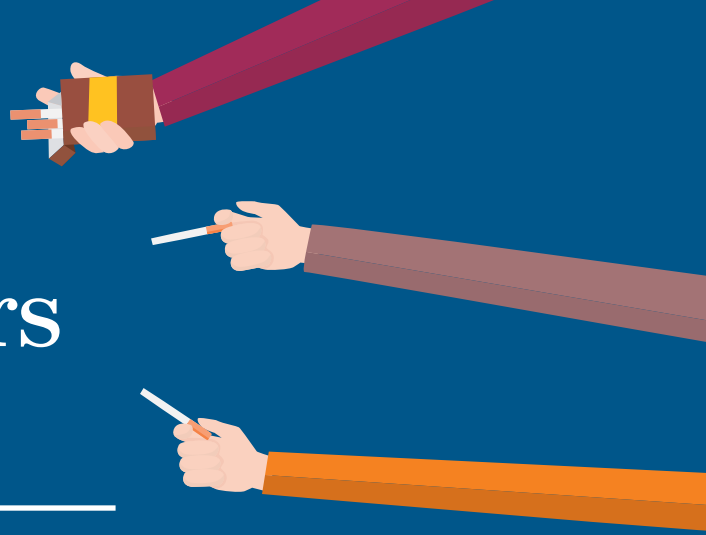


Cigarette Breaks

8 Facts Employers Need to Know

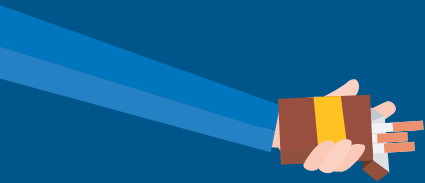


For many employers the law can seem a bit unclear as to the length and frequency of smoking breaks that employees are entitled to.

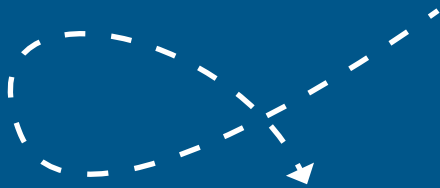
As an employer you are also obliged to abide by the smoking legislation, which could result in an expensive fine if not followed to the letter.

To help employers establish robust policies and procedures for smoking breaks Croner's experts have put together this simple guide.

01 There is no statutory right to 'smoking breaks'. But employees are legally permitted to one 'rest break' of at least 20 minutes for working six hours or more.



02 You are not legally obliged to pay for break times.



03 Smoking is forbidden within the workplace but you can provide 'smoking areas' outside.



04 You must display 'no smoking' signs in all workplaces and vehicles or face a £1,000 fine.



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05 Vaping falls outside of the Smoke Free Legislation but you can contractually ban it from the workplace.



06 If a work vehicle is used by more than one person then smoking is prohibited within that vehicle



07 If more than one employee works from the same home – that part must be kept smoke free.



08 Residential care homes and hospices can offer smoking rooms, but these can only be used by residents.

For expert support with sourcing and building your business' HR policies and procedures contact Croner on 0808 145 3490



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