

## Chapter 13

### Firefighter Training and Qualifications

#### Introduction

National Wildfire Coordinating Group (NWCG) sanctioned firefighters are trained and qualified according to the NWCG and other standards, as outlined below.

#### Standards

Firefighters must meet standards identified in the NWCG publication, *National Incident Management System: Wildland Fire Qualification System Guide* (PMS 310-1). The PMS 310-1 may be found at <https://www.nwcg.gov/publications/310-1>.

Federal agencies have consolidated minimum standards and information for frequently used positions not included in the PMS 310-1. The *Federal Wildland Fire Qualifications Supplement* can be found on the NWCG Qualifications website at <https://www.nifc.gov/IQCS/index.html>.

Certain firefighters must meet standards identified in the *Interagency Fire Program Management Qualifications Standards and Guide* at <https://www.ifpm.nifc.gov>.

Agency standards for training and qualifications may exceed the minimum standards established by National Wildfire Coordinating Group (NWCG). Such additional standards will be approved by the Fire Directors, and implemented through the Incident Qualifications and Certification System (IQCS). Standards which may exceed the minimum standards established by NWCG are identified in:

- **BLM** – *BLM Standards for Fire Training and Workforce Development*, available at [https://www.nifc.gov/training/trainingBLM\\_main.html](https://www.nifc.gov/training/trainingBLM_main.html).
- **FWS** – *The Fire Management Handbook*.
- **FS** – *The Forest Service Fire and Aviation Qualifications Guide (FSFAQG)* at <https://www.fs.fed.us/fire/publications/>.
- **BIA** – *Standards can be referenced at <https://www.bia.gov/nifc/index.htm>. Fire Management Leadership (FML), (geographic or national) is required for all Bureau Agency Administrators/Line Officers including Agency Superintendents; Agency Foresters or Natural Resource Managers; and Regional Foresters. Regional Directors, Deputy Directors in natural resource program areas, and Tribal Natural Resource Program Administrators are also encouraged to attend this course. The national level course offered by NAFRI is the preferred alternative to the geographic course.*

1 Federal agencies will accept each other's qualifications/certifications, regardless  
2 of jurisdiction and throughout the duration of the incident.

### 3 **Qualification and Certification Process**

4 Each unit with fire management responsibilities will establish an Incident  
5 Qualification Card qualification and certification process, which may include a  
6 qualification and certification committee. In areas cooperating with other  
7 federal, state, or local agencies, an interagency qualification and certification  
8 committee should be established and include representatives from each unit.  
9 • BIA – Regional/Local Unit Red Card Committees will be used to determine  
10 qualifications and training requirements.

11 These qualification and certification committees provide management oversight  
12 and review of the wildland and prescribed fire positions under their jurisdiction.

13 The committee:

- 14 • Ensures that qualifications generated by IQCS or other agency systems for  
15 employees are valid by reviewing the training and experience of each  
16 employee.
- 17 • Determines whether each employee possesses the personal characteristics  
18 necessary to perform the wildland and prescribed fire positions in a safe and  
19 efficient manner.
- 20 • Makes recommendations to the appropriate Agency Administrator or  
21 designee who is responsible for final certification signature.
- 22 • Develops interagency training needs and sponsors courses that can be  
23 offered locally.
- 24 • Ensures training nominees meet minimum requirements for attending  
25 courses.

### 26 **Non-NWCG Agency Personnel Qualifications**

27 Personnel from non-NWCG agencies meeting NWCG PMS 310-1 prerequisites  
28 can participate in and receive certificates for successful completion of NWCG  
29 courses. Agency employees can complete the Task Blocks, Evaluation Record  
30 and Verification/Certification sections of a cooperating organizations employee  
31 Position Task Book. Agency employees will not initiate or complete the Agency  
32 Certification sections of the Position Task Book for non-agency employees.

33 Personnel from agencies that do not subscribe to the NWCG qualification  
34 standards may be used on agency managed fires. Agency fire managers must  
35 ensure these individuals are only assigned to duties commensurate with their  
36 competencies, agency qualifications, and equipment capabilities.

### 37 **Non-NWCG Agency Personnel Use on Prescribed Fire**

38 The NWCG PMS 310-1, *National Incident Management System: Wildland Fire*  
39 *Qualification System Guide*, establishes the minimum qualifications for

1 personnel involved in prescribed fires on which resources of more than one  
2 agency are utilized—unless local agreements specify otherwise. This guide may  
3 be found at <https://www.nwcg.gov/publications/310-1>.

#### 4 **Incident Qualifications and Certification System (IQCS)**

5 The Incident Qualifications and Certification System (IQCS) is the fire  
6 qualifications and certification record keeping system. The Responder Master  
7 Record report provided by the IQCS meets the agency requirement for  
8 maintaining fire qualification records. The system is designed to provide  
9 managers at the local, state/regional, and national levels with detailed  
10 qualification, experience, and training information needed to certify employees  
11 in wildland fire positions. The IQCS is a tool to assist managers in certification  
12 decisions. However, it does not replace the manager's responsibility to validate  
13 that employees meet all requirements for position performance based on their  
14 agency standards.

15 A hard copy file folder will be kept for each employee. The contents will  
16 include, but are not limited to training records for all agency required courses,  
17 evaluations from assignments, position task book verification, yearly updated  
18 IQCS forms, and the Responder Master Record from IQCS. All records will be  
19 stored and/or destroyed in accordance with agency policies.

- 20 • **BLM** – *These policies can be found at*  
21 *<https://blmspace.blm.doi.net/wo/BLMrec/default.aspx>.*
- 22 • **BLM/NPS** – *IQCS account managers will have an IQCS Delegation of*  
23 *Authority from the certifying official. A Delegation of Authority can be*  
24 *found at <https://www.nifc.gov/IQCS/index.html>.*
- 25 • **FS** – *Forest Service Fire and Aviation Qualifications Guide (FSFAQG) at*  
26 *<https://www.fs.fed.us/fire/publications/>.*
- 27 • **BIA** – *All BIA/Tribal units with Fire Management Programs are required*  
28 *to use IQCS to track all federal emergency responders. Agency*  
29 *Superintendents and Line Officers of Tribal fire programs are considered*  
30 *Certifying Officials pursuant to the definition in the NWCG PMS 310-1. As*  
31 *such, they are responsible for ensuring that agency fire management*  
32 *personnel develop and maintain fire management job qualifications and*  
33 *meet physical fitness standards in accordance with policy and assign*  
34 *personnel to fire suppression, prescribed fire, wildland fire use activities*  
35 *according to qualifications and demonstrated ability. They are responsible*  
36 *for entering and maintaining employee fire qualifications in the IQCS.*  
37 *Agency Superintendents and Line Officers of Tribal Fire Programs who*  
38 *choose Delegation of Authority of the Certifying Official role must do so in*  
39 *writing, utilizing the Delegation of Authority form found on the IQCS*  
40 *website at <https://www.nifc.gov/IQCS/index.html>.*

**1 Certification of Non-Agency Personnel**

2 Non-agency firefighters will be certified by state or local fire departments, or  
3 private training providers approved by a Memorandum of Understanding  
4 (MOU) through their local GACC. Agencies will not assist in the  
5 administration, or sponsor the Work Capacity Test (WCT), as the certifying  
6 agency.

