



## Smoke-free work environment

### It is the policy of the Australian Nursing and Midwifery 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 'smoke-free 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 provide information to clients receiving home based care regarding no smoking around nurses and midwives
  - 2.7 recognise that smokers required to cease smoking may experience withdrawal symptoms and require the support of colleagues and management;
  - 2.8 encourage and offer assistance to employees by sponsoring attendance at courses which assist smokers to cease smoking with paid time off;
  - 2.9 provide facilities and resources for health promotion activities related to smoking cessation and the effects of passive smoking;
  - 2.10 provide adequate disposal facilities for cigarette ash and butts;



- 2.11 advise all job applicants of the non smoking policy with which all employees must comply;
  - 2.12 equip the Occupational Health and Safety Advisory Committee to address occupational health and safety related aspects of the smoke-free policy<sup>i</sup>;
  - 2.13 ensure no tobacco or accessories are sold on health, aged care or community health facilities;
  - 2.14 provide nicotine replacement therapy for patients as part of their inpatient care program; and
  - 2.15 provide cost-price nicotine replacement therapy for staff to assist them to not smoke 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  
reviewed and re-endorsed August 2015*

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Reference

<sup>i</sup> Any references to 'Occupational health and safety' and 'OHS' are intended to be used interchangeably with the phrase 'Work health and safety' and 'WHS'