

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, *NWCG Standards for Wildland Fire Position Qualifications* (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 at <https://iqcsweb.nwcg.gov/>.

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 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.
- **FWS** – *The Fire Management Handbook*.
- **FS** – *The Forest Service Fire and Aviation Qualifications Guide (FSFAQG)* at <https://www.fs.fed.us/managing-land/fire/publications>.
- **BIA** – Standards can be referenced at <https://www.bia.gov/bia/ots/dfwfm/bwfm>. *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.

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

1 **Qualification and Certification Process**

2 Each unit with fire management responsibilities will establish an Incident
3 Qualification Card qualification and certification process, which may include a
4 qualification and certification committee. In areas cooperating with other
5 federal, state, or local agencies, an interagency qualification and certification
6 committee should be established and include representatives from each unit.

- 7 • *BIA – Regional/Local Unit red card committees will be used to determine*
8 *qualifications and training requirements.*

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

11 The committee:

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

24 **Non-NWCG Agency Personnel Qualifications**

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

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

35 **Non-NWCG Agency Personnel Use on Prescribed Fire**

36 The PMS 310-1 establishes the minimum qualifications for personnel involved
37 in prescribed fires on which resources of more than one agency are utilized—
38 unless local agreements specify otherwise. This guide may be found at
39 <https://www.nwccg.gov/publications/310-1>.

1 Incident Qualifications and Certification System (IQCS)

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

12 Certifying officials have the option to keep employee qualification records as a
13 hard copy file or an electronic file using the IQCS document upload feature.
14 Both options must include proof of all required training, certified position task
15 books, required license/certification and documentation for administrative
16 actions (system overrides from Certifying Officials). Hard copy files will also
17 include current copies of the IQCS Master Record and Incident Qualification
18 Card. All records will be stored and/or destroyed in accordance with agency
19 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://iqcsweb.nwcg.gov/>.*
- 25 • **FS** – *Forest Service Fire and Aviation Qualifications Guide (FSFAQG) at*
26 *<https://www.fs.fed.us/managing-land/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 PMS 310-1. As such,*
31 *they are responsible for ensuring that agency fire management personnel*
32 *develop and maintain fire management job qualifications and meet physical*
33 *fitness standards in accordance with policy and assign personnel to fire*
34 *suppression, prescribed fire, wildland fire use activities according to*
35 *qualifications and demonstrated ability. They are responsible for entering*
36 *and maintaining employee fire qualifications in the IQCS. Agency*
37 *Superintendents and Line Officers of Tribal Fire Programs who choose*
38 *Delegation of Authority of the Certifying Official role must do so in writing,*
39 *utilizing the Delegation of Authority form found on the IQCS website at*
40 *<https://iqcsweb.nwcg.gov/>.*

41 Certification of Non-Agency Personnel

42 Non-agency firefighters will be certified by state or local fire departments, or
43 private training providers approved by a Memorandum of Understanding
44 (MOU) through their local GACC. Agencies will not assist in the

1 administration, or sponsor the Work Capacity Test (WCT), as the certifying
2 agency.

3 **Incident Qualification Card**

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

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

15 Each agency will designate employees at the national, regional/state, and local
16 levels as Fire Qualifications Administrators, who ensure all incident experience,
17 incident training, and position task books for employees within the agency are
18 accurately recorded in the IQCS. All records must be updated annually or
19 modified as changes occur.

- 20 • **BLM** – *BLM Recertification Policy: If an employee (including an agency-*
21 *sponsored AD) has lost currency in a position, the employee is converted to*
22 *trainee status for that position. In order to regain full qualification for the*
23 *position, the employee must demonstrate the ability to perform in the*
24 *position as determined by the Certifying Official. Prior to recertification,*
25 *the employee must:*
 - 26 ○ *Complete the BLM Recertification Evaluation found at*
27 *https://www.nifc.gov/training/trainingBLM_main.html.*
 - 28 ○ *Complete one or more evaluation assignments.*
 - 29 ○ *Complete any additional requirements as determined by the Certifying*
30 *Official (e.g., additional assignments and/or courses).*
 - 31 ○ **NOTE:** *This policy only applies to positions for which a task book is*
32 *required.*
- 33 • **BLM** – *State Fire Management Officers will certify Position Task Books*
34 *and Incident Qualification Cards for Area Command and Type 1 Command*
35 *and General Staff positions.*
- 36 • **NPS** – *Certification for Area Command and Type 1 Command and General*
37 *Staff (C&GS) position task books will be done at the national office level;*
38 *Type 2 C&GS, and any position task books issued to park fire management*
39 *officers will be certified at the regional office level. All other position task*
40 *books may be certified at the local unit level.*
- 41 • **NPS** – *It is NPS policy that two or more assignments be accomplished after*
42 *completing a Position Task Book, and receiving certification, before an*
43 *individual begins movement to the next higher level.*

