

TITLE:	Smoke Free Policy		
DIVISON:	Work Health and Safety		
ADOPTED BY:	Council		
DATE OF ADOPTION:	August 2019	DATE OF REVIEW:	August 2022
MOTION NUMBER:	OC 273/19		
POLICY NUMBER:	CP32		
AUTHORISED:	Chief Executive Officer		

THIS POLICY APPLIES TO:

All Elected Members, Appointed Members, Employees and Contractors of the Barkly Regional Council ('Council').

SUMMARY

Council is committed to maintaining the Work Health and Safety of all employees at all times and to assist this commitment has designated specific smoking areas at Council buildings. This Policy intends to establish and maintain smoke-free areas on Council property with a view to improving the health of Council staff and members of the community and in order to comply with Council's Work Health and Safety obligations and the relevant Commonwealth and Territory legislation.

OBJECTIVES

This Policy seeks to:

- Establish and maintain designated smoking areas on Council buildings;
- Promote the benefits of maintaining a healthy work environment;
- Improve the health of Council employees and the wider community;
- Provide community leadership in taking measures to protect the health and social well being of the community;

BACKGROUND

Council recognises the prevalence of smoking in society and aims to be a leader in the promotion and education of the benefits of a smoke free society.

Council aims to build a healthy work environment which protects the health and wellbeing of all employees and clients. The Council operates in a non-smoking environment and has designated specific smoking areas in Council buildings for any Elected Member, Appointed Member and Employees to utilize.

Council has:

- an obligation to promote public health outcomes where Council provides assets and services intended to be of benefit to children and other members of the community;
- a commitment to improve the natural environment and the amenity of the local area by reducing the amount of cigarette butt litter found in outdoor spaces;

- an understanding that the damaging effects of passive smoking is beginning to emerge in both indoor and outdoor areas; and
- An acknowledgement that the indirect effects of people smoking in an outdoor area can result in children playing with and swallowing discarded cigarette butts, cigarette-derived particles accumulating on clothing and skin and smoking causing sensory irritations such as eye watering, coughing, difficulty in breathing or asthma.

POLICY STATEMENT

Unless a smoking area is specifically designated on a Council property, Council adopts the following policy banning smoking on Council land:

1. On all playing fields, sporting grounds and sporting facilities (i.e. swimming pools, outdoor sports centres);
2. In all alfresco dining areas on public land;
4. On all Council controlled parks and reserves;
5. Within Council car parks;
6. On any leases, licences or other estates that apply to Council owned and managed lands and properties as that internationally recognised signage be erected to indicate that these areas are smoke-free; and
7. In all Council vehicles, plant and equipment.

Council has no legal responsibility to make designated smoking areas available to an Elected Member, Appointed Member or employee and anyone who chooses to use these areas do so at their own risk.

There will be no fixed smoke breaks for Elected Members, Appointed Members or employees and smoking must not impact on an employee's performance.

Smokers and users of tobacco products must dispose of the remains in the provided containers.

Employees will be informed of where the designated smoking areas are upon commencement and in the employee handbook.

Breaches of this policy may result in disciplinary action in accordance with Council's Disciplinary Procedure up to and including termination.

LEGISLATION, TERMINOLOGY AND REFERENCES

Work Health and Safety Act

IMPLEMENTATION AND DELEGATION

The CEO is to have regard for this policy when identifying and evaluating opportunities for reducing smoking in the workplace and the community at large.

EVALUATION AND REVIEW

This Policy is to be reviewed every three (3) years and may be reviewed at other times at the discretion of Chief Executive Officer.