

## 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/about-us/our-partners/blm>.
- **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.

### Qualification and Certification Process

Each unit with fire management responsibilities will establish an Incident Qualification Card qualification and certification process, which may include a

- 1 qualification and certification committee. In areas cooperating with other  
2 federal, state, or local agencies, an interagency qualification and certification  
3 committee should be established and include representatives from each unit.
- 4 • *BIA – Regional/Local Unit red card committees will be used to determine*  
5 *qualifications and training requirements.*
- 6 These qualification and certification committees provide management oversight  
7 and review of the wildland and prescribed fire positions under their jurisdiction.
- 8 The committee:
- 9 • Ensures that qualifications generated by IQCS or other agency systems for  
10 employees are valid by reviewing the training and experience of each  
11 employee.
  - 12 • Determines whether each employee possesses the personal characteristics  
13 necessary to perform the wildland and prescribed fire positions in a safe and  
14 efficient manner.
  - 15 • Makes recommendations to the appropriate Agency Administrator or  
16 designee who is responsible for final certification signature.
  - 17 • Develops interagency training needs and sponsors courses that can be  
18 offered locally.
  - 19 • Ensures training nominees meet minimum requirements for attending  
20 courses.

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

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

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

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

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

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

38 The Incident Qualifications and Certification System (IQCS) is the fire  
39 qualifications and certification record keeping system. The Responder Master  
40 Record report provided by the IQCS meets the agency requirement for  
41 maintaining fire qualification records. The system is designed to provide  
42 managers at the local, state/regional, and national levels with detailed

1 qualification, experience, and training information needed to certify employees  
2 in wildland fire positions. The IQCS is a tool to assist managers in certification  
3 decisions; however, it does not replace the manager's responsibility to validate  
4 that employees meet all requirements for position performance based on their  
5 agency standards.

6 Certifying officials have the option to keep employee qualification records as a  
7 hard copy file or an electronic file using the IQCS document upload feature.  
8 Both options must include proof of all required training, certified position task  
9 books, required license/certification and documentation for administrative  
10 actions (system overrides from Certifying Officials). Hard copy files will also  
11 include current copies of the IQCS Master Record and Incident Qualification  
12 Card. All records will be stored and/or destroyed in accordance with agency  
13 policies.

- 14 • *BLM – Transition of hard copy records to electronic records must be*  
15 *completed by December 31, 2024. During the transition, IQCS certifying*  
16 *officials have the option to keep employee training and qualification*  
17 *records as a hard copy file or an electronic file. Additional information can*  
18 *be found at <https://www.nifc.gov/about-us/our-partners/blm>. All records*  
19 *will be stored and/or destroyed in accordance with agency policies.*  
20 *<https://www.nifc.gov/about-us/our-partners/blm>*
- 21 • *BLM/NPS – IQCS account managers will have an IQCS Delegation of*  
22 *Authority from the certifying official. A Delegation of Authority can be*  
23 *found at <https://iqcsweb.nwcg.gov/>.*
- 24 • *FS – Forest Service Fire and Aviation Qualifications Guide (FSFAQG) at*  
25 *<https://www.fs.fed.us/managing-land/fire/publications>.*
- 26 • *BIA – All BIA/Tribal units with Fire Management Programs are required*  
27 *to use IQCS to track all federal emergency responders. Agency*  
28 *Superintendents and Line Officers of Tribal fire programs are considered*  
29 *Certifying Officials pursuant to the definition in the PMS 310-1. As such,*  
30 *they are responsible for ensuring that agency fire management personnel*  
31 *develop and maintain fire management job qualifications and meet physical*  
32 *fitness standards in accordance with policy and assign personnel to fire*  
33 *suppression, prescribed fire, wildland fire use activities according to*  
34 *qualifications and demonstrated ability. They are responsible for entering*  
35 *and maintaining employee fire qualifications in the IQCS. Agency*  
36 *Superintendents and Line Officers of Tribal Fire Programs who choose*  
37 *Delegation of Authority of the Certifying Official role must do so in writing,*  
38 *utilizing the Delegation of Authority form found on the IQCS website at*  
39 *<https://iqcsweb.nwcg.gov/>.*

#### 40 **Certification of Non-Agency Personnel**

41 Non-agency firefighters will be certified by state or local fire departments, or  
42 private training providers approved by a Memorandum of Understanding  
43 (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 • **BLM/BIA** – *An electronic Incident Qualification Card utilizing the IQCS*  
16 *portable document format (PDF) is authorized.*

