

**From:** Carole Brown  
**Sent:** 08 May 2007 14:50  
**To:** Amanda Nicholls  
**Cc:** Andrew Watson  
**Subject:** Smoke Free Policy

Amanda

Thank you for the opportunity to provide comments on this policy.

**Smoke Free Policy**

Restricting smoking breaks to lunchtime only could cause great difficulty for some smokers. Smoking is an addiction and to ask some members of staff not to smoke for in excess of three hours may be difficult. This restriction may be deemed to be unfair, as almost everyone takes breaks to make tea and coffee. Have you considered restricting smoking to fall in line with core hours of the flexi system, ie. to permit smoking between the hours of 10am and 3.30pm. Another option would be to permit smoking for an hour in the morning, during the lunchtime period, and an hour in the afternoon. Staff would of course still have to book out the standard 10 minutes per smoking break on their flexi sheet.

Is a car considered an extension of the workplace? If all parties travelling in the car agree, then we do not consider it appropriate for the Council to impose a 'no smoking' restriction.

Home visits is a difficult one. The ban on smoking does not apply in private homes and we believe that staff would find it very difficult to request that a customer refrain from smoking in their own home. The suggestion in the policy is that those customers who refuse such a request should meet at the Council Offices. This may not be possible in all circumstances; there are instances where our customers have to be visited at home, for example, Sheltered Housing Officers, Valuers.

Will this policy apply to those working extensive times on out of office working, weekend working etc.?

Will the Council provide 'no smoking' signage for lease cars?

Regards

Carole Brown  
Dover UNISON  
8 May 2007