

# This NHS Trust is smokefree.

**Information for staff.**

# Frequently Asked Questions

## What does Smokefree mean?

Smoking is not permitted inside any of the Trust's premises or anywhere in the grounds. Patients, members of the public and staff are not allowed to smoke on Trust sites.

## Why did we become a Smokefree site?

Four out of five people don't smoke. Complaints from patients and the public about smoking at our sites particularly around entrances were increasing. In a survey of the public and staff conducted at the Hospital, seven out of ten people said that they thought that smoking should not take place anywhere on the site. As a patient, smoking makes it harder for you to recover. As a health community we want to help people live a healthy life. Being a Smokefree site helps everyone by being a healthy place to visit, stay or work.

## How will the Hospitals ensure it stays Smokefree?

There is nowhere to smoke on any of the Trust sites i.e. no smoking shelters. Information and the contact details of the NHS Stop Smoking Service are easily available to members of the public and for all patients at Trust sites, via GP surgeries and community health centres prior to admission. Multi-skilled VINCI Park operatives, senior management and site services staff are on patrol 24/7 to ensure that patients, members of the public and staff do not smoke on site. Staff are encouraged to challenge and support patients and members of the public not to smoke.

## What support is available for staff who wish to quit?

Free Nicotine Replacement Therapy is available for staff, both for long-term quitting and withdrawal relief whilst at work. Staff wishing to quit should contact hospital staff health advisor. Managers will support staff to attend appointments, where possible.

## Is it a human right to be allowed to smoke?

The British High Court (2008) ruled that smoking is not a basic human right. It is reasonable to expect the Trust to take action to preserve the health of patients and staff.

## What happens if staff smoke within the grounds?

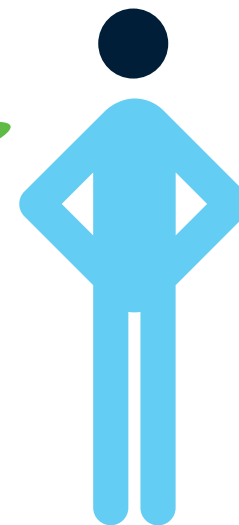
Smoking on Trust property is a breach of Trust policy and subject to disciplinary action. Any member of Trust staff or affiliated contractor found smoking in Trust premises or within the grounds will be given a first warning followed by a final warning, leading to ultimate dismissal if they continue to do so.

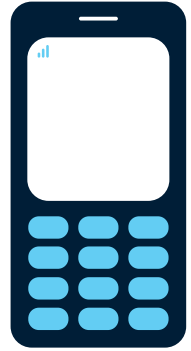
## As a member of staff, what are my responsibilities in making sure the site is Smokefree?

It is everyone's responsibility to make Trust sites healthy and Smokefree. Staff should actively promote and provide Nicotine Replacement Therapy for patients that need it, rather than facilitate smoking.

Every member of staff has a role in challenging other members of staff and the public if they are smoking on site and reporting to site services any areas where staff are found to be smoking. Cards are available to any staff to give to patients or members of the public to reinforce the message about not smoking.

**The Trust will take very seriously any member of staff smoking in secret or dangerous places either inside or outside Trust property.**





This leaflet is available in large print  
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