



Provincial Health Services Authority

Province-wide solutions.
Better health.

Category: CORPORATE HUMAN RESOURCES POLICY	
Subject/Title: SMOKE-FREE POLICY	Reference Number: AN 5250
	Effective Date: March 1, 2008
Approved by: Executive Leaders Council – August 21/07	Revision Number:

1. PURPOSE

The Provincial Health Services Authority (PHSA) plans, manages and evaluates specialty and province-wide health care services across BC. The PHSA provides a key strategic and organizational framework that advances the delivery of high quality and efficient health services, and supports the research and education missions of PHSA agencies and programs. These include: BC Cancer Agency, BC Centre for Disease Control, BC Children's Hospital and Sunny Hill Health Centre for Children, BC Provincial Renal Agency, BC Transplant Society, BC Women's Hospital & Health Centre, PHSA Cardiac Services, and BC Mental Health & Addictions Services (including Riverview Hospital and Forensic Psychiatric Services Commission.).

Most PHSA agencies and programs serve populations that require highly specialized services for detecting, curing and caring for illness and for maintaining and improving health. The PHSA supports the view that more effort needs to be focused on a life cycle rather than an episodic view of health care and on keeping people well, preventing illness and managing the needs of people with chronic conditions more effectively. The PHSA is committed to championing initiatives that will more effectively promote health, prevent illness, manage chronic conditions and generally lessen the burden of disease. This commitment is formally recognized as a key strategic priority

in PHSA's official Strategic Plan, which calls for the PHSA and its Agencies, in collaboration with other health care partners, to continue to increase emphasis on prevention, promotion and protection activities that will reduce the burden of disease on British Columbia's health care system.

The PHSA's "Prevention, Promotion, Protection" strategy takes a broad perspective on the types of services the PHSA provides and focuses some of our efforts towards addressing the upstream risk factors for the chronic disease that we treat. These strategies are geared towards promoting wellness and the highest quality of life, rather than the provision of services at the time of illness. By adopting a life-cycle view of health care we demonstrate our commitment to keeping people well and more effectively supporting the needs of people with chronic conditions and their ability to self-manage. There are additional benefits to achieving this goal, including reducing the demand for already over-burdened specialized health services and freeing up money to be used for more innovative initiatives which will have a greater impact on the health of the larger population.

Within the PHSA, there are a number of common risk factors such as obesity and smoking rates that impact our areas of responsibility – heart disease, renal disease, cancer, as well as pre and post-natal health of women and children. In furtherance of its strategic objective of prevention, promotion and protection, the PHSA and its Agencies have committed to work collaboratively to promote the lifestyle and behaviours that influence these risk factors. As part of this commitment, PHSA's Strategic Plan pledges to focus some of its primary prevention efforts on tobacco-use reduction. A key element of PHSA's efforts in prevention of and protection against the effects of tobacco use is PHSA's Smoke-Free Policy, which shall take effect on March 1, 2008.

The intent of this Smoke-Free Policy is to:

- Put into practice PHSA's strategic direction of prevention, promotion, protection.
- Increase awareness of and promote healthy practices and behaviours.
- Protect staff, patients and visitors from second-hand smoke.
- Prevent smoking-related diseases and deaths.
- Improve the health of our patients.
- Improve the health and wellness of PHSA staff and their families.
- Reduce the cost of smoking to the health care system.
- Reduce costs to PHSA associated with employee smoking
- Enhance the image of the PHSA as an Employer of Choice, by improving organizational culture and corporate wellness.

The Policy will promote these objectives by prohibiting smoking in or on all PHSA owned, operated or leased vehicles, facilities, buildings, grounds and parking areas, except under pre-defined special circumstances.

2. POLICY

Smoking will be prohibited in or on all PHSA owned, operated or leased vehicles, facilities, buildings, grounds and parking areas. The prohibition on smoking shall, in certain circumstances, be subject to some flexibility. These circumstances and the degree of flexibility will be outlined in the Smoke-Free Policy Implementation Guidelines established at each Agency.

All PHSA Agencies shall develop Smoke-Free Policy Implementation Guidelines for ensuring compliance with this Policy. These Guidelines will outline specific procedures for monitoring and enforcing Policy compliance in a consistent, reasonable and sensitive manner, and shall clearly identify any circumstances in which there may be some flexibility in the enforcement of the Policy, taking into account the unique circumstances of the programs and services provided at each Agency.

3. SCOPE

This Smoke-Free Policy applies to all persons accessing PHSA owned, operated or leased vehicles, facilities, buildings, grounds and parking areas, including but not limited to PHSA employees, students, fellows, medical staff, physicians, residents, volunteers, suppliers, contractors, visitors, patients, clients and employees of academic institutions in partnership with the PHSA.

4. PROCEDURES

All prospective employees will be notified of this Policy in employment announcements, during their first interview, prior to hire, and during orientation.

All current PHSA employees and staff will be notified of the Policy, reasons for the Policy, implementation date, and expectations for compliance, through various communication means in advance of the Policy implementation date. Clinical staff will receive education in Clinical Tobacco Interventions as required.

All PHSA patients and visitors will be informed of this Policy, prior to their visit or stay where possible, and at time of admission.

5. ACCOUNTABILITY

Each employee, student, fellow, medical staff member, physician, resident, volunteer, supplier, contractor, visitor, patient, client and employee of academic institutions in partnership with the PHSA is expected to be familiar with and adhere to this Policy.

A flexible and supportive approach will be adopted in dealing with Policy violations by PHSA employees. Smoking cessation supports within approved budgetary allocations will be provided to eligible PHSA employees to assist in adherence to this Policy. During the initial implementation phase or upon initial employment with the PHSA, PHSA employees who violate

this Policy will be informed of the Policy and asked to comply. PHSA employees who repeatedly violate this Policy may be subject to discipline.

PHSA volunteers who violate this Policy will be reminded of the Policy and asked to comply. A PHSA volunteer who persists in violating the Policy will be relieved of duty.

Patients who are current smokers will be supported during their period of involuntary cessation through the provision of Nicotine Replacement Therapies, brief counselling and other therapies provided by PHSA employees, as required and based on approved budgetary allocations. Patients who violate the policy will be informed of the Policy and asked to comply.

All others who violate this Policy will be informed of the Policy and asked to comply. All others who persist in violating this Policy will be asked to leave.