

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 *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.nifc.gov/programs/interagency-fire-program-management>.

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/training>.
- **FWS** – *The Fire Management Handbook*.
- **FS** – *The Forest Service Fire and Aviation Qualifications Guide (FSFAQG)* at <https://www.fs.usda.gov/managing-land/fire/publications>.
- **BIA** – Standards can be referenced at <https://www.bia.gov/bia/ots/dwfm>. *Fire Management Leadership (FML)*, geographic or national, is required for all BIA 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 incident qualifications/certifications.

Qualification and Certification Process

Each unit with fire management responsibilities will establish an incident qualification card qualification and certification process which may include a qualification and certification committee. In areas cooperating with other

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

20 **Recognition of Prior Learning**

21 The *NWCG Standards for Recognition of Prior Learning (RPL)* found at
22 <https://www.nwcg.gov/publications/309>, establishes the use of a formal
23 competency-based qualification process that allows any credentialing authority
24 to recognize and account for competence acquired through life-long learning and
25 experience. RPL is a process that evaluates an individual's formal and non-
26 formal learning to determine the extent to which that individual has achieved the
27 required competencies to perform effectively in a specific emergency
28 management or responder position. It is widely recognized that a standardized
29 RPL process will reduce redundant training, support efforts to increase speed
30 and time to competency, and support efforts to boost national resource surge
31 capacity.

- 32 • *NPS – Current NPS employees will continue to follow the NWCG*
33 *Standards for Wildland Fire Position Qualifications (310-1) and defined*
34 *NWCG qualification processes. The RPL process may be used for*
35 *employees new to the NPS who are not transferring from another federal*
36 *agency using the NWCG Standards for Wildland Fire Position*
37 *Qualifications (310-1).*
- 38 • *BIA – Recognition of prior learning provides an alternative avenue for*
39 *future BIA fire personnel to become qualified or nearer to qualified using a*
40 *defined RPL process. The RPL process is only available for new hires to the*
41 *agency, specifically new hires with past military, all hazard and responder*
42 *experience from another municipality. RPL is not built for existing federal*
43 *employees. Current federal employees will continue to follow the NWCG*
44 *Standards for Wildland Fire Positions Qualifications (310-1) and defined*

1 *NWCG qualification processes. Submitted RPL packages will be evaluated*
2 *by representatives from the hiring unit and regional fire staff.*

3 **Non-NWCG Agency Personnel Qualifications**

4 Personnel from non-NWCG agencies meeting PMS 310-1 prerequisites can
5 participate in and receive certificates for successful completion of NWCG
6 courses. Agency employees can complete the task blocks, evaluation record, and
7 verification/certification sections of a cooperating organization employee's
8 position task book. Agency employees will not initiate or complete the agency
9 certification sections of the position task book for non-agency employees.

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

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

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

19 **Incident Qualifications and Certification System**

20 The Incident Qualifications and Certification System (IQCS) is the only
21 approved fire qualifications and certification record keeping system. The
22 Interagency Resource Ordering Capability (IROC) system is not a record
23 keeping system for qualifications. The Responder Master Record report
24 provided via IQCS meets the agency requirement for maintaining fire
25 qualification records. The system is designed to provide managers at the local,
26 state/regional, and national levels with detailed qualification, experience, and
27 training information needed to certify employees in wildland fire positions.
28 IQCS is a tool to assist managers in certification decisions; however, it does not
29 replace the manager's responsibility to validate employees meet all requirements
30 for position performance based on their agency standards.

31 Certifying officials have the option to keep employee qualification records as a
32 hard copy file or an electronic file using the IQCS document upload feature.
33 Both options must include proof of all required training, certified position task
34 books, required license/certification and documentation for administrative
35 actions (system overrides from certifying officials). Hard copy files will also
36 include current copies of the IQCS Responder Master Record and incident
37 qualification card. All records will be stored and/or destroyed in accordance
38 with agency policies.

- 39 • *BLM – Transition of hard copy records to electronic records must be*
40 *completed by December 31, 2024. During the transition, IQCS certifying*
41 *officials have the option to keep employee training and qualification*
42 *records as a hard-copy file or an electronic file. Additional information can*

- 1 *be found at <https://www.nifc.gov/about-us/our-partners/blm/training>. All*
2 *records will be stored and/or destroyed in accordance with agency policies.*
- 3 • ***BLM/NPS** – IQCS account managers will have an IQCS delegation of*
4 *authority from the certifying official. A delegation of authority can be found*
5 *at <https://iqcsweb.nwcg.gov/>.*
 - 6 • ***FS** – Forest Service Fire and Aviation Qualifications Guide (FSFAQG) at*
7 *<https://www.fs.usda.gov/managing-land/fire/publications>.*
 - 8 • ***BIA** – All BIA/Tribal units with fire management programs are required to*
9 *use IQCS to track all Federal emergency responders. Agency*
10 *superintendents and line officers of Tribal fire programs are considered*
11 *certifying officials pursuant to the definition in the PMS 310-1. As such,*
12 *they are responsible for ensuring that agency fire management personnel*
13 *develop and maintain fire management job qualifications and meet physical*
14 *fitness standards in accordance with policy and assign personnel to fire*
15 *suppression, prescribed fire, wildland fire use activities according to*
16 *qualifications and demonstrated ability. They are responsible for entering*
17 *and maintaining employee fire qualifications in IQCS. Agency*
18 *superintendents and line officers of Tribal fire programs who choose*
19 *delegation of authority of the certifying official role must do so in writing,*
20 *utilizing the delegation of authority form found on the IQCS website at*
21 *<https://iqcsweb.nwcg.gov/>.*

22 **Certification of Non-Agency Personnel**

23 Non-agency firefighters will be certified by State or local fire departments, or
24 private training providers approved by a memorandum of understanding (MOU)
25 through their local GACC. Agencies will not assist in the administration or
26 sponsor the work capacity test (WCT) as the certifying agency.