**7 Incident Qualification Card**

8 The Agency Administrator (or delegate) is responsible for annual certification of  
9 all agency and Administratively Determined (AD) personnel serving on wildfire,  
10 prescribed fire, and all hazard incidents. This responsibility includes monitoring  
11 medical status, fitness, training, performance, and ensuring the responder meets  
12 all position performance requirements.

13 Training, medical screening, and successful completion of the appropriate WCT  
14 must be accomplished and documented. All Incident Qualification Cards issued  
15 to agency employees, with the exception of Emergency Firefighter (EFF-paid or  
16 temporary employees at the FFT2 level), will be printed using the IQCS.  
17 Incident Qualification Cards issued to EFF or temporary employees at the FFT2  
18 level may be printed without use of the IQCS.

19 Each agency will designate employees at the national, regional/state, and local  
20 levels as Fire Qualifications Administrators, who ensure all incident experience,  
21 incident training, and position Task Books for employees within the agency are  
22 accurately recorded in the IQCS. All records must be updated annually or  
23 modified as changes occur.

24 • **BLM** – *BLM Recertification Policy: If an employee (including an agency-*  
25 *sponsored AD) has lost currency in a position, the employee is converted to*  
26 *trainee status for that position. In order to regain full qualification for the*  
27 *position, the employee must demonstrate the ability to perform in the*  
28 *position as determined by the Certifying Official. Prior to recertification,*  
29 *the employee must:*

- 30 ○ *Complete the BLM Recertification Evaluation found at*  
31 *[https://www.nifc.gov/training/trainingBLM\\_main.html](https://www.nifc.gov/training/trainingBLM_main.html).*
- 32 ○ *Complete one or more evaluation assignments.*
- 33 ○ *Complete any additional requirements as determined by the Certifying*  
34 *Official (e.g., additional assignments and/or courses).*

35 **NOTE:** *This policy only applies to positions for which a task book is*  
36 *required.*

37 • **BLM** – *State Fire Management Officers will certify Position Task Books*  
38 *and Incident Qualification Cards for Area Command and Type 1 Command*  
39 *and General Staff positions.*

40 • **NPS** – *Certification for Area Command and Type 1 Command and General*  
41 *Staff (C&GS) position task books will be done at the national office level;*  
42 *Type 2 C&GS, and any position task books issued to park fire management*

- 1        *officers will be certified at the regional office level. All other position task*  
2        *books may be certified at the local unit level.*
- 3        • **NPS** – *It is NPS policy that two or more assignments be accomplished after*  
4        *completing a Position Task Book, and receiving certification, before an*  
5        *individual begins movement to the next higher level.*
  - 6        • **FS** – *Refer to FSH 5109.17, chapter 10, and the FSFAQG.*
  - 7        • **BIA** – *All personnel sponsored by BIA/Tribal units are required to have an*  
8        *Incident Qualification Card.*

#### 9        **Incident Qualification Card Expiration Dates**

- 10       Incident Qualification Cards for responders that possess qualifications requiring  
11       Work Capacity Tests (WCT) and the Annual Fireline Safety Refresher Training  
12       course (RT-130) are valid through the earliest expiration date (either fitness or  
13       refresher) listed on the card. Incident Qualification Cards for responders that  
14       possess qualifications that do not require WCT or RT-130 for issuance are valid  
15       for 12 months from the date the card is signed by a certifying official.
- 16       • **FS** – *The WCT is considered effective for 13 months from the date passed.*  
17       *If an employee is on an emergency assignment on the date their*  
18       *WCT/refresher expires, they will complete their assignment including any*  
19       *extensions. Upon return to their duty station, they must complete the*  
20       *WCT/refresher and acquire a new Incident Qualification Card prior to*  
21       *accepting any new assignments.*

#### 22       **Universal Training Requirements**

- 23       All personnel filling NWCG recognized positions on the fireline must have  
24       completed:
- 25       • S-130 Firefighter Training (including the required field exercises);
  - 26       • S-190 Introduction to Wildland Fire Behavior;
  - 27       • L-180 Human Factors on the Fireline;
  - 28       • ICS-100 Introduction to ICS; and
  - 29       • IS-700A NIMS: An Introduction (or current version).

#### 30       **Annual Fireline Safety Refresher Training**

- 31       Annual Fireline Safety Refresher Training is required for those positions  
32       identified in the NWCG 310-1. Annual Fireline Safety Refresher Training must  
33       include the following core components:
- 34       • **Entrapment Avoidance** – Use training and reference materials (e.g.,  
35       LCES, Standard Firefighting Orders, Watch Out Situations, Wildfire  
36       Decision Support System (WFDSS) direction, Fire Management Plan  
37       priorities) to study the risk management process as identified in the *Incident*  
38       *Response Pocket Guide* (IRPG) as appropriate to the participants;
  - 39       • **Current Issues** – Review and discuss current topics which could be based  
40       on the new modules or areas of concern identified by your agency or

- 1 geographic area. Review forecasts and assessments for the upcoming fire  
2 season and discuss implications for firefighter safety;
- 3 • **Fire Shelter** – Review and discuss last resort survival including escape and  
4 shelter deployment site selection. Conduct “hands-on” fire shelter  
5 inspections. Practice shelter deployments in applicable crew/module  
6 configurations (wearing fireline personal protective equipment during fire  
7 shelter practice can enhance the learning experience for students); and
  - 8 • **Other Hazards and Safety Issues** – Choose additional hazard and safety  
9 subjects, which may include SAFENET, current safety alerts, site/unit-  
10 specific safety issues and hazards.

11 These core components must be sufficiently covered to ensure that personnel are  
12 aware of safety concerns and procedures and can demonstrate proficiency in fire  
13 shelter deployment. The minimum refresher training hour requirements for each  
14 agency is identified below. Training time may be extended in order to  
15 effectively complete this curriculum or to meet local training requirements.

- 16 • **BLM/BIA** – 4 hours.
- 17 • **NPS/FWS/FS** – No minimum hourly requirement; core topics as shown  
18 above will be covered.

19 The Annual Fireline Safety Refresher Training course (RT-130) is not a self-  
20 study course. Minimum requirements have been established for instructors for  
21 Annual Fireline Safety Refresher Training. These requirements will ensure that  
22 an appropriate level of expertise and knowledge is available to facilitate  
23 refresher training exercises and discussions.

- 24 • Lead instructors must be a qualified single resource boss.
- 25 • Unit instructors must be a qualified firefighter type one (FFT1).
- 26 • Adjunct instructors may be utilized to provide limited instruction in  
27 specialized knowledge and skills at the discretion of the lead instructor.  
28 They must be experienced, proficient and knowledgeable of current issues  
29 in their field of expertise.
- 30 • All instructors will need the knowledge and skills to utilize current  
31 educational technology as it relates to the Wildland Fire Safety Training  
32 Annual Refresher (WFSTAR) website, such as video streaming,  
33 downloading interactive videos, and use of mobile applications and devices.

34 For additional information please refer to the current *NWCG Field Manager's*  
35 *Course Guide* (PMS 901-1) at <https://www.nwcg.gov/publications/901-1>.

