


Policy No: 03-1213	Authorised: 	Date: 04/02/2020
ELECTRONIC CIGARETTES (“E-CIGARETTES”) - STAFF POLICY		

This Policy defines the Organisation’s approach in relation to staff smoking electronic cigarettes (“E-cigarettes”) when on duty:

Part A: E-CIGARETTES AND THEIR PROPERTIES:

1. Electronic cigarettes, abbreviated to “E-cigarettes”, are not cigarettes. They do not contain tobacco, and using them is not “smoking”.
2. E-cigarettes are electronic nicotine delivery systems (ENDs) that have no components that burn. They produce vapours instead of smoke, hence they are also called vapourisers. They are often designed to look and feel like real cigarettes, and are marketed as being less harmful alternatives to real cigarettes, and for use in places where smoking is not permitted since they have no components that produce smoke.
3. There are 3 main types of E-cigarettes, and most contain liquid nicotine:
 - 3.1 Disposable, single use, products – these contain liquid nicotine in a cartridge intended for single use only. They are non-rechargeable, and resemble a real cigarette. They often have a light at the end that glows when the user draws on the device to resemble a lit cigarette.
 - 3.2 An electronic cigarette kit that is rechargeable with replaceable cartridges pre-filled with liquid nicotine. As with disposable devices (ref. 3.1 above), these also look like a real cigarette and have a light at the end that glows when the user draws on the device to resemble a lit cigarette.
 - 3.3 A rechargeable electronic cigarette that has a reservoir that needs filling with liquid nicotine.
4. The liquid contained in the devices usually contains nicotine suspended in a mixture of propylene glycol and glycerine. The levels of nicotine contained in the cartridges may vary, and most contain some type of flavouring. When a user sucks on the device, a sensor detects airflow and heats the liquid in the cartridge so that it evaporates, and the vapour delivers the nicotine to the user. *There is no secondary or side-stream smoke but some nicotine vapour is released into the air as the smoke exhales.*
5. Compared with smoking, using E-cigarettes is safer. However, clinical research into the effects of the long-term use of E-cigarettes is still currently underway and is far from conclusive. By comparison, the long-term effects of tobacco smoking is well documented. The harm from smoking comes from inhaling tobacco smoke rather than the nicotine. However, nicotine is an addictive drug that stimulates the central nervous system, increasing blood pressure and heart rate.
6. *Passive inhalation of E-cigarette vapours:*

The vapours exhaled from E-cigarettes consist mainly of propylene glycol and glycerine. Traces of nicotine will be present but these are about one-tenth of that present in conventional cigarette smoke. There are on-going studies relevant to the determination of trace toxins in E-cigarette vapours.

Part B: COMPANY POLICY STATEMENT - STAFF USE OF E-CIGARETTES:

1. Research into the long-term effects of inhaling nicotine from E-cigarettes is on-going and currently inconclusive. Also:
 - Nicotine is an addictive drug and, for the Organisation’s purposes, will be treated in the same manner as alcohol and recreational drugs (ref. Policy Nos: 1205 and 4108).
 - The full risks associated with “passive smoking” (exhaling vapours which may contain trace toxins into the air for others to breathe) have yet to be established.
2. **Consequently, it is the Organisation’s policy that E-cigarettes may NOT be “smoked” by staff when on duty; i.e. they will be treated as normal cigarettes according to Policy No: 1205.**