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

- 22 • **BLM** – *BLM Recertification Policy: If an employee (including an agency-*  
23 *sponsored AD) has lost currency in a position, the employee is converted to*  
24 *trainee status for that position. In order to regain full qualification for the*  
25 *position, the employee must demonstrate the ability to perform in the*  
26 *position as determined by the Certifying Official. Prior to recertification,*  
27 *the employee must:*
  - 28 ○ *Complete the BLM Recertification Evaluation found at*  
29 *<https://www.nifc.gov/about-us/our-partners/blm>.*
  - 30 ○ *Complete one or more evaluation assignments.*
  - 31 ○ *Complete any additional requirements as determined by the Certifying*  
32 *Official (e.g., additional assignments and/or courses).*
  - 33 ○ **NOTE:** *This policy only applies to positions for which a task book is*  
34 *required.*
- 35 • **BLM** – *State Fire Management Officers will certify Position Task Books*  
36 *and Incident Qualification Cards for Area Command and Type 1 Command*  
37 *and General Staff positions.*
- 38 • **BLM/FWS** – *The “Do What’s Right” training is required annual training*  
39 *but is not a prerequisite for issuance of an Incident Qualification Card.*
- 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*  
43 *officers will be certified at the regional office level. All other position task*  
44 *books may be certified at the local unit level.*

- 1 • *NPS – The Branch Chief, NPS Branch of Wildland Fire (or delegate) is*  
2 *responsible for the accuracy and certification of the regional fire*  
3 *management officer’s incident qualification card. The regional fire*  
4 *management officer (or delegate) is responsible for the accuracy and*  
5 *annual certification of their parks’ fire management officers’ incident*  
6 *qualification cards.*
- 7 • *NPS – It is NPS policy that two or more assignments be accomplished after*  
8 *completing a Position Task Book, and receiving certification, before an*  
9 *individual begins movement to the next higher level.*
- 10 • *FWS – See Fire Management Handbook for guidance on qualification*  
11 *recertification.*
- 12 • *FS – Refer to FSH 5109.17, chapter 10, and the FSFAQG.*
- 13 • *BIA – BIA Recertification Policy: If an employee, including an agency-*  
14 *sponsored AD, has lost currency in a position, the employee is converted to*  
15 *trainee status for that position. In order to regain full qualification for the*  
16 *position, the employee must demonstrate the ability to perform in the*  
17 *position as determined by the Certifying Official. Prior to recertification,*  
18 *the employee must:*
  - 19 ○ *Complete one or more evaluation assignments.*
  - 20 ○ *Complete any additional requirements as determined by the Certifying*  
21 *Official (e.g., additional assignments and/or courses).*

#### 22 **Incident Qualification Card Expiration Dates**

23 Incident qualification cards for responders that possess qualifications requiring  
24 work capacity tests (WCT) and the RT-130, Wildland Fire Safety Training  
25 Annual Refresher, are valid through the earliest expiration date (either fitness or  
26 refresher) listed on the card. Incident qualification cards for responders that  
27 possess qualifications that do not require WCT or RT-130 for issuance are valid  
28 for 12 months from the date the card is signed by a certifying official.

- 29 • *FS – The WCT is considered effective for 13 months from the date passed.*  
30 *If an employee is on an emergency assignment on the date their*  
31 *WCT/refresher expires, they will complete their assignment including any*  
32 *extensions. Upon return to their duty station, they must complete the*  
33 *WCT/refresher and acquire a new Incident Qualification Card prior to*  
34 *accepting any new assignments.*

#### 35 **Universal Training Requirements**

36 All personnel filling NWCG recognized positions on the fireline must have  
37 completed:

- 38 • S-130 *Firefighter Training* (including the required field exercises);
- 39 • S-190 *Introduction to Wildland Fire Behavior*;
- 40 • L-180 *Human Factors on the Fireline*;
- 41 • ICS-100 *Introduction to the ICS*; and
- 42 • IS-700 *An Introduction to the NIMS* (current version).

**1 RT-130, Wildland Fire Safety Training Annual Refresher (WFSTAR)**

2 The intent of RT-130, *Wildland Fire Safety Training Annual Refresher*  
3 (*WFSTAR*) is to focus line-going personnel on operations and decision-making  
4 issues related to fireline in order to recognize and mitigate risk, maintain safe  
5 and effective practices, and reduce accidents.

