

5 - Training and Qualifications

Policy

It is BLM policy that only personnel who are qualified will be assigned duties in wildland fire suppression or prescribed fire. It is also BLM policy to work jointly with other federal, state, and local agencies, through the National Wildfire Coordinating Group (NWCG), to establish minimum fire qualification standards acceptable to all agencies. Interagency standards allow a cost-effective exchange of personnel and resources, and reduce duplication among the agencies. It is BLM policy to adopt the NWCG standard. BLM also participates with other Department of the Interior (DOI) agencies through the Interior Fire Coordination Committee (IFCC).

Introduction

Standards for DOI agencies, which may exceed the minimum standards established by NWCG, are coordinated through IFCC. Such additional standards will be approved by the Director, Office of Fire and Aviation, and implemented through the Incident Qualification and Certification System (IQCS).

Certification & Record Keeping

BLM Manual 9215, *Fire Training and Qualifications*, identifies the training and experience requirements for BLM personnel to perform jobs associated with the fire management program. The manual section also establishes state and field office responsibility for maintaining fire qualification records and position certification.

Instruction Memorandum 95-2001 established the IQCS as the DOI's fire qualifications and certification record keeping system. The master file report provided by the IQCS meets the bureau requirement for maintaining fire qualification records. The system is designed to provide managers at the local, state, and national levels with detailed qualification, experience, and training information needed to certify employees in wildland and prescribed fire positions.

It is recommended that a hard copy file folder be ← kept for each employee. The contents may include: training certificates, ← work capacity test record, evaluations from assignments, task book verification, yearly update forms from IQCS, and an Individual Employee Master File Report from IQCS.



The unit FMO will review employee's experience, training, and completed task books prior to recommending certification for a position. Field office manager or designee is responsible for certifying personnel to serve in wildland and prescribed fire positions. Agency certification is issued in the form of an incident qualification card (Red Card) certifying that the individual is qualified to perform in a specified position. The Red Card must be reviewed for accuracy and signed by the approving official. The Red Card is valid for the current field season only. Work capacity testing and subsequent re-issuance of the Red Card must occur prior to each field season and assigning employees to wildland or prescribed fire assignments. Red Cards will be issued to all BLM employees, not including EFF-paid assigned to wildland and prescribed fire activities. Issuing Red Cards to EFF-paid employees is at the discretion of the local unit, although documentation of training and physical fitness must still be accomplished. All Red Cards issued to BLM employees, with the exception of EFF-paid, will be printed using the DOI Shared Application Computer System (SACS) IQCS.

Each state director will designate an employee as the state fire qualifications administrator. This person ensures all fire experience, fire training, and task books for employees in his/her state are accurately recorded in the IQCS. Records should be modified as changes occur. All records must be updated at least annually.

Qualification System

BLM minimum qualification standards in wildland and prescribed fire are developed jointly with other federal and state agencies through NWCG. These qualification standards are published in the *NWCG Wildland and Prescribed Fire Qualification System Guide*, PMS 310-1.

Annual Refresher Training

BLM Manual 9215.22, "Refresher Training," requires all personnel participating in fire suppression or prescribed fire duties to attend annual safety refresher training which includes, at a minimum, training in the 10 Standard Fire Orders; 18 Watch Out Situations; Lookouts, Communications, Escape Routes, and Safety Zones (LCES); and hands-on fire shelter inspection and deployment practice. It is also recommended that refresher training include reviews of recent entrapments, near entrapments, and deployments and findings from safety research efforts.

Non-NWCG Agencies

Personnel from other agencies who do not subscribe to NWCG qualification standards may be used on BLM-managed fires. BLM fire managers must ensure these individuals are only assigned to duties commensurate with their abilities, agency qualifications, and equipment capabilities.

Position Task Books

The home unit (local office) is responsible for implementing the position task books (PTB). These responsibilities are stated in *Position Task Book Administration*, Appendix A, 310-1. They are:

- Select trainees, based on the needs of the local office and agreements with cooperators.
- Ensure that trainees have all required prerequisite training and experience as stated in the 310-1.
- Initiate and issue the PTB to the trainee, explain the purpose of the PTB and the training, qualification and certification process to ensure that the trainee clearly understands the responsibilities.
- Ensure that the trainee has the opportunity to acquire the knowledge/skills necessary to perform the position.
- Provide opportunities for non-incident ("O") task evaluation, for position performance assignments on local incidents, and/or make the trainee available for assignments to large incidents. The local office must provide an evaluator for local incidents.
- Track the progress of the trainee. This is a responsibility the local office shares with the trainee.
- Review and confirm the completion of the PTB and make determination of certification.
- Issue proof of certification as required by 310-1. This proof is normally an incident qualification card (red card) issued by using the IQCS.

