

Report to: Council Functions Committee
Date of Meeting: 4 December 2006
Report of: Head of Human Resources
Title: No Smoking Policy

1. **SUMMARY**

In order to promote the health and wellbeing of staff it is intended to extend the current restrictions on smoking in the workplace by introducing a policy to establish a total ban on employees from smoking whilst on duty. In addition the policy will apply to all employees, visitors, elected members, volunteers and other person(s) who access any Watford Borough Council site, within the boundary or premises, or any building owned, or used by the Council for any purposes.

As a member of the One Watford Partnership this demonstrates our commitment to promote “a healthy town” and maintain a safe working environment for our staff.

2. **RECOMMENDATIONS**

- 2.1 It is recommended that this policy is adopted with effect from 2 January 2007 prior to the Health Bill that comes into force in the summer of 2007.

Contact Officer:

For further information on this report please contact:

Telephone extension: 8329 e-mail: tony.mills@watford.gov.uk

Report approved by: Tricia Taylor, Corporate Director

3.0 **DETAILED PROPOSAL**

3.1 The details are set out in the policy document (attached)

4.0 **IMPLICATIONS**

The proposal will not be popular with everyone and there have been questions about the practicalities of enforcing the policy. However, it is intended to treat this as a health initiative and in collaboration with One Watford partners provide advice and support to those wishing to give up smoking. The suggestion to introduce the policy from 2 January 2007 will allow time for the practicalities of implementing the proposals to be addressed before the Health Bill becomes law.

4.1 Financial

There are going to be cost associated with providing signs, but these are not considered to be significant. Estimates are being prepared and costs will be met from within resources. There is no cost to the council for providing health advice and support.

4.2 Legal Issues

There are no known legal implications to report.

4.3 Staffing

Nil

4.4 Accommodation

Nil

4.5 Equalities

This has been considered within the consultation process and will continue to be closely monitored.

4.6 Community Safety

The proposals set out in the policy are considered to have a positive impact on community safety and the wellbeing of people.

4.7 Sustainability

It is proposed that the policy is widely publicised with ongoing training and support to ensure that requirements become normal practice.

4.8 Potential Risks

This policy supports the healthy town initiative and meets the requirements of the Health Bill. No significant risks have been identified.

4.9 Consultees

The proposals set out in the policy have been widely consulted upon through officers, UNISON and the members of the One Watford partnership.