



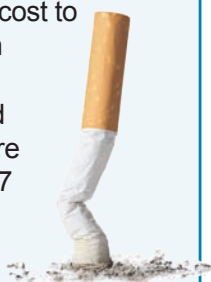
# Smoke Free Cumbria

## How workplaces and employers can support Smoke Free Cumbria 2018

### Introduction

As a workplace/employer we want to provide you with the guidance and information to help you support people to stop smoking and to ultimately become a Smoke Free workplace. Smoking remains the biggest cause of ill-health in our working population. Research undertaken on the cost of smoking to the United Kingdom economy identifies that<sup>1</sup>:

- Over a working week smoking breaks cost businesses around £26 per smoker in lost time that otherwise could have been used productively. Smoking breaks cost £1815 each year for a full time employee and £447 for a typical part-time employee
- The average smoker takes 0.7 days more sick leave per annum than their non-smoking colleagues. This equates to an additional cost of £50 per week per employee. Across the economy as a whole this additional sick leave represents a cost to business of £288 million per year; and
- Smokers' sick leave and smoking breaks therefore cost UK businesses £8.7 billion per year



### Background

Tobacco use remains the most significant public health challenge in the United Kingdom (UK), smoking is the primary cause of preventable illness and death. Every year smoking causes around 96,000 deaths in the United Kingdom.

Smokers under the age of 40 have a five time greater risk of a heart attack. Smoking causes around 80% of deaths from lung cancer, around 80% of deaths from bronchitis and emphysema, and 14% of deaths from heart disease.

More than one quarter of all cancer deaths can be attributed to smoking. These include cancer of the lung, mouth, lip, throat, bladders, kidney, pancreas, stomach, liver and cervix. About half of all life-long smokers will die early.

**Our vision is to create a smoke-free generation in Cumbria by 2022.**



## Our Plan

To support our vision, and the **national tobacco control plan**, we are kick starting our efforts by making 2018 the year when we join forces and mobilise at scale to help Cumbria to become smoke free.

It would be great to see everyone across the public, private and third sector pledging to do at least one thing to help people to stop smoking and help achieve our vision for a **Smokefree Cumbria**.

## You can take the following actions to support employees to be smoke free:

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**Support and promote national campaigns in the workplace** to encourage and support employees to stop smoking and support Smokefree such as Stoptober, Health Harms and No Smoking Day.

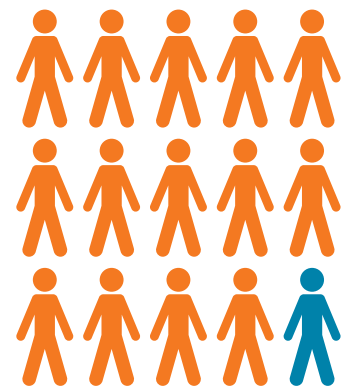


Public Health England (PHE) has a number of resources that can be accessed free of charge these resources can be promoted in the workplace to support national campaigns such as No Smoking Day and Stoptober. Resources can be accessed by signing up to Public Health England **Campaign Resource Centre** where you can also register for campaign updates.



**12.3%** of mothers in Cumbria **say they smoke** when asked about their smoking habits at the time of giving birth (national average 10.6%)

**Estimated annual cost of smoking to the Cumbria Economy**



**64,000** people (15.5% of the population) **over the age of 16** smoke in Cumbria



Smoking causes over **3,500** hospital admissions each year in Cumbria

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**Promote the Stop Smoking Service.** Consider how you can help employees access the service e.g. could you allow flexible working so the service could be accessed during the working day?

### What is out there to support individuals? Where can you signpost to?

#### Stop smoking support is available at community pharmacies. How many pharmacies offer the service?

Over 80 community pharmacy branches across Cumbria are commissioned to provide Stop Smoking Support to people over the age of 16. Smoking support is offered at the following **pharmacies**.

#### How are referrals made?

All pharmacies accept self-referral. Anyone interested in getting support to stop smoking can:-

- Pop into or telephone their nearest pharmacy and ask if they provide the service
- Text: 'pharmacy stop home postcode' to 80011. A return text will provide details of the three nearest participating pharmacies

#### What does the service provide?

Anyone interested in getting support to stop smoking will be offered an initial assessment appointment. This will last around 20-30 minutes and will include:-

- Information about nicotine addiction and the benefits of stopping smoking
- Motivation and readiness to stop
- Using a carbon monoxide monitor as a motivational aid
- Support options available, including Nicotine Replacement Therapy (NRT)
- Setting a quit date

If the client is suitable for NRT they will be provided with a two week supply initially.

If the client is suitable for an oral medication e.g. Champix, they will be provided with a letter to take to their GP requesting a prescription.

Following the initial assessment, pharmacies will offer up to six follow up meetings. These will last around 10-15 minutes and will be an opportunity to monitor progress and to provide further supplies of NRT, if required.

#### Is there a charge for the service?

Clients who are exempt from prescription charges will be provided with NRT or medication free of charge. If they are not exempt, they will be asked for the equivalent of a prescription charge, each time they receive NRT or a prescription.

Can women who are pregnant or breastfeeding use the service?

Pharmacies can provide support for women who are pregnant or breastfeeding; however, they may ask women to seek advice from their GP or midwife before commencing NRT or medication.

