



Taking Action

Engaging employees to develop the plan is the first step. Ask employees who use tobacco to identify what support would be helpful to them in living tobacco free. Together with employees, determine what is currently available, and what can be added to further support a tobacco-free workplace.

One of the easiest ways to help someone quit using tobacco is to encourage them to contact their provincial Smokers' Helpline. The Smokers' Helpline offers a wealth of practical information. When someone calls the Smokers' Helpline toll-free number, they will speak to a knowledgeable and supportive specialist, someone who understands what they are going through.

Helpline services are managed by professionals trained to help people stop smoking. People who use the helpline are treated with respect and understanding, with solutions tailored to meet individual needs. It is a proven approach.

Why Promote the SHL in Workplaces?

- Supports a comprehensive approach to healthy workplaces.
- Adds value to existing workplace investments in smoking cessation.
- It's free, it's confidential and it works.

Provincial Smokers' Helplines Offer:

- Free telephone counselling, advice and support at work or home.
- Free online support and counselling.
- Free self-help materials.
- Access to community links and support.

Smokers' Helpline can help both employees and employers:

- Employees receive access to proven high quality stop-smoking services.
- Employers can enhance the effectiveness of their investment in cessation.



Provincial Smokers' Helpline Contact Information

Newfoundland and Labrador Smokers' Helpline
1-800-363-5864
www.smokershelp.net

New Brunswick Smokers' Helpline
1-877-513-5333
www.smokershelpline.ca

Prince Edward Island Smokers' Helpline
1-877-513-5333
www.smokershelpline.ca

Nova Scotia Smokers' Helpline
1-877-513-5333
www.smokershelpline.ca

Additional Information

Tobacco-free legislation varies from province to province. To find out what is included in your provinces legislation go to:

Newfoundland and Labrador *
www.health.gov.nl.ca/health/

New Brunswick
www.gnb.ca/0051/index-e.asp

Prince Edward Island *
www.gov.pe.ca/health/index.php3

Nova Scotia *
www.gov.ns.ca/hpp

Smoking Cessation in the Workplace -
A Guide to Helping Your Employees Quit Smoking (2008)
<http://www.hc-sc.gc.ca/hc-ps/pubs/tobac-tabac/cessation-renoncement/index-eng.php>

*available in English only**



WORK TO BE TOBACCO FREE
Helping Employees Stop Smoking



Go Healthy



Healthy Workplaces

Workplaces aim to provide a safe, supportive and healthy environment for their employees. Whatever the size, composition or sector, the workplace is an ideal setting to reinforce healthy lifestyle behaviours such as living tobacco free.

This Resource is designed to support the collective action of both the employer and employee to create a supportive tobacco free environment. Employers can show their commitment by taking the first step to connect with employees.

Creating a healthier workplace is everyone's responsibility. For example, representatives from occupational health and safety, human resources, wellness committees and unions can all contribute to the planning process.



Did You Know:

- About 70% of tobacco users want to stop smoking.
- Individuals on average spend about 8 - 10 hours at work daily, therefore, the workplace is an ideal setting to support people to live healthier.
- Each year many of these individuals make unassisted attempts to stop smoking and experience low success rates.
- Many people do not know how to stop smoking and may need support.
- Individuals that use cessation supports (counselling, medications, and support from colleagues, friends, and family) are significantly more likely to be successful in stopping smoking.
- Providing cessation supports helps to successfully implement tobacco free policies.
- In 2006, the Conference Board of Canada found that the estimated annual cost to business for each employee who smokes is nearly \$3,400 primarily from increased rates of absenteeism and decreased productivity.

The Benefits of Going Smoke Free

The benefits of smoke-free workplaces and helping employees quit smoking are great. Some include:

- Improved employee health
- Increased productivity
- Reduced costs
- Enhanced job satisfaction
- Better corporate image

Improved employee health

Good employee health is an invaluable resource. Investing in employee health makes good sense because it's your business' most important asset.

Increased productivity

Non-smokers take fewer sick days and take fewer breaks.

Reduced costs

Supporting smokers to quit is an investment worth its return. There will be less loss of skills and knowledge due to premature death. As well, the cost of maintaining smoking areas may be eliminated.

Enhanced job satisfaction

When employees are healthy, there is an improvement in their moral and overall quality of work.

Better corporate image

Employers who offer their employees support to quit show they care about the health of their employees and portray a positive image in the community.



Healthy Workplace Approaches Include Three Broad Categories of Focus:

For example

- Use the Smokers' Helpline fax referral service
- Make available nicotine replacement therapies such as gum, patch, inhaler
- Provide coverage for over the counter or prescription stop smoking medications
- Provide counselling for people who smoke through the Employees Assistance Program (EAP) or occupational health personnel
- Make available group support programs
- Provide information through self help resources such as Health Canada's *On the Road to Quitting - Guide to Becoming a Non-Smoker*