36 Annual Fireline Safety Refresher training will have a 12-month currency.

- 37 • **FS** – *Forest Service employees have a 13-month currency requirement for*  
38 *Annual Fireline Safety Refresher training.*

39 Firefighters who receive initial fire training are not required to take Annual  
40 Fireline Safety Refresher Training in the same calendar year. A website,

- 1 <https://www.nifc.gov/wfstar/index.html>, titled *Wildland Fire Safety Training*  
2 *Annual Refresher (WFSTAR)*, is available to assist in this training.  
3 Entrapment avoidance and deployment protocols are identified in the *Incident*  
4 *Response Pocket Guide (IRPG)* (PMS 461/NFES 1077). The guide contains a  
5 specific “Risk Management Process” and “Last Resort Survival Checklist.”  
6 • **BLM** – *The “Do What’s Right” training is required annual training but is*  
7 *not a prerequisite for issuance of an Incident Qualification Card.*

## 8 **Medical Examinations**

9 Agency Administrators and supervisors are responsible for the occupational  
10 health and safety of their employees performing wildland fire activities, and may  
11 require employees to take a medical examination at any time.

- 12 • **BLM/NPS/FWS/BIA** —*An employee may be required to take a medical*  
13 *examination whenever there is a reasonable concern, based on objective*  
14 *evidence, about the employee’s continued capacity to meet any of the*  
15 *physical or medical requirements of the position. Such an examination may*  
16 *be ordered for instances of job-related injuries/illnesses and for those that*  
17 *are not job-related. Supervisors should contact their Servicing Human*  
18 *Resource Office and Wildland Fire Safety Program Manager for assistance*  
19 *with preparing the memorandum for requiring a medical examination. The*  
20 *DOI MSP Program Management will review the memorandum before*  
21 *issuance to the employee.*  
22 • **FS** – *See the USFS WCT Implementation Guide at*  
23 *[www.fs.fed.us/fire/safety/wct/wct\\_index.html](http://www.fs.fed.us/fire/safety/wct/wct_index.html) as well as the eMedical*  
24 *website at <https://www.fs.fed.us/fire/safety/wct/MQP.index.html>.*

25 Established medical qualification programs, as stated in 5 CFR 339, provide  
26 consistent medical standards for arduous positions in order to safeguard the  
27 health of employees whose work may subject them or others to significant  
28 health and safety risks due to occupational or environmental exposure or  
29 demand.

30 Any employee with an active worker’s compensation (OWCP) case or other  
31 physical or medical limiting factors/restrictions that preclude them from fully  
32 performing the activities of an arduous position must disclose this as part of the  
33 self-certification or medical examination process.

34 Information on any medical records is considered confidential and must be kept  
35 in the employee’s medical file.

### 36 **Arduous Fitness Level – Department of Interior Wildland Firefighter** 37 **Medical Standards Program (DOI MSP)**

38 Per Office of Wildland Fire (OWF) Policy Memorandum 2016-014, “All  
39 employees (incumbents and applicants) must take an examination meeting  
40 Federal Interagency Wildland Fire Medical Standards every three years

1 regardless of employment status and hiring authority, including emergency  
2 firefighters (Administratively Determined – AD/casual hires) and collateral duty  
3 firefighters who participate in arduous duty wildland fire activities. An  
4 examination taken and successfully cleared in accordance with the DOI MSP  
5 direction is required prior to participating in the Arduous Duty Work Capacity  
6 Test (Pack Test), performing arduous duty, wildland fire duties, or any agency  
7 sanctioned physical fitness training to prepare for these duties. In the years  
8 between the periodic examinations, an employee will self-certify their medical  
9 concerns and risk in taking the Work Capacity Test.” Information regarding the  
10 DOI MSP can be obtained from agency Wildland Fire Safety Program Manager  
11 and at [https://www.nifc.gov/medical\\_standards/](https://www.nifc.gov/medical_standards/).

12 If diagnostic testing beyond what is required by the DOI MSP is needed to  
13 determine medical qualification, agency approval is required before the tests are  
14 conducted. If the agency approves a request for further testing, the agency is  
15 responsible for payment. Additional testing or treatment carried out without  
16 prior approval shall be at the individual’s expense.

17 If a Department of the Interior arduous duty wildland firefighter (WLFF)  
18 develops a change in medical status (injury or illness) between periodic medical  
19 exams or self-certifications that prevents them from performing arduous duty,  
20 the WLFF is required to report this change to his/her supervisor and/or report it  
21 at the time of the next medical exam or self-certification.

- 22 • **NPS** – *NPS Law Enforcement Rangers who are collateral duty wildland*  
23 *firefighters will have their LE medical exam results reviewed against the*  
24 *Federal Interagency Wildland Firefighter Medical Standards for medical*  
25 *qualification determination. If a determination of Not Cleared is made, the*  
26 *DOI MSP Risk Mitigation/Waiver process will be used.*
- 27 • **NPS** – *Medical clearance must be entered into IQCS.*
- 28 • **FWS** – *Periodicity requirements for Refuge law enforcement examinations*  
29 *will be applied to arduous duty wildland fire positions. Law enforcement*  
30 *officers wishing to perform in NWCG PMS 310-1 or USFWS agency-*  
31 *specific wildland fire positions with an arduous fitness requirement must*  
32 *pass the arduous work capacity test on an annual basis. The HSQ will be*  
33 *used for off exam years prior to arduous work capacity testing.*
- 34 • **FS** – *Refer to current agency direction at*  
35 *[https://www.fs.fed.us/fire/safety/wct/wct\\_index.html](https://www.fs.fed.us/fire/safety/wct/wct_index.html).*
- 36 • **BIA** – *Refer to agency specific standards located at*  
37 *[https://www.nifc.gov/medical\\_standards/](https://www.nifc.gov/medical_standards/).*
- 38 • **BIA** – *BIA structural firefighters may submit a completed NFPA exam that*  
39 *includes all of the DOI MSP exam requirements for RMO review against*  
40 *the Federal Interagency Wildland Firefighter Medical Standards for*  
41 *wildland fire medical qualification.*



1 **Medical Exam Process for Light and Moderate Fitness Levels**

2 This section applies to employees who are only required to complete the WCT  
3 at the light or moderate fitness level.

4 If any qualifying answer is indicated on the HSQ, a medical examination is  
5 required prior to the employee taking the WCT.

6 Medical examinations will be performed utilizing the *Certificate of Medical*  
7 *Exam, U.S. Office of Personnel Management OF-178*. Stress EKGs are not  
8 required as part of the medical examination and will only be approved if  
9 recommended and administered by the medical examining physician. Cost for  
10 exams will be borne by the home unit. If medical findings during exam require  
11 further evaluation, then the cost of any further evaluation or treatment is borne  
12 by the employee/applicant. Costs for additional tests specifically requested by  
13 the agency will be borne by the home unit.

- 14 • **FS** – *Medical exams will be paid from a Washington Office fund code.*  
15 *Additional specialized testing other than the tests listed on the OF-178 will*  
16 *not be covered by the Forest Service.*

17 If the SHRO or FMO has a direct concern about an employee's/applicant's  
18 capacity to meet the physical or medical requirements of a position, the agency  
19 may require the employee/applicant to report for a specific medical evaluation.  
20 For more information, contact your SHRO or agency Wildland Fire Safety  
21 Program Manager.