27 **Incident Qualification Card**

28 The agency administrator (or delegate) is responsible for annual certification of
29 all agency and administratively determined (AD) personnel serving on wildfire,
30 prescribed fire, and all-hazards incidents. This responsibility includes
31 monitoring medical status, fitness, training, performance, and ensuring the
32 responder meets all position performance requirements.

33 Training and successful completion of the appropriate WCT must be
34 accomplished and documented. All incident qualification cards issued to agency
35 employees, with the exception of emergency firefighter (EFF-paid or temporary
36 employees at the FFT2 level), will be printed using IQCS. Incident qualification
37 cards issued to EFF or temporary employees at the FFT2 level may be printed
38 without use of IQCS.

- 39 • ***BLM/FWS/BIA** – An electronic incident qualification card utilizing the*
40 *[IQCS portable document format \(PDF\)](#) is authorized.*
- 41 • ***NPS/FS** – An electronic incident qualification card utilizing the [IQCS](#)*
42 *[portable document format \(PDF\)](#) with electronic signature is authorized.*

- 1 Each agency will designate employees at the national, regional/state, and local
2 levels as fire qualifications administrators, who ensure all incident experience,
3 incident training, and position task books for employees within the agency are
4 accurately recorded in IQCS. All records must be updated annually or modified
5 as changes occur.
- 6 • **BLM** – *BLM Recertification Policy: If an employee (including an agency-*
7 *sponsored AD) has lost currency in a position, the employee is converted to*
8 *trainee status for that position. In order to regain full qualification for the*
9 *position, the employee must demonstrate the ability to perform in the*
10 *position as determined by the certifying official. Prior to recertification, the*
11 *employee must:*
 - 12 ○ *Complete the BLM Recertification Evaluation found at*
13 *<https://www.nifc.gov/about-us/our-partners/blm/training>.*
 - 14 ○ *Complete one or more evaluation assignments.*
 - 15 ○ *Complete any additional requirements as determined by the certifying*
16 *official (e.g., additional assignments and/or courses).*
 - 17 ○ **NOTE:** *This policy only applies to positions for which a position task*
18 *book is required.*
 - 19 • **BLM** – *State fire management officers (FMO) will certify position task*
20 *books and incident qualification cards for area command, complex, and*
21 *type 1 command and general staff positions.*
 - 22 • **BLM/FWS** – *The “Do What’s Right” training is required annual training*
23 *but is not a prerequisite for issuance of an incident qualification card.*
 - 24 • **NPS** – *Certification for area command, complex, and type 1 command and*
25 *general staff position task books will be done at the regional office level.*
26 *Any position task books issued to park FMOs will be certified at the*
27 *regional office level. All other position task books may be certified at the*
28 *local unit level.*
 - 29 • **NPS** – *The Branch Chief, NPS Branch of Wildland Fire (or delegate) is*
30 *responsible for the accuracy and certification of the regional FMO’s*
31 *incident qualification card. The regional FMO (or delegate) is responsible*
32 *for the accuracy and annual certification of their parks’ FMO’s incident*
33 *qualification cards.*
 - 34 • **FWS** – *See Fire Management Handbook for guidance on qualification*
35 *recertification.*
 - 36 • **FS** – *Refer to FSH 5109.17, chapter 10, and the FSFAQG.*
 - 37 • **BIA** – *BIA Recertification Policy: If an employee, including an agency-*
38 *sponsored AD, has lost currency in a position, the employee is converted to*
39 *trainee status for that position. In order to regain full qualification for the*
40 *position, the employee must demonstrate the ability to perform in the*
41 *position as determined by the certifying official. Prior to recertification, the*
42 *employee must:*
 - 43 ○ *Complete one or more evaluation assignments.*
 - 44 ○ *Complete any additional requirements as determined by the certifying*
45 *official (e.g., additional assignments and/or courses).*

1 Incident Qualification Card Expiration Dates

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

- 8 • *NPS – WCT is valid for 13-months from the date passed. RT-130 is valid*
9 *for 13-months from the date completed.*
- 10 • *FS – The WCT is considered effective for 13 months from the date passed.*
11 *If an employee is on an emergency assignment on the date their*
12 *WCT/refresher expires, they will complete their assignment including any*
13 *extensions. Upon return to their duty station, they must complete the*
14 *WCT/refresher and acquire a new incident qualification card prior to*
15 *accepting any new assignments.*

16 Universal Training Requirements

17 All personnel filling NWCG-recognized positions on the fireline must have
18 completed:

- 19 • S-130, *Firefighter Training* (including the required field exercises);
- 20 • S-190, *Introduction to Wildland Fire Behavior*;
- 21 • L-180, *Human Factors on the Fireline*;
- 22 • ICS-100, *Introduction to the ICS*; and
- 23 • IS-700, *An Introduction to the NIMS* (current version).

