



WORKING IN A SMOKING ENVIRONMENT POLICY

This Policy will define the Organization's philosophy regarding Care Workers who may find themselves having to work at a Service User's home where the Service User is a heavy smoker.

1. Management of the Organization recognizes and acknowledges the right of the Service User to smoke within their home environment.

2. Management also recognizes that working in an environment heavily contaminated with tobacco smoke can be considered to be unhealthy or even harmful and may also be considered to be offensive to some people. The Organization has a duty of care to protect their care staff from working in potentially harmful working environments whilst still acknowledging the Service User's right to smoke. This may be especially important where a Care Worker does not smoke or has recently given up smoking thereby finding that working in such an environment to be stressful.

3. In order to resolve any potential incompatibility problems, the Organization is committed to a sympathetic review of all circumstances, and in particular focusing on the following:

3.1. At the preliminary Baseline Assessment stage it can be established whether the Service User is a heavy smoker. This can be included in the general considerations regarding whether or not the Organization is able to offer the required care to the Service User. This will include a Risk Assessment of the Service User's home environment.

3.2. As one of the considerations to be taken into account when matching / assigning a Care Worker with a Service User and where the Care Worker may not mind working in a smoky environment.

4. Once a Contract for Care has been agreed the situation can be monitored through the Care Worker's normal daily reporting routines. Should it become apparent that the Care Worker is finding it increasingly difficult to work in a smoky environment, or where there are concerns for the Care Worker's continued well-being, then the Organization reserves the right to take the following action:

4.1. Review the options for changing the Care Worker.

4.2. In extreme cases, where there is serious cause for concern, consider the need to withdraw the care service completely from the Service User.