- 1 • **FWS** – See *Fire Management Handbook* for guidance on qualification
2 recertification.
- 3 • **FS** – Refer to *FSH 5109.17, chapter 10, and the FSFAQG*.
- 4 • **BIA** – *BIA Recertification Policy: If an employee, including an agency-
5 sponsored AD, has lost currency in a position, the employee is converted to
6 trainee status for that position. In order to regain full qualification for the
7 position, the employee must demonstrate the ability to perform in the
8 position as determined by the Certifying Official. Prior to recertification,
9 the employee must:*
 - 10 ○ Complete one or more evaluation assignments.
 - 11 ○ Complete any additional requirements as determined by the Certifying
12 Official (e.g., additional assignments and/or courses).

13 Incident Qualification Card Expiration Dates

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

26 Universal Training Requirements

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

34 Annual Fireline Safety Refresher Training

- 35 Annual Fireline Safety Refresher Training is required for those positions
36 identified in the PMS 310-1 and the *Federal Wildland Fire Qualification
37 Supplement*. Annual Fireline Safety Refresher Training must include the
38 following core components:
- 39 • **Entrapment Avoidance** – Use training and reference materials (e.g.,
40 LCES, Standard Firefighting Orders, Watch Out Situations, Wildfire
41 Decision Support System (WFDSS) direction, Fire Management Plan

- 1 priorities) to study the risk management process as identified in the *Incident*
2 *Response Pocket Guide (IRPG)* as appropriate to the participants;
- 3 • **Current Issues** – Review and discuss current topics which could be based
4 on the new modules or areas of concern identified by your agency or
5 geographic area. Review forecasts and assessments for the upcoming fire
6 season and discuss implications for firefighter safety;
 - 7 • **Fire Shelter** – Review and discuss last resort survival including escape and
8 shelter deployment site selection. Conduct “hands-on” fire shelter
9 inspections. Practice shelter deployments in applicable crew/module
10 configurations (wearing fireline personal protective equipment during fire
11 shelter practice can enhance the learning experience for students); and
 - 12 • **Other Hazards and Safety Issues** – Choose additional hazard and safety
13 subjects, which may include SAFENET, current safety alerts, site/unit-
14 specific safety issues and hazards.

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

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

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

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

38 For additional information please refer to the current *NWCG Standards for*
39 *Course Delivery* (PMS 901-1) at <https://www.nwcg.gov/publications/901-1>.

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

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

- 1 Firefighters who receive initial fire training are not required to take Annual
2 Fireline Safety Refresher Training in the same calendar year. A website,
3 <https://www.nwcg.gov/publications/training-courses/rt-130>, titled *RT-130*
4 *Annual Fireline Safety Refresher Training* is available to assist in this training.
5 Entrapment avoidance and deployment protocols are identified in the *Incident*
6 *Response Pocket Guide (IRPG)* (PMS 461/NFES 1077). The guide contains a
7 specific “Risk Management Process” and “Last Resort Survival Checklist.”
8 • **BLM** – *The “Do What’s Right” training is required annual training but is*
9 *not a prerequisite for issuance of an Incident Qualification Card.*

10 **Medical Examinations**

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

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

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

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

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

38 **Arduous Fitness Level – Department of Interior Wildland Firefighter** 39 **Medical Standards Program (DOI MSP)**

40 Per Office of Wildland Fire (OWF) Policy Memorandum 2016-014, “All
41 employees (incumbents and applicants) must take an examination meeting

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

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

18 **Exam/Self-Certification Periodicity and Changes in Medical Status**

19 A baseline or periodic exam is required every 36-months from the date of the
20 exam regardless of the qualification date. Annual self-certifications between
21 exams must precede the arduous work capacity test by no more than 45 days
22 prior to fitness testing.

23 If a Department of the Interior arduous duty wildland firefighter (WLFF)
24 develops a significant change in medical status between medical exams or self-
25 certifications, the WLFF is required to immediately report this change to his/her
26 supervisor and complete a self-certification. A significant change in medical
27 status is defined as any injury or illness which may prevent performance of
28 arduous duty. It is critical the employee understands the importance of reporting
29 a significant change in medical status and ceasing arduous duty until cleared.
30 Eligibility for compensation or benefit claims may be affected by a failure to
31 report. If a change in medical status for arduous duty firefighters has been
32 reported, it is incumbent on the supervisor to ensure the firefighter ceases to
33 perform arduous duty and if necessary, ensure all arduous duty related
34 qualifications are prevented from being sent to ROSS in IQCS until the
35 employee has been medically cleared to resume arduous duty work.

