

CREATING A CULTURE OF HEALTH AT YOUR COMPANY:

A SMOKE-FREE WORKPLACE

This guide will help you get started with your own workplace wellness activities. It was developed by our experienced clinical team of nurses, dietitians, health coaches and others.

As part of your company's culture of health, it's important to create a smoke-free workplace, one that protects the health of non-smokers while helping people who smoke find ways to quit the habit. A smoke-free workplace can increase productivity and boost overall health.

To create a smoke-free workplace, you need to put a policy in place. Here are some tips:

- ▶ Review your current policies around tobacco use and make sure they comply with state and local laws.
- ▶ Define your company's approach to becoming smoke-free by including goals and objectives. For example, state that your company is going smoke-free to improve the health of employees who smoke, reduce health care costs and increase productivity.
- ▶ Create a cross-functional committee to develop and implement your smoke-free policy. Be sure to include people who smoke, as well as people who don't smoke and representatives from Human Resources, Facilities, Health and Safety, Medical, and Training and Communications
- ▶ Draft your company's tobacco-free policy with a timeline for implantation.

How Tufts Health Plan Can Help

Tufts Health Plan can help you make a smoke-free environment part of your company's culture of health. We offer tobacco cessation benefits for treatments, including medications and counseling.

Prescription drugs:

If your plan includes Tufts Health Plan's pharmacy benefit, the following smoking cessation prescription drugs are covered with no cost share for most members:

- ▶ Buproban®
- ▶ Bupropion SR
- ▶ Chantix®
- ▶ Nicotrol® Inhaler
- ▶ Nicotrol® Nasal Spray*
- ▶ Zyban (Bupropion)

Please check your plan benefits for more information.

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Coverage for Smoking Cessation Counseling Services

Smoking cessation counseling services are covered in full with no cost share for most members. Services include individual, group, and telephonic smoking cessation counseling.

Please check your plan benefits for more information.

Over-The-Counter (OTC) Smoking Cessation Products

Over-the-counter smoking cessation products (such as gums, lozenges and patches) may be covered in full for most members with Tufts Health Plan's pharmacy benefit, with a valid prescription from the member's provider at the time of purchase.

Other resources:

Education and health screenings – We offer seminars, including “Tips for Quitting Smoking,” and a six-week “Quit Smoking” class through our vendor. We also offer nicotine saliva screenings, which test for exposure to tobacco.

Quitworks – This free, evidence-based stop-smoking support service is available to Massachusetts, New Hampshire and Rhode Island residents. Quitworks includes:

- ▶ Smoking cessation telephone-based counseling sessions
- ▶ Free educational materials
- ▶ Free website tools
- ▶ Free Nicotine Replacement Therapy (NRT) may be available through the Smokers' Helpline
- ▶ Lists of community tobacco treatment programs and resources

For more details and other helpful resources for the program, visit the QuitWorks website in your state:

Massachusetts:

Smokers' Helpline
www.makesmokinghistory.org

New Hampshire:

QuitNow-NH
<http://quitnownh.org/>

Rhode Island:

Smokers' Helpline
www.quitnowri.org

Other resources for creating a smoke-free workplace:

- ▶ <http://www.mass.gov/eohhs/gov/departments/dph/programs/mtcp/smoke-free-workplaces.html>
- ▶ <http://www.mass.gov/eohhs/gov/departments/dph/programs/mtcp/help-to-quit-smoking.html>
- ▶ <http://www.mayoclinic.org/healthy-lifestyle/quit-smoking/in-depth/quit-smoking/art-20045452>
- ▶ <https://tuftshealthplan.com/member/our-plans/tufts-health-together/health-information-and-tools/smoking-cessation>

If you have any questions, please contact your Tufts Health Plan Account Manager.