



## 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 hospitals/health agencies to:
  - 2.1 develop, implement and review policies to provide and maintain a smoke-free work environment, in consultation with workers and their health and safety representatives;
  - 2.2 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;
  - 2.3 consider and advise how the policy will be implemented and enforced, without a requirement on staff to enforce the policy
  - 2.4 provide information on the smoke-free policy to patients/residents/clients planning admission, and provide smoking cessation information for smokers on discharge;
  - 2.5 use signage to indicate a smoke-free workplace for the benefit of 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 ensure workers are not put at risk of second hand smoke in facilities that do not comply with smoke-free workplaces. Smokers in these facilities should only be permitted to smoke in designated areas within a safe and secure environment that does not present a risk to workers or others.
  - 2.9 encourage and offer assistance to employees by sponsoring attendance at courses which assist smokers to cease smoking with paid time off;
  - 2.10 provide facilities and resources for health promotion activities related to smoking cessation and the effects of passive smoking;



- 2.11 provide adequate disposal facilities for cigarette ash and butts at facility perimeter to encourage smoke-free environment;
  - 2.12 advise all job applicants of the smoke-free policy with which all employees must comply;
  - 2.13 equip the Occupational Health and Safety Advisory Committee to address occupational health and safety related aspects of the smoke-free policy;
  - 2.14 ensure no tobacco or accessories are sold on health, aged care or community health facilities;
  - 2.15 provide nicotine replacement therapy for patients as part of their inpatient care program; and
  - 2.16 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 smoke-free policy of the employing agency;
  - 3.2 facilitate the availability of appropriate literature, programs and counselling to assist smokers to cease smoking; and
  - 3.3 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  
Reviewed and re-endorsed August 2018*