The employee (trainee) is responsible for using the PTB. These responsibilities are stated in the *Position Task Book Administration*, Appendix A, 310-1. They are:

- Review and understand the instruction in the PTB.
- Meet with trainer/coach and/or evaluator and identify goals and objectives for an assignment.
- Ensure they are ready to perform the tasks of the position prior to undertaking a position performance assignment.
- Provide background information (training and experience) to an evaluator.
- Complete the PTB within three years from the time the first task is evaluated until the task book is completed.
- Make sure that a qualified evaluator initials all tasks as they are completed and completes the appropriate evaluation record.
- Safeguard the PTB.
- Provide a copy of the completed PTB to the local office. The original is kept in the trainee's personal records.

Qualification and Certification Committee

It is recommended that a qualification and certification committee be established for each field office with fire management responsibilities. In areas cooperating with other federal, state, or local agencies, an interagency qualification and certification committee should include representatives from each unit. These qualification and certification committees provide management oversight and review of the wildland and prescribed fire positions under their jurisdiction. These tasks are accomplished through the committee by:

- Certifying that qualifications generated by IQCS or other agency systems for employees are valid by reviewing the training and experience of each employee.
- Determining if each employee possesses the personal characteristics necessary to perform the wildland and prescribed fire positions in a safe, efficient, and effective manner.
- Making recommendations to the appropriate agency administrator. The agency administrator or designee is responsible for final signature.
- Developing interagency training requirements and sponsoring courses that can be offered locally.

5

Physical Fitness

Our concern for employee safety and health has prompted screening procedures to make sure only the fit are assigned to physically demanding fire management activities. Unfit persons can quickly become a hazard to themselves and to their co-workers.

Field office managers are responsible for ensuring the overall physical fitness of the firefighters. By evaluating regular and project work assignments and overall crew physical condition, the manager may authorize employees who are available and serving in wildland or prescribed fire positions that require a physical fitness rating of arduous one hour each day for fitness conditioning as needed. **Furthermore, individuals who have a position with an arduous physical requirement may be periodically tested during the fire season to ensure they are retaining the required level of fitness and conditioning.**

Physical Training Conditioning

Fitness conditioning periods may be identified and structured to include aerobic and muscular exercises. Team sports are not authorized for fitness conditioning. *Fitness and Work Capacity*, Second Edition, chapters 7, 8, and 9 provides excellent guidance concerning training specifically for the pack test, aerobic fitness programs, and muscular fitness training.

Work Capacity Tests

The NWCG has approved the work capacity tests. The work capacity tests have been adopted by the BLM as the official method of assessing wildland firefighter fitness level.

Field office managers are also responsible for ensuring that the health screen is administered prior to initiating a physical training program and/or the work capacity fitness test. Work capacity tests are administered annually to all employees who will be serving in wildland or prescribed fire positions that require a fitness score. The work capacity tests must be administered and passed prior to assigning the employee to wildland or prescribed fire duty. Accurate documentation including the Health Screen and Work Capacity Test Record must be accomplished for all participating employees. This documentation must be retained until the next testing. Test results must also be entered in the IQCS annually to update the fitness score and fitness date that will appear on the Red Card. Physical fitness dates entered in IQCS will reflect the date the employee passed the fitness test.

Work Capacity Test Administration

Instructions Studies of wildland firefighting clearly show the link between fitness and work performance. Fit workers can do more work with less fatigue and still have a reserve to meet unforeseen emergencies. They perform better in a hot environment and recover faster from adverse firefighting conditions like long shifts and reduced rest. In short, fitness is the most important factor in work capacity.

Job-related work capacity tests (WCT) are used to determine a firefighter's level of fitness for positions identified in the *NWCG Wildland and Prescribed Fire Qualification System Guide*, 310-1 and agency specific positions. The 310-1 defines four fitness levels – arduous, moderate, light and none. The arduous, moderate, and light fitness levels require an individual to demonstrate their ability to perform the fitness requirements of the position.