22 The examining physician will submit the completed OF-178 (and applicable  
23 supplements) to the employee's servicing human resources office, where it will  
24 be reviewed and retained in the employee's medical file.

- 25 • **BLM/NPS** – *Standards for medical examinations using the OF-178 for*  
26 *light and moderate positions are available.*  
27 *[https://www.nifc.gov/medical\\_standards/](https://www.nifc.gov/medical_standards/).*
- 28 • **NPS** – *The law enforcement medical exam for NPS rangers, who are*  
29 *collateral duty wildland firefighters, will suffice for arduous, moderate, and*  
30 *light fitness level clearance.*
- 31 • **FWS** – *Periodicity requirements for Refuge law enforcement examinations*  
32 *will be applied to light or moderate. Law enforcement officers wishing to*  
33 *perform in NWCG PMS 310-1 or USFWS agency-specific wildland fire*  
34 *positions with a light or moderate fitness requirement must pass the*  
35 *appropriate level work capacity test on an annual basis. The HSQ will be*  
36 *used for off exam years prior to light or moderate work capacity testing.*
- 37 • **FS** – *The completed OF-178 is submitted to the Reviewing Medical Officer*  
38 *for the Agency to review and medically clear.*
- 39 • **BIA** – *Individuals who opt out of the DOI MSP at the arduous level will be*  
40 *required to complete a Fitness for Duty exam prior to participating in a*  
41 *WCT at a lower fitness level.*

1 **Health Screen Questionnaire (HSQ)**

2 Title 5 CFR Part 339 – Medical Qualification Determinations, which provides a  
 3 determination of an individual’s fitness-for-duty, authorizes solicitation of this  
 4 information.

5 The approved OMB Health Screen Questionnaire (HSQ) may be found at  
 6 [https://www.fs.fed.us/fire/safety/wct/FS\\_5100\\_31%20exp2019\\_2.pdf](https://www.fs.fed.us/fire/safety/wct/FS_5100_31%20exp2019_2.pdf).

7 The information on the HSQ is considered confidential and once reviewed by  
 8 the test administrator/coordinator to determine if the WCT can be administered,  
 9 it must be kept in the employee’s medical file (EMF). This file may only be  
 10 viewed by Human Resource Management (HRM) or Safety personnel.

- 11 • **FS** – *HSQ’s are NOT to be done at the WCT site. They are to be completed*  
 12 *at least 4 weeks before taking the WCT unless in an emergency hire*  
 13 *situation. Further direction can be found in the USFS WCT Implementation*  
 14 *Guide at [www.fs.fed.us/fire/safety/wct/wct\\_index.html](http://www.fs.fed.us/fire/safety/wct/wct_index.html).*

15 **Work Capacity Tests**16 **Work Capacity Test (WCT) Categories**

17 The NWCG *National Incident Management System: Wildland Fire*  
 18 *Qualification System Guide* (PMS 310-1) identifies fitness levels for specific  
 19 positions. There are three fitness levels—Arduous, Moderate, and Light—which  
 20 require an individual to demonstrate their ability to perform the fitness  
 21 requirements of the position. Positions in the “no fitness level required” category  
 22 are normally performed in a controlled environment, such as an incident base.

23 Law Enforcement physical fitness standard is accepted as equivalent to a “light”  
 24 WCT work category.

25 **Work Capacity Test Categories**

WCT Category	Distance	Weight	Time
<b>Arduous Pack Test</b>	3 miles	45 lb	45 min
<b>Moderate Field Test</b>	2 miles	25 lb	30 min
<b>Light Walk Test</b>	1 mile	None	16 min

- 26 • **Arduous** – Duties involve field work requiring physical performance with  
 27 above average endurance and superior conditioning. These duties may  
 28 include an occasional demand for extraordinarily strenuous activities in  
 29 emergencies under adverse environmental conditions and over extended  
 30 periods of time. Requirements include running, walking, climbing, jumping,  
 31 twisting, bending, and lifting more than 50 pounds; the pace of the work  
 32 typically is set by the emergency conditions.
- 33 • **Moderate** – Duties involve field work requiring complete control of all  
 34 physical faculties and may include considerable walking over irregular

1 ground, standing for long periods of time, lifting 25 to 50 pounds, climbing,  
2 bending, stooping, twisting, and reaching. Occasional demands may be  
3 required for moderately strenuous activities in emergencies over long  
4 periods of time. Individuals usually set their own work pace.

- 5 • **Light** – Duties mainly involve office type work with occasional field  
6 activity characterized by light physical exertion requiring basic good health.  
7 Activities may include climbing stairs, standing, operating a vehicle, and  
8 long hours of work, as well as some bending, stooping, or light lifting.  
9 Individuals can usually govern the extent and pace of their physical activity.

#### 10 **Work Capacity Test (WCT) Administration**

11 The Work Capacity Test (WCT) is the official method of assessing wildland  
12 firefighter fitness levels. General guidelines can be found in the *Work Capacity*  
13 *Tests for Wildland Firefighters, Test Administrator's Guide* (PMS 307, NFES  
14 1109).

- 15 • **FS** – For FS direction on WCT administration, refer to the USFS WCT  
16 *Implementation Guide* at [www.fs.fed.us/fire/safety/wct/wct\\_index.html](http://www.fs.fed.us/fire/safety/wct/wct_index.html).

17 WCT Administrators must ensure that WCT participants have been medically  
18 cleared, either through the HSQ, Wildland Firefighter Medical Qualification  
19 Standards, or agency specific medical examination.

20 At a minimum, WCTs are administered annually to all employees, including  
21 AD/EFF who will be serving in wildland fire positions that require a fitness  
22 level. The currency for the WCT is 12 months.

- 23 • **FS** – Currency for WCT is 13 months.

24 The WCT results shall be documented on the WCT Record available online as  
25 Appendix Q at [https://www.nifc.gov/policies/pol\\_ref\\_redbook.html](https://www.nifc.gov/policies/pol_ref_redbook.html). The WCT  
26 Record captures information that is covered under the Privacy Act and should be  
27 maintained in accordance with agency Freedom of Information Act (FOIA)  
28 guidelines.

29 Administration of the WCT of non-federal firefighters is prohibited for liability  
30 reasons. Potential emergency firefighters who would be hired under Emergency  
31 Hire authority by the agency must be in AD pay status or sign an agency-  
32 specific volunteer services agreement prior to taking the WCT.

33 A Job Hazard Analysis (JHA) or Risk Assessment (RA) shall be developed and  
34 approved for each field unit prior to administering the WCT. Administer the  
35 test using the JHA/RA as a briefing guide.

- 36 • **BLM** – A risk assessment shall be developed and approved for each field  
37 unit prior to administering the WCT.
- 38 • **BIA** – A RA shall be developed and approved for each field unit prior to  
39 administering the WCT. A RA for the WCT can be found at  
40 <https://www.bia.gov/nifc/safety/WildlandFireRiskAssessment/index.htm>.

