

Public Health Guideline

Workplace interventions to promote smoking cessation - Consultation on Review Proposal Stakeholder Comments Table

Thursday 29 May 2014 – Monday 23 June 2014

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Stakeholder Organisation	Section Number	Page Number	Comments Please insert each new comment in a new row.	Response Please respond to each comment
ASH Wales	General		In principle, ASH Wales agrees that it is reasonable to pass the guidelines on workplace interventions to promote smoking cessation on to the static list. However, this presupposes that the use of electronic cigarettes in the workplace will be covered by future guidelines on electronic cigarettes. The issue of the use of electronic cigarettes in the workplace – whether for smoking cessation purposes or not – is becoming a highly pertinent issue for employers, and one where there is little guidance beyond the ASH/CIEH/TSI Five Questions document. It is therefore only appropriate to pass this guidance onto the static list if the topic of electronic nicotine delivery devices is to be covered as comprehensively as currently possible elsewhere.	Thank you for your comment. We have noted the need for guidance on electronic cigarettes.
British Heart Foundation			<p>The British Heart Foundation (BHF) is the nation's leading heart charity. We are working to achieve our vision of a world in which people do not die prematurely or suffer from cardiovascular disease. In the fight for every heartbeat we fund ground breaking medical research, provide support and care to people living with cardiovascular disease and advocate for change and improvement.</p> <p>Every year, over 100,000 smokers in the UK die from smoking related causes, including around 22,000 smoking-related deaths from cardiovascular disease.^{i,ii} The BHF strongly believe that those making quit attempts should be supported through access to smoking cessation products and through access to smoking cessation services.</p> <p>We directly offer help to those wishing to quit, through resources, and awareness campaigns such as No Smoking Day which in 2014 helped around 850,000 smokers make a quit attempt.ⁱⁱⁱ We also offer advice and resources to both employers and employees on how to stop smoking through our Health At Work Programme.</p> <p>We therefore welcome the opportunity to respond to this draft review proposal and should the decision be taken to conduct a review would like to express our interest in responding.</p>	Thank you for your support for the proposal.

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			<p>We agree with the proposal to put this guidance on the static list. We note that this means the guidance will next be reviewed in five years' time.</p> <p>For more information please contact Amy Smullen, Policy Officer, smullena@bhf.org.uk</p>	
British Infection Association	General		We agree with the proposals for placing on the static list.	Thank you for your comment and support for the proposal.
BT Group plc	4		BT agrees that the remaining workplace recommendations (1, 2, 3 and 5) continue to be fit for purpose and do not require updating.	Thank you, comment noted.
BT Group plc	4, 6		BT supports moving the PH5 guidance to the 'static' list and reviewing the need to update this every 5 years.	Thank you, comment noted.
BT Group plc	4		BT agrees that NICE resources on smoking and tobacco interventions would be better diverted to providing additional guidance to employers and employees on topical areas such as the use of electronic cigarettes. This has been an issue for many employers to decide whether to support and promote their use as a harm reduction measure and to clarify how workplace smoking policies apply to the use of these products in the workplace.	Comment noted, thank you.
Chartered Institute of Environmental Health	General		<p>CIEH opposes the proposal to move this guidance to the static list.</p> <p>The original mandate from the Department of Health was concerned with identifying what works in motivating and changing employees' behaviour in relation to smoking. The workplace, the work environment as well as the employer's expectations and requirements of their workforce continue to be key areas of influence and provide opportunities for affecting behaviour change.</p>	Thank you for your comment. We have noted your concerns about the lack of guidance on electronic cigarettes in the workplace.

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			<p>The current recommendations do not take account of the harm reduction approaches contained in subsequent NICE guidance.</p> <p>We are currently experiencing the phenomenon of the uptake in the use of e-cigarettes. Their use in the workplace is the subject of much debate and controversy. This guidance can be further improved by incorporating advice based on sensible policies which maximise the public health gains arising from the use of e-cigarettes.</p>	
Chartered Institute of Environmental Health	Recommendation 1		Agree no change required.	Noted
Chartered Institute of Environmental Health	Recommendation 2 What action should they take?		Delete 'NHS' and substitute with 'local authority'.	Noted
Chartered Institute of Environmental Health	Recommendation 3		Agree no change required.	Noted
Chartered Institute of Environmental Health	Recommendation 4 Who should take action?		Delete 'NHS' and substitute with 'local authority'.	Noted