Work Capacity Test

Work Category	Test	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.

Arduous – Duties involve field work requiring physical performance with above average endurance and superior conditioning. These duties may include an

occasional demand for extraordinarily strenuous activities in emergencies under adverse environmental conditions and over extended periods of time.

Requirements include running, walking, climbing, jumping, twisting, bending, and lifting more than 50 pounds; the pace of work typically is set by the emergency conditions (NWCG 310-1).

Moderate – Duties involve field work requiring complete control of all physical faculties and may include considerable walking over irregular ground, standing for long periods of time, lifting 25 to 50 pounds, climbing, bending, stooping, twisting, and reaching. Occasional demands may be required for moderately strenuous activities in emergencies over long periods of time. Individuals usually set their own work pace (NWCG 310-1).

5 Light – Duties mainly involve office type work with occasional field activity characterized by light physical exertion requiring basic good health. Activities may include climbing stairs, standing, operating a vehicle, and long hours of work, as well as some bending, stooping, or light lifting. Individuals can usually govern the extent and pace of their physical activity (NWCG 310-1).

None – Duties are normally performed in a controlled environment, such as an incident base or camp.

Test Administration

- 1) A job hazard analysis (JHA) shall be developed and approved for each field office prior to administering the work capacity test (see generic JHA below).
- 2) A health screen will be administered prior to initiating a physical training program and/or the work capacity fitness test with the following objectives:
 - To identify, prior to the work capacity testing, at risk personnel;
 - To identify existing injuries or illness and minimize the probability of new injuries;
 - To establish the need for a medical evaluation.
- 3) Administer the test.
- 4) Documentation is accomplished by utilizing the Health Screen and Work Capacity Test Record (see below). These documents must be retained until the next testing.

Health Screen Questionnaire The purpose is to identify individuals who may be at risk in taking the work capacity test and recommend an exercise program and/or medical evaluation prior to the work capacity test.

Prior to taking the WCT employees are required to answer the following questions. The questions were designed, in consultation with occupational health physicians, to identify individuals who may be at risk in taking the work capacity test. The information on this health screen is considered confidential and must be filed appropriately.

Solicitation of this information is authorized by Title 5 U.S. Code Section 3301, which provides for a determination of an individual's fitness-for-duty.

Yes No

- 1) During the past 12 months have you at any time (during physical activity or while resting) experienced pain, discomfort or pressure in your chest?
- 2) During the past 12 months have you experienced difficulty breathing or shortness of breath?
- 3) Are you currently under a doctor's care for a heart or lung related condition?
- 4) Have you ever been diagnosed with, and are you currently being treated for, high blood pressure?
- 5) Do you have a blood pressure with systolic (top #) greater than 140 or diastolic (bottom #) greater than 90?
- 6) Do you have a resting pulse greater than 100 beats per minute?
- 7) Do you have a bone or joint condition that could be made worse by a change in your physical activity?
- 8) Do you know of any other medical or physical reason you should not take the work capacity test?
- 9) Do you have asthma, diabetes, epilepsy or elevated cholesterol?

A yes answer will only mean that a physical and/or functional fitness evaluation is required prior to administering the test. The doctor will then make a determination regarding the administration of a Work Capacity Test.

I understand that, if I need to be evaluated, it will be based on the fitness requirements of the position(s) for which I am qualified.

Participant _____ Administrator _____ Date _____

Work Capacity Test Record Units will use this WCT for documenting administration of the WCT to all job applicants and employees. This documentation must be retained until the next WCT is administered. Units may also be requested to provide data from these records to assist in the evaluation of the WCT process.

The information on this work capacity test record is considered confidential and must be filed appropriately. The identity of the individual must be protected.

Solicitation of this information is authorized by Title 5 U.S. Code Section 3301, which provides for a determination of an individual's fitness-for-duty.