36 A WLFF must also immediately inform his/her supervisor if they have not
37 completed an exam within the previous 36 months and must not resume arduous
38 duty work until completion of a periodic exam and medical qualification.

- 39 • *NPS – NPS Law Enforcement Rangers who are collateral duty wildland*
40 *firefighters will have their LE medical exam results reviewed against the*
41 *Federal Interagency Wildland Firefighter Medical Standards for medical*
42 *qualification determination. If a determination of Not Cleared is made, the*
43 *DOI MSP Risk Mitigation/Waiver process will be used.*

- 1 • **FWS** – Periodicity requirements for Refuge law enforcement examinations
2 will be applied to arduous duty wildland fire positions. Law enforcement
3 officers wishing to perform in PMS 310-1 or USFWS agency-specific
4 wildland fire positions with an arduous fitness requirement must pass the
5 arduous work capacity test on an annual basis. The HSQ will be used for off
6 exam years prior to arduous work capacity testing.
- 7 • **FS** – Refer to current agency direction at [https://www.fs.fed.us/managing-](https://www.fs.fed.us/managing-land/fire)
8 [land/fire](https://www.fs.fed.us/managing-land/fire).
- 9 • **BIA** – Refer to agency specific standards located at
10 https://www.nifc.gov/medical_standards/.
- 11 • **BIA** – BIA structural firefighters may submit a completed NFPA exam that
12 includes all of the DOI MSP exam requirements for RMO review against
13 the Federal Interagency Wildland Firefighter Medical Standards for
14 wildland fire medical qualification.

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

16 In January 2019, the medical screening process for light and moderate work
17 capacity testing (Health Screening Questionnaire (HSQ)) was centralized and
18 automated through the DOI MSP's national contractor. For details on the
19 process visit https://www.nifc.gov/medical_standards.

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

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

- 28 • **NPS** – The law enforcement medical exam for NPS rangers, who are
29 collateral duty wildland firefighters, will suffice for moderate and light
30 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 PMS 310-1 or USFWS agency-specific wildland fire positions
34 with a light or moderate fitness requirement must pass the appropriate level
35 work capacity test on an annual basis. The HSQ will be used for off exam
36 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 **Work Capacity Tests**2 **Work Capacity Test (WCT) Categories**

3 The *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310-1)
 4 identifies fitness levels for specific positions. There are three fitness levels—
 5 Arduous, Moderate, and Light—which require an individual to demonstrate
 6 their ability to perform the fitness requirements of the position. Positions in the
 7 “no fitness level required” category are normally performed in a controlled
 8 environment, such as an incident base.

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

11 **Work Capacity Test Categories**

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

- 12 • **Arduous** – Duties involve field work requiring physical performance with
 13 above average endurance and superior conditioning. These duties may
 14 include an occasional demand for extraordinarily strenuous activities in
 15 emergencies under adverse environmental conditions and over extended
 16 periods of time. Requirements include running, walking, climbing, jumping,
 17 twisting, bending, and lifting more than 50 pounds; the pace of the work
 18 typically is set by the emergency conditions.
- 19 • **Moderate** – Duties involve field work requiring complete control of all
 20 physical faculties and may include considerable walking over irregular
 21 ground, standing for long periods of time, lifting 25 to 50 pounds, climbing,
 22 bending, stooping, twisting, and reaching. Occasional demands may be
 23 required for moderately strenuous activities in emergencies over long
 24 periods of time. Individuals usually set their own work pace.
- 25 • **Light** – Duties mainly involve office type work with occasional field
 26 activity characterized by light physical exertion requiring basic good health.
 27 Activities may include climbing stairs, standing, operating a vehicle, and
 28 long hours of work, as well as some bending, stooping, or light lifting.
 29 Individuals can usually govern the extent and pace of their physical activity.

30 **Work Capacity Test (WCT) Administration**

31 The Work Capacity Test (WCT) is the official method of assessing wildland
 32 firefighter fitness levels. General guidelines can be found in the *Work Capacity*
 33 *Test: Administrator’s Guide* (PMS 307).

- 34 • **FS** – For FS direction on WCT administration, refer to the *USFS WCT*
 35 *Implementation Guide* at <https://www.fs.fed.us/managing-land/fire>.

