

# NFPA 1051

## Standard for Wildland Fire Fighter Professional Qualifications

### 1995 Edition



National Fire Protection Association, 1 Batterymarch Park, PO Box 9101, Quincy, MA 02269-9101  
An International Codes and Standards Organization

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**NFPA 1051**  
**Standard for**  
**Wildland Fire Fighter Professional Qualifications**  
**1995 Edition**

This edition of NFPA 1051, *Standard for Wildland Fire Fighter Professional Qualifications*, was prepared by the Technical Committee on Wildfire Suppression Professional Qualifications, released by the Technical Correlating Committee on Professional Qualifications, and acted on by the National Fire Protection Association, Inc., at its Annual Meeting held May 22-25, 1995, in Denver, CO. It was issued by the Standards Council on July 21, 1995, with an effective date of August 11, 1995.

This edition of NFPA 1051 was approved as an American National Standard on August 11, 1995.

**Origin and Development of NFPA 1051**

In 1972, the Joint Council of National Fire Service Organizations (JCNFSO) created the National Professional Qualifications Board for the Fire Service (NPQB), to facilitate the development of nationally applicable performance standards for uniformed fire service personnel. On December 14, 1972, the Board established four technical committees to develop those standards using the National Fire Protection Association (NFPA) standards making system. The initial committees addressed the following career areas: fire fighter, fire officer, fire service instructor, and fire inspector and investigator.

The original concept of the professional qualification standards as directed by the JCNFSO and the NPQB was to develop an interrelated set of performance standards specifically for the fire service. The various levels of achievement in the standards were to build upon each other within a strictly defined career ladder. In the late 1980's, revisions of the standards recognized that the documents should stand upon their own merit in terms of job performance requirements for a given field. Accordingly, the strict career ladder concept was abandoned, except for the progression from fire fighter to fire officer. The later revisions, therefore, facilitated the use of the documents by other than the uniformed fire services.

In 1990, responsibility for the appointment of Professional Qualifications committees and the development of the Professional Qualifications Standards was assumed by the NFPA.

The Correlating Committee for Professional Qualifications Standards was appointed by the NFPA Standards Council in 1990 and assumed the responsibility for coordinating the requirements of all of the Professional Qualifications documents. One of the first actions of the Technical Correlating Committee was to recommend that the Standards Council approve a proposed project to develop professional qualifications requirements for wildfire suppression personnel. This recommendation was approved and the Technical Committee on Wildfire Suppression Professional Qualifications was appointed in 1991.

The committee met regularly between 1991 and 1994. A job task analysis was conducted, and the resulting information was used to develop the job performance requirements contained in this document. Throughout the process liaison was maintained with national and state level organizations, including the National Wildfire Coordinating Group, to ensure that the document would be accurate and correlate with work that those groups were sponsoring simultaneously.

The intent of the technical committee was to develop clear and concise job performance requirements that can be used to determine that an individual, when measured to the standard, possesses the skills and knowledge to perform as a wildland fire fighter. The committee further contends that these job performance requirements are applicable to all agencies that respond to wildland fires.

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**Committee Scope:** This committee shall have primary responsibility for the management of the NFPA Professional Qualifications Project and documents related to professional qualifications for fire service, public safety and related personnel.

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*This list represents the membership at the time the Committee was balloted on the text of this edition. Since that time, changes in membership may have occurred. A key to classifications is found at the back of this document.*

**NOTE:** Membership on a committee shall not in and of itself constitute an endorsement of the Association or any document developed by the committee on which the member serves.

**Committee Scope:** This Committee shall have primary responsibility for documents on professional qualifications for personnel engaged in responding to wildland fires.

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**NFPA 1051**  
**Standard for**  
**Wildland Fire Fighter Professional**  
**Qualifications**

**1995 Edition**

NOTICE: An asterisk (\*) following the number or letter designating a paragraph indicates that explanatory material on the paragraph can be found in Appendix A.

Information on referenced publications can be found in Chapter 7 and Appendix E.

**Chapter 1 Administration**

**1-1\* Scope.** This standard identifies the minimum job performance requirements for wildland fire suppression duties. The standard is applicable to all personnel who respond to wildland fires and defines four levels of performance. It is not applicable to non-suppression administrative or management duties.