- 1 The local unit shall prepare a medical response plan (such as an ICS-206 form),  
2 evaluate options for immediate medical care and patient transport, and identify  
3 closest emergency medical services. A minimum of a qualified Medical First  
4 Responder/Emergency Medical Responder (EMR) must be on site during WCT  
5 administration. Based upon a thorough evaluation of potential medical treatment  
6 and evacuation scenarios, a higher level of on-site emergency medical  
7 qualifications and equipment may be warranted (e.g., Emergency Medical  
8 Technician (EMT) or paramedic).
- 9 An Automatic External Defibrillator (AED) is required on-site during all WCTs.
- 10 Personnel taking the WCT will only complete the level of testing (Pack, Field,  
11 Walk) required by the highest fitness level identified for a position on their  
12 Incident Qualification Card. Employees shall not take the WCT unless they have  
13 an Incident Qualification Card qualification that requires it, and only at the  
14 fitness level required by that position as identified in the NWCG 310-1 or  
15 agency-specific guidance or policy.
- 16 Treadmills are not approved for Work Capacity Testing.
- 17 WCT results must be entered into the IQCS annually to update the fitness level  
18 and date that will appear on the Incident Qualification Card. WCT dates entered  
19 in IQCS will reflect the date the employee passed the fitness test. The results of  
20 the most recent WCT will always supersede the results of any previous WCT,  
21 even if previous WCTs were within the currency period.
- 22 • *NPS/FWS – Law Enforcement Officers are required to provide a copy of*  
23 *the medical clearance for verification and tracking purposes to the*  
24 *appropriate incident qualifications and certifications system (IQCS)*  
25 *account manager. Account managers will reflect the appropriate*  
26 *examination type and currency for the Law Enforcement Officer*  
27 *examinations in the physical examinations portion of the IQCS system.*
  - 28 • *FS – Failed or not completed WCT attempts are to be entered into the*  
29 *eMedical system by the HSQ Coordinator.*

### 30 **Work Capacity Test – Retesting**

- 31 Those who do not pass the WCT will be provided another opportunity to retest.  
32 Employees will have to wait at least 48 hours before retaking the WCT. If an  
33 employee sustains an injury (verified by a licensed medical provider) during a  
34 test, the test will not count as an attempt. Once an injured employee has been  
35 released for full duty, the employee will be given time to prepare for the test (not  
36 to exceed 4 weeks). The numbers of retesting opportunities that will be allowed  
37 include:
- 38 • Three opportunities total for permanent employees required to pass a test  
39 for duties in the fire program.
  - 40 • One opportunity for temporary employees required to pass a test (a second  
41 chance maybe provided at the discretion of fire management).

- 1 ○ **FS** – Direction can be found in the USFS WCT Implementation Guide
- 2 at [www.fs.fed.us/fire/safety/wct/wct\\_index.html](http://www.fs.fed.us/fire/safety/wct/wct_index.html).
- 3 ○ **BIA** – Employees who fail two WCT's will develop an appropriate
- 4 Physical Fitness Plan with their supervisors to ensure accountability
- 5 before the 3rd test is administered.
- 6 ○ **BIA** – Temporary Employees- A second test may be authorized by the
- 7 local unit after 14 days to allow the individual to train for the WCT. A
- 8 failed second test will result in a 90 day suspension without additional
- 9 testing during that period.

## 10 Physical Fitness

### 11 Physical Fitness and Conditioning

12 Agency Administrators are responsible for ensuring the overall physical fitness  
13 of firefighters. Employees serving in wildland fire positions that require a fitness  
14 rating of arduous as a condition of employment are authorized one hour of duty  
15 time each work day for physical fitness conditioning. Employees serving in  
16 positions that require a fitness rating of moderate or light may be authorized up  
17 to three hours per week.

- 18 • **BLM** – See Chapter 2 for physical fitness conditioning requirements.

19 Fitness conditioning periods may be identified and structured to include aerobic  
20 and muscular exercises. Team sports are not authorized for fitness conditioning.  
21 Chapters 5, 6, 7, 8, and 9 and Appendices F, G, and H of *Fitness and Work*  
22 *Capacity 2009 ed.* (PMS 304-2, NFES 1596) and the Interagency Fire Fitness  
23 Program in the USFS *WCT Implementation Guide* provide excellent guidance  
24 concerning training specifically for the pack test, aerobic fitness programs, and  
25 muscular fitness training. <https://www.nifc.gov/FireFit/index.htm>

- 26 • **NPS** – A fitness plan is required for all NPS personnel participating in a  
27 fitness program (DO-57). For health and fitness purposes, those who are  
28 fire-qualified at less than the arduous fitness level are not required to meet  
29 the mandatory fitness program requirements of DO-57 for wildland fire  
30 management. They are strongly encouraged to participate in the voluntary  
31 fitness program, and must still meet physical fitness/work capacity  
32 requirements as outlined in the *Wildland Fire Qualifications System Guide*  
33 (310-1) for positions with Moderate and Light fitness requirements.
- 34 • **FWS** – Refer to Chapter 4, Physical Fitness and Conditioning.
- 35 • **FS** – Forest Service direction is found in FSH 5109.17 and the FSFAQG.  
36 NFFE Partnership bargaining unit employees may only be required to  
37 successfully complete the WCT once per year.
- 38 • **BIA** – Physical Fitness plan must have supervisor's approval.

1 **Minimum Age Requirements for Hazardous Duty Assignments on Federal**  
2 **Incidents**

3 Persons under 18 years old will not perform hazardous duties during wildland  
4 fire management operations on federal jurisdictions.

5 **Engine Modules**

6 Staffing levels and specific requirements for engine personnel may be found in  
7 Chapter 14, Firefighting Equipment.

8 **Helicopter Modules**

9 Staffing levels and specific requirements for helicopter personnel may be found  
10 in Chapter 16, Aviation.

11 **Smokejumpers (SMKJ)**

12 Smokejumpers provide professional and effective fire suppression, fuels  
13 reduction, and fire management services to help land managers meet objectives.

14 **Smokejumper Policy**

15 Smokejumper operations are guided by direction in the interagency section of  
16 the *Interagency Smokejumper Operations Guide (ISOG)*.

17 Each base will comply with smokejumper operations standards. The arduous  
18 duties, specialized assignments, and operations in a variety of geographic areas  
19 require smokejumpers to have uniform training, agency approved equipment,  
20 communications, organization, and operating procedures.

21 **Smokejumper Communications**

22 All smokejumpers carry programmable radios and are proficient in their use and  
23 programming procedures.

24 **Smokejumper Training**

25 To ensure proficiency and safety, smokejumpers complete annual training that  
26 covers aspects of aviation, parachuting, fire suppression tactics, administrative  
27 procedures, and safety related to the smokejumper mission and fire operations.

28 The training program for first-year smokejumpers is four weeks long.

29 Candidates are evaluated to determine:

- 30 • Level of physical fitness;
- 31 • Ability to learn and perform smokejumper skills;
- 32 • Ability to work as a team member;
- 33 • Attitude; and
- 34 • Ability to think clearly and remain productive in a stressful environment.

1 **Smokejumper Target Qualifications**

Position	IQCS Target	Smokejumper Training Target
Department Managers	T1 and T2 C&G	
Spotter	ICT3, DIVS, ATGS RXB2, SOFR	
Lead Smokejumper	STLD, TFLD	Senior Rigger, FOBS
Smokejumper	ICT4, CRWB, FIRB	FEMO
Rookie Smokejumper	ICT5, FFT1	

2 **Smokejumper Medical Standards**

- 3 Smokejumper medical standards are the same as the Federal Interagency  
 4 Wildland Firefighter Medical Standards-Arduous Duty Wildland Firefighter.

