

WORKPLACE SMOKING CESSATION IMPLEMENTATION SUGGESTIONS*

- Provide free smoking cessation information; quit kits, booklets, videotapes and audiotapes. Include information on quitting chewing tobacco.
- Print quit tips and information about the health and economic benefits of quitting in employee newsletters, on payroll stubs and in company emails.
- Provide speakers on quitting or the health effects of smoking and using spit tobacco for brown bag lunches, staff meetings or employee wellness seminars.
- Consider offering a telephone-based cessation program to employees. These programs may be offered through the company health plan or can be purchased through an outside vendor.
- Consider offering a web-based cessation program to employees. Give employees access to the program from the worksite, since not all employees may have access to a computer at home.
- Ask your Employee Assistance program if they provide smoking cessation counseling or referrals.
- Ask your health plan provider(s) if they cover smoking cessation classes or medications.
- Send a member of your internal health promotion staff, wellness or fitness staff, nursing staff or union health and safety representative to a smoking cessation facilitator class.
- Offer an incentive program to those who have successfully quit smoking or using chewing tobacco for 6 months or a year. Incentives could be a monetary bonus, a full or partial refund of cessation class fees or expenses, a prize or gift certificate.
- Offer cessation assistance at low or no cost. It costs an employer between 10-40 cents per employee per month to offer comprehensive assistance while the cost per smoker per year costs an employer an average of \$3383 in medical expenditures and productivity costs.
- Offer on-site cessation classes, counseling or self-help groups.
- Conduct a seminar at least once each year to educate and assist smoking employees who have not yet decided to quit using tobacco or who are thinking about trying to quit again.
- Participate in the American Cancer Society Great American Smokeout each November. Offer special incentives or prizes for employees who quit smoking that day. Call your local American Cancer Society for event ideas and materials.
- Offer a health risk appraisal. These are confidential health questionnaires that assess each employee's health status and help them identify ways to reduce their health risks. These appraisals can also help an employer to determine the percentage of employees in their company who are using tobacco. Your local health department, health plan provider or American Cancer Society may be able to administer a health risk appraisal for your company.
- Have a list of cessation referral resources available to your employee wellness staff, human resources staff, union health and safety representatives, and health promotion staff. Print referral resources in a company newsletter.
- Offer cessation programs to spouses as well as employees. It will be easier for the employee to quit or remain smoke-free if the spouse is smoke-free as well.
- Offer materials and classes on coping without smoking at work or stress relief for employees who are not ready to make a quit attempt.

*Adapted from Employer's Smoking Cessation Guide. The guide is available online at www.endsmoking.org