**1-2 Purpose.** The intent of the standard is to define progressive levels of performance required for the identified levels of Wildland Fire Fighter I, Wildland Fire Fighter II, Wildland Fire Fighter III, and Wildland Fire Fighter IV. It is not the intent of this standard to restrict any jurisdiction from exceeding these minimum requirements.

**1-3 General.**

**1-3.1** Each performance objective shall be performed safely, competently, and in its entirety.

**1-3.2** The job performance requirements need not be mastered in the order in which they appear. The local, state/provincial, or federal training programs shall establish the instructional priority and the training program content to prepare individuals to meet the job performance requirements of this standard.

**1-3.3\*** Performance of each requirement of this standard shall be evaluated by individuals approved by the authority having jurisdiction.

**1-3.4** The entrance requirements of Chapter 2 of this standard shall be met prior to beginning training.

**1-3.5** The Wildland Fire Fighter I shall meet all of the job performance requirements of Chapter 3 of this standard before being certified at that level.

**1-3.6** The Wildland Fire Fighter I shall meet all of the job performance requirements of Chapter 4 of this standard before being certified at the Wildland Fire Fighter II level.

**1-3.7** The Wildland Fire Fighter II shall meet all of the job performance requirements of Chapter 5 of this standard before being certified at the Wildland Fire Fighter III level.

**1-3.8** The Wildland Fire Fighter III shall meet all of the job performance requirements of Chapter 6 of this standard before being certified at the Wildland Fire Fighter IV level.

**1-3.9** Performance of each requirement shall be in accordance with applicable NFPA standards and occupational health and safety regulations.

**1-3.10** Personnel involved in wildland fire suppression shall maintain physical fitness levels established by the authority having jurisdiction.

**1-3.11** Wildland fire suppression personnel at all levels shall operate within an incident management system as defined in NFPA 1561, *Standard on Fire Department Incident Management System*, and adopted by the authority having jurisdiction.

**1-3.12** Wildland fire suppression personnel who operate mobile apparatus shall meet the requirements of NFPA 1002, *Standard for Fire Department Vehicle Driver/Operator Professional Qualifications*.

**1-3.13** All of the tasks shall be performed in accordance with the requirements of NFPA 295, *Standard for Wildfire Control*, and NFPA 1500, *Standard on Fire Department Occupational Safety and Health Program*.

**1-4\* Definitions.**

**Agency.** Any unit of government, federal, state, or local, that has legal authority to organize and direct a fire-fighting service.

**Approved.\*** Acceptable to the authority having jurisdiction.

**Authority Having Jurisdiction.\*** The organization, office, or individual responsible for approving equipment, an installation, or a procedure.

**Breakover.** A fire edge that crosses a control line or natural barrier intended to confine the fire and the resultant fire. Also called slopover.

**Burning Out.** Setting fire inside a control line to consume the fuel between the edge of the fire and the control line. Burning out is done on a small scale in order to consume unburned fuel and aid control line construction. Burning out should not be confused with "backfiring," which is a larger scale tactic to eliminate large areas of unburned fuels in the path of a fire or to change the direction of force of the convection column.

**Check-in.** The process used by assigned resources to report in at a wildland fire.

**Confine.** To restrict the fire within determined boundaries established either prior to the fire or during the fire.

**Contain a Fire.** To take suppression action that can reasonably be expected to check the fire spread under prevailing and predicted conditions.

**Control.** The point in time when the perimeter spread of a wildland fire has been halted and can be reasonably expected to hold under foreseeable conditions.

**Control Line.** A term for all constructed or natural barriers and the treated fire edge used to control a fire.

**Extended Attack.** A wildland fire that has not been contained or controlled by the initial attack forces and additional fire-fighting resources are arriving, enroute, or being ordered by the incident commander.

**Fire Behavior.** The manner in which a fire reacts to the variables of fuels, weather, and topography.

**Fire Department.** An organization providing rescue, fire suppression, and related activities. The term "fire department" shall include any public, governmental, private, industrial, or military organization that engages in this type of activity.

**Fire Suppression.** All the work of confining and extinguishing wildland fires.

**Heavy Equipment.** Ground vehicles used in the suppression of wildland fires, such as dozers, tractors, plows, and their transport vehicles. Heavy equipment does not include fire apparatus.

