



anf policy

# australian nursing federation

## smoke-free work environment

It is the policy of the Australian Nursing Federation that:

1. It is the responsibility of government to:
  - 1.1 legislate for and enforce smoke-free work environments;
  - 1.2 promote the benefits of smoke-free work environments;
  - 1.3 provide assistance to agencies to disseminate educational material about the hazards of smoking; and
  - 1.4 assist employers to support nurses, midwives, assistants in nursing and patients/residents/clients to cease smoking.
2. It is the responsibility of hospital/health agencies to:
  - 2.1 provide and maintain a safe, smoke-free working environment;
  - 2.2 in consultation with employees and their health and safety representatives, develop, implement and review policies in relation to providing and maintaining a smoke-free work environment;
  - 2.3 prominently display and publicise the 'no smoking policy' so that all staff, patients/residents/clients and visitors are adequately informed about the policy, the risks of passive smoking and the penalties that could be applied for breaches;
  - 2.4 provide information on the smoke-free policy to patients/residents/clients planning admissions, eg pregnant women, elective surgery and voluntary mental health admissions;
  - 2.5 use signs to indicate that smoking is banned to benefit patients/residents/clients, staff, visitors, service users and providers;
  - 2.6 recognise that smokers required to cease smoking may experience withdrawal and require the support of colleagues and management;
  - 2.7 encourage and offer assistance to employees by sponsoring attendance at courses which assist smokers to cease smoking with paid time off;
  - 2.8 provide facilities and resources for health promotion activities related to smoking cessation and the effects of passive smoking;
  - 2.9 provide adequate disposal facilities for cigarette ash and butts at entrances to the grounds of the facility, including carparks;
  - 2.10 advise all job applicants of the non smoking policy with which all employees must comply;

- 2.11 equip the Occupational Health and Safety Advisory Committee to address occupational health and safety related aspects of the smoke-free policy<sup>1</sup>;
  - 2.12 ensure no tobacco or accessories are sold on health, aged care or community health facilities;
  - 2.13 provide nicotine replacement therapy for patients as part of their inpatient care program; and
  - 2.14 provide cost-price nicotine replacement therapy for staff to assist them to not smoke while at work and encourage quitting.
3. It is the responsibility of individual nurses, midwives and assistants in nursing to:
    - 3.1 familiarise themselves with, and adhere to, the non smoking policy of the employing agency;
    - 3.2 encourage patients/residents/clients, staff and visitors to adhere to the non smoking policy and refrain from smoking within the confines of the health, community health or aged care facility;
    - 3.3 facilitate the availability of appropriate literature, programs and counselling to assist smokers to cease smoking; and
    - 3.4 support colleagues and patients/residents/clients to cease smoking.

*adopted by federal council december 1993*

*reviewed november 1996*

*reviewed october 1998*

*reviewed and re-endorsed may 2005*

*reviewed and re-endorsed november 2008*

*reviewed and re-endorsed may 2012*

#### reference

1. Any references to 'Occupational health and safety' and 'OHS' are intended to be used interchangeably with the phrase 'Work health and safety' and 'WHS'