Developing smoking policies for the Hospitality industry.

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Aim
To raise awareness of local businesses within the hospitality sector of the impact of smoking in the workplace to encourage adoption of supportive smoking policies.

Background
The Scottish hospitality and tourism industry is growing. Employing a workforce of 202,700 across 16,400 establishments in Scotland almost half of the employees (47%) are aged 30 and under. Occupations with the youngest average age are waiting staff - 24 years and bar staff - 27 years of age (Allen 2013). With the high prevalence of smoking in the hospitality industry, this presents a culture and environment in which young people may be initiated into smoking.

Each year smoking:
• Kills around 13,500 Scots (one in five of all deaths)
• Is responsible for around 33,500 hospital admissions
• Costs NHS Scotland around £400 million to treat smoking-related illness (Scottish Government)

Recent research conducted by the British Heart Foundation (2015) has identified that:
• 31% of Accommodation and Food Service Industry workers in the UK smoke.
• The average smoker takes more working breaks compared to non-smoking colleagues
• Current smokers are 33% more likely to miss work than non-smokers and were absent from work on average 2.7% extra days per year.
• Cost to businesses in UK estimated at £8.7 billion in lost productivity per year.
• Annual cost of smoking in Scotland has been previously estimated at almost £500 million – £450 Million for lost productivity (smoking breaks), £40 million from higher absenteeism among smokers and 4 million as a result of fire damage (Scottish Government 2004).
• That supportive smoking policies can contribute to improved staff health and well-being

Methodology
Focus was placed on identifying local hospitality industries and engaging companies to approach tobacco control through prevention and protection. Leaflets were developed by the Fresh Air-Shire service in conjunction with the Healthy Working Lives team. These leaflets promote and advertise support available for developing smoking policies within the workplace and were emailed to local businesses across Ayrshire. This method proved not to engage local companies as evidenced by a poor response rate. Each business was then subsequently contacted by phone and a brief overview of the initiative was provided. The businesses were offered the opportunity to meet with the local support officer in order to provide further information.

Measurement
By promoting health and well-being within the workplace an increased awareness of the benefits of implementing supportive smoking policies was recognised by both employees and employers. Working in collaboration with local restaurants, smoking policies were created for the following establishments over a 3 month time period:
1. Cecchinis Restaurants (Ayr, Prestwick and Ardrossan)
2. Kylestrome, Ayr
3. Parkstone, Prestwick
4. Taj Indian Restaurant, Prestwick
5. Tudor Restaurant, Ayr
6. Waterfront Restaurant, Ayr
7. Park hotel Kilmarnock
8. Carlton hotel Prestwick
9. New market Ayr

Planned Measures of Success:
• Compliance with policies
• Reduction in smoking breaks
• Changing social norms within the workplace particularly in relation to the practice of smoking breaks
• Increased awareness of smoking. This has a subsequent impact on health and well-being and impacts on productivity for hospitality industry.  
• Fostering of effective working relationships between employers and employees. Promoting the health and well-being of employees.

What do the above results mean for the service and people?
• Increased awareness of smoking. This has a subsequent impact on health and well-being and impacts on productivity for hospitality industry.
• Fostering of effective working relationships between employers and employees. Promoting the health and well-being of employees.
• Changing social norms within the workplace particularly in relation to the practice of smoking breaks

Key learning
• Supporting local businesses from the hospitality sector to adopt a smoking policy this could improve employees health and wellbeing particularly of young people.
• One size does not fit all and needs to be tailored to target groups
• Face to face engagement is key to success

Gavin Mclatchie Carlton hotel Manager said that as Fresh Air-Shire offered this service free of charge, it has taken a lot of pressure off the business to develop an up to date smoking policy which incorporates E-cigarettes. The development of the smoking policy has lead to staff having a better understanding of when and where they can smoke. It has also created a better atmosphere between smokers and non smokers as smoking breaks are now taken off staff breaks, and not given as an extra. The development of the policy has lead to two members of staff trying to give up smoking with the pharmacy service.

Good health is good business
Smokers' risk lives and informed smoke breaks cost your business money.
Fresh Air-Shire support services can help make a difference.

Smokefree workplaces for a healthier working environment.