

CANDIDATE E-CIGARETTE POLICY NORTHERN IRELAND



Policy title:	Candidate E-Cigarette Policy – Northern Ireland
Outcome:	TXM Healthcare Ltd endeavours to recognised that employees may use e-cigarettes as an aid to give up smoking tobacco, but it is not known if there are any health risks to individuals from the vapour released by e-cigarettes.
Target Audience:	All TXM members meaning TXM Healthcare staff, whether employed full-time or part-time, paid, or unpaid, granted practising privileges, volunteers, students, and external contractors. This may also be provided to clients, service users, and members of the public.
Authorised by:	Ciaran Maynes - Registered Manager TXM Healthcare Ltd
Approved by:	Ciaran Maynes - Registered Manager TXM Healthcare Ltd
Date issued:	22 August 2023
Next review date:	22 August 2024 (Or before if there is a change in practice or circumstances)

Purpose

Cigarettes are now banned from inside the workplace. Electronic cigarettes (e-cigarettes) have risen in popularity, as an aid to give up smoking, or as a substitute. This policy outlines the position of TXM Healthcare on the use of e-cigarettes at work.

Statement

The use of e-cigarettes in the workplace is not currently prohibited by legislation. Whilst it is recognised that employees may use e-cigarettes as an aid to give up smoking tobacco, it is not known if there are any health risks to individuals from the vapour released by e-cigarettes.

Procedure And Guidance

E-cigarettes – explained:

E-cigarettes, personal vaporisers (PVs), and electronic nicotine delivery systems (ENDS) are battery-operated devices that mimic tobacco smoking and are often used as a replacement for cigarettes. They produce a vapour, including flavoured aromas either with or without nicotine, rather than traditional smoke.

Key points – the general advice given:

- E-cigarettes fall outside the scope of smoke-free legislation as the act of smoking requires a substance to be burnt, so employers can choose whether to allow workers to smoke them at work or not.
- Advertising for E-cigarettes focuses on them being substitutes for cigarettes and often (but not always) they are used as an aid to stop smoking service.
- Employers are required to consider the effects on other members of staff as the long-term effects of e-cigarettes are unknown, plus having e-cigarette vapours in the workplace may create an unpleasant environment.
- Some employees use E-cigarettes as part of a plan to stop smoking, so employers may want to support their use if this is the case.
- However, the vapour from E-cigarettes might be annoying to some employees and could potentially provide a health risk for others through passive consumption (like passive smoking) as the long-term health effects of E-cigarettes are unknown.
- There may be a concern that preventing the use of E-cigarettes at work may hinder those who use them to stop smoking, particularly if they are required to smoke them in designated smoking areas together with cigarette smokers. Employers may want to consider organising a separate E-cigarette smoking area external to work premises.

TXM Healthcare's policy on the use of e-cigarettes is as follows:

Use of e-cigarettes by any workers or visitors is not permitted in company buildings, company vehicles, in client meetings, or while working on clients' premises.

A breach of these rules may result in disciplinary action.

Smoking breaks:

Smokers should generally aim to maintain the same amount of break time as colleagues who do not smoke.

Review:

All TXM Healthcare policies and procedures are reviewed annually.

Policy ownership:

Ciaran Maynes

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TXM Healthcare Registered Manager

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