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

25 RT-130, Wildland Fire Safety Training Annual Refresher (WFSTAR), focuses
26 line-going personnel on fireline operations and decision-making issues in order
27 to recognize and mitigate risk, maintain safe and effective practices, and reduce
28 accidents.

29 Mandatory core components are:

- 30 • **Local Topics** – Review and discuss local topics and areas of concern that
31 may impact firefighter safety in the upcoming fire season.
- 32 • **Incident Reviews and Lessons Learned** – Review and discuss lessons
33 learned from past local, regional, and national incident response.
- 34 • **Fire and Aviation Operational Safety** – Review and discuss the risk
35 management principles and tools that support safe and effective incident
36 operations.
- 37 • **Human Factors, Communication and Decision Making** – Review and
38 discuss the complex interaction between human factors, communication,
39 and decision making.
- 40 • **Fire Shelters and Entrapment Avoidance** – Review and discuss fire
41 shelter use, deployment site selection, personal protective equipment (PPE),

- 1 shelter inspections, and historical entrapment scenarios. Practice proper fire
2 shelter deployment techniques.
- 3 Core component discussion topics can be found on the RT-130 course webpage
4 at <https://www.nwcg.gov/publications/training-courses/rt-130>.
- 5 The minimum refresher training hour requirement for each agency is identified
6 below. Training time may be extended in order to effectively complete this
7 curriculum or to meet local training requirements.
- 8 • **BIA** – 4 hours.
 - 9 • **BLM/NPS/FWS/FS** – No minimum hourly requirement; core components
10 must be covered.
- 11 RT-130 is delivered as instructor-led training and is **not** available as self-
12 directed (online) training. To receive credit for course completion, students must
13 complete a session of RT-130 with qualified instructors to ensure core
14 components are covered. Delivery options include:
- 15 • **Instructor-led training (ILT)** – Delivery will be facilitated by an
16 instructor in a traditional classroom environment.
 - 17 • **Virtual instructor-led training (VILT)** – Delivery will be facilitated by an
18 instructor in a virtual classroom environment.
- 19 Minimum requirements for RT-130 instructors have been established and can be
20 found in the *NWCG Standards for Course Delivery* (PMS 901-1) at
21 <https://www.nwcg.gov/publications/901-1>.
- 22 RT-130 will have a 12-month currency.
- 23 • **NPS/FS** – Employees have a 13-month currency requirement for RT-130.
- 24 Firefighters who receive initial fire training are not required to take RT-130 in
25 the same calendar year. Refresher training content is available on the RT-130
26 website at <https://www.nwcg.gov/publications/training-courses/rt-130>.
- 27 Throughout RT-130, instructors and students should reference the *Incident*
28 *Response Pocket Guide (IRPG, PMS461/NFES 1077)* available at
29 <https://www.nwcg.gov/sites/default/files/publications/pms461.pdf>.

30 **Medical Examinations**

- 31 Agency administrators and supervisors are responsible for the occupational
32 health and safety of their employees performing wildland fire activities and may
33 require employees to take a medical examination at any time.
- 34 • **BLM/NPS/FWS/BIA** – An employee may be required to take a medical
35 examination whenever there is a reasonable concern, based on objective
36 evidence, about the employee's continued capacity to meet any of the
37 physical or medical requirements of the position. Such an examination may
38 be ordered for instances of job-related injuries/illnesses and for those that
39 are not job-related. Supervisors should contact their Servicing Human
40 Resource Office (SHRO) and wildland fire safety program manager for
41 assistance with preparing the memorandum for requiring a medical

- 1 examination. DOI MSP Program Management will review the
2 memorandum before issuance to the employee.
- 3 • **FS** – See the USFS WCT Implementation Guide at
4 <https://www.fs.usda.gov/managing-land/fire> as well as the eMedical website
5 at <https://www.fs.usda.gov/managing-land/fire/safety/emedical>.
- 6 Established medical qualification programs, as stated in 5 CFR 339, provide
7 consistent medical standards for arduous positions in order to safeguard the
8 health of employees whose work may subject them or others to significant
9 health and safety risks due to occupational or environmental exposure or
10 demand.
- 11 Any employee with an active workers' compensation (OWCP) case or other
12 physical or medical limiting factors/restrictions that preclude them from fully
13 performing the activities of an arduous position must disclose this as part of the
14 self-certification or medical examination process.
- 15 Information on any medical records is considered confidential and must be kept
16 in the employee's medical file.
- 17 **Arduous Fitness Level – Department of Interior Wildland Firefighter**
18 **Medical Standards Program (DOI MSP)**
- 19 Per Office of Wildland Fire (OWF) Policy Memorandum 2016-014, "All
20 employees (incumbents and applicants) must take an examination meeting
21 Federal Interagency Wildland Fire Medical Standards every three years
22 regardless of employment status and hiring authority, including emergency
23 firefighters (administratively determined – AD/casual hires) and collateral duty
24 firefighters who participate in arduous duty wildland fire activities. An
25 examination taken and successfully cleared in accordance with the DOI MSP
26 direction is required prior to participating in the Arduous Duty Work Capacity
27 Test (Pack Test), performing arduous duty, wildland fire duties, or any agency
28 sanctioned physical fitness training to prepare for these duties. In the years
29 between the periodic examinations, an employee will self-certify their medical
30 concerns and risk in taking the Work Capacity Test." Information regarding the
31 DOI MSP can be obtained from agency wildland fire safety program managers
32 and at <https://www.doi.gov/wildlandfire/medical-standards>.
- 33 Additional testing or medical follow-up required to change a DOI MSP
34 determination shall be at the individual's expense unless the agency has granted
35 prior approval.
- 36 Employees seeking arduous incident qualification card qualifications who work
37 for programs operating under their own medical standards must either
38 participate in the DOI MSP or may have their examination meeting all DOI
39 MSP requirements reviewed against the *Federal Interagency Wildland*
40 *Firefighter Medical Standards*.