5 **USFS Smokejumper Physical Fitness Standards**

6 The national minimum standards for smokejumpers are:

- 7 • 1.5 mile run in 11:00 minutes or less;  
 8 • 45 sit-ups;  
 9 • 25 pushups;  
 10 • 7 pull-ups;  
 11 • 110 lb. pack-out over 3 miles/level terrain/90 minutes\*; and  
 12 • Successful completion of the WCT at the arduous level.

13 \*This element is tested during Smokejumper Rookie Training.

- 14 ○ *BLM – Refer to Chapter 2 for physical fitness standards.*

15 **Interagency Hotshot Crews (IHC)**

16 Interagency Hotshot Crews provide an organized, mobile, and skilled hand crew  
 17 for all phases of wildfire suppression. IHCs are comprised of 18-22 firefighters  
 18 and are used primarily for wildfire suppression, fuels reduction, and other fire  
 19 management duties. IHC’s are capable of performing self-contained initial  
 20 attack suppression operations, and commonly provide incident management  
 21 capability at the Type 3 or 4 levels.

22 **IHC Policy**

23 IHC standards provide consistent planning, funding, organization, and  
 24 management of the agency IHCs. The sponsoring unit will ensure compliance  
 25 with the established standards. The arduous duties, specialized assignments, and  
 26 operations in a variety of geographic areas required of IHCs dictate that training,  
 27 equipment, communications, transportation, organization, and operating  
 28 procedures are consistent for all agency IHCs.

29 As per agency policy, all IHCs will be managed under the *Standards for*  
 30 *Interagency Hotshot Crew Operations (SIHCO)*.

- 1 • **BLM/NPS** – *BLM Preparedness Review Checklist #18 (Hotshot Crew)*
- 2 *supersedes the checklist found in the SIHCO.*
- 3 • **BLM** – *Additional guidance for BLM IHCs is contained in Chapter 2.*
- 4 • **BIA** – *IHC Superintendent and Assistant Superintendent are required to*
- 5 *have the additional qualification of IHCS and/or IHCA on their Red Card*
- 6 *prior to mobilization. Additional information regarding this standard can*
- 7 *be found in the Federal Wildland Fire Qualifications Supplement at*
- 8 *<https://www.nwcg.gov/publications/310-1>.*

#### 9 **IHC Certification**

- 10 The process for IHC certification is found in the *Standards for Interagency*
- 11 *Hotshot Crew Operations (SIHCO)*.

#### 12 **Annual Crew Pre-Mobilization Process**

- 13 The superintendent of crews holding IHC status the previous season are required
- 14 to complete the Annual IHC Mobilization Checklist (*SIHCO*, Appendix C) and
- 15 send the completed document to the local GACC prior to making the crew
- 16 available for assignment each season.

#### 17 **Annual IHC Readiness Review**

- 18 On an annual basis the superintendent of crews holding IHC status the previous
- 19 season are required to complete the Annual IHC Preparedness Review (*SIHCO*
- 20 Appendix B). This process is designed to evaluate crew preparedness and
- 21 compliance with *SIHCO*. The annual review will be conducted while the crew is
- 22 fully staffed and operational. The review is not required prior to a crew being
- 23 made available for incident assignment at the beginning of their availability
- 24 period. When a review document is completed, the document is kept on file at
- 25 the local (host) unit fire management office.

#### 26 **IHC Organization**

- 27 Individual crew structure will be based on local needs using the following
- 28 standard positions: Superintendent, Assistant Superintendent, Squad Leader,
- 29 Skilled Firefighter, and Crewmember.

- 30 • **BLM** – *IHCs have the option of traveling with 25 personnel when on*
- 31 *incident assignments.*
- 32 • **NPS** – *IHCs have the option of traveling with 22 personnel when on*
- 33 *incident assignments as authorized by the sending or receiving unit.*

- 34 When traveling by charter aircraft, IHC's should be prepared to take no more
- 35 than 20 personnel, unless they receive approval via normal dispatch channels.

#### 36 **IHC Availability Periods**

- 37 IHCs will have minimum availability periods as defined in the *SIHCO*.
- 38 Availability periods may exceed the required minimum availability period. The
- 39 Crew Superintendent will inform the local supervisor and the GACC of any
- 40 changes in the crew's availability.



1 **National IHC Status Reporting System**

2 IHCs will report status through the National IHC Status Reporting System. IHC  
 3 superintendents will regularly update the system with any change in crew status  
 4 and/or current utilization when on assignment.

5 IHCs may report status by three methods:

- 6 • Via e-mail to BLM\_FC\_Crews@blm.gov (preferred method);
- 7 • Via the internet to the Hotshot Status submission form (link available from  
 8 the Crew page of the NICC website); or
- 9 • Contacting the NICC Crew Desk at 208-387-5400.

10 **IHC Communications**

11 IHCs will provide a minimum of eight programmable multi-channel radios per  
 12 crew as stated in the *SIHCO*.

13 **IHC Transportation**

14 Crews will be provided adequate transportation. The number of vehicles used to  
 15 transport a crew should not exceed five. All vehicles must adhere to the certified  
 16 maximum Gross Vehicle Weight (GVW) limitations.

17 **Other Hand Crews**

18 **Policy**

19 All crews must meet minimum crew standards as defined below as well as any  
 20 additional agency, state, or contractual requirements. Typing will be identified at  
 21 the local level with notification made to the local GACC.

22 **Minimum Crew Standards for National Mobilization**

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2
<b>Fireline Capability</b>	Initial Attack – Can be broken up into squads, fireline construction, complex firing operations (backfire)	Initial Attack – Can be broken up into squads, fireline construction, firing to include burnout	Initial Attack – fireline construction, firing as directed
<b>Crew Size</b>	18-22	18-20	18-20

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2
<b>Leadership Qualifications</b>	Permanent Supervision Supt: TFLD, ICT4, FIRB Asst Supt: STCR or TFLD and CRWB, ICT4 3 Squad Leaders: CRWB <sup>1</sup> and ICT5 2 Senior Firefighters: FFT1	Crew Boss: CRWB 3 Squad Bosses: ICT5	Crew Boss: CRWB 3 Squad Bosses: FFT1
<b>Language Requirement</b>	All senior leadership including Squad Leaders and higher must be able to read and interpret the language of the crew as well as English.	Same as Type 1	Same as Type 1
<b>Experience</b>	80% 1 season	60% 1 season	20% 1 season
<b>Full Time Organized Crew</b>	Yes (work and train as a unit 40 hrs per week)	No	No
<b>Communications</b>	8 programmable radios	4 programmable radios	4 programmable radios
<b>Sawyers</b>	4 agency certified as FAL2 and 50% of crew certified as FAL3 or better.	3 agency qualified	None
<b>Training</b>	As required by the <i>SIHCO</i> or agency policy prior to assignment	Basic firefighter training and/or annual firefighter safety refresher prior to assignment	Basic firefighter training and/or annual firefighter safety refresher prior to assignment
<b>Logistics</b>	Crew level agency purchasing authority	No purchasing authority	No purchasing authority
<b>Maximum Weight</b>	5,300 lbs	5,300 lbs	5,300 lbs
<b>Dispatch Availability</b>	Available nationally	Available nationally	Variable
<b>Production Factor</b>	1.0	.8	.8
<b>Transportation</b>	Own transportation	Transportation needed	Transportation needed
<b>Tools and Equipment</b>	Fully equipped	Not equipped	Not equipped

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2
<b>Personal Gear</b>	Arrives with: crew first aid kit, personal first aid kit, headlamp, 1 qt. canteen, web gear, sleeping bag	Same as Type 1	Same as Type 1
<b>PPE</b>	All standard designated fireline PPE	All standard designated fireline PPE	All standard designated fireline PPE
<b>Certification</b>	Must be annually certified by the local host unit Agency Administrator or designee prior to being made available for assignment.	N/A	N/A

<sup>1</sup>CRWB will be required for IHC Squad Leaders on January 21, 2018.

