

Policy Name	Smoke Free Workplace and Environment
Policy Type	Human Resources
Policy Number	HR20
Version	2
Approval Date	January 2019
Renewal Date	January 2022



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SUMMARY

The West Daly Regional Council aims to develop a healthy workplace environment which protects the health and wellbeing of all employees, clients, contractors and all persons who have business with Council from time to time. Accordingly, Council has banned smoking in all Council areas. It is acknowledged that the risks associated with smoking are not confined only to smokers but include non-smokers through passive smoking.

This policy recognises that 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 while well documented in regard to indoor areas, is also beginning to emerge in regard to outdoor areas;
- 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 causing sensory irritations such as eye watering, coughing, difficulty in breathing or asthma; and
- an obligation to support such anti-smoking campaigns as are conducted from time to time by various organisations including the National Heart Foundation of Australia.

While Council may make designated areas available to smokers, it in no way has any legal responsibility to do so. Employees who choose to use these areas do so at their own risk. There will be no fixed smoking breaks for employees and breaks taken must

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not impact on the employee's performance. Smokers and users of tobacco products must dispose of the remains in any containers provided. This helps to maintain a neat and tidy environment for all employees and visiting customers.

OBJECTIVES

The objectives of West Daly Regional Council in banning smoking in Council areas are to:

- contribute to the health of the community;
- improve public amenity and maintenance of Council property;
- raise community awareness of the issues associated with smoking;
- promote the health and safety of Council employees by minimising the risks associated with smoking and exposure to passive smoking in the workplace;
- provide community leadership in taking measures to protect the health and social well-being of the community; and
- minimise cigarette butt pollution in Council managed parks and other urban space areas.

POLICY STATEMENT

1. West Daly Regional Council bans smoking within all Council owned and managed facilities, vehicles and accommodation and especially:
 - in all alfresco dining areas located on public land;
 - within ten (10) metres of Council owned, leased or managed buildings including balconies or covered areas of those buildings;
 - on all Council controlled parks and reserves;
 - within Council car parks;
 - on any leases, licences or other areas that apply to Council owned and managed lands and properties; and
 - in all Council vehicles, plant and equipment.
2. Consistent with the terms of the *NT Tobacco Act* all Council managed parks and sporting facilities are to be signposted with signage consistent with the Act to indicate that these are non-smoking areas.

TERMINOLOGY AND REFERENCES

REFERENCES

Local Government Industry Award

NT Work Health and Safety (National Uniform Legislation) Act

NT Tobacco Act

FURTHER INFORMATION:

Chief Executive Officer

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