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Chartered Institute of Environmental Health	Recommendation 5		Agree superseded by PH10 – Guidance on smoking cessation services.	Noted
Chartered Institute of Environmental Health	Recommendation 6		Agree no longer relevant.	Noted
Chartered Institute of Environmental Health	ENDS			
Cochrane Tobacco Addiction Group	6 Proposal		We agree with the NICE Proposal that this Guidance could be removed to the static list. The Cochrane review on Workplace interventions for smoking cessation (Cahill K, Lancaster T. Workplace interventions for smoking cessation. Cochrane Database of Systematic Reviews 2014, Issue 2. Art. No.: CD003440) has just been updated with no change to the conclusions.	Thank you for your support.
Cochrane Tobacco Addiction Group	4 Consideration of Evidence and Practice		Recommendation 5 could as suggested be refreshed to reflect the change in service provision from NHS to local authorities.	Thank you – we have noted you comment
Department of Health	General		Department of Health has no substantive comments to make, regarding this consultation.	Comment noted
Dietitians in Obesity Management UK (domUK), a specialist group of the British Dietetic Association.	General		We agree that the guidance on workplace interventions to promote smoking cessation should be moved to the static list, given the impact of the ban on smoking in enclosed public places.	Thank you for your comment and support for the review proposal.

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Dietitians in Obesity Management UK (domUK), a specialist group of the British Dietetic Association.	Section 4 and Table 1		However given that a proportion of the working population continue to smoke, we feel that any future work to address the gaps in smoking and tobacco more generally should include recommendation 5: supporting employers to support employees to stop smoking. We would like to see recommendation 5 from this guidance carried over into any future NICE guidance on smoking and tobacco.	We have noted
Dietitians in Obesity Management UK (domUK), a specialist group of the British Dietetic Association.	General		We also note that smoking may be used as a weight control mechanism especially by young women. For this reason we feel it is important that an explicit link between promotion of smoking cessation and availability of weight management support services is made. In addition promotion of physical activity opportunities for employees may help those trying both to manage their weight and to cease smoking.	Thank you for your comment.
Dorset County Hospital NHS Trust	general		It would be helpful to have advice regarding enforcing breaches of the workplace ban	Thank you for your comment, legislative breaches are beyond the remit of this guidance
Dorset County Hospital NHS Trust	Recomm 4		What powers do we have in local situations where there is no longer a smokestop service provided by Public Health	Unfortunately your comment goes beyond the remit of this consultation on the review proposal for placing this guidance on the static list
HALT (Hull Alliance on Tobacco)	2		Section 2 states that virtually all workplaces are smokefree. Within the Hull area we have an increasing number of Shisha bars and despite smokefree legislation being enforced it is still proving difficult to protect staff from the effects of second hand smoke. Loss of guidance on workplace health in relation to smoking will devalue the entire smoke free agenda. We need to keep the impetus of this work going to ensure that the smoke free agenda continues and loopholes that may be created through creative practices are	Thank you for your comment. The guidance will still exist and be available as it currently is on the NICE website and through NICE Pathways.

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			quashed.	If placed on a static list the guidance would still be reviewed, but at 5 year intervals (as opposed to 3 yearly). If the evidence base or policy landscape was deemed to have changed at one of those reviews NICE would have the option to update the guidance.
HALT (Hull Alliance on Tobacco)	4		<p>Recommendation 1 is impossible to measure or enforce. Employers are reluctant to give time to employees to attend stop smoking support sessions/clinics. Information and education needs to be given particularly around costs of smoking to the employer. The recommendation is still relevant.</p> <p>Recommendation 2 is still relevant</p> <p>Recommendation 3 is already covered by recommendations 1 and 2</p> <p>Recommendation 5 this should be widened to include the Public Health Responsibility Deal and workplace health promotion awards</p> <p>Recommendation 6 no longer relevant</p>	Thank you for your comments. As mentioned above the guidance will still exist in its current form.
HALT (Hull Alliance on Tobacco)	6		<p>We strongly disagree that this guidance should be moved to a static list. We would like NICE to consider updating the guidance to include: Encouragement of Central Government organisations; NHS, Local Authorities and MOD to lead by example with healthy lifestyle interventions including enforcement of smoking restrictions within the grounds of workplaces, to ensure they are in a strong position to influence others.</p> <p>Use NICE Return on investment and ASH Toolkit to show businesses, large</p>	We have noted your concerns. However, as stated in the review proposal document we believe there are other areas in the portfolio of NICE products addressing smoking and