- 1 WCT administrators must confirm medical clearance at the appropriate fitness
2 level through review of a clearance list provided by the Fire Management
3 Officer (or delegate) or by verifying certificate of WCT clearance at the time of
4 the WCT. There is no need for the WCT Administrator to collect or retain
5 copies of the certificate of clearance.
- 6 At a minimum, WCTs are administered annually to all employees, including
7 AD/EFF who will be serving in wildland fire positions that require a fitness
8 level. The currency for the WCT is 12 months.
- 9 • *FS – Currency for WCT is 13 months.*
- 10 The WCT results shall be documented on the WCT Record available online as
11 Appendix O at https://www.nifc.gov/policies/pol_ref_redbook.html. The WCT
12 Record captures information that is covered under the Privacy Act and should be
13 maintained in accordance with agency Freedom of Information Act (FOIA)
14 guidelines.
- 15 Administration of the WCT of non-federal firefighters is prohibited for liability
16 reasons. Potential emergency firefighters who would be hired under Emergency
17 Hire authority by the agency must be in AD pay status or sign an agency-
18 specific volunteer services agreement prior to taking the WCT.
- 19 A Job Hazard Analysis (JHA) or Risk Assessment (RA) shall be developed and
20 approved for each field unit prior to administering the WCT. Administer the
21 test using the JHA/RA as a briefing guide.
- 22 • *BLM – A RA shall be developed and approved for each field unit prior to*
23 *administering the WCT.*
- 24 • *BIA – A RA shall be developed and approved for each field unit prior to*
25 *administering the WCT. A RA for the WCT can be found at*
26 *<https://www.bia.gov/nifc/safety/WildlandFireRiskAssessment/index.htm>.*
- 27 The local unit shall prepare a medical response plan (such as an ICS-206 form),
28 evaluate options for immediate medical care and patient transport, and identify
29 closest emergency medical services. A minimum of a qualified Medical First
30 Responder/Emergency Medical Responder (EMR) must be on site during WCT
31 administration. Based upon a thorough evaluation of potential medical treatment
32 and evacuation scenarios, a higher level of on-site emergency medical
33 qualifications and equipment may be warranted (e.g., Emergency Medical
34 Technician (EMT) or paramedic).
- 35 An Automatic External Defibrillator (AED) is required on-site during all WCTs.
- 36 Personnel taking the WCT will only complete the level of testing (Pack, Field,
37 Walk) required by the highest fitness level identified for a position on their
38 Incident Qualification Card. Employees shall not take the WCT unless they have
39 an Incident Qualification Card qualification that requires it, and only at the
40 fitness level required by that position as identified in the PMS 310-1 or agency-
41 specific guidance or policy.

- 1 Treadmills are not approved for Work Capacity Testing.
- 2 WCT results must be entered into the IQCS annually to update the fitness level
3 and date that will appear on the Incident Qualification Card. WCT dates entered
4 in IQCS will reflect the date the employee passed the fitness test. The results of
5 the most recent WCT will always supersede the results of any previous WCT,
6 even if previous WCTs were within the currency period.
- 7 • **NPS/FWS** – *Law Enforcement Officers are required to provide a copy of*
8 *the medical clearance for verification and tracking purposes to the*
9 *appropriate incident qualifications and certifications system (IQCS)*
10 *account manager. Account managers will reflect the appropriate*
11 *examination type and currency for the Law Enforcement Officer*
12 *examinations in the physical examinations portion of the IQCS system.*
 - 13 • **FS** – *Failed or not completed WCT attempts are to be entered into the*
14 *eMedical system by the HSQ Coordinator.*

15 **Work Capacity Test – Retesting**

16 Those who do not pass the WCT will be provided another opportunity to retest.
17 Employees will have to wait at least 48 hours before retaking the WCT. If an
18 employee sustains an injury (verified by a licensed medical provider) during a
19 test, the test will not count as an attempt. Once an injured employee has been
20 released for full duty, the employee will be given time to prepare for the test (not
21 to exceed 4 weeks). The numbers of retesting opportunities that will be allowed
22 include:

- 23 • Three opportunities total for permanent employees required to pass a test
24 for duties in the fire program.
- 25 • One opportunity for temporary employees required to pass a test (a second
26 chance maybe provided at the discretion of fire management).
 - 27 ○ **FS** – *Direction can be found in the USFS WCT Implementation Guide*
28 *at <https://www.fs.fed.us/managing-land/fire>.*
 - 29 ○ **BIA** – *Employees who fail two WCT's will develop an appropriate*
30 *Physical Fitness Plan with their supervisors to ensure accountability*
31 *before the 3rd test is administered.*
 - 32 ○ **BIA** – *Temporary Employees- A second test may be authorized by the*
33 *local unit after 14 days to allow the individual to train for the WCT. A*
34 *failed second test will result in a 90 day suspension without additional*
35 *testing during that period.*