6 The core components which must be covered are:

- 7 • **Local Topics** – Review and discuss local topics and areas of concern that  
8 can impact firefighter safety in the upcoming fire season.
- 9 • **Incident Reviews and Lessons Learned** – Review and discuss lessons  
10 learned from past local, regional, and national incident response.
- 11 • **Fire and Aviation Operational Safety** – Review and discuss the risk  
12 management principles and tools that promote safe and effective incident  
13 operations. Utilize the appropriate sections of the Incident Response Pocket  
14 Guide (IRPG).
- 15 • **Human Factors, Communication and Decision Making** – Discuss the  
16 complexity of human factors, their impact on communications and decision  
17 making.
- 18 • **Fire Shelters and Entrapment Avoidance** – Review and discuss shelter  
19 use, deployment site selection, shelter inspections, personal protective  
20 equipment, and practice proper deployment techniques.

21 **Core components discussion topics suggestions can be found at**  
22 <https://www.nwcg.gov/publications/training-courses/rt-130>.

23 The minimum refresher training hour requirement for each agency is identified  
24 below. Training time may be extended in order to effectively complete this  
25 curriculum or to meet local training requirements.

- 26 • **BIA** – 4 hours.
- 27 • **BLM/NPS/FWS/FS** – No minimum hourly requirement; core topics will be  
28 covered.

29 RT-130, *WFSTAR* is delivered as Instructor-Led Training. **It is not available as**  
30 **Self-Directed (Online) training**. To receive credit for course completion,  
31 students must complete a session of RT-130, *WFSTAR* with qualified instructors  
32 to ensure core components are covered. Delivery options include:

- 33 • **Instructor Led Training (ILT)** – Delivery will be facilitated by an  
34 instructor in a traditional classroom environment for fire crews who work as  
35 a module of one.
- 36 • **Virtual Instructor Led Training (VILT)** – Delivery will be facilitated by  
37 an instructor in a virtual classroom environment.

38 Minimum requirements have been established for instructors for RT-130,  
39 *WFSTAR* and can be found in the *NWCG Standards for Course Delivery* (PMS  
40 901-1) at <https://www.nwcg.gov/publications/901-1>.

41 RT-130, *WFSTAR* will have a 12-month currency.

- 1 • **FS** – Forest Service employees have a 13-month currency requirement for  
2 RT-130, WFSTAR.
- 3 Firefighters who receive initial fire training are not required to take RT-130,  
4 WFSTAR in the same calendar year. The RT-130, *Wildland Fire Safety Training*  
5 *Annual Refresher (WFSTAR)* website,  
6 <https://www.nwcg.gov/publications/training-courses/rt-130> is available to assist  
7 in this training. Entrapment avoidance and deployment protocols are identified  
8 in the *Incident Response Pocket Guide (IRPG)* (PMS 461/NFES 1077). The  
9 guide contains a specific “Risk Management Process” and “Last Resort Survival  
10 Checklist.”

### 11 **Medical Examinations**

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

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

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

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

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

### 39 **Arduous Fitness Level – Department of Interior Wildland Firefighter** 40 **Medical Standards Program (DOI MSP)**

41 Per Office of Wildland Fire (OWF) Policy Memorandum 2016-014, “All  
42 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/index.html](https://www.nifc.gov/medical_standards/index.html).

13 Additional testing or medical follow-up required to change a DOI MSP  
14 determination shall be at the individual's expense unless the agency has granted  
15 prior approval.

16 Employees seeking arduous red card qualifications who work for programs  
17 operating under their own medical standards must either participate in the DOI  
18 MSP or may have their exam meeting all DOI MSP requirements reviewed  
19 against the Federal Interagency Wildland Firefighter Medical Standards.

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

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

- 25 • *NPS – Annual self-certifications are valid for one year. NPS employees*  
26 *may take the work capacity test at any point in that year as long as the self-*  
27 *certification is current.*

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



- 1 A WLFF must also immediately inform his/her supervisor if they have not  
2 completed an exam within the previous 36 months and must not resume arduous  
3 duty work until completion of a periodic exam and medical qualification.
- 4 • *NPS – If a LE ranger is also assigned arduous wildland firefighter duties*  
5 *an additional medical clearance for wildland firefighting must be requested*  
6 *at the time of her/his LE medical exam. If a determination of Not Cleared is*  
7 *made, the DOI MSP Risk Mitigation/Waiver process will be used.*
  - 8 • *FS – Refer to current agency direction at [https://www.fs.fed.us/managing-](https://www.fs.fed.us/managing-land/fire)*  
9 *land/fire.*

#### 10 **Medical Exam Process for Light and Moderate Fitness Levels**

11 The medical screening process for light and moderate work capacity testing  
12 (Health Screening Questionnaire [HSQ]) is centralized and automated through  
13 the DOI MSP's national contractor. For details on the process visit  
14 [https://www.nifc.gov/medical\\_standards](https://www.nifc.gov/medical_standards).

