

Health Scrutiny Sub-Committee

Monday 15 December 2014

A meeting of the above Sub-Committee will be held at the Town Hall, Royal Leamington Spa on Monday 15 December 2014 at 4.00pm.

Membership:

Councillor Wreford-Bush (Chairman)	
Councillor Copping	Councillor Illingworth
Councillor Mrs Falp	Councillor Kinson
Councillor Gill	Councillor Mrs Knight (Co-opted Member)

Emergency Procedure

At the commencement of the meeting, the emergency procedure for the Town Hall will be announced.

Agenda

1. **Substitutes**

To receive the name of any Councillor who is to act as a substitute, notice of which has been given to the Chief Executive, together with the name of the Councillor for whom they are acting.

2. **Declarations of Interest**

Members to declare the existence and nature of interests in items on the agenda in accordance with the adopted Code of Conduct.

Declarations should be entered on the form to be circulated with the attendance sheet and declared during this item. However, the existence and nature of any interest that subsequently becomes apparent during the course of the meeting must be disclosed immediately. If the interest is not registered, Members must notify the Monitoring Officer of the interest within 28 days.

Members are also reminded of the need to declare predetermination on any matter.

If Members are unsure about whether or not they have an interest, or about its nature, they are strongly advised to seek advice from officers prior to the meeting.

3. **Minutes**

To confirm the minutes of the meeting held on 10 November 2014.

(Item 3/Page 1)

4. **Health Issues in Respect of the Local Plan**

An informal discussion with the Planning Policy and Conservation Manager and/or the Senior Planner on how health issues fit into the Local Plan.

5. **The Work of the South Warwickshire Clinical Commissioning Group Patient & Participation Group**

To receive a presentation from Mr Matthews on the work of the SWCCG Patient & Participation Group.

6. **Work Programme**

To consider a report from Democratic Services.

(Item 6/Page 1)

- Employee Smoking Policy Review – see appendix 2
- Future of Health Scrutiny at Warwick District Council
- Warwick District Council Health Strategy Update
- HIWEB Update
- Update from Councillor Kinson on the Warwickshire County Council Adult Social Care & Health O & S Committee.
- Amendments or additions to the Work Programme.

Published on 5 December 2014

General Enquiries: Please contact Warwick District Council, Riverside House, Milverton Hill, Royal Leamington Spa, Warwickshire, CV32 5HZ.

Telephone: 01926 353362

Facsimile: 01926 456121

E-Mail: committee@warwickdc.gov.uk

Enquiries about specific reports: Please contact the officers named in the reports.

Details of all the Council's committees, councillors and agenda papers are available via our website www.warwickdc.gov.uk/committees

Please note that the majority of the meetings are held on the first floor at the Town Hall. If you feel that this may restrict you attending this meeting, please call (01926) 353362 prior to this meeting, so that we can assist you and make any necessary arrangements to help you attend the meeting.

The agenda is also available in large print, on request, prior to the meeting by calling 01926 353362.

Health Scrutiny Sub-Committee

Minutes of the meeting held on Monday 10 November 2014 at the Town Hall, Royal Leamington Spa at 4.00 pm.

Present: Councillor Wreford-Bush (Chairman); Councillors Mrs Falp, Gill, and Illingworth.

Also Present: Councillor MacKay.

Apologies for absence were received from Councillors Copping and Mrs Knight. The Chairman gave his consent that Councillor MacKay be allowed to participate in all discussions at the meeting, but had no voting rights.

18. **Declarations of Interest**

There were no declarations of interest.

19. **Minutes**

The minutes of the meeting held on 7 October 2014 were taken as read and signed by the Chairman as a correct record subject to correcting the spelling of Professor Bryan Stoten's name in minute number 17.

