

GBWCT POLICY



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SMOKEFREE & VAPEFREE POLICY

As part of its wider role in promoting health and wellbeing, the Golden Bay Workcentre Trust (GBWCT) has a responsibility to encourage and support clients, staff, and their families/whanau to become smoke and vape free. GBWCT is required to ensure that no person smokes or vapes on the premises at any time to keep employees and visitors to GBWCT premises free from the health risks of smoking and vaping.

1.0 Purpose

The purpose of this policy is to outline GBWCT expectations regarding:

The health and safety of all individuals within GBWCT premises and environments to:

1. Enhance the health of employees
2. Enhance the health of those who access GBWCT services
3. Promote a smokefree and vapefree environment
4. Encourage a smokefree and vapefree workforce

Compliance with the Smoke-free Environments Act 1990 and Amendments 2003 and the Health and Safety in Employment Act (HSEA) 1992 and Amendments 2002.

Systems to reduce smoking and vaping rates among staff and the community, in accordance with the New Zealand Health Strategy.

2.0 Policy Details

All GBWCT sites are Smoke and vape-free.

Smoking/vaping is not permitted inside and around GBWCT-affiliated buildings, vehicles and offices, including in any buildings leased by GBWCT.

Staff, clients and visitors may not smoke/vape in external areas on any site owned by the GBWCT or controlled by them under a lease arrangement. They must only smoke in the Gazebo area designated for smoking and vaping by Management.

This Smokefree policy will be made available to all staff, students, clients, and tenants.

Smokefree signs will always be clearly visible in the workplace and outside areas.

3.0 Policy Scope

This policy is applicable to all GBWCT employees and visitors, including:

- Current and prospective staff (including volunteers)
- Students/participants
- Clients
- Tenants
- Visitors, family/whānau to the GBWCT premises

The Smokefree Environment component of this policy includes all buildings, grounds, social venues and vehicles owned or occupied by GBWCT.

This Policy applies to both tobacco products and vaping products (with or without nicotine, including e-cigarettes and similar devices).

4.0 Non-compliance

Repeated breaches of the policy section on Smokefree Environments will be considered a breach of employment contract in the case of employees, and a breach of tenancy agreement in the case of tenants.