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To be completed by employee:

Name (Last, first): _____ Where employed: _____

Date of birth: _____ Height: _____ Weight: _____

Date test taken: _____ Test administered by: _____
 (print name)

ICS position for which test is required (highest needed) _____

Performance level needed (circle one): Arduous Moderate Light

Type of test taken (circle one): Pack Test Field Test Walk Test

Work Capacity Test Descriptions:

	Pack Test	Field Test	Walk Test
Pack weight:	45 lbs	25 lbs	none
distance:	3 miles	2 miles	1 mile
time:	45 minutes	30 minutes	16 minutes

To be completed by test administrator:


Test result time: _____

Employee passed test (circle one): yes / no

I certify that the pack test was administered according to Bureau guidelines.

(Signature of Test Administrator) (Title) (Date)

revision 2 (Feb 1998)

U.S. Department of the Interior Bureau of Land Management  JOB HAZARD ANALYSIS Field Office/Work Group	Date:	New: Revised:
	Page 1 of 4	Reviewed by: (Safety Mgr)
	Supervisor:	Qual, Trng, Experience Reqd:

This JHA must be reviewed, approved, and signed by the Agency Administrator:

Name: Title: Date:

BASIC JOB STEPS	POTENTIAL HAZARDS	SAFE JOB PROCEDURES
Work Capacity Testing	Physical Overexertion	1. Follow testing procedures provided in BLM instruction memorandum.
		2. Provide prospective test subjects information about the test and describe how to prepare for it.
		3. Test subjects complete the Health Screen. Only appropriate responses of the prospective subjects to the Health Screen will result in administering the Work Capacity Test.
		4. Brief test subjects about the test just prior to the test -- answer questions concerning the test. Make them understand they are to quit and get help from one of the Test Administrators on the course if they begin to feel ill during the test.
		5. Test Administrators monitor subjects for distress during test. Test Administrator is to terminate test if indicated by level of subject distress.
		6. Provide prospective test subjects official time for fitness training where policy permits.
Work Capacity	Physical	7. Schedule tests when environmental conditions

BASIC JOB STEPS	POTENTIAL HAZARDS	SAFE JOB PROCEDURES
Testing	Overexertion	are most favorable.
		8. Have a person currently qualified in first aid and CPR on site when testing is done with first aid supplies and equipment.
		9. Have unit medivac plan and make sure Test Administrators know how to activate it.
		10. Make sure test subjects do not exceed a walking pace.
		11. Ensure test subjects are properly hydrated.
Work Capacity Testing	Strains and Sprains	1. Provide information to prospective subjects describing how to get into shape for the tests.
		2. Provide prospective subjects official time for fitness training where policy permits.
5		3. Brief subjects about the test just prior to beginning.
		4. Monitor subjects for indications of distress and terminate the test for them.
		5. Ensure test subjects have comfortable footwear that provides adequate support and protection to feet and ankles.
		6. Give subjects time to adjust packs for comfort prior to beginning the test.
		7. Provide time prior to starting the test for subjects to warm up and stretch.
		8. Have subjects cool down and stretch after the test.
		9. Make sure the test subjects do not exceed a walking pace.
Work Capacity Testing	Heat Stress	1. Make sure Test Administrators understand the effects of exercising in heat, can recognize the symptoms of heat stress and know how to

BASIC JOB STEPS	POTENTIAL HAZARDS	SAFE JOB PROCEDURES
		treat it.
Work Capacity Testing	Heat Stress	2. Where possible, schedule tests for the most favorable environmental conditions. Use the Heat Stress chart, page 29 of <i>Fitness and Work Capacity</i> , Second Edition. Avoid the "High" range.
		3. Inform prospective test subjects they need to dress for the conditions and include the information in the pre-test briefing.
		4. Make sure test subjects are aware of the need for acclimatization. Provide time for employees to become acclimatized if conditions of their employment permit.
		5. Test Administrators include heat stress information in the test briefing if appropriate.
		6. Provide water at key points along the test course if conditions dictate.
		7. Test Administrators monitor all test subjects for signs of heat stress, terminate test if indicated, and be prepared to provide treatment needed.
Work Capacity Testing	Cold Temperature	1. Make sure Test Administrators know symptoms of cold-related physical effects and are prepared to treat them.
		2. Inform prospective test subjects the need to dress for the conditions and include information in the pre-test briefing.
		3. Locate an indoor facility suitable for testing if conditions warrant.
		4. Postpone testing if conditions warrant.
Work Capacity Testing	Slippery Course Conditions (ice, snow, mud)	1. Locate a suitable test surface. Consider indoor facility, plowed airport, plowed road or other safe area.