At the meeting on 7 October 2014, the Committee Services Officer had been asked to find out which Scrutiny Committee would be responsible to review the taxi token scheme to see if some of the money raised through this could be diverted to the Warwickshire Voluntary Transport Service. She reported that the review would need to be done by the Overview and Scrutiny Committee, but it had been reported to her that the Leader of the Council had previously requested that such a review be conducted by the new Council after the elections in May 2015. The Sub-Committee requested that this be put on the Overview and Scrutiny Committee's work programme.

20. **Work Programme**

The Committee considered a report from Democratic Services on the Sub-Committee's work programme.

Future of Health Scrutiny at Warwick District Council

The Head of Health & Community Protection reminded Members that when the Health Scrutiny Sub-Committee had been set up, the Overview and Scrutiny Committee had done so on the basis that the future of health scrutiny would be reviewed before the new Council was formed. The Health Scrutiny Sub-Committee had been requested to submit a report to the March 2015 meeting of the Overview and Scrutiny Committee recommending the way forward for health scrutiny at the District Council.

Members were asked to consider whether health scrutiny should be dealt with by a full health scrutiny committee or to continue as a sub-committee or some other system.

Health Scrutiny Sub-Committee Minutes (Continued)

Following debate, the Sub-Committee felt that health issues requiring scrutiny needed to be flagged up to it from more sources and that it would be too soon to make any decision on the future of health scrutiny before the new council was formed. It was agreed that the decision should be postponed until five months into the new Council to let new Councillors achieve a better understanding of scrutiny in general and to ensure any recommendations were done in a timely manner to coincide with the budget process for 2015/2016. It was therefore

Resolved that

- (1) Group leaders be approached by the Chairman of the Health Scrutiny Sub-Committee to have health scrutiny set as an item on the Group Meetings' agendas;
- (2) the Health & Wellbeing Lead ensures more health issues be brought before the Sub-Committee, especially those where grants are involved; and
- (3) the Sub-Committee recommend to Overview and Scrutiny Committee that the report of the future of health scrutiny at the Council be delayed until October 2015.

Warwick District Council Health Strategy Update

The Health and Wellbeing Lead informed the Members that since the last meeting, he had:

- arranged for 48 influenza vaccinations to be provided to staff;
- provided a presentation to the South Warwickshire Clinical Commissioning Group to advise on Warwick District Council's public health work and to propose partnership working;
- provided a refresher for Health Champions on Making Every Contact Count (MECC);
- in partnership with Warwick Hospital, secured Public Health "Green Space" funding for a "measured mile" around Warwick Hospital;
- attended the first meeting of the Public Health "Warm and Well" Steering Group;
- given a "Guru Tutor" session at Warwickshire College;
- received Public Health England training on the evidence required for auditing submissions for the Work Place Charter;
- re-drafted the Warwick District Council Smoking Policy; and
- in co-operation with Human Resources, started planning a two-day health drop-in session for Council staff.

Following consideration of the Work Programme, it was


Resolved that:

- (1) the report be noted;

Health Scrutiny Sub-Committee Minutes (Continued)

- (2) the Planning Policy and Conservation Manager be invited to the next meeting to discuss health issues in respect of the Local Plan; and
- (3) monthly meetings be arranged where possible for the Sub-Committee, up to the election.

(The meeting finished at 4.53 pm)

	Health Scrutiny Sub-Committee – 15 December 2014	Agenda Item No. 6
Title	Health Scrutiny Sub-Committee Work Programme	
For further information about this report please contact	Lesley Dury, Committee Services Officer, 01926 456114 or committee@warwickdc.gov.uk	
Service Area	Democratic Services	
Wards of the District directly affected	N/A	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006	No	
Date and meeting when issue was last considered and relevant minute number	10 November 2014	
Background Papers		

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	No
Included within the Forward Plan? (If yes include reference number)	No