1 **Examination/Self-Certification Periodicity and Changes in Medical Status**

2 A baseline or periodic examination is required every 36 months from the date of
3 the examination regardless of the qualification date. Annual self-certifications
4 between examinations must precede the arduous work capacity test by no more
5 than 45 days prior to fitness testing.

- 6 • **BLM/NPS** – *Annual self-certifications are valid for one year. Employees*
7 *may take the work capacity test at any point in that year as long as the self-*
8 *certification is current.*

9 If a DOI arduous duty wildland firefighter (WLFF) develops a significant
10 change in medical status between medical exams or self-certifications, the
11 WLFF is required to immediately report this change to his/her supervisor and
12 complete a self-certification. A significant change in medical status is defined as
13 any injury or illness, including an active workers' compensation (OWCP) claim,
14 which may prevent performance of arduous duty. Employees must report
15 significant changes in medical status and cease arduous duty until cleared.
16 Eligibility for compensation or benefit claims may be affected by a failure to
17 report. If a change in medical status for arduous duty firefighters has been
18 reported, the supervisor must ensure the firefighter ceases to perform arduous
19 duty and if necessary, ensure all arduous-duty-related qualifications are
20 prevented from being sent to IROC in IQCS until the employee has been
21 medically cleared to resume arduous duty work.

22 WLFFs must also immediately inform their supervisor if they have not
23 completed an examination within the previous 36 months and must not resume
24 arduous duty work until completion of a periodic examination and medical
25 qualification.

- 26 • **NPS** – *If a law enforcement ranger is also assigned arduous wildland*
27 *firefighter duties an additional medical clearance for wildland firefighting*
28 *must be requested at the time of her/his law enforcement medical*
29 *examination. If a determination of "not cleared" is made, the DOI MSP*
30 *risk mitigation/waiver process will be used.*
31 • **FS** – *Refer to current agency direction at*
32 *<https://www.fs.usda.gov/managing-land/fire>.*

33 **Medical Examination Process for Light and Moderate Fitness Levels**

34 The medical screening process for light and moderate work capacity testing
35 (Health Screening Questionnaire [HSQ]) is centralized and automated through
36 the DOI MSP's national contractor. For details on the process visit
37 <https://www.doi.gov/wildlandfire/medical-standards>.

- 38 • **FWS/BIA** – *Law enforcement personnel must complete the light or*
39 *moderate health screening process through the DOI MSP contractor and*
40 *provide clearance certificate to the WCT administrator.*
41 • **FS** – *Medical exams will be paid from a Washington Office fund code.*
42 *Additional specialized testing other than the tests listed on the OF-178 will*
43 *not be covered by the Forest Service.*

- 1 If the SHRO or FMO has a direct concern about an employee's/applicant's
2 capacity to meet the physical or medical requirements of a position, the agency
3 may require the employee/applicant to report for a specific medical evaluation.
4 For more information, contact your SHRO or agency wildland fire safety
5 program manager.
- 6 • **NPS** – *The law enforcement medical examination for NPS rangers, who are*
7 *collateral-duty WLFs, will suffice for moderate and light fitness level*
8 *clearance.*
 - 9 • **FS** – *The completed OF-178 is submitted to the reviewing medical officer*
10 *for the agency to review and medically clear.*
 - 11 • **BIA** – *Individuals who opt out of the DOI MSP at the arduous level having*
12 *received a "not-qualified-for-arduous-duty" status during a periodic or*
13 *baseline examination may be required to report for a specific medical*
14 *evaluation to determine fit-for-duty status.*

15 **Work Capacity Tests**

16 **Physical Fitness Levels**

17 The *NWCG Standards for Wildland Fire Position Qualifications* (PMS 310-1)
18 identifies fitness levels for specific positions. There are three fitness levels—
19 arduous, moderate, and light—which require an individual to demonstrate their
20 ability to perform the fitness requirements of the position. Positions in the “no
21 fitness level required” category are normally performed in a controlled
22 environment, such as an incident base.