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			<p>and small, the cost and impact in real terms that smoking has on their business productivity. Uptake of workplace interventions has reduced gradually and significantly since 2007, however, the highest smoking prevalence rates occur within the routine and manual group. This group are the most difficult to engage with and therefore every opportunity should be taken to educate and interact with them to reduce overall prevalence rates.</p> <p>NICE should be proactive in making recommendations in respect of 'safe boundaries'. This should include adequate distances from doors and windows to protect occupants from the effects of second hand smoke which drifts into buildings. Additionally staff and visitors should be able to have access and egress in relation to premises without having to walk through cigarette smoke.</p> <p>Encourage Unions to support healthy lifestyles of their members and provide guidance to ensure that they are working both for employees and with employers.</p> <p>We believe that moving this guidance to a static list will send out a negative message about how much value is given to smokefree workplaces which in the long term could lead to businesses relaxing their enforcement of the legislation.</p>	tobacco where resources would be better invested than in updating this guideline.
NHS England	general		Employers should have a policy on the use of e-cigarettes included in their stop smoking policy	Thank you for your comment
Nottinghamshire County Council	Recommendation 1		In addition to promoting smoking cessation interventions, could the guidance also acknowledge that where employees are unwilling or unable to quit smoking employers can provide information/sign posting in order to reduce the harm to self and others (link to PH45)-unsure if appropriate if just focused on smoking cessation.	Thank you for your comment. This link is made more explicit through NICE pathways.
Nottinghamshire County Council	Recommendation 1		Could the guidance mention that employers should not only publicise	Thank you for your

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	n 1		interventions but promote mass quit campaigns such as Stoptober, No Smoking Day and New Year quit campaigns	comment. The purpose of this consultation was to get stakeholder opinions on the proposal to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Nottinghamshire County Council	Recommendation 1		The guidance could also acknowledge that stop smoking services can provide information/support for people not only using cigarettes but shisha and smokeless tobacco	Thank you for your comment. The purpose of this consultation was to get stakeholder opinions on the proposal to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Nottinghamshire County Council	Recommendation 1		Employers could emphasise that stop smoking services can support people who wish to quit using <i>any</i> NCP, provided that non-licensed products are purchased by the user.	Thank you for your comment. The purpose of this consultation was

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				to get stakeholder opinions on the proposal to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Nottinghamshire County Council	Recommendation 1		A smoking cessation policy should be developed and also reviewed to possibly include guidance around use of e cigarettes in the workplace	Thank you for your comment. The purpose of this consultation was to get stakeholder opinions on the proposal to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Nottinghamshire County Council	Recommendation 1		Could employers be encouraged to sign up to the PH Responsibility Deal (H5) relating to smoking?	Thank you for your comment. The purpose of this consultation was to get stakeholder opinions on the proposal

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				to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Nottinghamshire County Council	Recommendation 4		Local Authorities should be mentioned as an organisation to 'take action'.	Noted, we acknowledge that local authorities now have a role in the provision of smoking cessation services
Nottinghamshire County Council	Recommendation 4		Where unwilling or unable to quit, employees could be giving advice and information on harm reduction (PH45)-unsure if appropriate?	Thank you for your comment. NICE pathways allows for multiple recommendations from different guidance in a topic area. Here the link between a harm reduction (PH45) and smoking cessation approach (PH5 & PH10) is made clear.
Nottinghamshire County Council	General		Could the costing tool be updated?	Thank you for your comment. NICE have produced a Return on Investment tool for

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				tobacco available from http://www.nice.org.uk/About/What-we-do/Into-practice/Return-on-investment-tools/Tobacco-return-on-investment-tool This allows for more sophisticated analyses than the costing tool and is populated for local authorities or CCGs rather than PCTs.
Nottinghamshire County Council	General		Should Brief advice and Very Brief Advice be mentioned within Brief Interventions?	Thank you for your comment. The purpose of this consultation was to get stakeholder opinions on the proposal to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Nottinghamshire County Council	General		If relevant could workplaces be encouraged to sign the Local Government Declaration on Tobacco Control?	Thank you for your comment. The purpose of this consultation was