Officer/Councillor Approval		
With regard to officer approval all reports <i>must</i> be approved by the report authors relevant director, Finance, Legal Services and the relevant Portfolio Holder(s).		
Officer Approval	Date	Name
Relevant Director		
Chief Executive		
CMT		
Section 151 Officer		
Legal		
Finance		
Portfolio Holders		
Consultation Undertaken		
n/a		
Final Decision?	Yes	
Suggested next steps (if not final decision please set out below)		

1. **Summary**

- 1.1 This report informs the Sub-Committee of its work programme for 2014/2015, appendix 1.
- 1.2 Attached at appendix 2 is a draft of the Employee Smoking Policy that will be going forward to the Employment Committee for decision. The Health & Wellbeing Lead suggested that the Health Scrutiny Sub-Committee considered it ahead of decision in case the Members had any suggestions to make.

2. **Recommendations**

- 2.1 The report be noted; and
- 2.2 Any amendments suggested at the meeting, be made accordingly.

3. **Reasons for the Recommendation**

- 3.1 The work programme needs to be updated at each meeting to reflect the work load of the Sub-Committee.

4. **Alternative Options considered**

- 4.1 None.

5. **Budgetary Framework**

- 5.1 All work for the Sub-Committee has to be carried out within existing resources.

6. **Policy Framework**

- 6.1 The work carried out by the Sub-Committee helps the Council to improve in line with its priority to manage services openly efficiently and effectively.

7. **Background**

- 7.1 At each meeting, the Sub-Committee will consider their work programme and make amendments where necessary.
- 7.2 Overview & Scrutiny Committee may request that the Sub-Committee undertakes areas of health Scrutiny.
- 7.3 Officers may present reports to the Sub-Committee to seek direction on their content.
- 7.4 Warwickshire County Council, as the lead authority for Health Scrutiny, can ask the District Council to undertake areas of health scrutiny.

- 7.5 Attached at appendix 2 is a draft of the Employee Smoking Policy that will be presented to the Employment Committee for decision. The Health & Wellbeing Lead suggested that the Health Scrutiny Sub-Committee considered it ahead of decision in case the Members had any suggestions to make.

Health Scrutiny Sub-Committee
Work Programme 2014-2015

15 December 2014

Title	Where did item originate from	Format	Lead Officer	Next report date if applicable	Completion date
Talk from Mr Andrew Matthews on work of the SWCCG Patient & Public Participation Group	Sub-Committee meeting 7 October 2014	Talk	Mr Andrew Matthews		15/12/14
Health issues in respect of Local Plan – discussion with the Planning Policy & Conservation Manager	Sub-Committee meeting 10 November 2014	Discussion	Dave Barber / Tony Ward		15/12/14
Future of Health Scrutiny at Warwick District Council	O & S 10 June 2014	Discussion in respect of direction from O & S Committee 2 December & instructions to officers	Councillor Wreford-Bush	Each meeting	To hit March O & S
Employee Smoking Policy Review	Sub-Committee meeting 9 September 2014	Draft report to Employment Committee / Discussion – See appendix 2	Rob Chapleo		

Warwick District Council Health Strategy update		Verbal Report	Rob Chapleo	Each meeting until published	
Review of HIWEB / HIWEB update		Report	Richard Hall / Rob Chapleo	HIWEB update each meeting	
Update from Councillor Kinson on the Warwickshire County Council Adult Social Care & Health O & S Committee		Verbal Report	Councillor Kinson	Each meeting	January

20 January 2015

Title	Where did item originate from	Format	Lead Officer	Next report date if applicable	Completion date
Future of Health Scrutiny at Warwick District Council	O & S 10 June 2014		Councillor Wreford-Bush	Each meeting	To hit March O & S
Warwick District Council Health Strategy update		Verbal Report	Rob Chapleo	Each meeting until published	
Review of HIWEB / HIWEB update		Report	Richard Hall / Rob Chapleo	HIWEB update each meeting	
Update from Councillor Kinson on the Warwickshire County Council Adult Social Care & Health O & S Committee		Verbal Report	Councillor Kinson	Each meeting	January

