

Exigencies of Duty (EoD)

3.1 Introduction

- 3.1.1 Exigencies of Duty is a phrase and requirement in Police Regulations 2003 and the Police Staff Council Handbook and therefore is important it is followed and adhered to.
- 3.1.2 Within this document short notice is defined as being at less than 3 months notice.

3.2 Exigencies of Duty – Context and Definition

- 3.2.1 In a policing environment it is clear there will often be demands placed on the service that will require duties to be changed at short notice. This is no more than a professional response to the demands placed upon the police service. The dynamic nature of policing means it is not possible to produce an exhaustive list of rules in relation to exigencies. However it is not intended that short notice changes should be used to rectify poor planning.
- 3.2.2 The term "exigencies of duty" should be interpreted as relating to situations where a pressing demand, need or requirement arises that is not reasonably avoidable and necessitates a change of roster. By its nature exigencies is generally related to the provision of short term cover and not applicable to long term arrangements.

3.3 Principles

- 3.3.1 The approach to these situations starts with good planning. It is expected that managers consider all needs when looking at future events based on all information and intelligence available. They will then work in conjunction with Resource Management (RMT) to maximise advance duties planning for foreseeable events to minimise the need to make short notice changes to duties at a later date.
- 3.3.2 If an officer/staff member is unable to fulfil a planned duty then the following process will apply:
 - a) the requirement to replace will be risk assessed by the operational lead based on the most recent intelligence, nature of the role and the skills of the officer/staff member concerned. It may be decided as a result of the risk assessment that no replacement is required.
 - b) If a replacement is required then in the first instance it will be considered whether the resourcing need can be covered by amending the duties of, or utilising, those already on duty that day.

c) if b) is not viable then an officer/staff member will be allocated to the required duty by RMT taking into account operational and practical circumstances and not solely on financial grounds. The local manager and officer will have opportunity to discuss any welfare considerations, including caring responsibilities and if these present difficulties the local manager is responsible for identifying an alternative officer/staff member to perform the duty and informing RMT.

Where there is a good time period before the required duty then efforts will be made to see if there are any volunteers to fulfil the duty and if so they will replace the previously allocated officer/staff member. Officers/staff members can also arrange swaps themselves as long as this is done in liaison with their manager and RMT.

3.4 Examples of Exigency of Duty

3.4.1 It is clearly not possible to produce an exhaustive list of all the potential reasons which may necessitate duty changes. However, to assist both officers/staff members and Resource Management teams the guide below indicates examples of situations which are likely and not likely to constitute Exigencies of Duty (EoD):

3.4.2 EoD would be justified in the following situations:

a) unforeseen public order situations

b) court attendance with short notice

c) to fulfil an operational need arising from a short notice unforeseeable and unavoidable absence e.g. short notice sickness absence, compassionate leave.

d) immediate need in response to a serious crime e.g. serious sexual assault, scene guard

e) urgent training that enables an officer/staff member to be operationally deployed e.g. firearms training that enables officer to retain firearms certification.

3.4.3 Most plans, including those for mutual aid, have an external influence and will evolve. For example it is recognised that if having planned for a large scale event and a significant change to the event occurs at short notice e.g. an additional day is added to the event, short term sickness occurs, intelligence is received that alters the expectations of the event, then EoD would be used as a pressing demand has occurred.

3.4.4 EoD would not be justified in the following situations:

a) large scale festivals or events where the resourcing requirements are known well in advance e.g Isle of Wight Festival, New Forest Show.

b) repeating annual events where policing demand can be foreseen well in advance e.g. New Years Eve.

c) to cover non critical 'day to day' business

3.4.5. The underlying principle being where major public events are foreseeable in advance it is reasonable and supportive of good work/life balance that officers/staff members have their duties planned as far in advance as possible and at a minimum of 3 months notice.

4.1 Mutual Aid

4.1.1 Mutual aid requirements should be known in advance (e.g. G8 summit in 2013) and therefore EoD would not apply. However there are some occasions where requirements are unknown (e.g. Fracking dispute in Surrey in 2013) or where intelligence related to the event is unknown and EoD would then be appropriate.

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