#### Do the pharmacies support e-cigarettes / vaping?

If clients wish to use e-cigarettes or vaping as an aid to stop smoking cigarettes, the pharmacy can still provide emotional support and encouragement for a limited period, until the client has stopped using cigarettes. Pharmacies are not currently allowed to supply vaping products and are not able to provide advice or information about specific vaping products as many of these are still unregulated.

#### Will pharmacies provide home visits?

Pharmacies are only commissioned to provide the service in the pharmacy setting. Therefore they are unable to make home visits. Initial assessments will, almost always, be undertaken in the pharmacy setting, however, some pharmacies might offer follow up consultations over the telephone.



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**For employees who are struggling to give up smoking, or don't want to – encourage them to switch to e-cigarettes**

**Cumbria County Council – Smoke Free Cumbria advice**

One thing that Cumbria County Council advise and endorse to support people to stop smoking is:

- Share the following advice: 'if you don't smoke, don't start vaping; if you do smoke, stop altogether if you can – and our pharmacies can help; and if you can't stop or don't want to – switch to vaping'

As an employer/workplace follow this advice with your workforce to encourage a Smokefree Cumbria.

**Public Health England Evidence Review**

A new PHE e-cigarettes evidence review, undertaken by leading independent tobacco experts. It makes clear that e-cigarettes have an important part to play in achieving the ambition for a smokefree generation. You can read the PHE document [here](#).

**Vaping in relation to workplace:**

- Vaping poses only a small fraction of risks of smoking and switching completely from smoking to vaping conveys substantial health benefits
- There is much public misunderstanding about nicotine. Less than 10% of adults understand that most of the harms to health from smoking are not caused by nicotine
- Employers encourage employees to only buy e-cigarettes from reputable outlets, use the correct charger for the device, follow the manufacturer's instructions and not leave an e-cigarette charging unattended or overnight as this could pose a chemical and fire risk.
- Review vaping policies - don't allow vaping indoors or in vehicles and consider designated areas in workplace grounds if the workforce are in agreement

A list of independent free independent retailers who can give advice regarding appropriate e-cigarette advice is available at: [www.ibvta.org.uk](http://www.ibvta.org.uk)

Vaping safety advice can be found at: [www.rospa.com/home-safety/advice/product/vaping/](http://www.rospa.com/home-safety/advice/product/vaping/)

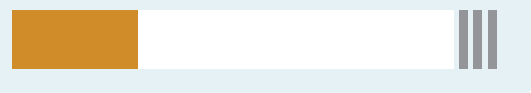


The National Fire Chiefs Council Smoking, Vaping and Tobacco Position Statement can be found at: [www.cfoa.org.uk/22205](http://www.cfoa.org.uk/22205)

**Annual days sickness from work due to smoking – over 80,000 days**



**22.1% of people in Cumbria in routine and manual jobs smoke**



Every year, around **74,000 GP appointments** in Cumbria are thought to be due to **smoking**





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**Ensure you are complying with No Smoking Legislation.** In addition consider making your grounds/sites smoke free

### Smoke free workplaces

Smoke-free legislation was introduced in England in 2007, banning smoking in nearly all enclosed workplaces and public spaces, following a similar ban in Scotland and Wales. If your work has a policy that hasn't been updated in the last 2-3 years, now is the time to do it. Or if you don't have a workplace policy – it could be called a Smoking, No Smoking, Smokefree or Tobacco Control Policy.

The key principles of a Smokefree workplace are:

- The policy should protect people ensuring that they are not breathing in second hand smoke
- Your workplace means your vehicles as well as your whole site, not just buildings, smokers standing outside the door puts your staff, volunteers and your customers at risk and gives a terrible first impression
- Ensure that smokers who want to quit are given support and signposted to Stop Smoking Services appropriate for your workplace
- Ensure the policy is approved by your organisational governance, communicate it and implement it



For further information, advice or to let us know how you're promoting a Smoke Free workplace contact Georgina Ternent Public Health at: [georgina.ternent@cumbria.gov.uk](mailto:georgina.ternent@cumbria.gov.uk)

**Unison - Smoking in the Workplace**



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**Sign up to 'Better Health at Work'****Better Health at Work Award**

The Better Health at Work Award recognises the efforts of employers in the North East and Cumbria in addressing health issues within the workplace. The scheme is free, flexible and open to all employers in Cumbria regardless of size, location or type of business. The Better Health at Work Award involves training Health Advocates in the workplace. Health Advocates play a vital role in supporting staff to make healthy choices and to improve their health, by running and coordinating promotions and initiatives across the workplace. The Health Advocate training and handbook provides information on:

- The facts about smoking
- Benefits of making changes
- How to do 'very brief advice' on stopping smoking
- And Smoking Cessation signposting information

There are 4 levels to the award – Bronze, Silver, Gold and Continuing Excellence, with appropriate criteria at each stage to build into an Award Portfolio. The bronze award (first stage award) includes criteria to support workplaces to support stop smoking.

For more information on the Better Health at Work Award:

[www.betterhealthatworkne.org/](http://www.betterhealthatworkne.org/)

**What other support is out there?**

There is a wealth of information available on the Internet just search 'Smokefree'.

**Drugs, alcohol and tobacco:  
a toolkit for employers (PDF)**

**Reference:**

1. British Heart Foundation (2016).  
Health at Work: Economic Evidence Report 2016