



# TOBACCO & Your Business



FLORIDA STATE UNIVERSITY  
COLLEGE OF MEDICINE



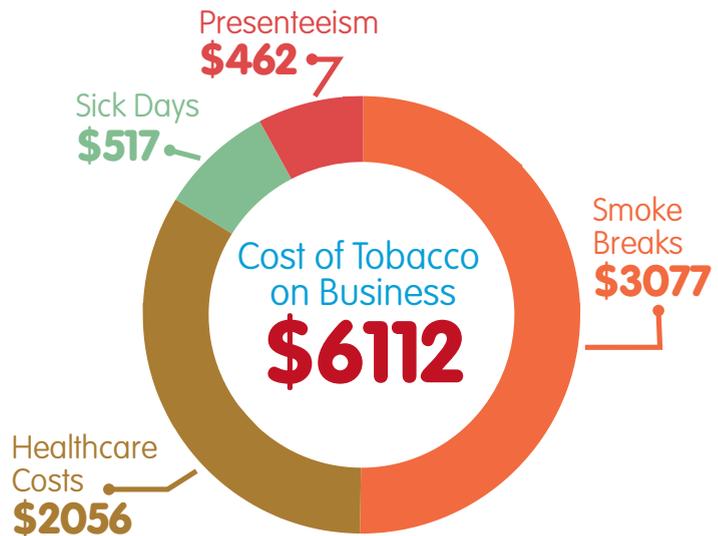
## The Cost of Tobacco on Business

Tobacco is the number one cause of preventable disease and premature death in the U.S. and tobacco-related morbidity and mortality have direct and indirect costs for employers.<sup>1-3</sup> It is estimated that employers spend approximately \$6,112 in excess costs annually for each employee who smokes.<sup>4</sup>

These excess costs include the following:

- Healthcare costs for employees who smoke are up to 34% higher than those who do not use tobacco<sup>5</sup>
- Employees who take four 10 minute smoke breaks a day work one month less per year than workers who do not smoke<sup>6</sup>
- Smokers have about twice as many absences per year compared to non-smokers<sup>7</sup>
- Smokers cost businesses approximately \$2,189 per year for smoking related accidents and injuries<sup>8</sup>

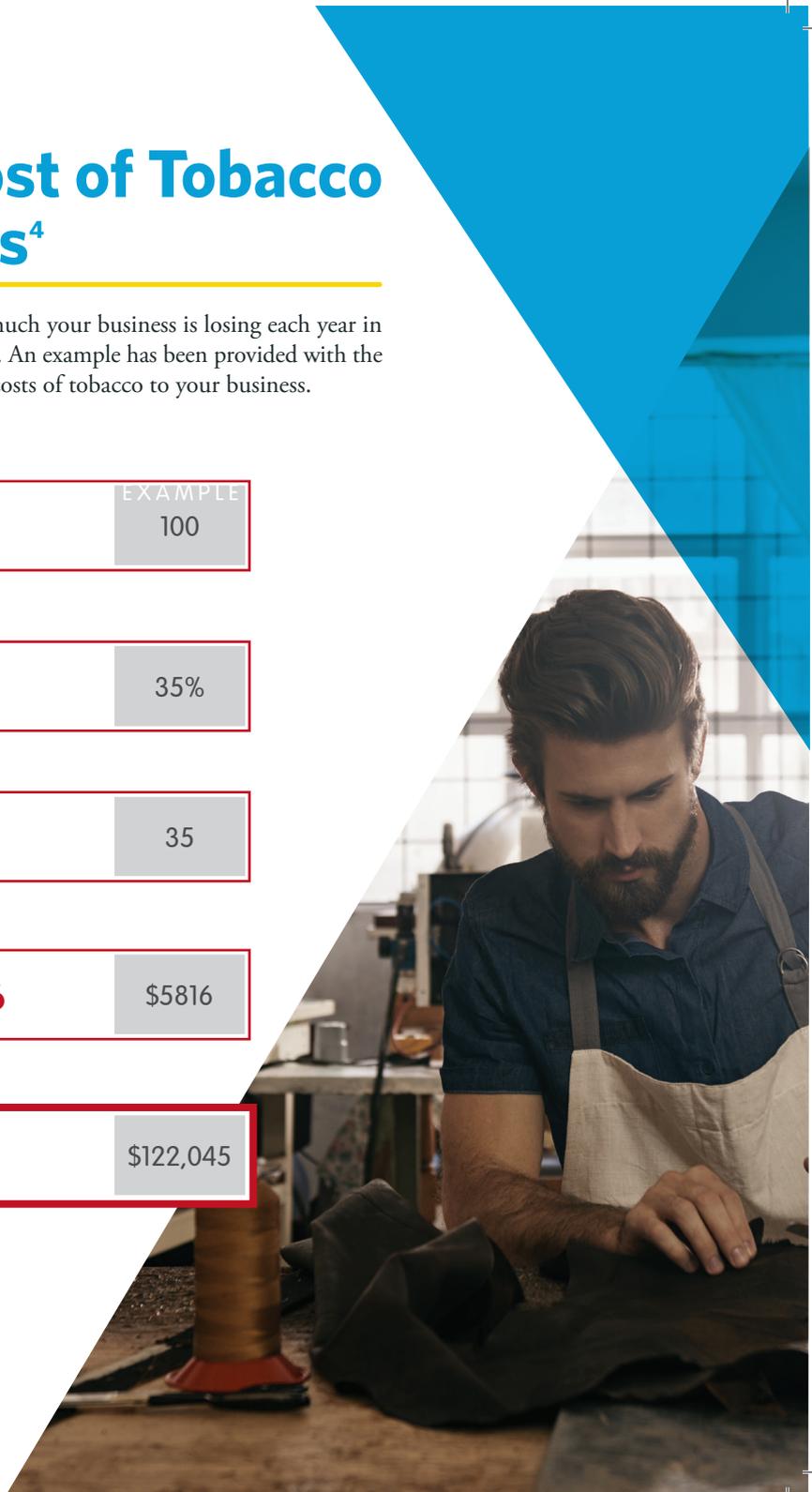
GOING  
TOBACCO FREE  
MAKES  
FISCAL SENSE!