36 **Physical Fitness**

37 **Physical Fitness and Conditioning**

38 Agency Administrators are responsible for ensuring the overall physical fitness
39 of firefighters. Employees serving in wildland fire positions that require a fitness
40 rating of arduous as a condition of employment are authorized one hour of duty
41 time each work day for physical fitness conditioning. Employees serving in

- 1 positions that require a fitness rating of moderate or light may be authorized up
2 to three hours per week.
- 3 • **BLM** – See Chapter 2 for physical fitness conditioning requirements.
- 4 Fitness conditioning periods may be identified and structured to include aerobic
5 and muscular exercises. Team sports are not authorized for fitness conditioning.
6 Chapters 5, 6, 7, 8, and 9 and Appendices F, G, and H of *Fitness and Work*
7 *Capacity 2009 ed.* (PMS 304-2, NFES 1596) and the Interagency Fire Fitness
8 Program in the USFS *WCT Implementation Guide* provide excellent guidance
9 concerning training specifically for the pack test, aerobic fitness programs, and
10 muscular fitness training. <https://www.nifc.gov/FireFit/index.htm>
- 11 • **NPS** – A fitness plan is required for all NPS personnel participating in a
12 fitness program (DO-57). For health and fitness purposes, those who are
13 fire-qualified at less than the arduous fitness level are not required to meet
14 the mandatory fitness program requirements of DO-57 for wildland fire
15 management. They are strongly encouraged to participate in the voluntary
16 fitness program, and must still meet physical fitness/work capacity
17 requirements as outlined in the NWCG Standards for Wildland Fire
18 Position Qualifications (PMS 310-1) for positions with Moderate and Light
19 fitness requirements.
- 20 • **FWS** – Refer to Chapter 4, Physical Fitness and Conditioning.
- 21 • **FS** – Forest Service direction is found in FSH 5109.17 and the FSFAQG.
22 NFFE Partnership bargaining unit employees may only be required to
23 successfully complete the WCT once per year.
- 24 • **BIA** – Refer to Chapter 6, Physical Fitness and Conditioning.

25 **Minimum Age Requirements for Hazardous Duty Assignments on Federal** 26 **Incidents**

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

29 **Engine Modules**

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

32 **Helicopter Modules**

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

35 **Smokejumpers (SMKJ)**

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

1 **Smokejumper Policy**

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

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

8 **Smokejumper Communications**

9 All smokejumpers carry programmable radios and are proficient in their use and
10 programming procedures.

11 **Smokejumper Training**

12 To ensure proficiency and safety, smokejumpers complete annual training that
13 covers aspects of aviation, parachuting, fire suppression tactics, administrative
14 procedures, and safety related to the smokejumper mission and fire operations.
15 The training program for first-year smokejumpers is four weeks long.

16 Candidates are evaluated to determine:

- 17 • Level of physical fitness;
- 18 • Ability to learn and perform smokejumper skills;
- 19 • Ability to work as a team member;
- 20 • Attitude; and
- 21 • Ability to think clearly and remain productive in a stressful environment.

22 **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	

23 **Smokejumper Medical Standards**

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

26 **USFS Smokejumper Physical Fitness Standards**

27 The national minimum standards for smokejumpers are:

- 28 • 1.5 mile run in 11:00 minutes or less;
- 29 • 45 sit-ups;
- 30 • 25 pushups;

- 1 • 7 pull-ups;
- 2 • 110 lb. pack-out over 3 miles/level terrain/90 minutes*; and
- 3 • Successful completion of the WCT at the arduous level.
- 4 *This element is tested during Smokejumper Rookie Training.
- 5 ○ **BLM** – Refer to Chapter 2 for physical fitness standards.

6 **Interagency Hotshot Crews (IHC)**

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

13 **IHC Policy**

14 IHC standards provide consistent planning, funding, organization, and
15 management of the agency IHCs. The sponsoring unit will ensure compliance
16 with the established standards. The arduous duties, specialized assignments, and
17 operations in a variety of geographic areas required of IHCs dictate that training,
18 equipment, communications, transportation, organization, and operating
19 procedures are consistent for all agency IHCs.