- 1 • **BLM** – for additional standards and certification requirements, refer to
- 2 Chapter 2.

3 **Wildland Fire Modules (WFM)**

4 The primary mission of a WFM is to provide an innovative, safe, highly mobile,  
 5 logistically independent, and versatile fire module with a primary commitment  
 6 to maintain fire’s role as a natural ecological process for wildland fire  
 7 management and incident operations.

8 WFMs are comprised of 7-10 firefighters. The WFM program facilitates the use  
 9 of fire and other management techniques involving planned and unplanned  
 10 wildland fire events. WFMs are highly skilled and versatile fire crews, which  
 11 provide technical and ecological based expertise in the areas of long term  
 12 planning, ignitions, holding, and suppression, and fire effects monitoring. For  
 13 more information please refer to PMS 430: *Interagency Standards for Wildland*  
 14 *Fire Module Operations (ISWFMO)*.

15 **WFM Policy**

16 All WFM operations will be conducted adhering to the *Interagency Standards*  
 17 *for Wildland Fire Module Operations (ISWFMO)*, PMS 430. Sponsoring units in  
 18 conjunction with the appropriate Geographic Area Coordination Center will  
 19 ensure compliance of all WFMs according to the standards set within the  
 20 ISWFMO. The arduous duties, specialized assignments, and operations in a  
 21 variety of geographic areas require WFMs to have uniform training, agency  
 22 approved equipment, communications, organization, and operating procedures.

1 **WFM Types and Certification**  
 2 WFM ready for assignment will be certified as Type 1 WFM (WFM1) or Type  
 3 2 WFM (WFM2). Refer to the *Interagency Standards for Wildland Fire Module*  
 4 *Operations (ISWFMO)* – PMS 430 for additional information.

5 **WFM Availability Periods**  
 6 WFM ready for assignment will be certified as Type 1 WFM (WFM1) or Type  
 7 2 WFM (WFM2). Refer to the *Interagency Standards for Wildland Fire Module*  
 8 *Operations (ISWFMO)* – PMS 430 for additional information.  
 9 WFM ready for assignment will be certified as Type 1 WFM (WFM1) or Type  
 10 2 WFM (WFM2). Refer to the *Interagency Standards for Wildland Fire Module*  
 11 *Operations (ISWFMO)* – PMS 430 for additional information.

11 **WFM Organization**  
 12 Individual module structures vary based on local and agency needs using the  
 13 following standard positions: Module Leader/ Foreman, Assistant Leader/  
 14 Foreman, Lead Firefighter, Senior Firefighter, Crewmember.

15 **Minimum WFM Standards for Interagency Mobilization**

Minimum Standards	Type 1	Type 2
<b>Fireline Capability</b>	Ability to form separate logistically self-sufficient independent groups, fire line construction, complex firing operations(backfire), monitoring, strategic planning, fire reconnaissance, public information.	Monitoring, fireline construction, firing to include burnout.
<b>Crew Size</b>	7-10	7-10
<b>Leadership Qualifications</b>	- Qualifications are not tied to a particular position within the WFM. All modules will have the following qualifications: TFLD, RXB2*, ICT4, CRWB, FIRB, FOBS - Module Lead: TFLD, CRWB - Asst. Module Lead: ICT4, FEMO - 1 Squad Boss: ICT5 - 2 Senior Firefighters: FFT1 *RXB2 (1) could be any of the module members	- Crew Boss: CRWB - 1 Squad Boss: ICT5

Minimum Standards	Type 1	Type 2
<b>Language Requirement</b>	All senior leadership, including Squad Bosses and higher, must be able to read and interpret the language of the crew as well as English.	Same as Type 1
<b>Experience</b>	90% > 1 season	60% > 1 season
<b>Full Time Organized Crew</b>	Yes (work and train as a unit 40 hrs. per week, 90 continuous days)	No
<b>Communications</b>	5 programmable radios	4 programmable radios
<b>Sawyers</b>	2 agency qualified	1 agency qualified
<b>FEMO</b>	2	2 (1 of 2 can be trainee)
<b>Training</b>	As required by the <i>ISWFMO</i> prior to assignment	Basic firefighter training or RT-130 prior to assignment
<b>Medical First Responder Training</b>	Yes	No
<b>Logistics</b>	Multiple crew level agency purchasing authorities	Generally no purchasing authority, may need assistance by incident logistics
<b>Dispatch Availability</b>	Availability determined by sponsoring agency	Availability variable by sponsoring agency
<b>Mobilization Time</b>	Within 2 hours of receipt of resource order when on duty, 8 hours when off duty	Within 24 hours of receipt of resource order.
<b>Transportation</b>	Own transportation	Transportation needed
<b>Tools and Equipment</b>	Fully equipped for each geographic region.	May need assistance by incident logistics
<b>Specialized Digital, Remote Operations, Monitoring, Equipment</b>	Yes	No
<b>Personal Gear</b>	Arrives with: crew First Aid kit, personal first aid kit, headlamp, 1 quart canteen, web gear, sleeping bag	Arrives with: crew First Aid kit, personal first aid kit, headlamp, 1 quart canteen, web gear, sleeping bag
<b>PPE</b>	All standard designated fireline PPE	All standard designated fireline PPE
<b>Certification</b>	Must be annually certified by the Regional or State Office of the host unit Agency Administrator or designee prior to being made available for assignment.	Must complete the mobilization checklist by the local host unit or Agency Administrator or designee prior to being made available for assignment.

