

**12.5 - Off-Shift Time.** The degree of control to be maintained over regular government employees and casuals during off-shift hours is dependent upon location, the individual's work function, and the urgency of the emergency situation.

1. At the Incident Commander's (IC) discretion, regular government employees and casuals may be released during off shift periods from the incident base or camp.
2. At the IC's discretion, regular government employees and casuals may be restricted to an incident base and all other camps (close the camp) during off-shift periods.
3. Time spent restricted to the camp where personnel can rest, eat, or, to a limited degree, pursue activities of a personal nature is not compensable. Such time is compensable only to the extent needed to complete the guaranteed base hours. Time spent in ordered standby is compensable (See Section 12.4).
4. The same policy applies to rest and recuperation, mobilization, and demobilization facilities.
5. Regular government employees assigned to an incident at their home unit should be given their regular scheduled days off when the situation permits. Regular scheduled days off at the home unit are considered off-shift time and are noncompensable.
6. Casuals assigned to an incident are not entitled to compensation for R&R at their point of hire. This is considered off-shift time and is noncompensable.