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

- 22 • **BLM/NPS** – *BLM Preparedness Review Checklist #18 (Hotshot Crew)*
23 *supersedes the checklist found in the SIHCO.*
- 24 • **BLM** – *Additional guidance for BLM IHCs is contained in Chapter 2.*
- 25 • **BIA** – *IHC Superintendent and Assistant Superintendent are required to*
26 *have the additional qualification of IHCS and/or IHCA on their Red Card*
27 *prior to mobilization. Additional information regarding this standard can*
28 *be found in the Federal Wildland Fire Qualifications Supplement at*
29 *<https://iqcsweb.nwcg.gov/>.*

30 **IHC Certification**

31 The process for IHC certification is found in the *Standards for Interagency*
32 *Hotshot Crew Operations (SIHCO)*.

33 **Annual Crew Pre-Mobilization Process**

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

38 **Annual IHC Readiness Review**

39 On an annual basis the superintendent of crews holding IHC status the previous
40 season are required to complete the Annual IHC Preparedness Review (*SIHCO*

1 Appendix B). This process is designed to evaluate crew preparedness and
2 compliance with *SIHCO*. The annual review will be conducted while the crew is
3 fully staffed and operational. The review is not required prior to a crew being
4 made available for incident assignment at the beginning of their availability
5 period. When a review document is completed, the document is kept on file at
6 the local (host) unit fire management office.

7 **IHC Organization**

8 Individual crew structure will be based on local needs using the following
9 standard positions: Superintendent, Assistant Superintendent, Squad Leader,
10 Skilled Firefighter, and Crewmember.

- 11 • *BLM – IHCs have the option of traveling with 25 personnel when on*
12 *incident assignments.*
- 13 • *NPS – IHCs have the option of traveling with 22 personnel when on*
14 *incident assignments as authorized by the sending or receiving unit.*

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

17 **IHC Availability Periods**

18 IHCs will have minimum availability periods as defined in the *SIHCO*.
19 Availability periods may exceed the required minimum availability period. The
20 Crew Superintendent will inform the local supervisor and the GACC of any
21 changes in the crew's availability.

22 **National IHC Status Reporting System**

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

26 IHCs may report status by three methods:

- 27 • Via e-mail to BLM_FC_Crews@blm.gov (preferred method);
- 28 • Via the internet to the Hotshot Status submission form (link available from
29 the Crew page of the NICC website); or
- 30 • Contacting the NICC Crew Desk at 208-387-5400.

31 **IHC Communications**

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

34 **IHC Transportation**

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

1 **Other Hand Crews**

2 **Policy**

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

6 **Minimum Crew Standards for National Mobilization**

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2
Fireline Capability	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
Crew Size	18-22	18-20	18-20
Leadership Qualifications	Permanent Supervision Supt: TFLD, ICT4, FIRB Asst Supt: STCR or TFLD and CRWB, ICT4 3 Squad Leaders: CRWB and ICT5 2 Senior Firefighters: FFT1	Crew Boss: CRWB 3 Squad Bosses: ICT5	Crew Boss: CRWB 3 Squad Bosses: FFT1
Language Requirement	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
Experience	80% 1 season	60% 1 season	20% 1 season
Full Time Organized Crew	Yes (work and train as a unit 40 hrs per week)	No	No
Communications	8 programmable radios	4 programmable radios	4 programmable radios
Sawyers	4 agency certified as FAL2 and 50% of crew certified as FAL3 or better.	3 agency qualified	None

Minimum Standards	Type 1	Type 2 with IA Capability	Type 2
Training	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
Logistics	Crew level agency purchasing authority	No purchasing authority	No purchasing authority
Maximum Weight	5,300 lbs	5,300 lbs	5,300 lbs
Dispatch Availability	Available nationally	Available nationally	Variable
Production Factor	1.0	.8	.8
Transportation	Own transportation	Transportation needed	Transportation needed
Tools and Equipment	Fully equipped	Not equipped	Not equipped
Personal Gear	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
PPE	All standard designated fireline PPE	All standard designated fireline PPE	All standard designated fireline PPE
Certification	Must be annually certified by the local host unit Agency Administrator or designee prior to being made available for assignment.	N/A	N/A

- 1 • **BLM** – See Chapter 2 for additional standards and certification
 2 requirements.

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

1 provide technical and ecological based expertise in the areas of long term
 2 planning, ignitions, holding, and suppression, and fire effects monitoring. For
 3 more information please refer to *NWCG Standards for Wildland Fire Module*
 4 *Operations* (PMS 430).

5 **WFM Policy**

6 All WFM operations will be conducted adhering to the *NWCG Standards for*
 7 *Wildland Fire Module Operations* (PMS 430). Sponsoring units in conjunction
 8 with the appropriate Geographic Area Coordination Center will ensure
 9 compliance of all WFMs according to the standards set within the ISWFMO.
 10 The arduous duties, specialized assignments, and operations in a variety of
 11 geographic areas require WFMs to have uniform training, agency approved
 12 equipment, communications, organization, and operating procedures.