# Calculate the Cost of Tobacco on Your Business<sup>4</sup>

Use the table below to help you calculate how much your business is losing each year in productivity and health-related tobacco expenses. An example has been provided with the second row left blank so you may calculate the costs of tobacco to your business.

Total Number of Employees	<input type="text"/>	EXAMPLE 100
	<b>X</b>	
Smoking Prevalence Among Behavioral Health Workforce <sup>9</sup>	<input type="text" value="35%"/>	35%
	<b>=</b>	
Number of Employees Who Smoke	<input type="text"/>	35
	<b>X</b>	
Cost per Employee <sup>4</sup>	<input type="text" value="\$5816"/>	\$5816
	<b>=</b>	
<b>TOTAL ANNUAL COST</b>	<input type="text"/>	\$122,045



# Calculate Your Business Savings

Approximately 66% of smokers will attempt to quit each year in Florida.<sup>10</sup> Utilization of Tobacco Free Florida cessation programs and resources yields a success rate of 36%.<sup>11</sup> Employees who quit save their employers an average of \$960 per year.<sup>12</sup> Use the calculation below to see how much your business can save when employees quit smoking.

Number of Employees Who Smoke	<input type="text"/>	EXAMPLE 100
	<b>X</b>	
% of Smokers in Florida Who Attempt to Quit Per Year <sup>10</sup>	<b>66%</b>	66%
	<b>=</b>	
Number of Employees Who Will Attempt to Quit Per Year	<input type="text"/>	66
	<b>X</b>	
Tobacco Free Florida Cessation Program Success Rate <sup>11</sup>	<b>36%</b>	36%
	<b>=</b>	
Estimated Number of Successful Quitters	<input type="text"/>	23.75
	<b>X</b>	
Savings Per Employee <sup>12</sup>	<b>\$960</b>	\$960
	<b>=</b>	
<b>COST SAVINGS</b>	<input type="text"/>	\$22,810



**A TOBACCO FREE** workplace is one of the **MOST IMPORTANT** decisions you can make for your business and your employees.

