

<b>WYFRA</b>	<b>PERSONNEL AND TRAINING COMMITTEE</b>	<b>28 September 2007</b>	<b>ITEM No</b>
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REPORT OF: Director of Human Resources

PURPOSE OF REPORT: To request Members approval of the Smoke Free Workplace Policy

RECOMMENDATION: That Members approve the Smoke Free Workplace policy

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### **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT DETAILS**

Exemption Category: None

Contact Officer: Hilary Brown, Senior Human Resources Manager  
Mark Dixon, Health and Safety Manager

Background Papers:

## **1 Background and Information**

- 1.1 The Smoke Free Workplace Policy reflects the new smoking legislation which came into force on 1st July 2007. The policy also details the fact that the Authority will become a smoke free environment by 1<sup>st</sup> July 2008.
- 1.2 Attached, for approval, as Appendix 1, is a draft policy which sets out both the legal framework for the policy and the arrangements for implementing the policy.
- 1.3 The policy has been drawn up by a working group comprising of relevant managers and representative bodies. The group has met on three occasions, 11<sup>th</sup> May, 18<sup>th</sup> July and 8<sup>th</sup> August. All sections of the policy have been agreed within the working group bar one issue.
- 1.4 The Fire Brigades Union (FBU) representative could not agree to the position relating to a completely smoke free environment by 1<sup>st</sup> July 2008. The FBU representative believed that this would be disadvantageous to operational personnel on the basis that Fire and Rescue Staff could smoke outside the environs of Authority property at lunch time but that this was not possible for operational staff.
- 1.5 The FBU position was that it would not be appropriate for example for operational personnel to be seen smoking outside the station. In addition, because operational staff were unable to leave the station during duty hours this would be placing an unfair burden on them. The FBU also made the point that it would also be very difficult for staff who wished to smoke during the night shift.
- 1.6 The FBU representative did not attend the meeting on 8<sup>th</sup> August. The Health and Safety Manager wrote to him asking him for any further views about the outstanding issue but we have not received a reply to date.
- 1.7 As Members will be aware this issue is not contractual and therefore requires only consultation to be undertaken and not negotiation.

## **2 Equality and Fairness Implications**

- 2.1 Approval of this policy will remove any equality and fairness implications.

## **3 Financial Implications**

- 3.1 There are no financial implications arising directly from this report, any additional costs will be met from within existing budget provisions.

## **4 Conclusion and Recommendation**

- 4.1 That Members approve to the attached policy on a Smoke Free Workplace.

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