13 **WFM Types and Certification**

14 WFMs ready for assignment will be certified as Type 1 WFM (WFM1) or Type
 15 2 WFM (WFM2). Refer to the *NWCG Standards for Wildland Fire Module*
 16 *Operations* (PMS 430) for additional information.

17 **WFM Availability Periods**

18 WFMs will have minimum availability periods as defined in the *ISWFMO*.
 19 Availability for Type 1 WFMs may exceed the minimum period defined. Type 1
 20 WFMs will be available for off unit assignment during the designated 90 day
 21 availability period. The module leader will inform the local supervisor and the
 22 GACC of any changes to the modules availability.

23 **WFM Organization**

24 Individual module structures vary based on local and agency needs using the
 25 following standard positions: Module Leader/ Foreman, Assistant Leader/
 26 Foreman, Lead Firefighter, Senior Firefighter, Crewmember.

27 **Minimum WFM Standards for Interagency Mobilization**

Minimum Standards	Type 1	Type 2
Fireline Capability	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.
Crew Size	7-10	7-10

Minimum Standards	Type 1	Type 2
Leadership Qualifications	- 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
Language Requirement	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
Experience	90% > 1 season	60% > 1 season
Full Time Organized Crew	Yes (work and train as a unit 40 hrs. per week, 90 continuous days)	No
Communications	5 programmable radios	4 programmable radios
Sawyers	2 agency qualified	1 agency qualified
FEMO	2	2 (1 of 2 can be trainee)
Training	As required by the PMS 430 prior to assignment	Basic firefighter training or RT-130 prior to assignment
Medical First Responder Training	Yes	No
Logistics	Multiple crew level agency purchasing authorities	Generally no purchasing authority, may need assistance by incident logistics
Dispatch Availability	Availability determined by sponsoring agency	Availability variable by sponsoring agency
Mobilization Time	Within 2 hours of receipt of resource order when on duty, 8 hours when off duty	Within 24 hours of receipt of resource order
Transportation	Own transportation	Transportation needed
Tools and Equipment	Fully equipped for each geographic region	May need assistance by incident logistics
Specialized Digital, Remote Operations, Monitoring, Equipment	Yes	No

Minimum Standards	Type 1	Type 2
Personal Gear	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
PPE	All standard designated fireline PPE	All standard designated fireline PPE
Certification	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 WFMs will meet standards identified in the NWCG Standards*
- 2 *for Wildland Fire Module Operations (PMS 430). In addition, BLM WFMs*
- 3 *will meet the following requirements:*
- 4 ○ *All BLM WFMs will meet the standards for Type 1 WFMs identified in*
- 5 *the NWCG Standards for Wildland Fire Module Operations. Type 2*
- 6 *WFMs will not be formed, sponsored, or statused in the Resource*
- 7 *Ordering and Status System (ROSS) by BLM units.*
- 8 ○ *Approval from the Assistant Director, Fire and Aviation is required*
- 9 *prior to establishing and/or statusing new Type 1 WFMs.*
- 10 ○ *Any BLM unit may provide personnel to WFMs sponsored by another*
- 11 *agency. All BLM personnel must meet the standards outlined in the*
- 12 *NWCG Standards for Wildland Fire Module Operations, and the*
- 13 *Interagency Standards for Fire and Fire Aviation Operations.*
- 14 ○ *Units may utilize Type 1 and/or Type 2 WFMs for BLM incidents.*
- 15 *Incident commanders will order the appropriate resource to*
- 16 *accomplish incident objectives.*
- 17 ○ *Fire Suppression Modules and WFMs are separate and distinct*
- 18 *resources. The BLM has established standards for fire suppression*
- 19 *modules in Chapter 2 of this publication. Fire managers and incident*
- 20 *commanders should order the appropriate resource to accomplish*
- 21 *incident objectives.*
- 22 • **NPS** – *Modules are coordinated regionally and mobilized/demobilized*
- 23 *through established ordering channels through the GACCs.*

Chainsaw Operators and Fallers

- 25 In 2014, NWCG established faller qualifications in the PMS 310-1. Agencies
- 26 have established additional evaluation and certification requirements:
- 27 • **BLM/NPS/FWS/BIA** - *Use of the NWCG position task books is required.*
 - 28 *The requirements for final evaluators for each position are as follows:*
 - 29 ○ *The individual tasks required for completion of the FAL3 PTB must be*
 - 30 *evaluated by a qualified FAL2 or FAL1. The Final Evaluator’s*
 - 31 *Verification for a FAL3 trainee must be completed by a qualified FAL2*
 - 32 *or FAL1.*

