

No Smoking Policy – Phasing out of Smoking – Mike Carney Group

The company Employee handbook, that was published in August 2021, describes the gradual phasing out of smoking in the workplace (Section 6 - 6.5 – Work Conditions and Hours), under OH&S to provide a healthy and safe workplace for ALL.

Background

Environmental Tobacco Smoke in the Workplace

The National Occupational Health and Safety Commission recommends that exposure to environmental tobacco smoke should be excluded in all Australian workplaces. This exclusion should be implemented as soon as possible. The recommendation takes account of:

- a. The Air Quality Guidelines for Europe of the World Health Organisation which conclude that there is no evidence for a safe exposure level of environmental tobacco smoke (ETS) and that at typical environmental exposure levels, environmental tobacco smoke is carcinogenic, increases the risk of fatal and non-fatal cardiovascular disease in non-smokers and carries substantial mortality and morbidity from other serious health effects because of acute and chronic disorders.
- b. The conclusions of the National Health and Medical Research Council is that exposure to environmental tobacco smoke causes lung cancer in adults, causes lower respiratory tract illness in children, contributes to the symptoms of asthma in children and may also cause coronary heart disease in adults.
- c. The position adopted in the National Tobacco Strategy endorsed by the Ministerial Council on Drug Strategy as well as the National Response to Passive Smoking that the establishment of smoke free environments should be the norm; and
- d. The increasing prohibition in Australian jurisdictions of smoking in workplaces.

Furthermore

ETS contains over 4,000 chemical compounds, including 60 known carcinogens.

Non-smokers may experience many adverse health effects from ETS.

These include:

Passive smoking inhaling ETS. ETS is the complex mixture of chemicals and particles (particulate matter) released into the air whenever someone smokes a cigarette, cigar, or pipe.

- a) Cancer, and chronic degenerative diseases such as middle ear disease in children, diseases of the heart and blood vessels, chronic bronchitis, and emphysema. The length of exposure is a significant risk factor.
- b) Acute symptoms and illnesses such as irritation of eyes, nose and throat, acute bronchitis and pneumonia, and sudden infant death syndrome. Relatively short- term exposure may be sufficient for these effects to occur.

Action Plan

With effect from **1 Jan 2022** the Mike Carney Group will become a smoke free environment, that is to say; there is to be no smoking within the boundary lines or buildings owned by the Mike Carney Group for any staff member, guest, or visitor. This includes Townsville (Mahindra / 4 WD Central, Charters Towers and Ingham). This also applies to all workplace vehicles owned by the group. This includes Electronic Cigarettes also known as Vaping.

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No smoking signs will be displayed around the group buildings from the above date. A new smoking policy will be written to comply with the above.

As you have been informed of the gradual phasing out of smoking in the workplace, we have added some resources to help you on the staff web site [Click Here to view](#).

Should you have any concerns please raise them with your manager / team leader in the first instance.

Reference:

Queensland Occupational Health and Safety legislation

National Occupational Health and Safety Commission [(NOHSC:3019 (2003)]

Disability Discrimination Act 1992

Workplace Health and Safety (WHS), Queensland, Achieving Smoke Free Workplaces, WHS 2001

Air quality guidelines for Europe, 2nd ed. Copenhagen, WHO Regional Office for Europe, 2000

(WHO Regional Publications, European Series, No. 91).

http://www.who.dk/InformationSources/Publications/Catalogue/20010910_6

The Health Effects of Passive Smoking – A Scientific Information Paper, National Health and Medical Research Council, November 1997.

National Tobacco Strategy 1999-2002-03 – A Framework for Action, Commonwealth Department of Health and Aged Care, 1999.

National Response to Passive Smoking in Enclosed Public Places and Workplaces – A Background Paper, National Public Health Partnership, 2000.