



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Smoke-free Workplace Policy

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Contents

Introduction.....	3
Purpose.....	3
Scope	3
Definitions	3
Policy Statement	4



Introduction

The Public Health (Tobacco) Act 2002 and 2004 prohibits smoking in the workplace. The Central Bank is committed to ensuring compliance with this legal requirement and to providing a safe working environment where colleagues, contractors and visitors/ attendees on our premises are protected from exposure to second-hand smoke.

Purpose

The purpose of this policy is to set out our commitment to providing a smoke-free working environment and ensure a shared understanding that smoking is not permitted in our physical workplace. Including at any of our building entrances.

Scope

This policy applies to all employees, external contractors or visitors/ attendees in any Central Bank premises.

Definitions

For the purposes of this policy, “workplace” refers to all Central Bank buildings - it does not include a colleague’s private home from where they may work in line with our Hybrid Working Policy.

Policy Statement

- Smoking is strictly prohibited in our workplace, including at any of our building entrances. This extends to the use of electronic cigarettes (e-cigarettes), personal vapourisers (PV) or electronic nicotine delivery systems (ENDS), commonly known as 'vaping';
- All employees, external contractors and visitors/ attendees in Central Bank buildings have an obligation to comply with this policy and the related national legislation. Furthermore, authorised officers from the Health Service Executive and the Office of Tobacco Control are entitled, on foot of a complaint, to visit any of our premises to ensure compliance with the requirements;
- A person may leave the building to smoke. In doing so, employees must ensure they comply with the provisions of the Flexible Working Policy in relation to managing their time etc.;
- The Central Bank supports all efforts by staff to stop smoking and information about supports to quit smoking can be found on the Wellness tile on Plaza;
- Any infringement of this policy, in any of our premises, should be reported to the Front of House Security who may in turn report the infringement to the individual's line manager:
 - Infringements by employees may be dealt with, where necessary, under the Central Bank's Disciplinary policy; and
 - Infringements by contractors will be dealt with as a Contract Management Issue with the relevant supplier.
- As this policy is based on national legislation, colleagues should also be aware that there are significant penalties, ranging from financial penalties to terms of imprisonment, for both individuals and employers who do not comply with their legal obligation. A person found guilty under section 47 (prohibition) will, upon conviction, be liable for a fine of up to €3,000 or term not exceeding 3 months in prison.



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