- 1 ○ *The individual tasks required for completion of the FAL2 PTB must be*
2 *evaluated by a qualified FAL2 or FAL1. The Final Evaluator's*
3 *Verification for a FAL2 trainee must be completed by a qualified FAL2*
4 *or FAL1.*
- 5 ○ *The final certification of all wildfire faller positions will remain the*
6 *responsibility of the IQCS Certifying Official.*
- 7 ○ *All wildfire saw operation qualifications are maintained through the*
8 *IQCS system and displayed on the Incident Qualification Card.*
 - 9 ■ **BLM** – *The individual tasks required for completion of the FAL1*
10 *PTB must be evaluated by a qualified FAL1. The Final Evaluator's*
11 *Verification for a FAL1 trainee must be completed by a qualified*
12 *FAL1 Evaluator. Each BLM State Fire Management Officer will*
13 *certify and maintain a list of their current FAL1 evaluators.*
 - 14 ■ **NPS/BIA** – *The individual tasks required for completion of the*
15 *FAL1 PTB must be evaluated by a qualified FAL1. The Final*
16 *Evaluator's Verification for a FAL1 trainee must be completed by*
17 *a qualified FAL1.*
 - 18 ■ **FWS** – *Follow evaluator qualification requirements listed in the*
19 *FAL1, FAL2, and FAL3 position task books.*
- 20 ● **FS** – *Use of the NWCG combined position task book for FAL1, FAL2, and*
21 *FAL3 is not authorized for Forest Service use. Forest Service sawyers will*
22 *continue to use agency specific certification processes outlined in Forest*
23 *Service Manual 2358.*
 - 24 ○ *Sawyers shall not use saws outside the limits of their certification or*
25 *qualifications, except during formal evaluation proceedings or under*
26 *the immediate supervision of a higher qualified sawyer.*
 - 27 ○ *All sawyers must comply with FS policy and the FSFAQG requirements*
28 *for FAL3, FAL2, or FAL1 to operate a chainsaw or crosscut saw on a*
29 *wildland fire incident. Requirements include:*
 - 30 ■ *Possess a current first aid and CPR certification (FSH 6709.11,*
31 *sec 52.3).*
 - 32 ■ *Initially complete a Nationally Recognized Sawyer Training*
33 *Course (Wildland Fire Chain Saws, S-212).*
 - 34 ■ *Completion of a field proficiency evaluation with appropriate saw*
35 *operator skill level noted on their National Sawyer Certification*
36 *Card.*
 - 37 ○ *The National Sawyer Certification Card is valid for 3 years and is*
38 *subject to review any time prior to expiration. Minimum requirements*
39 *for sawyer training and field proficiency reevaluation include:*
 - 40 ■ *Completion of a knowledge refresher (classroom or field) and a*
41 *field proficiency evaluation equivalent to the initial evaluation.*
 - 42 ■ *Sawyer Instructors are required to be recertified by instructing at*
43 *least one NRSTC or refresher NRSTC every three years.*
 - 44 ○ *FS sawyers may function as evaluators for partner agencies using the*
45 *FAL3 and FAL2 position task book.*

- 1 ○ *Fallers who are certified or recertify after October 1, 2014 will be*
- 2 *required to be certified in progression (i.e., must be FAL3 to be FAL2).*
- 3 *However if the initial evaluation is FAL2 the account manager shall*
- 4 *grant the position competency for FAL3. Those certified initially as*
- 5 *FAL1 will have position competencies for FAL2 and FAL3 granted.*
- 6 ○ *FS will accept other agency chainsaw certifications on incidents*
- 7 *occurring on FS lands provided they meet NWCG minimum standards.*
- 8 ○ *FS will accept a transferring employee’s faller qualification if it was*
- 9 *certified following the PMS 310-1 standard.*
- 10 ● **BIA** – *Use of FAL1, FAL2 and FAL3 PTBs is mandatory and not up to unit*
- 11 *discretion.*

Position Code	Performance Currency	Training Currency	Fitness Level	CPR	First Aid and Bloodborne Pathogens
<i>FAL3</i>	<i>3 years</i>	<i>S-212</i>	<i>Arduous</i>	<i>2 Years</i>	<i>3 Years</i>
<i>FAL2</i>	<i>3 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>Qualification maintained through performance in the position</i>	<i>Arduous</i>	<i>2 Years</i>	<i>3 Years</i>

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

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