

# **PHOENIX FIRE DEPARTMENT**

## **VOLUME 1 – Operations Manual**

### **MAXIMUM CONSECUTIVE WORK SHIFT (24-HOURS)**

**MP103.07 11/08 – R**

This procedure establishes the guidelines relating to the maximum number of consecutive 24-hour shifts an employee can work on the Phoenix Fire Department.

It is a concern of both Fire Administration and members of the medical community that fatigue caused by extended periods of inadequate rest may impair job performance. This may be the result of the employee working consecutive shifts and the level of activity, both routine and emergency that was encountered during those shifts. Fatigue may affect performance in such critical areas as tactical size-up, deployment of companies, BLS/ALS skills and defensive driving techniques. In addition, and most importantly, the ongoing and deliberate efforts in the area of safety consciousness may be adversely affected.

Department members shall not work more than three (3) consecutive 24-hour shifts. In instances where three (3) consecutive shifts are worked, the employee must have planned to be off-duty a full 24 hours before working again. It is the employee's responsibility to schedule his/her extra work time, whether constant staffing or absences with relief, so that this policy is not violated and the employee is available and eligible to work the regularly assigned shift.

In the event that a member would have to pass up a constant staffing shift due to this policy, he/she will not be charged with a "refusal" or a "pass"; however, it will be the individual member's responsibility to make the Shift Commander aware of his/her conflict with this policy when called to constant staff.