- 15 • *BLM/FWS/BIA – Law Enforcement must complete the light or moderate*  
16 *Health Screening process through CHS and provide clearance certificate to*  
17 *the WCT administrator.*
- 18 • *FS – Medical exams will be paid from a Washington Office fund code.*  
19 *Additional specialized testing other than the tests listed on the OF-178 will*  
20 *not be covered by the Forest Service.*

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

- 26 • *NPS – The law enforcement medical exam for NPS rangers, who are*  
27 *collateral duty wildland firefighters, will suffice for moderate and light*  
28 *fitness level clearance.*
- 29 • *FS – The completed OF-178 is submitted to the Reviewing Medical Officer*  
30 *for the Agency to review and medically clear.*
- 31 • *BIA – Individuals who opt out of the DOI MSP at the arduous level, having*  
32 *received a "not qualified for arduous duty" status during a periodic or*  
33 *baseline exam, may be required to report for a specific medical evaluation*  
34 *to determine fit for duty status.*

#### 35 **Work Capacity Tests**

##### 36 **Work Capacity Test (WCT) Categories**

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

1 **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

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

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

21 The Work Capacity Test (WCT) is the official method of assessing wildland  
22 firefighter fitness levels. General guidelines can be found in the *Work Capacity*  
23 *Test: Administrator's Guide* (PMS 307).

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

26 WCT administrators must confirm medical clearance at the appropriate fitness  
27 level through review of a clearance list provided by the Fire Management  
28 Officer (or delegate) or by verifying certificate of WCT clearance at the time of  
29 the WCT. There is no need for the WCT Administrator to collect or retain  
30 copies of the certificate of clearance.

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

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

35 The WCT results shall be documented on the WCT Record available online as  
36 Appendix O at <https://www.nifc.gov/standards/guides/red-book>. The WCT  
37 Record captures information that is covered under the Privacy Act and should be

- 1 maintained in accordance with agency Freedom of Information Act (FOIA)  
2 guidelines.
- 3 Administration of the WCT for non-federal firefighters is prohibited for liability  
4 reasons. Potential emergency firefighters who would be hired under Emergency  
5 Hire authority by the agency must be in AD pay status or sign an agency-  
6 specific volunteer services agreement prior to taking the WCT. Federal  
7 employees may participate in a WCT administered by non-federal partners if  
8 approved by the FMO and all requirements of this chapter are met.
- 9 A Job Hazard Analysis (JHA) or Risk Assessment (RA) shall be developed and  
10 approved for each field unit prior to administering the WCT. Administer the  
11 test using the JHA/RA as a briefing guide.
- 12 • **BLM** – *A RA shall be developed and approved for each field unit prior to*  
13 *administering the WCT.*
  - 14 • **BIA** – *A RA shall be developed and approved for each field unit prior to*  
15 *administering the WCT. A RA for the WCT can be found at*  
16 *<https://www.bia.gov/nifc/safety/WildlandFireRiskAssessment/index.htm>.*
- 17 The local unit shall prepare a medical response plan (such as an ICS-206 form),  
18 evaluate options for immediate medical care and patient transport, and identify  
19 closest emergency medical services. A minimum of a qualified Medical First  
20 Responder/Emergency Medical Responder (EMR) must be on site during WCT  
21 administration. Based upon a thorough evaluation of potential medical treatment  
22 and evacuation scenarios, a higher level of on-site emergency medical  
23 qualifications and equipment may be warranted (e.g., Emergency Medical  
24 Technician (EMT) or paramedic).
- 25 An Automatic External Defibrillator (AED) is required on-site during all WCTs.
- 26 Personnel taking the WCT will only complete the level of testing (Pack, Field,  
27 Walk) required by the highest fitness level identified for a position on their  
28 Incident Qualification Card. Employees shall not take the WCT unless they have  
29 an Incident Qualification Card qualification that requires it, and only at the  
30 fitness level required by that position as identified in the PMS 310-1 or agency-  
31 specific guidance or policy.
- 32 Treadmills are not approved for Work Capacity Testing.
- 33 WCT results must be entered into the IQCS annually to update the fitness level  
34 and date that will appear on the Incident Qualification Card. WCT dates entered  
35 in IQCS will reflect the date the employee passed the fitness test. The results of  
36 the most recent WCT will always supersede the results of any previous WCT,  
37 even if previous WCTs were within the currency period.
- 38 • **NPS** – *Law Enforcement Officers are required to provide medical*  
39 *clearance documentation to their FMO prior to participating in a Work*  
40 *Capacity Test. The LE exam is sufficient for the light and moderate level*  
41 *work capacity testing. If a LE ranger is also assigned arduous wildland*

