

Supporting a smoke-free working environment



The benefits of having a smoke-free workplace and how to achieve this



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NHS Orkney Health Improvement

The Smoking, Health and Social Care (Scotland) Act 2005 banned smoking in public places, including workplaces and work-related vehicles, to protect people from the health risks of passive smoking.

The health risks of exposure to second-hand smoke (SHS) are clear, and it has been classified as a substantial public health hazard. The estimated cost of smoking-related absence in Scotland, including total productivity losses, is estimated at approximately £450 million a year. The resource cost in terms of losses from fires caused by smoking materials is estimated at approximately £4 million a year.



E-cigarettes (also known as vapes) do not produce tobacco smoke so the risks of passive smoking do not apply. Although the limited available evidence suggests that risk from passive vaping to bystanders is small compared to tobacco smoke having e-cigarette vapour in the workplace may create an unpleasant environment for others.

6 simple ideas for promoting a smoke-free workplace

Offer stop smoking awareness resources and materials

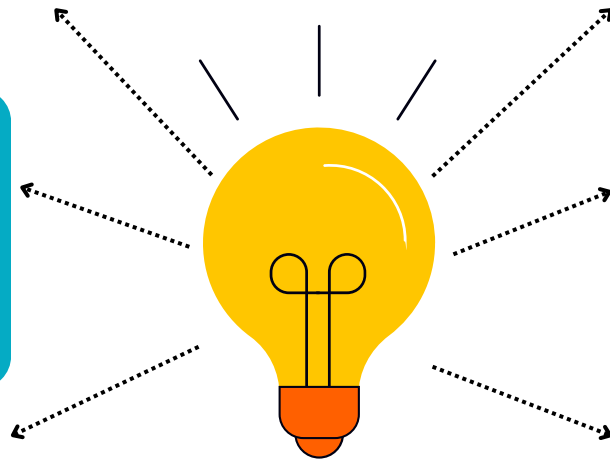
Develop a stop smoking policy in collaboration with employees and their representatives

Allow employees to access stop smoking services during work hours without loss of pay

Provide on-site stop smoking support - where feasible

Provide stop smoking support and treatment delivered by trained employees

Communicate and promote the stop smoking policy to all employees regularly



The benefits of a smoke-free workplace

- Creates a safe and healthy workplace
- Could reduce employers' health care costs and fire insurance premiums
- Reduces the number of workplace fires started by cigarettes
- Reduces absenteeism and increases productivity
- Reduces exposure to second-hand smoke
- Reduces hidden 'smoking' breaks
- Increases the success of employees who wish to quit
- Improves corporate image
- Decreases the risk of staff developing lung cancer, heart disease and chronic respiratory symptoms
- Reduces illnesses associated with second-hand smoke
- Children are less likely to start smoking if their family don't smoke

Why have a written smoke-free policy?

As detailed by the [NICE guidance](#), employers promoting quitting tobacco developing and implementing a written stop smoking policy will:

- Provide employees with transparent, straightforward and simple-to-understand guidance
- State whether or not smoking breaks may be taken during working hours and, if so, where, how often and for how long
- Acknowledge the right of employees, contractors and visitors to a smoke-free environment
- Identify persons responsible for its implementation
- Explain and promote training and support available
- Clearly outline procedures with regard to non-compliance
- Outline support and information available to employees who wish to use local stop smoking support
- Be accessible and communicated to all employees

Support to develop a smoke-free policy

NHS Orkney Health Improvement Team can support you with creating a smoke-free policy.

- Phone: 01856 888084
- Email: ork.healthimprovement@nhs.scot

GOV.UK - Smoking at Work:

<https://www.gov.uk/smoking-at-work-the-law>

HSE - Advice on Smoking at Work:

<https://www.hse.gov.uk/contact/faqs/smoking.htm>

Local Stop Smoking Support

Quit Your Way Orkney - Stop Smoking Service

Quit Your Way Orkney is a specialist stop smoking service that will support any Orkney resident to stop smoking in a way that works for them.

If you have any questions or would like stop smoking support contact Quit Your Way Orkney:

- Phone: 01856 888084 (Public Health Department) or 0800 0356344 (Free phone)
- Email ork.quityourway@nhs.scot
- Online: Select 'Click to be contacted' on the [Quit Your Way Orkney page on NHS Inform](#). Or scan the QR code below to go directly to the NHS Inform page.
- You can also visit your local pharmacy for free stop smoking support.