- 1 • *BLM* – *BLM WFM*s will meet standards identified in the Interagency
- 2 *Standards for Wildland Fire Module Operations (PMS 430)*. In addition,
- 3 *BLM WFM*s will meet the following requirements:

- 1 ○ *All BLM WFMs will meet the standards for Type 1 WFMs identified in*
- 2 *the Interagency Standards for Wildland Fire Module Operations. Type*
- 3 *2 WFMs will not be formed, sponsored, or stasured in the Resource*
- 4 *Ordering and Status System (ROSS) by BLM units.*
- 5 ○ *Approval from the Assistant Director, Fire and Aviation is required*
- 6 *prior to establishing and/or stasuring new Type 1 WFMs.*
- 7 ○ *Any BLM unit may provide personnel to WFMs sponsored by another*
- 8 *agency. All BLM personnel must meet the standards outlined in the*
- 9 *Interagency Standards for Wildland Fire Module Operations, and the*
- 10 *Interagency Standards for Fire and Fire Aviation Operations.*
- 11 ○ *Units may utilize Type 1 and/or Type 2 WFMs for BLM incidents.*
- 12 *Incident commanders will order the appropriate resource to*
- 13 *accomplish incident objectives.*
- 14 ○ *Fire Suppression Modules and WFMs are separate and distinct*
- 15 *resources. The BLM has established standards for fire suppression*
- 16 *modules in Chapter 2 of this publication. Fire managers and incident*
- 17 *commanders should order the appropriate resource to accomplish*
- 18 *incident objectives.*
- 19 ● *NPS – Modules are coordinated regionally and mobilized/demobilized*
- 20 *through established ordering channels through the GACCs.*

### 21 **Chainsaw Operators and Fallers**

- 22 In 2014, NWCG established faller qualifications in the PMS 310-1. Agencies
- 23 have established additional evaluation and certification requirements:
- 24 ● **BLM/NPS/FWS/BIA** - *Use of the NWCG position task books is required.*
  - 25 *The requirements for final evaluators for each position are as follows:*
  - 26 ○ *The individual tasks required for completion of the FAL3 PTB must be*
  - 27 *evaluated by a qualified FAL2 or FAL1. The Final Evaluator's*
  - 28 *Verification for a FAL3 trainee must be completed by a qualified FAL2*
  - 29 *or FAL1.*
  - 30 ○ *The individual tasks required for completion of the FAL2 PTB must be*
  - 31 *evaluated by a qualified FAL2 or FAL1. The Final Evaluator's*
  - 32 *Verification for a FAL2 trainee must be completed by a qualified FAL1.*
  - 33 ○ *The final certification of all wildfire faller positions will remain the*
  - 34 *responsibility of the IQCS Certifying Official.*
  - 35 ○ *All wildfire saw operation qualifications are maintained through the*
  - 36 *IQCS system and displayed on the Incident Qualification Card.*
  - 37 ■ **BLM** – *The individual tasks required for completion of the FAL1*
  - 38 *PTB must be evaluated by a qualified FAL1. The Final Evaluator's*
  - 39 *Verification for a FAL1 trainee must be completed by a qualified*
  - 40 *FAL1 Evaluator. Each BLM State Fire Management Officer will*
  - 41 *certify and maintain a list of their current FAL1 Evaluators.*
  - 42 ■ **NPS/BIA** – *The individual tasks required for completion of the*
  - 43 *FAL1 PTB must be evaluated by a qualified FAL1. The Final*

- 1                    *Evaluator's Verification for a FAL1 trainee must be completed by*  
2                    *a qualified FAL1.*
- 3                    ■ **FWS** – *Follow evaluator qualification requirements listed in the*  
4                    *FAL1, FAL2, and FAL3 position task books.*
- 5 • **FS** – *Use of the NWCG combined position task book for FAL1, FAL2, and*  
6                    *FAL3 is not authorized for Forest Service use. Forest Service sawyers will*  
7                    *continue to use agency specific certification processes outlined in Forest*  
8                    *Service Manual 2358.*
- 9                    ○ *Sawyers shall not use saws outside the limits of their certification or*  
10                    *qualifications, except during formal evaluation proceedings or under*  
11                    *the immediate supervision of a higher qualified sawyer.*
- 12                    ○ *All sawyers must comply with FS policy and the FSFAQG requirements*  
13                    *for FAL3, FAL2, or FAL1 to operate a chainsaw or crosscut saw on a*  
14                    *wildland fire incident. Requirements include:*
- 15                    ■ *Possess a current first aid and CPR certification (FSH 6709.11,*  
16                    *sec 52.3).*
- 17                    ■ *Initially complete a Nationally Recognized Sawyer Training*  
18                    *Course (Wildland Fire Chain Saws, S-212).*
- 19                    ■ *Completion of a field proficiency evaluation with appropriate saw*  
20                    *operator skill level along with restrictions (if any) noted on their*  
21                    *National Sawyer Certification Card.*
- 22                    ○ *The National Sawyer Certification Card is valid for 3 years and is*  
23                    *subject to review any time prior to expiration. Minimum requirements*  
24                    *for sawyer training and field proficiency reevaluation include:*
- 25                    ■ *Completion of a knowledge refresher (classroom or field) and a*  
26                    *field proficiency evaluation equivalent to the initial evaluation.*
- 27                    ■ *Sawyer Instructors are required to be recertified by instructing at*  
28                    *least one NRSTC or refresher NRSTC every three years.*
- 29                    ○ *FS sawyers may function as evaluators for partner agencies using the*  
30                    *FAL3 and FAL2 position task book.*
- 31                    ○ *Fallers who are certified or recertify after October 1, 2014 will be*  
32                    *required to be certified in progression (i.e., must be FAL3 to be FAL2).*  
33                    *However if the initial evaluation is FAL2 the account manager shall*  
34                    *grant the position competency for FAL3. Those certified initially as*  
35                    *FAL1 will have position competencies for FAL2 and FAL3 granted.*
- 36                    ○ *FS will accept other agency chainsaw certifications on incidents*  
37                    *occurring on FS lands provided they meet NWCG minimum standards.*
- 38                    ○ *FS will accept a transferring employee's faller qualification if it was*  
39                    *certified following the PMS 310-1 standard.*
- 40 • **BIA** – *Use of FAL1, FAL2 and FAL3 PTBs is mandatory and not up to unit*  
41                    *discretion.*

<i>Position Code</i>	<i>Performance Currency</i>	<i>Training Currency</i>	<i>Fitness Level</i>	<i>CPR</i>	<i>First Aid and Bloodborne Pathogens</i>
<i>FAL3</i>	<i>5 years</i>	<i>S-212</i>	<i>Arduous</i>	<i>2 Years</i>	<i>3 Years</i>
<i>FAL2</i>	<i>5 years</i>	<i>S-212</i>	<i>Arduous</i>	<i>2 Years</i>	<i>3 Years</i>
<i>FAL1</i>	<i>3 years</i>	<i>Certification/Recertification</i>	<i>Arduous</i>	<i>2 Years</i>	<i>3 Years</i>

- 1     o   *The FAL1 that needs to be recertified every 3 years may be recertified*
- 2       *by other agencies.*
- 3     o   *BIA will accept other agencies FAL1 credentials upon hire.*
- 4     o   *Emergency Firefighter (AD) Chainsaw Operators – Chainsaw training*
- 5       *is authorized for AD employees who are required to operate chainsaws*
- 6       *for fire suppression or hazardous fuels reduction project work.*
- 7       *Supervisors of Type 2 and Type 2 IA crews who have employees who*
- 8       *operate chainsaws must have emergency medical response capabilities.*
- 9       *The possession of emergency response capabilities can be fulfilled*
- 10      *through one of the following two options: 1) Crews will minimally*
- 11      *possess one or more individuals who are currently certified to*
- 12      *administer CPR and provide first aid. 2) If the crew does not possess*
- 13      *this capability, other provisions must be made by the supervisor to*
- 14      *provide these services while engaged in chainsaw operations.*