

e-Cigarettes/Vaping Policy

The use of e-cigarettes in the workplace is not currently prohibited by legislation. Whilst it is recognised that employees may use e-cigarettes as an aid to give up smoking tobacco, it is not known if there are any health risks to individuals from the vapour released by e-cigarettes.

Use of e-cigarettes by any workers or visitors is not permitted in company buildings, company vehicles, in client meetings, or while working in clients' premises. e-cigarettes may be used during break times outside these areas, but away from building entrances/exits and out of view of clients, customers and visitors.

A breach of these rules may result in disciplinary action.

Whilst every care has been taken in compiling these guidance notes, West Human Resources Consultancy Ltd cannot be held responsible for any errors or omissions; the notes are not intended to be a substitute for specific legal advice.

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