- 1 firefighter duties, an additional medical clearance for wildland firefighting  
2 must be requested at the time of her/his LE medical exam.
- 3 • **FS** – Failed or not completed WCT attempts are to be entered into the  
4 eMedical system by the HSQ Coordinator.

### 5 **Work Capacity Test – Retesting**

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

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

## 26 **Physical Fitness**

### 27 **Physical Fitness and Conditioning**

28 Agency Administrators are responsible for ensuring the overall physical fitness  
29 of firefighters. Employees serving in wildland fire positions that require a fitness  
30 rating of arduous as a condition of employment are authorized one hour of duty  
31 time each work day for physical fitness conditioning. Employees serving in  
32 positions that require a fitness rating of moderate or light may be authorized up  
33 to three hours per week.

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

35 Fitness conditioning periods may be identified and structured to include aerobic  
36 and muscular exercises. Team sports are not authorized for fitness conditioning.  
37 Chapters 5, 6, 7, 8, and 9 and Appendices F, G, and H of *Fitness and Work*  
38 *Capacity 2009 ed.* (PMS 304-2, NFES 1596) and the Interagency Fire Fitness  
39 Program in the USFS *WCT Implementation Guide* provide excellent guidance  
40 concerning training specifically for the pack test, aerobic fitness programs, and  
41 muscular fitness training.

42 <https://www.nwcg.gov/sites/default/files/publications/pms304-2.pdf>

43 <https://www.fs.usda.gov/managing-land/fire/safety/wct>

- 1 • *NPS* – A fitness plan is required for all NPS personnel participating in a  
2 fitness program (DO-57). For health and fitness purposes, those who are  
3 fire-qualified at less than the arduous fitness level are not required to meet  
4 the mandatory fitness program requirements of DO-57 for wildland fire  
5 management. They are strongly encouraged to participate in the voluntary  
6 fitness program, and must still meet physical fitness/work capacity  
7 requirements as outlined in the NWCG Standards for Wildland Fire  
8 Position Qualifications (PMS 310-1) for positions with Moderate and Light  
9 fitness requirements.
- 10 • *FWS* – Refer to Chapter 4, Physical Fitness and Conditioning.
- 11 • *FS* – Forest Service direction is found in FSH 5109.17 and the FSFAQG.  
12 NFFE Partnership bargaining unit employees may only be required to  
13 successfully complete the WCT once per year.
- 14 • *BIA* – Refer to Chapter 6, Physical Fitness and Conditioning.

#### 15 **Minimum Age Requirements for Hazardous Duty Assignments on Federal** 16 **Incidents**

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

#### 19 **Engine Modules**

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

#### 22 **Helicopter Modules**

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

#### 25 **Smokejumpers (SMKJ)**

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

#### 28 **Smokejumper Policy**

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

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

#### 35 **Smokejumper Communications**

36 All smokejumpers carry programmable radios and are proficient in their use and  
37 programming procedures.

1 **Smokejumper Training**

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

6 Candidates are evaluated to determine:

- 7 • Level of physical fitness;
- 8 • Ability to learn and perform smokejumper skills;
- 9 • Ability to work as a team member;
- 10 • Attitude; and
- 11 • Ability to think clearly and remain productive in a stressful environment.

12 **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	

13 **Smokejumper Medical Standards**

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

16 **USFS Smokejumper Physical Fitness Standards**

17 The national minimum standards for smokejumpers are:

- 18 • 1.5 mile run in 11:00 minutes or less;
  - 19 • 45 sit-ups;
  - 20 • 25 pushups;
  - 21 • 7 pull-ups;
  - 22 • 110 lb. pack-out over 3 miles/level terrain/90 minutes\*; and
  - 23 • Successful completion of the WCT at the arduous level.
- 24 \*This element is tested during Smokejumper Rookie Training.
- 25 ○ *BLM* – Refer to Chapter 2 for physical fitness standards.