BASIC JOB STEPS	POTENTIAL HAZARDS	SAFE JOB PROCEDURES
		2. Postpone testing if conditions warrant.
		3. Test subjects wear footwear with good traction.
Work Capacity Testing	Traffic	1. Select test course without traffic.
		2. Arrange for traffic control to eliminate traffic hazard.
Work Capacity Testing	Traffic	3. Make sure test subjects are briefed about traffic hazard and controls implemented prior to the test.
Work Capacity Testing	Pack Rubbing, Chafing, or Straining Subjects	1. Make sure test subjects have practiced with a pack and have become work hardened to carry a pack.
		2. Recommend upper body clothing that protects from pack rubbing.
		3. Makes sure subjects have an opportunity prior to testing to adjust and try out the pack.
		4. Terminate testing for subjects struggling to carry the pack or maintain a pace adequate to complete the test successfully.
		5. Permit subjects to use a self-provided pack that meets the applicable weight requirement.

Medical Examinations

Establishing medical qualification programs, as stated in 5 CFR 339, provides **uniform** and **consistent** medical standards in order "to safeguard the health of employees whose work may subject them or others to significant health or safety risks due to occupational or environmental exposure or demands." A DOI sponsored multi-disciplinary team of medical, safety, human resources and wildland fire experts will establish a consensus medical standard for wildland and prescribed firefighters. This standard will be developed as a comprehensive program designed to be consistent and defensible with all current federal

regulations. A draft standard is to be developed by September 15, 1998, with implementation by the summer of 1999. The purpose of the following is to establish interim policy and associated guidance until department or inter-departmental policy is provided.

Agency administrators and supervisors are responsible for the occupational health and safety of their employees performing wildland and prescribed fire activities. They may require a medical examination at any time. At a minimum, bureau interim policy requires:

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- 1) All employees who participate in wildland or prescribed fire activities requiring a fitness level must answer the questions on the health screen prior to taking their work capacity test. If indicated, a medical exam will be required prior to administration of the test.
- 2) All permanent, career seasonal, and student career experience program employees, 40 years of age and older, who participate in wildland or prescribed fire activities requiring a fitness level of **arduous** must have a physical every three years or as indicated by the health screen. The physical will include a stress EKG.
- 3) All newly hired temporary employees who participate in wildland or prescribed fire activities requiring a fitness level of employment physical to determine their entry on duty. Temporary rehires who prescribed fire activities requiring a fitness level of arduous will receive a physical exam every three years. **arduous** must have a pre-suitability prior to their initial participate in wildland or

Medical examinations are a diagnostic tool that can give an early warning to employees involved in wildland or prescribed fire activities about potential health problems. By providing specific guidance in this area, the bureau will not only provide for the well-being of valued employees, but also meet the bureau's need to determine an individual's capacity for arduous work.

Medical Examination Components

Medical History	Vision
Hearing	Heart and Blood Vessels
Nose, Mouth, and Throat	Teeth
Lungs	Abdomen
Genitourinary/Metabolic	Spine
Extremities	Nervous System
Skin	Other Defects

The following Certificate of Pre-appointment Medical Examination for Firefighter may be used to supplement the SF-78 for arduous temporary and permanent positions.

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT

**CERTIFICATE OF PRE-APPOINTMENT MEDICAL EXAMINATION FOR
FIREFIGHTER**

(Supplements SF-78 for arduous temporary and permanent positions)

Part A. TO BE COMPLETED BEFORE EXAMINATION BY APPOINTING OFFICER

OFFICE CODE:

POSITION TITLE:

5

BRIEF DESCRIPTION OF WHAT POSITION REQUIRES EMPLOYEE TO DO

Wildland Firefighting Tasks	Energy cal/min	Cost ml/kg · min
Using a handtool (for instance, digging or chopping with a Pulaski, combitool, McLeod, or brush hook)	7.5	22.5
Lifting and carrying light loads (examples are clearing loose brush or trees, deploying or repositioning hose, throwing dirt with a shovel, firing operations, or structure protection)	6.8	20.0
Chain sawing (felling, bucking, limbing)	6.2	18.0
Packing heavy loads (pumps, hose packs, 5-gallon water bags)	7.5 flat 10.0 hill	22.5 29.4
Hiking with light loads (field pack and tools)	6.5	19.0
Performing under adverse conditions (including long work shifts; rough, steep terrain; heat, cold, altitude, smoke; insufficient food, fluid replacement, sleep)	6.5-10+	19-30
Emergency responses (fast pull-out to safety zone, rescue or evacuation assistance to others)	10.0+	29.4
Chopping wood	7.5	21.4
Tree felling (ax)	8.5	25.0
Stacking wood	5.8	17.0