- 23 • **Arduous** – Duties involve field work requiring physical performance with
24 above average endurance and superior conditioning. These duties may
25 include an occasional demand for extraordinarily strenuous activities in
26 emergencies under adverse environmental conditions and over extended
27 periods of time. Requirements include running, walking, climbing, jumping,
28 twisting, bending, and lifting more than 50 pounds; the pace of the work
29 typically is set by the emergency conditions.
- 30 • **Moderate** – Duties involve field work requiring complete control of all
31 physical faculties and may include considerable walking over irregular
32 ground, standing for long periods of time, lifting 25 to 50 pounds, climbing,
33 bending, stooping, twisting, and reaching. Occasional demands may be
34 required for moderately strenuous activities in emergencies over long
35 periods of time. Individuals usually set their own work pace.
- 36 • **Light** – Duties mainly involve office type work with occasional field
37 activity characterized by light physical exertion requiring basic good health.
38 Activities may include climbing stairs, standing, operating a vehicle, and
39 long hours of work, as well as some bending, stooping, or light lifting.
40 Individuals can usually govern the extent and pace of their physical activity.
 - 41 ○ **BLM** – *Law enforcement physical fitness standard is accepted as*
42 *equivalent to a “light” WCT work category.*

1 **Work Capacity Tests**

WCT Type	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

2 **Work Capacity Test Administration**

3 The work capacity test (WCT) is the official method of assessing wildland
4 firefighter fitness levels. General guidelines can be found in the *Work Capacity*
5 *Test: Administrator's Guide* (PMS 307).

- 6 • **FS** – For FS direction on WCT administration, refer to the USFS WCT
7 *Implementation Guide* at <https://www.fs.usda.gov/managing-land/fire>.

8 WCT administrators must confirm medical clearance at the appropriate fitness
9 level through review of a clearance list provided by the FMO (or delegate) or by
10 verifying certificate of WCT clearance at the time of the WCT. There is no need
11 for the WCT administrator to collect or retain copies of the certificate of
12 clearance.

13 At a minimum, WCTs are administered annually to all employees, including
14 Administratively Determined (AD) and emergency firefighters (EFF) who will
15 be serving in wildland fire positions that require a fitness level. The currency for
16 the WCT is 12 months.

- 17 • **NPS/FS** – Currency for WCT is 13 months.

18 The WCT results shall be documented on the WCT Record available online as
19 appendix O at <https://www.nifc.gov/standards/guides/red-book>. The WCT
20 Record captures information that is covered under the Privacy Act and should be
21 maintained in accordance with agency Freedom of Information Act (FOIA)
22 guidelines.

23 Administration of the WCT for non-Federal firefighters is prohibited for liability
24 reasons. Potential emergency firefighters who would be hired under emergency-
25 hire authority by the agency must be in AD pay status or sign an agency-specific
26 volunteer services agreement prior to taking the WCT. Federal employees may
27 participate in a WCT administered by non-Federal partners if approved by the
28 FMO and all requirements of this chapter are met.

29 A job hazard analysis (JHA) or risk assessment (RA) shall be developed and
30 approved for each field unit prior to administering the WCT. Administer the
31 test using the JHA/RA as a briefing guide.

- 32 • **BLM** – An RA shall be developed and approved for each field unit prior to
33 administering the WCT.
- 34 • **BIA** – An RA shall be developed and approved for each field unit prior to
35 administering the WCT. An RA for the WCT can be found at
36 <https://www.bia.gov/bia/ots/dfwfm/bwfm/safety/risk-assessments>.

- 1 The local unit shall prepare a medical response plan (such as an ICS-206 form),
2 evaluate options for immediate medical care and patient transport, and identify
3 closest emergency medical services. A minimum of a qualified medical first
4 responder/emergency medical responder (EMR) must be on site during WCT
5 administration. Based upon a thorough evaluation of potential medical treatment
6 and evacuation scenarios, a higher level of onsite emergency medical
7 qualifications and equipment may be warranted (e.g., emergency medical
8 technician (EMT) or paramedic).
- 9 An automatic external defibrillator (AED) is required onsite during all WCTs.
- 10 Personnel taking the WCT will only complete the level of testing (pack, field,
11 walk) required by the highest fitness level identified for a position on their
12 incident qualification card. Employees shall not take the WCT unless they have
13 an incident qualification card qualification that requires it and only at the fitness
14 level required by that position as identified in the PMS 310-1 or agency-specific
15 guidance or policy.
- 16 Treadmills are not approved for work capacity testing.
- 17 WCT results must be entered into IQCS annually to update the fitness level and
18 date that will appear on the incident qualification card. WCT dates entered in
19 IQCS will reflect the date the employee passed the fitness test. The results of the
20 most recent WCT will always supersede the results of any previous WCT, even
21 if previous WCTs were within the currency period.
- 22 • *NPS – Law enforcement officers are required to provide medical clearance*
23 *documentation to their FMO prior to participating in a work capacity test.*
24 *The law enforcement examination is sufficient for the light and moderate*
25 *level work capacity testing. If a law enforcement ranger is also assigned*
26 *arduous wildland firefighter duties, an additional medical clearance for*
27 *wildland firefighting must be requested at the time of her/his law*
28 *enforcement medical examination.*
 - 29 • *FS – Failed or not completed WCT attempts are to be entered into the*
30 *eMedical system by the HSQ coordinator.*