24 February 2015


Title	Where did item originate from	Format	Lead Officer	Next report date if applicable	Completion date
Future of Health Scrutiny at Warwick District Council	O & S 10 June 2014		Councillor Wreford-Bush	Each meeting	To hit March O & S
Warwick District Council Health Strategy update		Verbal Report	Rob Chapleo	Each meeting until published	
Review of HIWEB / HIWEB update		Report	Richard Hall / Rob Chapleo	HIWEB update each meeting	
Update from Councillor Kinson on the Warwickshire County Council Adult Social Care & Health O & S Committee		Verbal Report	Councillor Kinson	Each meeting	January

17 March 2015

Title	Where did item originate from	Format	Lead Officer	Next report date if applicable	Completion date
Warwick District Council Health Strategy update		Verbal Report	Rob Chapleo	Each meeting until published	
Review of HIWEB / HIWEB update		Report	Richard Hall / Rob Chapleo	HIWEB update each meeting	
Update from Councillor Kinson on the Warwickshire County Council Adult Social Care & Health O & S Committee		Verbal Report	Councillor Kinson	Each meeting	January

Future Meetings 2015

- Head of Housing & Property Services should give a report on the Housing Assessment Team, including Disabled Facilities Grants, in the New Year.
- A guest speaker should be invited to speak about the Care Quality Commission in the New Year.
- Air Quality in the District annual report – October 2015
- Half-yearly - update on any work being done to improve air quality – April 2015
- Report from the Housing Strategy and Development Officer (Ken Bruno) re standards this Council insists upon for its own housing stock in respect of health and wellbeing.
- Update from Councillor Mrs Knight on the SW Foundation Trust Quality Accounts T & F Group

 Employment Committee December 17th 2014		Agenda Item No.
Title	Smoking etc. Policy	
For further information about this report please contact	Rob Chapleo, Health & Wellbeing Lead ext 6707	
Wards of the District directly affected	All	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	No	
Date and meeting when issue was last considered and relevant minute number	N/a	
Background Papers	Nil	
Contrary to the policy framework:	No	
Contrary to the budgetary framework:	No	
Key Decision?	No	
Included within the Forward Plan? (If yes include reference number)	Yes	
Equality Impact Assessment Undertaken	Yes	
Officer/Councillor Approval		
Officer Approval	Date	Name
Chief Executive/Deputy Chief Executive		
Head of Service		
CMT		
Section 151 Officer		
Monitoring Officer		
Finance		
Portfolio Holder(s)		
Consultation & Community Engagement		
Trade Unions consulted with no adverse comment.		
Final Decision?	Yes	
Suggested next steps (if not final decision please set out below)		

Dissemination of policy

DRAFT

1. Summary

This report recommends the refreshment of the Council's Smokefree Policy to take into account the use of e-cigarettes or Nicotine Containing Products (NCPs).

2. Recommendation

It is recommended that the Council's smoking policy be revised to prohibit the use of e-cigarettes on Council premises etc.. See draft policy at Appendix A..

3. Reasons for the Recommendation

3.1 A breath-operated nicotine device called the 'Voke' that looks and feels like a cigarette but contains no electronics, heat or combustion has received approval from the Medicines and Healthcare Regulatory Agency (*The Times, September 13, 2014*).

Its backers insist it is not an electronic cigarette but a smoking cessation device intended to help addicts to give up.

The technology is said to be entirely different from an e-cigarette, in that there is no heat or electronics. It contains a pressurised aerosol and a propellant used in asthma inhalers.

Approval from the Medicines and Healthcare Regulatory Agency means that eventually doctors could prescribe the devices to smokers. The Voke comes in a box shaped like a cigarette packet, which contains 20 refills. Each one is sufficient for six to ten puffs — to simulate conventional smoking.