Release Date: 4/99

63

Shoveling	6.8	20.0
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Part B. TO BE COMPLETED BY APPLICANT
(typewrite or print in ink)

NAME (last, first, middle)	SOCIAL SECURITY NO.	SEX ____ MALE ____ FEMALE	DATE OF BIRTH
DO YOU HAVE ANY MEDICAL DISORDER OR PHYSICAL IMPAIRMENT WHICH WOULD INTERFERE IN ANY WAY WITH THE FULL PERFORMANCE OF THE DUTIES SHOWN ABOVE IN PART A? ____ YES ____ NO (If your answer is "YES" explain to the physician performing the examination)		I CERTIFY THAT ALL THE INFORMATION GIVEN BY ME IN CONNECTION WITH THIS EXAMINATION IS CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF	
		(Signature of Applicant)	

Part C. TO BE COMPLETED BY EXAMINING PHYSICIAN.

(INSTRUCTIONS TO PHYSICIAN: The duties of firefighter positions require sustained, arduous physical exertion under rigorous conditions. Persons will be subject to extreme environmental conditions and to irregular and protracted hours of work. This form lists some specific physical requirements for these positions. Please review the physical condition of this individual on every item listed on this form. Record any comments you may have on conditions which may limit the applicant's ability to safely perform this job on the reverse side of this form. It is essential that you review your patient on every item listed and that we have all of the following information recorded here.)

Weight: (lbs)	Height: (in)	Blood Pressure:	Pulse:	Uncorrected Distant Vision: R20/ L20/	Corrected Distant Vision: R20/ L20/	
DOES THE APPLICANT MEET THE REQUIREMENTS FOR THE FOLLOWING FUNCTIONS?					YES	NO
EYESIGHT: a) Uncorrected distant vision at least 20/100 Snellen in one eye and 20/200 in the other b) Corrected distant vision at least 20/30 Snellen in one eye and 20/40 in the other c) Evidence of acute or chronic eye disease <u>(not time limited)</u> d) Corrected near vision; can read typewritten materials e) Can distinguish basic colors f) Peripheral vision						

EARS: No evidence of acute or chronic disease of external, middle or internal ear. Without hearing aid; no loss greater than an average in either ear of more than 40 dB at 500, 1000, and 2000 Hz)		
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HEART & BLOOD VESSELS: (Based on medical history and in-office examination) No evidence of organic heart disease, valvular disease, coronary heart disease, cardiac enlargement, angina pectora, cardiac arrhythmia or irregularity other than sinus arrhythmia. Blood pressure, regulated or not, less than 160/90. Pulse rate at rest less than 100.		
NAME OF APPLICANT: _____	DATE OF EXAM: _____	
FOLLOWING FUNCTIONS ARE WITHIN NORMAL LIMITS	YES	NO
NOSE, MOUTH & THROAT: No evidence of acute or chronic disease or other nasopharyngeal conditions which interfere with distinct speech or free breathing.		
TEETH: No evidence of gross dental problems that would be expected to affect the ability to carry out the work.		
LUNGS: No evidence of acute or chronic lung disease which impairs physical functioning or might limit the applicant's ability to perform the functions of the position (45mL/kg VO ₂ max)		
ABDOMEN: No evidence of acute or chronic diseases; significant enlargement of the liver or spleen; hernia which would interfere with lifting, stretching or bending; or conditions that would otherwise affect the ability of the applicant to perform the requirements of the position.		
GENITOURINARY/METABOLIC: (Based on macroscopic and microscopic urine analysis) No evidence of acute or chronic genitourinary disease which would affect work. Individuals with a diagnosis of diabetes require individual evaluation by the agency.		
FOLLOWING FUNCTIONS ARE WITHIN NORMAL LIMITS	YES	NO
SPINE: No problems with the spine or back that would affect the ability of the applicant to perform the requirements of the position.		
EXTREMITIES: No problems with the extremities that would be expected to affect work. No loss of limbs, hands, or feet.		
NERVOUS SYSTEM: No evidence of neurological or psychiatric disorders likely to interfere with the performance of duties. A history of epilepsy or other seizure disorders requires an evaluation of pertinent treatment records by the agency MRO.		
SKIN: No evidence of excessive scarring or debilitating acute or chronic skin		

disease which would interfere with performance.		
OTHER DEFECTS: No evidence of diseases of defects not mentioned above which would interfere with performance of position.		