31 **Work Capacity Test – Retesting**

- 32 Employees who do not pass the WCT will be provided another opportunity to
33 retest but must wait at least 48 hours before retaking the WCT. If an employee
34 sustains an injury (verified by a licensed medical provider) during a test, the test
35 will not count as an attempt. Once an injured employee has been released for
36 full duty, the employee will be given time (not to exceed 4 weeks) to prepare for
37 the test. The numbers of retesting opportunities that will be allowed include:
- 38 • Three opportunities total for permanent employees required to pass a test
39 for duties in the fire program.
 - 40 • One opportunity for temporary employees required to pass a test (a second
41 chance maybe provided at the discretion of fire management).
 - 42 ○ *FS – Direction can be found in the USFS WCT Implementation Guide*
43 *at <https://www.fs.usda.gov/managing-land/fire>.*

- 1 ○ **BIA** – Employees who fail two WCTs will develop an appropriate
2 physical fitness plan with their supervisors to ensure accountability
3 before the third test is administered.
- 4 ○ **BIA** – Temporary Employees: A second test may be authorized by the
5 local unit after 14 days to allow the individual to train for the WCT. A
6 failed second test will result in a 90-day suspension without additional
7 testing during that period.

8 **Physical Fitness and Conditioning**

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

- 15 • **BLM** – See chapter 2 for physical fitness conditioning requirements.

16 Fitness conditioning periods may be identified and structured to include aerobic
17 and muscular exercises. Team sports are not authorized for fitness conditioning.
18 Chapters 5, 6, 7, 8, and 9 and appendices F, G, and H of *Fitness and Work*
19 *Capacity 2009 ed.* (PMS 304-2, NFES 1596) and the Interagency Fire Fitness
20 Program in the USFS *WCT Implementation Guide* provide excellent guidance
21 concerning training specifically for the pack test, aerobic fitness programs, and
22 muscular fitness training. Refer to <https://www.nwcg.gov/publications/304-2>
23 and <https://www.fs.usda.gov/managing-land/fire/safety/wct>.

- 24 • **NPS** – Refer to DO 57B (PM 14-03 Employee Fitness -- Interim Policy, and
25 Reference Manual Occupational Health and Fitness).
- 26 • **FWS** – Refer to chapter 4, Physical Fitness and Conditioning.
- 27 • **FS** – Forest Service direction is found in FSH 5109.17 and the FSFAQG.
28 NFFE Partnership Bargaining Unit employees may only be required to
29 successfully complete the WCT once per year.
- 30 • **BIA** – Refer to chapter 6, Physical Fitness and Conditioning.

31 **Minimum Age Requirements for Hazardous Duty Assignments on Federal** 32 **Incidents**

33 Persons under 18 years old will not perform hazardous duties during wildland
34 fire management operations on Federal jurisdictions.

35 **Engine Modules**

36 Staffing levels and specific requirements for engine personnel may be found in
37 chapter 14, Firefighting Equipment.

38 **Helicopter Modules**

39 Staffing levels and specific requirements for helicopter personnel may be found
40 in chapter 16, Aviation.

1 **Smokejumpers**

2 Smokejumpers (SMKJ) provide professional and effective fire suppression,
 3 fuels reduction, and fire management services to help land managers meet
 4 objectives.

5 **Smokejumper Policy**

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

8 Each base will comply with smokejumper operations standards. The arduous
 9 duties, specialized assignments, and operations in a variety of geographic areas
 10 require smokejumpers to have uniform training, agency-approved equipment,
 11 communications, organization, and operating procedures.

12 **Smokejumper Communications**

13 All smokejumpers carry programmable radios and are proficient in their use and
 14 programming procedures.

15 **Smokejumper Training**

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

20 Candidates are evaluated to determine:

- 21 • Level of physical fitness;
- 22 • Ability to learn and perform smokejumper skills;
- 23 • Ability to work as a team member;
- 24 • Attitude; and
- 25 • Ability to think clearly and remain productive in a stressful environment.

26 **Smokejumper Target Qualifications**

Position	IQCS Target	Smokejumper Training Target
Department managers	Type 1 and type 2 command and general staff	
Spotter	Incident commander (IC), type 3 (ICT3); division supervisor (DIVS); air tactical group supervisor (ATGS), prescribed fire burn boss, type 2 (RXB2); safety officer (SOFR)	

Position	IQCS Target	Smokejumper Training Target
Lead smokejumper	Strike team leader (STLD), task force leader (TFLD)	Senior rigger, field observer (FOBS)
Smokejumper	IC, type 4 (ICT4); crew boss, single resource (CRWB); firing boss (FIRB)	Firing effects monitor (FEMO)
Rookie smokejumper	IC, type 5 (ICT5); firefighter, type 1 (FFT1)	

1 **Smokejumper Medical Standards**

2 Smokejumper medical standards are the same as the *Federal Interagency*
 3 *Wildland Firefighter Medical Standards – Arduous Duty Wildland Firefighter*.

4 **USFS Smokejumper Physical Fitness Standards**

5 The national minimum standards for smokejumpers are:

- 6 • 1.5 mile run in 11:00 minutes or less;
 - 7 • 45 sit-ups;
 - 8 • 25 push-ups;
 - 9 • 7 pull-ups;
 - 10 • 110 lb. pack-out over 3 miles/level terrain/90 minutes*; and
 - 11 • Successful completion of the WCT at the arduous level.
- 12 *This element is tested during smokejumper rookie training.
- 13 ○ *BLM* – Refer to chapter 2 for physical fitness standards.

