



Smoking Policy (Inc E Cigarettes)

In accordance with the Health Act 2006, Companies face fines of up to £2500 for failing to enforce the anti-smoking laws, which came into force from 1st July 2007.

All enclosed public places and work places in Wales and England are smoke free including company cars/vans, pool and hire cars under the 2006 Health Act.

This legislation made it an offence for those who control or manage smoke free premises to fail to stop people smoking in them.

No smoking signs are displayed and our current handbook and /or statement of terms and conditions covers the company position on smoking.

E-cigarettes have now become very popular and have until recently evaded regulation giving users the impression that they are safe to use, available to all, including children and legal to use anywhere.

Please note that the UK Government has decided that Medicines and healthcare regulatory Agency (MHRA) will regulate all nicotine-containing products (NCP's) such as e-cigarettes. These will now be regulated as medicines in a move to make these products safer.

Whilst we acknowledge e-cigarettes are not covered by the health Act 2006, the company has made a decision to ban the use of e-cigarettes in the workplace.

Employees who use e-cigarettes are still free to do so in their own time and outside of the premises on breaks as per the company policy on smoking.

This document will form part of your Contract of Employment and as such you will be subject to disciplinary procedures if necessary by not complying with this policy.

I hereby confirm I have read and fully understand the information contained herein, relating to the Company's policy on smoking e-cigarettes, which is a formal amendment to my terms and conditions of employment with [[insert Company]].

..... (Name in capitals)

..... (Signed)

..... (Dated)