

Health & Safety – **Safety Alert**

**Topic: Smoking Free Policy
Reminder**

Date of Issue: 28 July 2026



SAFETY ALERT DETAILS

Carmarthenshire County Council operates a **Smoke Free Policy** in accordance with the **Smoke-Free Premises (Wales) Regulations** and the **Health and Safety at Work etc. Act 1974**. This policy applies to all Council premises and vehicles, including all buildings and surrounding grounds.



All employees are reminded that:

- **Smoking is prohibited** in all Council buildings, within Council Vehicles and on all Council grounds, in line with the Smoke-free Premises (Wales) Regulations.
- Under the Health and Safety at Work etc. Act 1974, the Council has a duty to protect the health, safety, and welfare of employees and others who may be affected by its activities.
- Smoking must **not create a nuisance** to neighbouring premises, members of the public, or colleagues.
- Smoking must **not take place near windows, doors, or ventilation systems**, where smoke could re-enter Council or neighbouring buildings and expose others to second-hand smoke.
- Employees who choose to leave the premises or grounds to smoke must do so in their own time, during designated breaks.
- All staff are expected to act responsibly and with consideration for others at all times.

Failure to comply with the Smoke Free Policy and associated legal requirements may be addressed through appropriate management action or disciplinary procedures.

Thank you for your cooperation in helping to maintain a safe, healthy, and respectful working environment for everyone.