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				to get stakeholder opinions on the proposal to move the guideline to the static list and not explore potential changes to the recommendations. To alter recommendations requires NICE to undergo guidance development processes.
Public Health Agency NI	General		<p>The Public Health Agency NI would be in agreement with the NICE review proposal that Guidance on workplace interventions to promote smoking cessation be moved to a static list with the guidance being reviewed on a five year cycle in place of the current three yearly reviews.</p> <p>The PHA also agree with the comment on point 4 “Consideration of evidence and practice” that there are still gaps in the portfolio of NICE products addressing smoking and tobacco more generally where resources would be better invested than in reviewing the guidance on workplace smoking, for example, electronic cigarettes, awareness raising around harms of Shisha smoking, or smoking among people living with a mental health condition in the community.</p>	Thank your for comments and support for the review proposal.
Public Health England (PHE)	General		As identified, there are other areas of tobacco control and cessation in which NICE can more productively produce guidance. PHE supports the decision of NICE in moving this guidance to the static list for review in 5 years.	Thank you for your support on the review proposal.
Public Health England (PHE)	Recommendation 1		Smoking cessation is a core element of the new Workplace Wellbeing Charter standards for England. These standards were launched earlier in the month,	Noted.

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			and provide employers – of all sizes and sectors – with an easy and systematic way of driving improvements in workplace health. A review of the guidance PH5 at this stage would be an opportunity to bring these two documents into even closer alignment.	
Public Health England (PHE)	Recommendation 2		This advice remains relevant and no update is required.	Thank you for your comment
Public Health England (PHE)	Recommendation 3		This recommendation continues to be relevant and is in line with the Workplace Wellbeing Charter standards for England.	Thank you for your comment
Public Health England (PHE)	Recommendation 4		No comment.	Noted
Public Health England (PHE)	Recommendation 5		This advice remains relevant and no update is required.	Thank you for your comment
Public Health England (PHE)	Recommendation 6		No comment	Noted
Royal College of Physicians (RCP)	General		<p>The RCP is grateful for the opportunity to respond to the review proposal. We do not agree that this important piece of public health guidance should be moved to the static list. The reasons for this are outlined below.</p> <ul style="list-style-type: none"> Guidelines have now been published on tobacco harm reduction, emphasising the importance of encouraging the use of alternative nicotine sources for smokers who are unable or not ready to quit. This guidance highlighted using licensed nicotine products in this context, but needs to take account of the emergence of electronic cigarettes as a viable alternative to smoking. With the above in mind, we would wish to see the guidance updated to integrate harm reduction strategies, including the use of electronic cigarettes, whether licensed (and some will be licensed by the time this revision appears) or not. Nearly 30 million people (approx. 50% of the UK population) are in 	Thank you for your comments. NICE guidelines are routinely placed in NICE pathways – this allows for linkage between different but related guidelines on the same topic to be navigable more easily. The smoking pathway provides the link between harm reduction and smoking cessation recommendations.

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			work. Around 21% of those in employment smoke (http://www.ons.gov.uk/ons/dcp171776_328041.pdf). The workplace is an ideal place to encourage and support people to stop smoking. They are a captive audience. It is vital that employers understand that smokers take more sick leave, and that allowing smokers to attend smoking cessation support, in work time without having to make up the hours, is cost effective to the employer. This is included in the guidance under review however we believe that it needs much greater prominence.	NICE recognise the role of the workplace in contributing to the health and wellbeing of the workforce and have a suite of guidance in development based around the workplace.
Royal College of Nursing	general		The Royal College of Nursing does not have any comments to make on the above review proposal. Thank you for the opportunity to comment on the proposals.	Thank you
Royal College of Physicians and Surgeons of Glasgow	general		The Royal College of Physicians and Surgeons of Glasgow enthusiastically endorse the recommendations in this guideline and support the proposal to transfer it to the static list.	Thank you for your support for the proposal.
Somerset County Council	General		While agreeing with the thrust of the document and that spending precious resource on reviewing this guidance would be inappropriate, I do feel that just placing the guidance on a static list is insufficient. With hindsight an opportunity was missed to copy the relevant sections across to PH10 when it was last reviewed and withdraw PH5. This is presumably not now possible until the next review of PH10. I would suggest then that the PH5 guidance should instead be incorporated into the new workplace guidance in development, with PH5 then withdrawn. There is a slight danger in keeping partially outdated guidance on the website, as readers may realise that some content has no current relevance and assume that none of it does.	Thank you for your comment. NICE pathways bring together all the recommendations on a given topic – for smoking the effective interventions detailed in PH10 feature in the pathway and link with PH5. However the majority of PH5 has not

