



US Forest Service Fire and Aviation Management Briefing Paper



Date: January 2010

Topic: Emerging and increasing use of Type 3 and Short Teams - Importance of Human Resource Specialist (HRSP) Support

Issue: Lack of HRSP support on Incidents with changing team complexities and organizations

Background: Type 3 teams/organizations are becoming more popular because of their rapid mobility and general local availability to the Agency Administrator. Short teams and Type 3 teams/organizations do not include a HRSP. Type 1 teams may be extended on incidents and then transition to Type 3 teams/organizations, thus avoiding the intermediary Type 2 team transition process.

In extreme fire activity situations, Type 3 teams/organizations are called upon to manage larger incidents, by “staffing up” the basic Command and General Staff. All of this leads to an incident commander with many operational, safety and logistical issues to deal with and little time to address human resource problems. Yet, “people problems” left uncorrected can cripple the entire incident management team performance.

Recommendations:

Type 3 and Short team/organizations managing larger, more complex Incidents

- National and Geographic Area Mob Guides include guidelines and protocol for use of HRSP for Type 3 teams/organizations
- Recommend HRSP services be addressed on Incidents of any duration, size or complexity
- Ensure Type 3 ICs have HRSP Geographic Area Coordinator (GAC) contact information

HRSP Support for Incidents transitioning to Type 3 teams/organizations

- Remind Line Officers/Agency Administrators of value/cost effectiveness of HRSP Program
- HRSP GACs monitor /assess Incidents and follow up with Incident Commanders
- Outgoing Teams inform HRSP GAC of issues

Contact: Jan Everett, National HRSP Coordinator, 406-329-4893