

# **WEST DUNBARTONSHIRE COUNCIL**

## **Report by Head of Personnel Services**

**Joint Consultative Forum – 28<sup>th</sup> November 2006**

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**Subject: No Smoking Policy**

### **1. Purpose**

- 1.1** To provide the written response requested at the JCF on 31<sup>st</sup> August 2006, in relation to complaints by the Trade Unions of the actions taken so far by Directors to minimise the effects of passive smoking on employees whilst working directly with client/client groups.

### **2. Background**

- 2.1** The Council has implemented a revised No Smoking Policy arising from our legislative obligations imposed upon the Council in terms of the Smoking, Health and Social Care (Scotland) Act 2005 (The Act). The Act banned the smoking of tobacco and tobacco related products in public places from 26<sup>th</sup> March 2006. From that date, all council offices, council vehicles and wholly/substantially enclosed premises have been No Smoking areas.

### **3. Main Issues**

- 3.1** The Trade Unions advised concerns re employees personal health issues in respect of passive smoking in Elderly Residential Establishments and in particular in the clients own bedrooms in the Korsakoff Unit based in Langraigs.
- 3.2** The Social Work Department advise that no employee has raised a formal complaint or any concerns with managers with respect to the issue of passive smoking in any of the Councils care homes. The Smoking Policy advises that all such issues should, in the first instance be dealt with by the appropriate manager.
- 3.3** A review of the No Smoking Policy is currently being undertaken in consultation with Greater Glasgow & Clyde NHS, Health Promotion Officer, findings to be presented to a future JCF meeting.

### **4. Personnel Issues**

- 4.1** Personnel implications areas outlined above.

### **5. Financial Implications**

- 5.1** There are no financial implications.

## **6. Conclusions**

- 6.1** Corporate Personnel agree with the Trade Unions that it is vital to protect the best interests of employees and recommend we continue to monitor the situation and resolve difficulties at Departmental level where possible.

## **7. Recommendations**

- 7.1** Department continue to monitor the effects of passive smoking on the workforce
- 7.2** The findings of the review of the No Smoking Policy currently being undertaken be presented to a future JCF meeting.

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Head of Personnel Services

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**Background Papers:** Nil

**Wards Affected:** All wards