

# PHOENIX FIRE DEPARTMENT

## VOLUME 1 – Operations Manual

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

MP103.07 08/21 – R

This procedure establishes the guidelines relating to the maximum number of consecutive 24-hour shifts a member 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 member 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, **with or without partial leave**. In instances where three (3) consecutive shifts are worked, members must be off-duty a full 24-hours before working again. **Taking partial shift leave of any kind shall not exclude ANY member from adhering to this policy**. It is the member'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 member is available and eligible to work their regularly assigned shift. Any member who is found to be in violation of this policy will be relieved from duty and replaced by South Shift Command.

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.