The use of alternatives to cigarettes ('Vaping') has surged over the past three years. One in five tobacco smokers and recent ex-smokers are said to use electronic inhalers from time to time.

Action on Smoking and Health, which campaigns against tobacco use, welcomes the device's approval because there are many electronic cigarettes already on the market that are popular with smokers who are trying to cut down or quit smoking, but none of them so far are licensed as medicines.

4. Policy Framework

4.1 Policy Framework

The Council's Sustainable Community Strategy has the following aim:
To enable and encourage the people of Warwick District to have an equal access to a healthy life and sense of wellbeing, ensuring that our actions are aligned with the Warwickshire Health & Wellbeing Board's Strategy.

The priorities:

To make every contact count (MECC) in recognising that the Council has many opportunities to impact on people's mental and physical health and wellbeing by: ...

...Reducing exposure to tobacco smoke

4.2 Fit for the Future

This policy contributes to making *Warwick District a great place to live work and visit* and secondly, it contributes to the 'People' strand of strategy. It does this by reinforcing the Council's positive attitude to the Health & Wellbeing of its workforce and public.

4.3 Impact Assessments

There are no new or significant policy changes proposed in respect of Equalities.

5. **Budgetary Framework**

5.1 There are no financial implications.

6. **Risks**

6.1 There are no significant risks from the proposals.

6.2 Legal Services advise of no risks and refer the Council to ACAS advice referred to below.

7. **Alternative Option(s) considered**

7.1 The alternative option is to allow the free use of e-cigarettes but this would be inconsistent with both the behaviour and image that the Council fosters with respect to Health & Wellbeing.

8. **Background**

Guidance referred to at 4. above recommends the following approach:

"In order to establish a sensible and justifiable policy, we are advising that you first consider the following five questions:

1. *What are the issues you trying to deal with?*
2. *What do you think you need to control?*
3. *Do you have concerns about the possibility of harm from NCPs?*
4. *Will restricting or prohibiting use of Nicotine Containing Products support compliance with smokefree policies?*
5. *Do you want your policy to help to improve people's health?"*

ACAS guidance leaves it up to employers but accepts that employers might want to ban it. They say;

"Employers may want to consider whether such devices are likely to upset other workers, particularly if they are pregnant or trying to give up smoking themselves - or whether it's in keeping with the professional image of an organisation, especially if clients or members of public are likely to come into the office.

Since the smoking ban came in, it's broadly recognised that smoking is now associated with break times rather than work time. Employers may be reluctant to allow e-cigarettes into a working environment and prefer

them to be treated in exactly the same way as conventional cigarettes. There's also a risk that e-cigarettes might undermine efforts to reduce smoking by normalising cigarette use at work."

DRAFT

WARWICK DISTRICT COUNCIL

SMOKING etc POLICY

Policy

1. Purpose

The purpose of the smoking etc policy is to confirm the Council's commitment to being an exemplar in protecting and promoting health, in particular where tobacco and nicotine products are concerned. This policy refreshes the existing 'Smoke Free Policy' and has been developed to take into account the use of electronic cigarettes ('Vaping'). The Council accepts its responsibilities under WHO FCTC Article 5.3 about addressing tobacco industry interference in public health policies:
http://www.who.int/fctc/guidelines/article_5_3.pdf

2. Scope

This policy applies to all Members, staff, visitors, service users and patrons. The term 'smoking' includes the use of e-cigarettes.

3. Key Principles

3.1

The aims of the policy are to:

- Promote and achieve a healthy working environment and protect the current and future health of employees, customers and visitors
- Enforce the right of nonsmokers to breathe in air free from tobacco smoke
- Enable compliance with occupational health legislation and employment law
- Raise awareness of the dangers associated with exposure to tobacco smoke
- Take account of the needs of those who smoke and to support those who wish to stop.