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				been replaced by the content of PH10 and so its content is still relevant. We will look at making clear where PH10 has superseded elements of PH5.
Southern Group Environmental Health Committee (SGEHC)	Recommendation 1		Agree with Recommendation SGEHC agree that employers should take a leading role to support employees who smoke to receive help, support and encouragement to stop smoking and to access their services during working hours without loss of pay.	Thank you, comment noted
Southern Group Environmental Health Committee (SGEHC)	Recommendation 2		Agree with Recommendation Employees wanting to stop smoking should refer to their workplaces smoking cessation policy which ideally will include details of the available smoking cessation services which they can access. This will further enhance information they receive from contacting local smoking cessation services.	Thank you, comment noted
Southern Group Environmental Health Committee (SGEHC)	Recommendation 3		Agree with Recommendation Employers should provide advice, guidance and support to employees who smoke. Opportunities exist to extend this to others in their family and household. In addition employers must address smoking cultures within workplaces, e.g. evaluate if their workplace formally or informally supports smoke breaks, which may encourage smokers to continue smoking in addition to creating a culture where non-smokers may be therefore incentivised to start smoking.	Thank you, comment noted
Southern Group Environmental Health Committee (SGEHC)	Recommendation 4		Agree with Recommendation Offer interventions which have been proven and consider not just the	Thank you, comment noted

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			employee's needs and preferences, but also that of the employer taking account of their core business operations.	
Southern Group Environmental Health Committee (SGEHC)	Recommendation 5		<p>Agree with Recommendation Consideration needs to be given to the area of SME's workplaces and their employees accessing smoking cessation support and treatment as many of the NHS commissioned smoking cessation specialists have minimum targets (smokers signing up to the service) before they can commit to delivering a viable onsite service.</p> <p>This can impact significantly on the number of SME's who can access workplace based services commissioned and combined with other possible factors such as rural location, limited public transport and accessing other services can result in these workplaces and their employers being harder to engage with.</p>	Thank you, comment noted
Southern Group Environmental Health Committee (SGEHC)	Recommendation 6		<p>Agree with Recommendation Opportunities to consider other potential service providers beyond health authorities and primary care trusts to deliver services for workplaces such as charities and also local authorities.</p>	Thank you, comment noted
The British Thoracic Society	Section 4: Consideration of evidence and practice: Recommendation 5		Employers to consider offering NRT at work to help promote quitting	Thank you, comment noted
The British Thoracic Society			The provision of smoking shelters by the Trusts for patients and employees should be banned as per the NICE guidelines 2013. Many Trusts are ignoring this guidance this should be upheld by regulators such as the CQC and Commissioners	Thank you for your comment.

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Workplace interventions to promote smoking cessation - Consultation on Review Proposal Stakeholder Comments Table

Thursday 29 May 2014 – Monday 23 June 2014

Comments forms with attachments such as research articles, letters or leaflets cannot be accepted. If comments forms do have attachments they will be returned without being read. If the stakeholder resubmits the form without attachments, it must be by the consultation deadline

Stakeholder Organisation	Section Number	Page Number	Comments Please insert each new comment in a new row.	Response Please respond to each comment
The British Thoracic Society	General		Enforcement of smoke free policy both indoors and on the grounds of institution	Thank you for your comment.
UK Centre for Tobacco and Alcohol Studies, University of Nottingham	General		<p>The major developments since this guidance was last reviewed are the publication of NICE guidance on tobacco harm reduction, and the continued growth of the use of electronic cigarettes as a substitute for smoked tobacco among tobacco smokers. The former stresses the use of licensed nicotine products to substitute for tobacco; the latter utilises an unlicensed but clearly effective alternative.</p> <p>Both approaches have a great deal to offer employees and employers by providing viable alternatives to smoking while at work. By the time any revision of this guidance is completed, there will also probably be licensed electronic cigarette products available on the market. Our suggestion is that this NICE guidance should be updated to take account of these developments.</p>	Thank you for comment. We recognise the impact that electronic cigarettes may have and the overlap with the tobacco harm reduction guideline.

ⁱ Action on Smoking and Health (2013) Fact sheet- smoking statistics: Illness and death http://www.ash.org.uk/files/documents/ASH_107.pdf - UK calculation from national health and statistical agencies data;

ⁱⁱ BHF estimate based on “Statistics on Smoking”, NHS Health and Social Care Information Centre, August 2012

ⁱⁱⁱ UK calculation based on GFK NOP survey carried out for BHF, March 2014