

**What is meant by the term "Exigency of duty"?**

The answer to this question is contained within PNB Circular 86/9 - Changes to Rostered Duties which contains the following definition;

The terms "Exigencies of duty" should be interpreted as relating to situations where a pressing demand, need or requirement is perceived that is not reasonably avoidable and necessitates a change of roster. Changes to rosters should only be made after full consideration of welfare, operational and practical circumstances rather than purely on financial grounds.

In this context the word "pressing" relates to the expected situation at the time when the duty is to be performed rather than the time when the duty roster is changed i.e., the reasons for a change may be known many months in advance but still be pressing.