors, contractors, and sub-contractors while KOPE-MEDICS premises.



3. PRINCIPLES

3.1. It is AA Healthcare Services Ltd 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. AA Healthcare Services Ltd will support individuals who wish to give up the habit of smoking. However, violations of the policy may be considered under 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 AA Healthcare Services 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 AA Healthcare Services Ltd and occupied by staff temporary workers, clients, or other persons, as well as vehicles.

5.2. At the discretion of the Human Resources department, smoking is permitted in other grounds owned by AA Healthcare Services Ltd provided that smokers do not obstruct access to or exit from the premises and in AA Healthcare Services Ltd designated places where all the occupants have requested smoking accommodation, and when agreed by the relevant authority.

6. PROCEDURE AND RESPONSIBILITY

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 AA Healthcare Services premises should be asked to leave.



7. SUPPORT SYSTEMS

7.1. AA Healthcare Services Ltd is committed to supporting temporary workers and clients who wish to stop smoking.

7.2. Individuals may obtain cessation support and guidance through their General Practitioner 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 AA Healthcare Services Ltd 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 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.

Reviewed and checked by : Amisha Allison

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