3.2

- all premises where a service is provided by Warwick District Council employees are non-smoking environments. During break times smoking must take place away from Council premises, buildings and outside the grounds.
- smoking must not take place near to the entrance, the exit, or near to an opening of any Council building, at a position which might allow smoke to drift into the building or expose users of the building to second hand smoke.
- there is no provision for separate smoking areas or smoking breaks. Anyone wanting to smoke must do so in their own time.
- tobacco products and electronic cigarettes will not be sold on Council premises.
- No smoking is allowed in Council-owned vehicles nor privately owned vehicles when used on Council business. Vehicles must not be used as smoking shelters at any time during the employee's working day or on Council premises.
- Some Council employees are required to visit other premises, both commercial and domestic, as part of their duties. Employees should request the occupier to refrain from smoking in the same room during their visit. If the person receiving this request does not comply, this does not mean that the service will not be provided. For example, it may be possible to make use of an alternative room or arrange an appointment on Council premises. Where an occupant's behaviour becomes unreasonable towards an employee, the employee should politely withdraw.

4. Roles and Responsibilities

- This Policy applies to all elected members, Council employees, contractors and all visitors to and users of Council premises.
- Managers, through their normal managerial arrangements will be responsible for overseeing the implementation and management of the policy for all areas of their responsibility.
- Human Resources will provide support and guidance, publicise the Policy and ensure that all job applicants are aware of the policy before offers of appointment are made or accepted.

5. Enforcement

5.1 Whilst it is not the intention of the smoking policy to force employees to give up smoking, employees who fail to comply with the provisions of this revised policy will be liable to face disciplinary action through the corporate disciplinary procedures.

5.2 A requirement will be built into all Council contracts requiring contractors to ensure that their employees comply with the Council's smoking policy.

5.3 This Policy will be reviewed from time to time to ensure that it remains current.

Guidance Notes

6.1

The use of e-cigarettes. 'These devices directly undermine the effects and intentions of existing legislation including the ban on smoking in enclosed public spaces' (British Medical Association).

However, with just under 20% of the population smoking, every opportunity should be made to support those wanting to quit. Currently 1 in 2 cigarette smokers die from a smoking-related disease. Within this context, it is known that there is an increasing use of electronic cigarettes (e-cigarettes). While there are no comprehensive, long-term safety data for most e-cigarettes, it is recognised that they are likely to be much safer than smoking, and are likely to significantly reduce the harm from secondary smoking. Indeed, one such product has been approved by the Medicines and Healthcare Regulatory Agency and this policy does not seek to prevent employees from taking their prescribed drugs.

In view of this, WDC and its recognised Trade Unions support staff who are attempting to stop/reduce smoking, whilst respecting the views of other staff and service users.

6.2

- In the case of Very Sheltered Housing Schemes, no smoking is permitted in communal areas. Residents are permitted to smoke in their living accommodation. Staff must not smoke in any part of these premises at any time. In Council housing reference should be made to tenancy agreements.
- smoking by members of the public in the Council's parks and nature reserves is not prohibited, unless there is a notice to the contrary. Members of staff are not permitted to smoke in these places whilst on duty.
- Smoking is prohibited in all Council premises to which the public resort. Reference should be made to the Terms and Conditions of Use of these premises.

6.3

The Council will enable counselling, support and assistance to employees who request help to give up smoking. Individuals should initially discuss this with their line manager who, in conjunction with Human Resources, will help with a referral to the Warwickshire Stop Smoking Service.

Contacts:

Warwickshire Stop Smoking Service 0800 085 2917

NHS Smoking Helpline 0800 169 0 169

- www.smokefreewarwickshire.org
- www.gosmokefree.co.uk
- www.nosmokingday.org.uk
- www.ash.org.uk

SENIOR MANAGEMENT TEAM – 19th NOVEMBER 2014

Subject: - TO REFRESH THE COUNCIL'S SMOKING POLICY

From: ROB CHAPLEO – HEALTH & WELLBEING LEAD OFFICER

1. Summary

This report informs SMT of the issues surrounding the use of electronic cigarettes and the implications for smoking policy.