Establishing a tobacco free workplace reduces your business costs while improving the health of your workforce. To maximize your success, implement these three components of a comprehensive tobacco free workplace:<sup>6</sup>

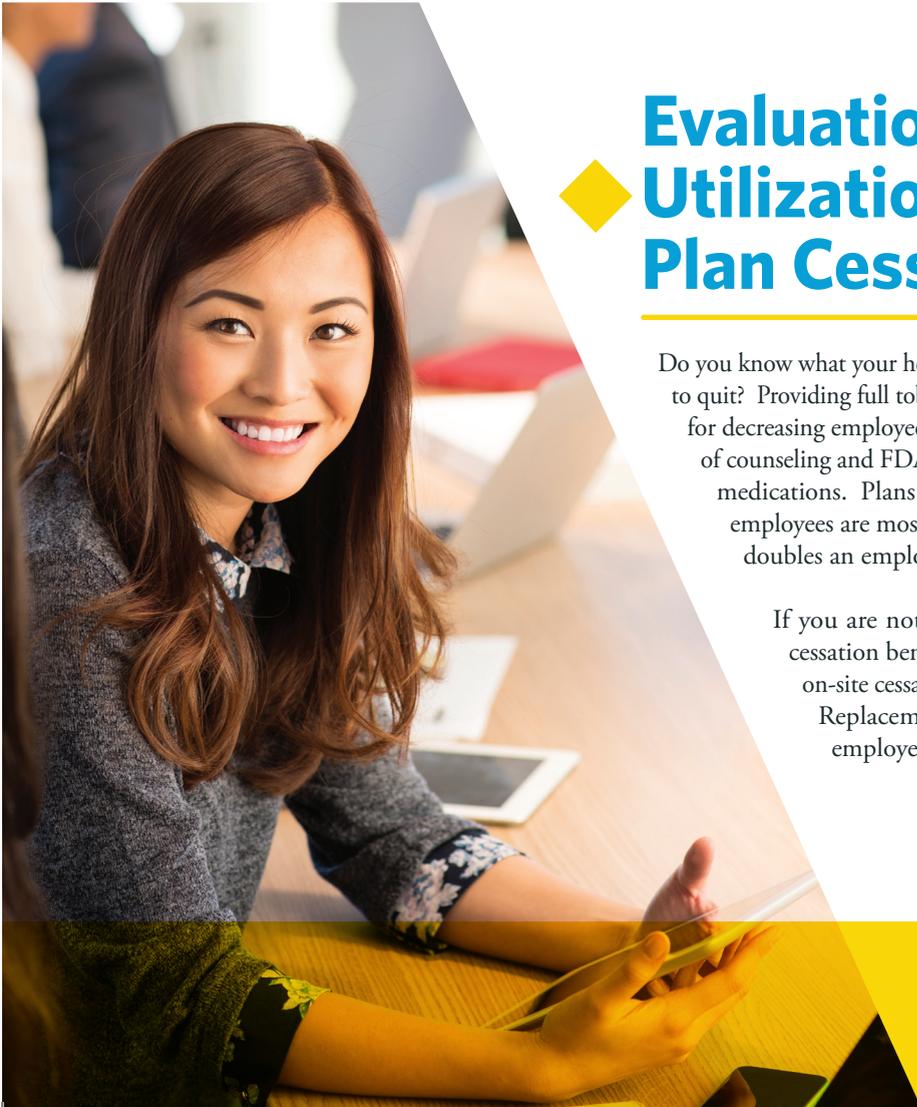
- 1 Evaluation and Utilization of Health Plan Cessation Benefits
- 2 Establishment of a Tobacco Free Policy
- 3 Workplace Cessation Programs



## Evaluation and Utilization of Health Plan Cessation Benefits

Do you know what your health plan offers for employees who are trying to quit? Providing full tobacco cessation benefits is an effective strategy for decreasing employee tobacco use. Full benefits include coverage of counseling and FDA approved over the counter and prescription medications. Plans which eliminate co-pays or deductibles for employees are most effective. Utilizing full benefits more than doubles an employee's chance of successfully quitting.<sup>13</sup>

If you are not ready to change your employee tobacco cessation benefit, Tobacco Free Florida will provide free, on-site cessation programs and over the counter Nicotine Replacement Therapy (NRT) medications for your employees.