14 **Interagency Hotshot Crews**

15 Interagency hotshot crews (IHC) provide an organized, mobile, and skilled hand
 16 crew for all phases of wildfire suppression. IHCs are comprised of 18-25
 17 firefighters and are used primarily for wildfire suppression, fuels reduction, and
 18 other fire management duties. IHCs are capable of performing self-contained,
 19 initial attack suppression operations and commonly provide incident
 20 management capability at the type 3 or 4 levels.

21 **Interagency Hotshot Crew Policy**

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

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

- 1 • **BLM/NPS** – *BLM Preparedness Review Checklist #16 (Hotshot Crew)*
2 *supersedes the checklist found in the SIHCO.*
- 3 • **BLM** – *Additional guidance for BLM IHCs is contained in chapter 2.*
- 4 • **BIA** – *IHC superintendents and assistant superintendents are required to*
5 *have the additional qualification of interagency hotshot superintendent*
6 *(IHCS) and/or assistant hotshot superintendent (IHCA) on their incident*
7 *qualification card prior to mobilization. Additional information regarding*
8 *this standard can be found in the Federal Wildland Fire Qualifications*
9 *Supplement at <https://iqcsweb.nwcg.gov/>.*

10 **Interagency Hotshot Crew Certification**

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

13 **Annual Interagency Hotshot Crew Premobilization Process**

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

18 **Annual Interagency Hotshot Crew Readiness Review**

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

27 **Interagency Hotshot Crew Organization**

28 Individual crew structure will be based on local needs using the following
29 standard positions: superintendent, assistant superintendent, squad leader, skilled
30 firefighter, and crewmember.

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

35 When traveling by charter aircraft, IHCs should be prepared to take no more
36 than 20 personnel unless they receive approval via normal dispatch channels.

37 **Interagency Hotshot Crew Availability Periods**

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

1 **National Interagency Hotshot Crew Status Reporting System**

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

5 IHCs may report status by three methods:

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

10 **Interagency Hotshot Crew Communications**

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

13 **Interagency Hotshot Crew Transportation**

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

17 **Other Hand Crews**

18 **Policy**

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

23 **Crew Standards for National Mobilization**

Minimum Standards	Type 1	Type 2 with Initial Attack Capability	Type 2	Fire Suppression Module ¹
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	Initial attack: Fireline construction	Capable of performing self-contained initial attack suppression operations and incident management capability at the type 5 level
Crew Size	18-25	18-20	18-20	5-17

Minimum Standards	Type 1	Type 2 with Initial Attack Capability	Type 2	Fire Suppression Module ¹
Leadership Qualifications	Permanent Supervision <i>Superintendent:</i> TFLD, ICT4, FIRB <i>Assistant superintendent:</i> strike team leader, crew (STCR) or TFLD and CRWB; ICT4 <i>3 squad leaders:</i> CRWB and ICT5 <i>2 senior firefighters:</i> FFT1	<i>Crew boss:</i> CRWB <i>3 squad leader:</i> ICT5	<i>Crew boss:</i> CRWB <i>3 squad leader:</i> FFT1	1 single resource boss (SRB)/ICT5 2 FFT1; commensurate with span of control
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	Same as type 1
Experience	80% 1 season	60% 1 season	20% 1 season	Agency only
Full Time Organized Crew	Yes (work and train as a unit 40 hours per week)	No	No	No
Communications	8 programmable radios	4 programmable radios	4 programmable radios	2-4 programmable radios
Sawyers	4 agency-certified as intermediate faller (FAL2) and 50% of crew certified as basic faller (FAL3) or better	3 agency-qualified	None	2 FAL3

Minimum Standards	Type 1	Type 2 with Initial Attack Capability	Type 2	Fire Suppression Module ¹
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	Basic firefighter training or once qualified, 4 hours annual fireline refresher training prior to assignment
Logistics	Crew-level agency purchasing authority	No purchasing authority	No purchasing authority	Self-sufficient for 48 hours; purchasing authority recommended
Maximum Weight	5,300 lbs. (6,625 lbs. maximum for 25-person crew)	5,300 lbs.	5,300 lbs.	4,505 lbs.
Dispatch Availability	Available nationally	Available nationally	Variable	Variable
Production Factor	1.0	.8	.8	Variable
Transportation	Own transportation	Transportation needed	Transportation needed	Own transportation
Tools and Equipment	Fully equipped	Not equipped	Not equipped	Variable
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	Same as type 1
PPE	All standard designated fireline PPE	All standard designated fireline PPE	All standard designated fireline PPE	All standard designated fireline PPE

Minimum Standards	Type 1	Type 2 with Initial Attack Capability	Type 2	Fire Suppression Module ¹
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	N/A

¹ Fire suppression modules will be stasused, mobilized, and tracked in IROC using the resource identifier "Module, Suppression."

• ¹BLM – BLM will not follow these standards. See chapter 2 for standards and certification requirements.

• ¹FS – USFS fire suppression modules are used primarily for wildfire suppression, fuels reduction, and other fire management duties.

