

Tobacco Free Hospitals Survey Results and Update

July 2007



Regulation Update




Regulation Update

- Regulation NOT Statute!!
- 19 CSR 30-20.021(2)(B)13 (text on following two slides)
- July 30, 2006 – regulation in effect
- July 30, 2007 – full enforcement and compliance required
- Kansas hospitals implementing on a voluntary basis. Kudos!



19 CSR 30-20.13:

The CEO shall be responsible for the development and enforcement of written policies and procedures which prohibit the use of tobacco products throughout the hospital and its facilities. At a minimum, such policies and procedures shall include a description of the area encompassed by the tobacco-free policy; how employees, patients and visitors will be educated and informed about the tobacco-free policy;



who is responsible for enforcing tobacco free policy and how the tobacco-free policy will be enforced; how the hospital will address an employee's, patient's or visitor's failure to comply with the tobacco-free policy; and how the hospital, if subject to Medicare conditions of Participation for Long-term Care facilities, will comply with 42 CFR 483.15 (b)(3). The CEO shall enforce compliance with the written policies and procedures prohibiting the use of tobacco products through the hospital and its facilities beginning one (1) year from the effective date of this amendment.



Definitions

- Hospital is defined by statute; area included in your licensure survey and inspection.
- Smoking is NOT permitted within the hospital.
- Facility is not defined by statute and must be defined in the tobacco policy. Definition will differ among hospitals.



Enforcement

- Will not survey areas that are not included in hospital licensure inspection; **HOWEVER**; if a surveyor observes tobacco use in those areas, will review hospital policy.
- May cite hospitals for infraction in these areas if not consistent with your policy.



DHSS Statement

- “DHSS legal counsel tells him (David Durbin) that they (DHSS) can only enforce the reg (regulation) as it relates to the licensed facility” “we don't regulate the parking lot”

– David Durbin, Director of Licensure, DHSS, 2006



Enforcement

- Enforcement of policies, as written, is critical
- Ensure policy reflects your approach, especially with visitors
 - non-confrontational, reminder cards, situations that warrant an exception (grief-stricken family)



Survey Summary



Participation

- 83 of 141 hospitals responded (59 percent)
- Overall response: positive
- Overall message: cannot communicate too much

Does your hospital definition, included in your policy, prohibit tobacco products on all outside grounds?

	Yes	No	Response Count
Patients	90.0% (72)	10.0% (8)	80
Visitors	92.4% (73)	7.6% (6)	79
Employees	91.1% (72)	8.9% (7)	79
Contract Labor	89.9% (71)	10.1% (8)	79
	<i>answered question</i>		80
	<i>skipped question</i>		3







Does your hospital definition, included in your policy, prohibit tobacco products on hospital parking lots?


	Yes	No	Response Count
Patients	92.7% (76)	7.3% (6)	82
Visitors	92.6% (75)	7.4% (6)	81
Employees	92.6% (75)	7.4% (6)	81
Contract Labor	90.1% (73)	9.9% (8)	81
	<i>answered question</i>		82
	<i>skipped question</i>		1

Does your hospital definition, included in your policy, prohibit tobacco products in private parked cars on hospital property?

	Yes	No	Response Count
Patients	81.7% (67)	18.3% (15)	82
Visitors	78.8% (63)	21.3% (17)	80
Employees	85.2% (69)	14.8% (12)	81
Contract Labor	79.0% (64)	21.0% (17)	81
	<i>answered question</i>		82
	<i>skipped question</i>		1

What methods has your hospital implemented to assist employees with tobacco cessation during work hours?





		Response Percent	Response Count
Discounted or free tobacco cessation classes		94.8%	73
Discounted or free tobacco cessation products		72.7%	56
Discounted or free alternative care therapies such as hypnosis and acupuncture		29.9%	23
Discounted or free nutrition counseling		29.9%	23
Discounted or free physical fitness access		42.9%	33
Other (please specify)  view			6
		answered question	77
		skipped question	6




Other specific methods hospitals implemented to assist employees with tobacco cessation during work hours:

- Provided employees who are quitting smoking with small bags of healthy snacks
- Auricular therapy
- Added new prescriptions to group health plan
- Implemented a healthy living competition for employees - staff can earn a free day off and other enticements
- Enhanced benefit program to include stop smoking aids, medication, etc.
- Highlighted resources already available through employee benefits


What methods has your hospital implemented to assist patients with tobacco avoidance during their hospital stay?

		Response Percent	Response Count
Prescribed nicotine patches		98.4%	60
Other prescribed tobacco substitute products		68.9%	42
Prescribed alternative therapy such as massage therapy or acupuncture		4.9%	3
Other (please specify) 			7
		answered question	61
		skipped question	22




Other specific methods hospitals implemented to assist patients with tobacco avoidance during their hospital stay:

- Referral to counselors during inpatient stays (2)
- Smoking cessation information given to all smoking patients
- Education by respiratory therapy
- Smoking cessation classes
- Established patient protocol for smoking cessation assistance and classes.



If your hospital uses any procedure other than their existing tiered disciplinary policies and procedures for employees, please describe.