CONCLUSIONS: Summarize below any medical findings which, in your opinion, would limit this person's physical ability to perform job duties and/or could create an imminent hazard to himself/herself or others. If none, so indicate.

No limiting conditions for this job

Potentially limiting conditions and recommended work restrictions.

Limiting conditions as follows:

NAME OF APPLICANT:

EXAMINING PHYSICIAN'S NAME AND ADDRESS (Type or print and include ZIP code):

SIGNATURE OF EXAMINING PHYSICIAN

Signature

Date

IMPORTANT: After signing, return the form to:

Part D. TO BE COMPLETED BY AGENCY PERSONNEL OFFICER

ACTION TAKEN: Hired or retained. Non-selected for appointment, or eligibility objected to
 Action taken to separate.

AGENCY PERSONNEL OFFICER (type or print)	SIGNATURE	DATE
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Prescribed Fire Qualifications

Qualifications

The NWCG issued the *Wildland Fire Qualification Subsystem Guide, Part 2 – Prescribed Fire* (PMS 310-1 Part 2) in February 1995. This guide is the BLM standard for prescribed fire qualifications. All BLM personnel assigned to prescribed fire operations will meet the minimum qualifications outlined in the subsystem guide. This includes personnel assisting other agencies even though the other agency may have established its own (lower) qualifications.

The IQCS does not separate prescribed fire qualifications by fuel type. The local units are responsible for ensuring that prescribed fire burn boss and ignition specialist qualifications and training are appropriate for the fuel type(s) that they will be working in. “Management has the ultimate responsibility and is accountable for failures resulting from inappropriate use of personnel in unfamiliar fuel types, regardless of their Red Card rating.”

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Prescribed Fire Burn Boss 3 (RXB3)

As a supplement to the qualifications system the BLM has identified an additional position. This position is identified as a “prescribed fire burn boss 3” (RXB3). The intent of the position is to qualify a person to supervise prescribed fire operations that are of “low complexity.” These types of operations typically would have few personnel assigned, have a very low threat of escape, and present a minimal risk to the people involved in the operation. Examples of these types of operations would be: burning of piled slash, the burning of landings, ditch burning, debris burning, and small broadcast burns with a minimal chance for escape. (Note: These types of operations still require a signed prescribed fire plan.)

Prescribed Fire Burn Boss 3 (RXB3)

REQUIRED TRAINING: Intermediate Fire Behavior S-290

SUGGESTED TRAINING: Fire Supervision S-201

EXPERIENCE: Successful position performance as an Incident Commander Type 5 (ICT5).

PHYSICAL FITNESS: Arduous

OTHER ASSIGNMENTS THAT

WILL MAINTAIN CURRENCY: Advanced Firefighter (FFT1)

Prescribed Fire Physical Fitness Requirements

The prescribed fire qualifications system does not establish physical fitness levels. The following are the physical fitness levels established by the BLM for each prescribed fire position.

Arduous All holding and ignition personnel, Ignition Specialist 2 (RXI2), Ignition Specialist 1 (RXI1), Prescribed Fire Behavior Specialist (RXFS), Prescribed Fire Behavior Monitor (RXFM), and Prescribed Fire Burn Boss 3 (RXB3).

Moderate Prescribed Fire Burn Boss 2 (RXB2), and Prescribed Fire Behavior Analyst (RXFA).

Light Prescribed Fire Burn Boss 1 (RXB1).

None Prescribed Fire Manager 1 (RXM1), and Prescribed Fire Manager 2 (RXM2).

Prescribed Fire Currency Requirements

The prescribed fire qualifications system does not establish currency requirements to maintain prescribed fire qualifications. The currency requirement is set at five years.