Wildland Fire Modules

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

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

Wildland Fire Module Policy

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

Wildland Fire Module Types and Certification

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

- 1 **Wildland Fire Module Availability Periods**
- 2 WFM's will have minimum availability periods as defined in the PMS 430.
- 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 module's availability.
- 7 **Wildland Fire Module Organization**
- 8 Individual module structures vary based on local and agency needs using the
- 9 following standard positions: module leader/foreman, assistant leader/foreman,
- 10 lead firefighter, senior firefighter, crewmember.
- 11 **Minimum Wildland Fire Module 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
Fireline Capability	Ability to form separate logistically self-sufficient independent groups, fireline 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
Module Qualifications	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), helicopter long line/remote hookup specialist (HELRL) or helicopter crewmember (HECM)	All modules will have the following qualifications: CRWB, FIRB, 2 ICT5, 2 FFT1, 2 FEMO (1 may be a trainee), HELRL or HECM
Module Leader Qualifications	TFLD, ICT4, RXB2	CRWB, ICT5, FIRB
Assistant Module Leader Qualifications	CRWB, ICT5, FIRB	FFT1, ICT5

Minimum Standards	Type 1	Type 2
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	80% > 1 season	60% > 1 season
Full Time Organized Crew	Yes (work and train as a unit 40 hours per week, 90 continuous days)	Same as type 1
Communications	5 programmable radios	4 programmable radios
Sawyers	2 agency-qualified	1 agency-qualified
Training	As required by the PMS 430 prior to assignment	As required by the PMS 430 prior to assignment
Medical First Responder Training	Yes	Yes
Logistics	Multiple crew-level, agency purchasing authorities	One or more crew-level, agency purchasing authority
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	Own transportation
Tools and Equipment	Fully equipped for each geographic region	Fully equipped for each geographic region
Specialized Digital, Remote Operations, Monitoring, Equipment	Yes	No
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. 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 ○ *Approval from the Assistant Director, FAD is required prior to*
- 5 *establishing and/or statusing new type 1/2 WFMs.*

- 1 ○ *Fire suppression modules and WFMs are separate and distinct*
- 2 *resources. The BLM has established standards for fire suppression*
- 3 *modules in chapter 2 of this publication. Fire managers and ICs should*
- 4 *order the appropriate resource to accomplish incident objectives.*
- 5 ● *NPS – Modules are coordinated regionally and mobilized/demobilized*
- 6 *through established ordering channels through the GACCs.*

7 **Chainsaw Operators and Fallers**

- 8 Beyond the NWCG faller qualifications established in PMS 310-1, agencies
9 have established additional evaluation and certification requirements.
- 10 ● *BLM/NPS/FWS/BIA – Use of the NWCG position task books (PTB) is*
 - 11 *required. The requirements for final evaluators for each position are as*
 - 12 *follows:*
 - 13 ○ *The individual tasks required for completion of the FAL3 PTB must be*
 - 14 *evaluated by a qualified FAL2 or FAL1. The final evaluator's*
 - 15 *verification for a FAL3 trainee must be completed by a qualified FAL2*
 - 16 *or FAL1.*
 - 17 ○ *The individual tasks required for completion of the FAL2 PTB must be*
 - 18 *evaluated by a qualified FAL2 or FAL1. The final evaluator's*
 - 19 *verification for a FAL2 trainee must be completed by a qualified FAL2*
 - 20 *or FAL1.*
 - 21 ○ *The final certification of all wildfire faller positions will remain the*
 - 22 *responsibility of the IQCS certifying official.*
 - 23 ○ *All wildland fire saw operation qualifications are maintained through*
 - 24 *IQCS and displayed on the incident qualification card.*
 - 25 ■ *BLM – The individual tasks required for completion of the*
 - 26 *FAL1 PTB must be evaluated by a qualified FAL1. The final*
 - 27 *evaluator's verification for a FAL1 trainee must be completed*
 - 28 *by a qualified FAL1 evaluator. Each BLM state FMO will*
 - 29 *certify and maintain a list of their current FAL1 evaluators.*
 - 30 ■ *NPS/BIA – The individual tasks required for completion of*
 - 31 *the FAL1 PTB must be evaluated by a qualified FAL1. The*
 - 32 *final evaluator's verification for a FAL1 trainee must be*
 - 33 *completed by a qualified FAL1.*
 - 34 ■ *FWS – Follow evaluator qualification requirements listed in*
 - 35 *the FAL1, FAL2, and FAL3 PTBs.*
 - 36 ● *BLM – FAL1 evaluator standards and a list of certified FAL1 evaluators*
 - 37 *are located at [https://doimspp.sharepoint.com/sites/blm-fa/fire-](https://doimspp.sharepoint.com/sites/blm-fa/fire-operations/SitePages/Policy-and-References.aspx)*
 - 38 *operations/SitePages/Policy-and-References.aspx.*
 - 39 ● *FS – Use of the NWCG combined PTB for FAL1, FAL2, and FAL3 is not*
 - 40 *authorized for Forest Service use. Forest Service sawyers will continue to*
 - 41 *use agency-specific certification processes outlined in Forest Service*
 - 42 *Manual 2358.*

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

<i>Position Code</i>	<i>Performance Currency</i>	<i>Training Currency</i>	<i>Fitness Level</i>	<i>CPR</i>	<i>First Aid and Bloodborne Pathogens</i>
<i>FAL3</i>	<i>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>

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

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