



POLICY REGISTER

Smoke Free Workplace Policy

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Reviewed:

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DOCUMENT CONTROL

Issue.	Prepared/Revised by and Date	Action/Amendment Description	Approved By and Date
1.0	A / General Manager 2021	First Edition	
2.0	Glenn Carroll – 2025	Second Edition	Council 17.06.2025 - 2025/130

1. SCOPE

This policy covers all elected representative of the public, BSC staff, BSC committees, contractors working for or on behalf of BSC and members of public using or visiting BSC sites.

2. OBJECTIVE

Balranald Shire Council (BSC) is committed to ensuring staff are provided with a safe and healthy environment that is free from the potential effect of tobacco smoke. This includes environmental tobacco smoke (passive smoking).

BSC aims to encourage the reduction of active smoking and vaping and to promote a safe and healthy working environment for BSC employees.

3. DEFINITIONS

Smoking means smoking, holding or otherwise being in control over an ignited smoking product and vaping. Smoking product includes any tobacco, vaping or other product that is intended to be smoked.

4. POLICY:

As BSC policy, smoking and vaping is prohibited in all BSC buildings, structures and vehicles; this includes:

- All enclosed areas in general use;
- All lobbies, foyers and corridors;
- All offices, depot buildings and workshops;
- Common rooms, tea rooms, site caravans and staff rooms;
- All vehicles, plant etc;
- Amenities buildings and toilets;
- Swimming pool buildings and enclosures;
- Within 5 metres of air intakes, external doors in regular use and windows regularly opened;
- Within 5 metres of BSC buildings, places of work and areas adjacent to buildings where cigarette smoke will accumulate or drift back into the building;
- Areas that may be frequented by members of the general public;
- Staff working in areas where they are likely to affect others who come into the area; and
- At all grounds within and around BSC depots and administration buildings. (With the exception of sites that have designated smoking areas).

BSC is under no legal requirements to provide smoking breaks during work hours for its staff members.

A. Recruitment

Recruitment processes for all staff will include reference to the policy on smoking. However, the smoking behaviour of applicants for employment or promotion is not a factor in selection processes.

B. Designated Smoking Areas

Where possible, BSC will provide designated Smoking areas for its depots and buildings that meet the above-mentioned criteria. All new staff will be shown the location of designated smoking areas during their induction process.

Where ever possible, workers when smoking or vaping should do so out of the view of the public.

Note: (Smokers or Vapers are not entitled to smoke or vape in unapproved areas even if all staff in that particular area wishes to smoke.)

5. QUIT SMOKING AWARENESS PROGRAMME

BSC supports a quit smoking awareness programme designed to inform employees of the dangers and consequences of smoking in the workplace.

BSC will support staff who seek assistance with counselling in relation to quit smoking. BSC will provide staff with four (4) hours special leave to be taken as determined to arrange/attend counselling during normal working hours on a one off basis. Staff will need to provide written proof of arrangement or attendance of counselling. Additional time off will necessitate the employee utilising accrued leave entitlements.

For information about giving up smoking:

- The QUIT Line – Telephone: 137 848
- Cancer Institute NSW (ICanQuit) – www.icanquit.com.au
- Cancer BSC New South Wales – www.cancerBSC.com.au

6. MEMBERS OF PUBLIC

This policy is to be extended to the general public entering any BSC property that meets the definition of this policy. BSC staff can refuse service to any member of the public whilst they are smoking. Members of public who wish to smoke in areas other than designated smoking areas outlined in this policy will be asked politely to leave or to put the cigarette out.

7. BREACHES OF POLICY

A. STAFF

It is unacceptable behaviour to smoke in any of the areas other than designated smoking areas outlined in this policy and any complaints arising from staff smoking in non-smoking areas will be directed to the Supervisor and General Manager.

Staff members who fail to comply with the policy will be counselled and warned appropriately and disciplinary action will be implemented in accordance with Award provisions.

BSC staff cannot be disciplined whilst they are smoking away from the workplace during their own time.

B. VARIATION

BSC reserves the right to vary or revoke this policy.

8. *RELEVANT LEGISLATION AND BSC POLICIES*

The following legislation and BSC policies that are relevant to this Policy include:

- Work Health and Safety Act 2011
- Health and Safety Policy

9. *REVIEW*

This Policy shall be reviewed:

- Within 12 months immediately following a BSC Election; or
 - Immediately if any provision is contrary to law.
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