89% of respondents are using the existing tiered disciplinary policy and procedures for their employees


	Response Count
 view	9
<i>answered question</i>	9
<i>skipped question</i>	74



Other disciplinary action for employees

- Added incentive to group benefit program for non-tobacco users
- Payment of \$30 (taxable) twice a year to non-tobacco users
- Updated tiered disciplinary policy – only inpatients with physician orders will be allowed to use one exempt outside gazebo as a smoking area
- Multiple correspondence describing good neighbor considerate and polite practices
- Policy also states that employees must not have odors of tobacco
- Has not been necessary to use disciplinary policy to enforce smoking ban

What enforcement methods has your hospital implemented for visitors and patients?

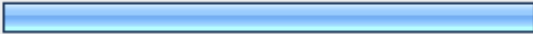
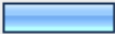



		Response Percent	Response Count
Hand out reminder cards		93.9%	62
Hand out gum or other tobacco substitute		21.2%	14
Call Security		45.5%	30
Other (please specify)  view			22
		<i>answered question</i>	66
		<i>skipped question</i>	17



Other enforcement methods hospitals use for visitors and patients.

- Verbal Reminders and Signage (16)
- Hand out Lifesaver candies and discount cards for gum (3)
- Gave out a free soft drink or coffee in the hospital café
- Have developed an 'emergency kit' with regular gum, mints, stress ball to give to visitors; still exploring possibility of giving NRT
- Involve security if person exhibits threatening behavior
- Notify the patient's physician for repeat offenders who wander away from the hospital unsupervised to smoke

Who has the primary responsibility for enforcing your tobacco free policy with visitors, patients and employees?

		Response Percent	Response Count
Security		59.7%	37
Building and Grounds		12.9%	8
Human Resources		30.7%	19
Senior Leadership Team		59.7%	37
Other (please specify)  view			35
		answered question	62
		skipped question	21




Other people primarily responsible for enforcing a hospital's tobacco free policy.

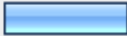

- All employees (22 of 83; 26 percent)
- Management staff (10 of 83; 12 percent)
- Marketing and public relations or those closest to the building entrances (3).

Please describe what enforcement methods your hospital has implemented for contract labor.

- Consistent with employee enforcement (10 of 83; 12 percent)
- Treated as a visitor with verbal reminders (6 of 83; 7 percent).
- Reference the tobacco free policy in the contract (10 of 83; 12 percent).
- Report to supervisor or company for action, including terminating relationship (21 of 83; 25 percent).


	Response Count
 view	52
<i>answered question</i>	52
<i>skipped question</i>	31

Have you modified your policies since the initial implementation?

		Response Percent	Response Count
Yes		14.8%	12
No		85.2%	69
		<i>answered question</i>	81
		<i>skipped question</i>	2

If you answered yes to question #11, have you made the policies more or less restrictive?


- An overwhelming 12 of the 13 respondents said their policy is *more* restrictive
 - Employees must clock out and go off campus to smoke
 - More restrictive about smoking in parked cars and in clinics located on campus but not owned by facility
- Only one respondent said their facility is less restrictive

	Response Count
 view	13
<i>answered question</i>	13
<i>skipped question</i>	70




Please describe the overall reaction to the policy from the community you serve.

- Well over half, 64% of 69 respondents, have received positive reaction to the tobacco free policy.
- The 22% mixed responses say that smokers are unhappy about the policy while non-smokers support the change.
- Only 13% reported negative responses with the majority of those being reactions from patients and visitors.

	Response Count
 view	69
<i>answered question</i>	69
<i>skipped question</i>	14

Please list and describe any successes of your tobacco-free implementation.

	Response Count
 view	41
<i>answered question</i>	41
<i>skipped question</i>	42

- The majority of responses indicate that the tobacco free policy has lead to many employees quitting smoking. These are actual quotes received on this survey.

“A night nurse that smoked 3 packs a day thought she would have to quit her job but went to hypnosis and is a great advocate for our patients.”



Successes of your tobacco-free implementation continued...


“Several long term smoking employees successfully quit smoking and have expressed appreciation vocally.”

“Several of the staff have quit smoking. Our staff smell better!! No one quit their job.”


“Clear consistent communication and many, many signs on the campus. Communication also started well in advance of the implementation date. Clear policies and the use of a multi-tiered committee to develop the policies.”

- Other positive outcomes of the tobacco-free policy
 - Hospital grounds are cleaner (8)
 - Employees have quit smoking (23)
 - Employees smell better
 - Increased employee productivity (2)

Please list and describe any challenges of your tobacco-free implementation.

	Response Count
 view	57
<i>answered question</i>	57
<i>skipped question</i>	26

- Of the 57 that answered this question, only 2 said they actually lost employees over the tobacco-free policy.
- Enforcing the policy seems to be the biggest challenge
 - Employees (27)
 - Visitors/Patients (21)
- Keeping grounds and surrounding public areas clean of cigarette butts (4)



Challenges of your tobacco-free implementation continued...

- Following are some quotes from the survey

“Visitors continue to be a challenge.”

“In the past month our hospital had 4 mulch fires and 1 trash can fire due to cigarette butts. 2 of the fires were so bad that the fire department was called and the Medical Records department was evacuated and shut down for 8 hours due to the smoke and smell.”

“Enforcement due to limited staff. Ability to provide additional cessation tools due to the cost.”

“We have one physician who smokes and who will not give us any support in the matter at all. He also encourages his patients to try to smoke. He is not hospital employed, and is very unreasonable when we try to deal with him about this issue. He says he does not want us telling him what to do.”



Discussion