26 **Interagency Hotshot Crews (IHC)**

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

**1 IHC Policy**

2 IHC standards provide consistent planning, funding, organization, and  
3 management of the agency IHCs. The sponsoring unit will ensure compliance  
4 with the established standards. The arduous duties, specialized assignments, and  
5 operations in a variety of geographic areas required of IHCs dictate that training,  
6 equipment, communications, transportation, organization, and operating  
7 procedures are consistent for all agency IHCs.

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

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

**18 IHC Certification**

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

**21 Annual Crew Pre-Mobilization Process**

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

**26 Annual IHC Readiness Review**

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

**35 IHC Organization**

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

- 39 • **BLM** – *IHCs have the option of traveling with 25 personnel when on*  
40 *incident assignments.*
- 41 • **NPS** – *IHCs have the option of traveling with 22 personnel when on*  
42 *incident assignments as authorized by the sending or receiving unit.*

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

### 3 **IHC Availability Periods**

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

### 8 **National IHC Status Reporting System**

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

12 IHCs may report status by three methods:

- 13 • Via e-mail to [BLM\\_FC\\_Crews@blm.gov](mailto:BLM_FC_Crews@blm.gov) (preferred method);
- 14 • Via the internet to the Hotshot Status submission form (link available from  
15 the Crew page of the NICC website); or
- 16 • Contacting the NICC Crew Desk at 208-387-5400.

### 17 **IHC Communications**

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

### 20 **IHC Transportation**

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

## 24 **Other Hand Crews**

### 25 **Policy**

26 All crews must meet minimum crew standards as defined below as well as any  
27 additional agency, state, or contractual requirements  
28 (<https://www.nwccg.gov/publications/pms200>). Typing will be identified at the  
29 local level with notification made to the local GACC.

### 30 **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 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

- 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  
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 *NWCG Standards for Wildland Fire Module*  
14 *Operations* (PMS 430).

#### 15 **WFM Policy**

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

#### 23 **WFM Types and Certification**

24 WFMs ready for assignment will be certified as Type 1 WFM (WFM1) or Type  
25 2 WFM (WFM2). Refer to the *NWCG Standards for Wildland Fire Module*  
26 *Operations* (PMS 430) for additional information.

1 **WFM Availability Periods**

2 WFM's will have minimum availability periods as defined in the *ISWFMO*.  
 3 Availability for Type 1 WFM's may exceed the minimum period defined. Type 1  
 4 WFM's will be available for off unit assignment during the designated 90 day  
 5 availability period. The module leader will inform the local supervisor and the  
 6 GACC of any changes to the modules availability.

7 **WFM Organization**

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

11 **Minimum WFM Standards for Interagency Mobilization**

12 *Note: Other than the qualifications held by the Module Leader and Assistant all*  
 13 *other qualifications are not tied to a particular position.*

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>Module Qualifications</b>	Qualifications are not tied to a particular position within the WFM. All modules will have the following qualifications: RXB2, TFLD, CRWB (other than TFLD), FIRB (other than RXB2), ICT4, 2 ICT5 (other than ICT4), FOBS, 2 FEMO, FFT1 (other than TFLD/CRWB), HELR or HECM.	All modules will have the following qualifications: CRWB, FIRB, 2 ICT5, 2 FFT1, 2 FEMO (1 may be a trainee), HELR or HECM.
<b>Module Leader Qualifications</b>	TFLD, ICT4, RXB2	CRWB, ICT5, FIRB
<b>Assistant Module Leader Qualifications</b>	CRWB, ICT5, FIRB	FFT1, ICT5
<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

Minimum Standards	Type 1	Type 2
<b>Experience</b>	80% > 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)	Same as Type 1
<b>Communications</b>	5 programmable radios	4 programmable radios
<b>Sawyers</b>	2 agency qualified	1 agency qualified
<b>Training</b>	As required by the PMS 430 prior to assignment	As required by the PMS 430 prior to assignment
<b>Medical First Responder Training</b>	Yes	Yes
<b>Logistics</b>	Multiple crew level agency purchasing authorities	One or more crew level agency purchasing authority
<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	Own transportation
<b>Tools and Equipment</b>	Fully equipped for each geographic region	Fully equipped for each geographic region
<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. Follow PMS 430 guidelines.	Must complete the mobilization checklist by the local host unit or Agency Administrator or designee prior to being made available for assignment. Follow PMS 430 guidelines.