2. Recommendation

It is recommended that the Council's smoking policy be revised in the context of the increasing use of 'e-cigarettes' or Nicotine Containing Products (NCPs). See draft policy at Appendix A. for discussion.

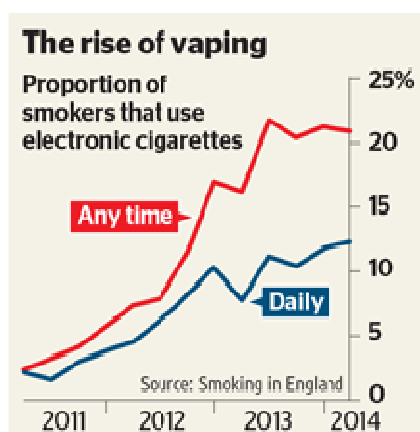
3. Reasons for the Recommendation

- 3.1 A breath-operated nicotine device called the 'Voke' that looks and feels like a cigarette but contains no electronics, heat or combustion has received approval from the Medicines and Healthcare Regulatory Agency (*The Times, September 13, 2014*).

Its backers insist it is not an electronic cigarette but a smoking cessation device intended to help addicts to give up.

The technology is said to be entirely different from an e-cigarette, in that there is no heat or electronics. It contains a pressurised aerosol and a propellant used in asthma inhalers.

Approval from the Medicines and Healthcare Regulatory Agency means that eventually doctors could prescribe the devices to smokers. The Voke comes in a box shaped like a cigarette packet, which contains 20 refills. Each one is sufficient for six to ten puffs – to simulate conventional smoking.



The use of alternatives to cigarettes ('Vaping') has surged over the past three years. One in five tobacco smokers and recent ex-smokers are said to use electronic inhalers from time to time.

Action on Smoking and Health, which campaigns against tobacco use, welcomes the device's approval because there are many electronic cigarettes already on the market that are popular with smokers who are trying to cut down or quit smoking, but none of them so far are licensed as medicines.

4. Alternative Options considered

That electronic cigarette use be permitted at Council premises.

[Guidance](#) on this has been issued by the Chartered Institute of Environmental Health *et al.*

5. Budgetary Framework

- 5.1 No budgetary implications are envisaged as a consequence of this review.

6. Policy Framework

- 6.1 The Council's Sustainable Community Strategy has the following aim:

To enable and encourage the people of Warwick District to have an equal access to a healthy life and sense of wellbeing, ensuring that our actions are aligned with the Warwickshire Health & Wellbeing Board's Strategy.

The priorities:

To make every contact count (MECC) in recognising that the Council has many opportunities to impact on people's mental and physical health and wellbeing by: ...

...Reducing exposure to tobacco smoke (TS)

7. Background

Guidance referred to at 4. above recommends the following approach:

"In order to establish a sensible and justifiable policy, we are advising that you first consider the following five questions:

1. *What are the issues you trying to deal with?*
2. *What do you think you need to control?*
3. *Do you have concerns about the possibility of harm from NCPs?*
4. *Will restricting or prohibiting use of Nicotine Containing Products support compliance with smokefree policies?*
5. *Do you want your policy to help to improve people's health?"*

ACAS guidance leaves it up to employers but accepts that employers might want to ban it. They say;

"Employers may want to consider whether such devices are likely to upset other workers, particularly if they are pregnant or trying to give up smoking themselves - or whether it's in keeping with the professional image of an organisation, especially if clients or members of public are likely to come into the office.

Since the smoking ban came in, it's broadly recognised that smoking is now associated with break times rather than work time. Employers may be reluctant to allow e-cigarettes into a working environment and prefer them to be treated in exactly the same way as conventional cigarettes. There's also a risk that e-cigarettes might undermine efforts to reduce smoking by normalising cigarette use at work."