## ◆ Establishment of a Tobacco Free Policy

Local Tobacco Free Florida (TFF) representatives serve as consultants for the community and can help your business minimize the impact that tobacco use has on your bottom line. Representatives are available to help you develop an effective tobacco free policy. There are three basic steps to establishing a successful tobacco free workplace policy:<sup>6</sup>

### 1 GETTING READY:

Create a plan, develop a time line, involve your employees and key leadership, and communicate early and often.

### 2 IMPLEMENTING A TOBACCO FREE POLICY:

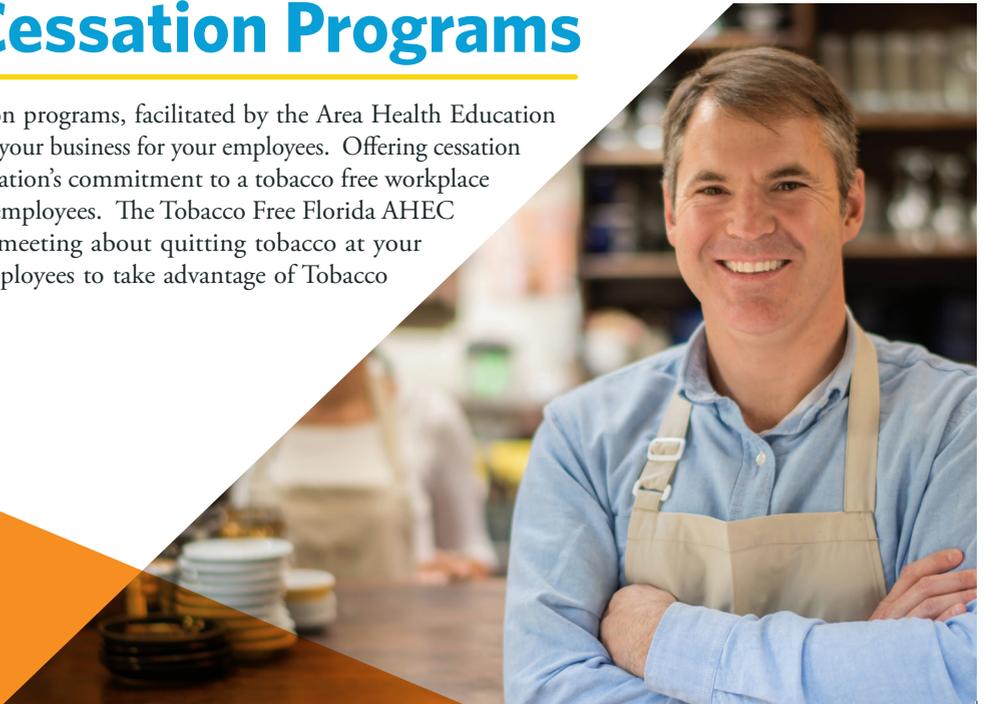
Prepare your employees for the transition to the new policy, and consider how policy violations will be handled.

### 3 SUSTAINING YOUR EFFORT:

Track the effectiveness of the various steps taken to establish tobacco free policies and provide on-going assistance for employees who are trying to quit.

## ◆ Workplace Cessation Programs

Tobacco Free Florida's free cessation programs, facilitated by the Area Health Education Centers (AHEC), may be offered at your business for your employees. Offering cessation classes communicates your organization's commitment to a tobacco free workplace and improving the health of your employees. The Tobacco Free Florida AHEC is able to provide an orientation meeting about quitting tobacco at your business location to encourage employees to take advantage of Tobacco Free Florida services.





**TOBACCO FREE FLORIDA (TFF)**, administered by the Department of Health, is a comprehensive, statewide program funded by money derived from the state's tobacco settlement agreement with the major tobacco companies in 1997. The program follows the Centers for Disease Control and Prevention's Best Practices for Comprehensive Tobacco Control Programs. This guide helps Florida and other states plan and establish evidence-based comprehensive, sustained, and accountable tobacco control programs to prevent and reduce tobacco use.

Tobacco Free Florida partners with the statewide Area Health Education Centers (AHEC) to provide on-site cessation services and technical assistance with policy development and implementation in the workplace. For more information about Tobacco Free Florida and the resources available, visit <http://www.tobaccofreeflorida.com/how-to-quit/helping-employees-quit/>

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