- 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 the*
- 5 *NWCG Standards for Wildland Fire Module Operations. Type 2 WFMs will*
- 6 *not be formed, sponsored, or stasured in the Interagency Resource Ordering*
- 7 *Capability (IROC) by BLM units.*
- 8 ○ *Approval from the Assistant Director, Fire and Aviation is required*
- 9 *prior to establishing and/or stasuring new Type 1 WFMs.*

- 1 ○ *Any BLM unit may provide personnel to WFMs sponsored by another*
- 2 *agency. All BLM personnel must meet the standards outlined in the*
- 3 *NWCG Standards for Wildland Fire Module Operations, and the*
- 4 *Interagency Standards for Fire and Fire Aviation Operations.*
- 5 ○ *Units may utilize Type 1 and/or Type 2 WFMs for BLM incidents.*
- 6 *Incident commanders will order the appropriate resource to*
- 7 *accomplish incident objectives.*
- 8 ○ *Fire Suppression Modules and WFMs are separate and distinct*
- 9 *resources. The BLM has established standards for fire suppression*
- 10 *modules in Chapter 2 of this publication. Fire managers and incident*
- 11 *commanders should order the appropriate resource to accomplish*
- 12 *incident objectives.*
- 13 ● *NPS – Modules are coordinated regionally and mobilized/demobilized*
- 14 *through established ordering channels through the GACCs.*

### 15 **Chainsaw Operators and Fallers**

16 In 2014, NWCG established faller qualifications in the PMS 310-1. Agencies  
17 have established additional evaluation and certification requirements:

- 18 ● **BLM/NPS/FWS/BIA** – *Use of the NWCG position task books is required.*
- 19 *The requirements for final evaluators for each position are as follows:*
- 20 ○ *The individual tasks required for completion of the FAL3 PTB must be*
- 21 *evaluated by a qualified FAL2 or FAL1. The Final Evaluator's*
- 22 *Verification for a FAL3 trainee must be completed by a qualified FAL2*
- 23 *or FAL1.*
- 24 ○ *The individual tasks required for completion of the FAL2 PTB must be*
- 25 *evaluated by a qualified FAL2 or FAL1. The Final Evaluator's*
- 26 *Verification for a FAL2 trainee must be completed by a qualified FAL2*
- 27 *or FAL1.*
- 28 ○ *The final certification of all wildfire faller positions will remain the*
- 29 *responsibility of the IQCS Certifying Official.*
- 30 ○ *All wildfire saw operation qualifications are maintained through the*
- 31 *IQCS system and displayed on the Incident Qualification Card.*
- 32 ■ **BLM** – *The individual tasks required for completion of the FAL1*
- 33 *PTB must be evaluated by a qualified FAL1. The Final Evaluator's*
- 34 *Verification for a FAL1 trainee must be completed by a qualified*
- 35 *FAL1 Evaluator. Each BLM State Fire Management Officer will*
- 36 *certify and maintain a list of their current FAL1 evaluators.*
- 37 ■ **NPS/BIA** – *The individual tasks required for completion of the*
- 38 *FAL1 PTB must be evaluated by a qualified FAL1. The Final*
- 39 *Evaluator's Verification for a FAL1 trainee must be completed by*
- 40 *a qualified FAL1.*
- 41 ■ **FWS** – *Follow evaluator qualification requirements listed in the*
- 42 *FAL1, FAL2, and FAL3 position task books.*
- 43 ● **FS** – *Use of the NWCG combined position task book for FAL1, FAL2, and*
- 44 *FAL3 is not authorized for Forest Service use. Forest Service sawyers will*

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

<b>Position Code</b>	<b>Performance Currency</b>	<b>Training Currency</b>	<b>Fitness Level</b>	<b>CPR</b>	<b>First Aid and Bloodborne Pathogens</b>
FAL3	3 years	S-212	Arduous	2 Years	3 Years
FAL2	3 years	S-212	Arduous	2 Years	3 Years
FAL1	3 years	Qualification maintained through performance in the position	Arduous	2 Years	3 Years

- 36 ○ The FAL1 that needs to be recertified every 3 years may be recertified
- 37 by other agencies.

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

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