

<b>Policy title:</b>	Candidate Smoking at Work Policy – Northern Ireland
<b>Outcome:</b>	TXM Healthcare Ltd endeavours to protect all agency workers, patients, residents, and visitors from exposure to second-hand smoke and to assist in compliance with the Smoking (Northern Ireland) Order 2006.
<b>Target Audience:</b>	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.
<b>Authorised by:</b>	Ciaran Maynes - Registered Manager TXM Healthcare Ltd
<b>Approved by:</b>	Ciaran Maynes - Registered Manager TXM Healthcare Ltd
<b>Date issued:</b>	22 August 2023
<b>Next review date:</b>	22 August 2024 (Or before if there is a change in practice or circumstances)

## Purpose

Agency workers of TXM Healthcare may be dismissed for smoking in prohibited areas; It is important, therefore that they understand that such behaviour is strictly prohibited. This policy statement provides clear information on the behaviours expected.

## Statement

This policy has been developed to protect all agency workers, patients, residents, and visitors from exposure to second-hand smoke and to assist in compliance with the Smoking (Northern Ireland) Order 2006. Exposure to second-hand smoke increases the risk of lung cancer, heart disease, and other serious illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not completely stop potentially dangerous exposure.

## Procedure And Guidance

It is the policy of TXM Healthcare that all our workplaces are smoke-free, and all agency workers have a right to work in a smoke-free environment. Smoking is prohibited in all enclosed and substantially enclosed premises in the workplace. This includes company vehicles. This policy applies to all agency workers, contractors, consultants, temporary workers, visitors, or volunteers.

## Implementation:

Appropriate “no-smoking” signs should be clearly displayed at the entrances to and within all healthcare premises and in all smoke-free vehicles. If any worker has a concern relating to a potential breach of this policy, it should be reported immediately to TXM Healthcare.

## Agency workers on duty:

Agency workers employed by TXM Healthcare are strictly forbidden to smoke in front of patients or residents and on the client's premises. Patients or residents are asked that they do not smoke in front of TXM Healthcare agency workers.

## Non-compliance:

Disciplinary procedures will be followed if an agency worker does not comply with this policy. Those who do not comply with the smoke-free law may also be liable to a fixed-penalty fine and possible criminal prosecution.

## For those who need help to stop smoking:

The NHS offers a range of free services to help smokers give up. Visit [www.gosmokefree.co.uk](http://www.gosmokefree.co.uk) or call the NHS Smoking Helpline on 0800 169 0169 for details. Alternatively, you can text 'GIVE UP' and your full postcode to 88088 to find your local NHS Stop Smoking Service

All TXM Healthcare Limited policies and procedures are reviewed annually.

Policy ownership

A handwritten signature in black ink that reads 'Ciaran Maynes'.

Ciaran Maynes  
TXM Healthcare Registered Manager  
Date of Issue: 22 August 2023  
Next Review Date: 22 August 2024