

Education, Tourism and Small Business Committee

RECEIVED

18 NOV 2015

ETSBC

From: Peter Roebig [REDACTED]
Sent: Wednesday, 18 November 2015 10:38 AM
To: Education, Tourism and Small Business Committee
Subject: CALL for SUBMISSIONS - Inquiry into smoking and tobacco use at universities, technical and further education facilities, and registered training organisations.
Attachments: No Smoking Policy.v1.0 (1).docx

Research Director
Education, Tourism and Small Business Committee
Parliament House
George Street
Brisbane Qld 4000

- 004

Dears Sirs and Ladies,

On behalf of CSTC Pty Ltd trading as Construction Skills Training Centre, Embark College and Iminen, I attach the CSTC Pty Ltd No Smoking Policy for the Committee's reference.

CSTC Pty Ltd is a not-for-profit, proprietary company, limited by shares. The trading entities Construction Skills Training Centre and Embark College are privately registered, vocational education and training organisations, the first is based at Salisbury and the latter at Moorooka in South Brisbane.

Iminen is our learning resources development business with speciality in designing and developing online learning and education materials.

CSTC Pty Ltd adopted a very strict no smoking policy on campus grounds. This policy applies to all staff, all students and all visitors.

As of Monday, 9 February 2015 smoking in any form on the premises of the Construction Skills Training Centre AND Embark College grounds and CSTC motor vehicles was prohibited. CSTC Pty Ltd mirrored the laws introduced from 1 January 2015 which stated the following:

- **electronic cigarettes cannot be used in existing non-smoking indoor and outdoor areas, sold to children under 18 years of age, or advertised, promoted or displayed at retail outlets;**
- **no smoking at public and private hospitals and health facilities, and for 5 metres beyond their boundaries; and**
- **no smoking at state and non-state schools, and for 5 metres beyond their boundaries.**

Smoking in all forms was prohibited at Construction Skills Training Centre (CSTC) and Embark College premises and for 5 metres beyond the CSTC and Embark College boundaries inclusive of all footpaths and all CSTC motor vehicles respectively from midnight, 9 February 2015:

Yours Sincerely

Peter Roebig JP (Qual), B.Ed., GAICD, MAICD, FIIDM, AFAIM
Managing Director

Construction Skills Training Centre (CSTC Pty Ltd)
[REDACTED]
[REDACTED]

Website : www.cstc.org.au

Winner | CSQ Excellence Awards - The Construction Training Centre Award for **Registered Training Organisation of the Year** - 2014

Winner | LearnX Impact Awards Best Learning Program - Occupation Health and Safety - Platinum Winner - 2014

Winner | LearnX Impact Awards - Best Learning Services Learning Centre - Gold Winner - 2014



Notice: CSTC is committed to maintaining the privacy and confidentiality of its RTO personnel and participant records. CSTC complies with the Privacy Act 1988 including the 13 Australian Privacy Principles (APPs) as outlined in CSTC's Privacy Policy accessible at www.cstc.org.au. The information contained in this email message and any attached files may be confidential information, and may also be the subject of legal professional privilege. If you are not the intended recipient any use, disclosure or copying of this email is unauthorised. If you received this email in error, please notify CSTC Pty Ltd trading as Construction Skills Training Centre (CSTC) ((07) 3373 8888) and delete all copies of this transmission together with any attachments. CSTC has virus scanning devices on our system but in no way do we represent that this communication (including any files attached) is free from computer viruses or other faults or defects. We will not be held liable to you or to any other person for loss and damage (including direct, consequential or economic loss or damage) however caused and whether by negligence or otherwise which may result directly or indirectly from the receipt or use of this communication or attached files.



NO SMOKING POLICY

OFFICIAL NOTIFICATION TO ALL CSTC PTY LTD EMPLOYEES

ISSUED: 6 FEBRUARY 2015

FROM: THE MANAGING DIRECTOR

From Monday, 9 February 2015 smoking in any form on the premises of the Construction Skills Training Centre AND Embark College grounds and CSTC motor vehicles is prohibited. CSTC Pty Ltd will mirror the laws introduced from 1 January 2015 which state the following:

- electronic cigarettes cannot be used in existing non-smoking indoor and outdoor areas, sold to children under 18 years of age, or advertised, promoted or displayed at retail outlets;
- no smoking at public and private hospitals and health facilities, and for 5 metres beyond their boundaries; and
- no smoking at state and non-state schools, and for 5 metres beyond their boundaries.

Smoking in all forms is with this notice prohibited at Construction Skills Training Centre (CSTC) and Embark College premises and for 5 metres beyond the CSTC and Embark College boundaries inclusive of all footpaths and all CSTC motor vehicles respectively from midnight, 9 February 2015:

All CSTC Pty Ltd employees are advised that it is CSTC Pty Ltd policy that smoking is prohibited on all CSTC Pty Ltd premises and *permissible* only during the employee's regulated meal breaks. Smoking breaks should only be taken before work commences, at scheduled morning tea and scheduled lunch breaks and after work, never in between those times.

SMOKING ON CSTC PTY LTD WORK TIME IS NOT APPROVED.

Any breach by an employee of the CSTC Pty Ltd's **No Smoking Policy** and/or smoking in breach of regulated meal breaks and/or smoking conducted upon any part of the premises including all footpaths and motor vehicles of either Construction Skills Training Centre (CSTC) and/or Embark College and/or iminen and is held thereby to be in breach of either **CSTC Pty Ltd - No Smoking Policy** and/or the **Queensland No Smoking Laws** and/or deemed **in breach of the 5 metre rule** will result in the employee being reprimanded and served with a breach notice and his or her personnel file notated with the policy breach. Repeat offences may result in the employee being stood down without pay and/or asked to show cause why their employment should not be terminated.

Offenders will be asked to make a financial donation to the **Cancer Council Queensland**.

QLD TOBACCO LAWS <http://www.qld.gov.au/health/staying-healthy/atods/smoking/laws/index.html>



TOBACCO LAWS IN QUEENSLAND

Laws in Queensland include smoking bans for indoor and outdoor public places, as well as tough restrictions on the retail advertising, display and promotion of tobacco products.

These laws create a culture that:

- reduces exposure to environmental tobacco smoke
- supports smokers trying to quit
- discourages young people from taking up the habit.

Research also indicates that children are much less likely to take up smoking if their schools, homes and recreation areas are smoke-free. Efforts to help adults to quit smoking and reducing exposure to smoking in public places sends a positive message to children about not smoking.

Current laws

A summary of the current smoking laws:

- no-smoking anywhere inside pubs, clubs, restaurants and workplaces
- no-smoking in commercial outdoor eating or drinking areas
- no-smoking in outdoor public places such as patrolled beaches, children's playground equipment and major sports stadiums
- no-smoking within 4 metres of non-residential building entrances
- no-smoking in cars where children under the age of 16 years are present
- no sales of tobacco products to children under 18 years of age
- bans on the display of tobacco products at retail outlets
- mandatory training of employees who sell tobacco
- mandatory no-smoking and quit smoking signs
- no tobacco advertising or competitions
- tobacco vending machines must be located in bar or poker machine areas only
- allows local governments to ban smoking at pedestrian malls and public transport waiting points such as bus stops, taxi ranks and ferry wharves.

From 1 January 2015

- electronic cigarettes cannot be used in existing non-smoking indoor and outdoor areas, sold to children under 18 years of age, or advertised, promoted or displayed at retail outlets
- no smoking at public and private hospitals and health facilities, and for 5 metres beyond their boundaries
- no smoking at state and non-state schools, and for 5 metres beyond their boundaries.