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## Pacific Northwest Wildfire Coordinating Group

**Subject:** Australian/New Zealand Work-Rest Differences

**Background:**

It has been brought to our attention that there are some specific work-rest policies that the Australian and New Zealand resources fall under while in their home country, that they must also follow while in the U.S. According to the international agreements with both countries, it states below how the sending and receiving participants will adhere to policies and procedures.

“Length of deployment, rest, and rotation for personnel shall be identified prior to the commencement of the deployment to the Sending Participant. The Sending Participant shall adhere to rest, rotation, and length of deployment policies of the Receiving Participant (providing they do not conflict with the Sending Participant’s policies and procedures in which case the Sending Participant’s policies and procedures shall prevail)”

There were concerns brought up at the NMAC level about work shifts the AUS/NZ resources were being asked to perform which were in conflict with their policies and procedures. Specifically, AUS/NZ resources cannot:

- 1) Switch over from day shift to night shift on the same day and
- 2) Work more than four night shifts in a row.

This is a difference in how U.S. resources are typically managed in regards to work-rest as outlined in the NWCG Standards for Interagency Incident Business Management (page 10-16, lines 26-31) which doesn’t differentiate between day and night shifts or identify a limit to a number of night shifts worked.

This information is being provided as awareness while working with our international partners. It is important that IMTs communicate with one of the AUS/NZ Liaisons that are assigned to the Pacific Northwest listed below about any limitations there may be in regards to their work-rest policies.

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