**Hot Spot.** A particularly active part of a wildland fire.

**Incident.** An occurrence or event, either human-caused or natural phenomena, that requires action by emergency service personnel to prevent or minimize loss of life or damage to property or natural resources.

**Incident Action Plan.** A written or verbal plan stating the overall objectives, strategy, and specific tactics for a specified period of time.

**Incident Management System.** A system described in NFPA 1561, *Standard on Fire Department Incident Management System*, that defines the roles, responsibilities, and standard operating procedures used to manage emergency operations. Such systems may also be referred to as Incident Command Systems (ICS).

**Initial Attack.** The control efforts taken by the resources that are the first to arrive at the incident. Also called initial action.

**Mop Up.** The act of making a fire safe after it is controlled, such as extinguishing or removing burning material along or near the control line, felling dead trees (snags), and trenching logs to prevent rolling.

**NWCG.\*** National Wildland Fire Coordinating Group.

**Out of Service.** Resources assigned to an incident but unable to respond for mechanical, rest, or personnel reasons.

**Patrol.** To systematically observe and check a length of control line during or after its construction to prevent breakovers (slopovers), control spot fires, or extinguish overlooked hot spots.

**Personal Protective Equipment.** The basic protective equipment for wildland fire suppression includes a helmet, protective footwear, gloves, and flame-resistant clothing as defined in NFPA 1977, *Standard on Protective Clothing and Equipment for Wildland Fire Fighting*.

**Presuppression.** Activities in advance of fire occurrence to ensure effective suppression action.

**Resources.** All personnel and major items of equipment that are available, or potentially available, for assignment to incidents.

**Size Up.** The observation and evaluation of existing factors that are used to develop objectives, strategy, and tactics for fire suppression.

**Special Interest Area.** Areas established and managed for their unique special feature. They include geological, historical, and archaeological areas of interest; habitats of threatened or endangered species; and other memorable features.

**Strategy.** The science and art of command as applied to the overall planning and conduct of an incident.

**Tactics.** Deploying and directing resources on an incident to accomplish the objectives designated by strategy.

**Topography.** The land surface configuration.

**Wildland Fire.** An unplanned and unwanted fire requiring suppression action; an uncontrolled fire, usually spreading through vegetative fuels. These fires can threaten structures or other improvements.

**Wildland Fire Fighter I.** The person, at the first level of progression as defined in Chapter 3, who has demonstrated the knowledge and skills necessary to function safely as a member of a wildland fire suppression crew. The Wildland Fire Fighter I works under direct supervision.

**Wildland Fire Fighter II.** The person, at the second level of progression as defined in Chapter 4, who has demonstrated the skills and depth of knowledge necessary to function under general supervision. This person shall function safely and effectively as a member of a wildland fire suppression crew of equally or less experienced fire fighters to accomplish a series of tasks. The Wildland Fire Fighter II can be called upon to provide leadership and temporary supervision for a small crew. The Wildland Fire Fighter II maintains direct communications with a supervisor.

**Wildland Fire Fighter III.** The person responsible for supervising and directing a single wildland fire suppression resource, such as a hand crew or an engine. The Wildland Fire Fighter III has met the requirements defined in Chapter 5.

**Wildland Fire Fighter IV.** The person responsible for managing all aspects of a wildfire incident, involving relatively few resources, who has met the requirements defined in Chapter 6. Resources vary from a single fire fighter to several single resources possibly of different types or kinds.

## Chapter 2 Entrance Requirements

**2-1 General.** Prior to entering training to meet the requirements of Chapters 3, 4, 5, and 6 of this standard, the candidate shall:

(a) Meet the minimum educational requirements established by the authority having jurisdiction.

(b) Meet the age requirements established by the authority having jurisdiction.

**2-2\*** Medical requirements for entry level personnel shall be developed and validated by the authority having jurisdiction and shall be in compliance with applicable legal requirements.

**2-3\*** Job-related physical performance requirements for entry level personnel shall be developed and validated by the authority having jurisdiction.

## Chapter 3 Wildland Fire Fighter I

**3-1 General.** The Wildland Fire Fighter I shall meet the job performance requirements defined in Sections 3-1 to 3-5 of this standard.

**3-1.1\* Prerequisite Knowledge:** Fireline safety, use and limitations of personal protective equipment, agency policy on fire shelter use, basic wildland fire behavior, basic wildland fire tactics, fire fighters role within the local incident management system, and first aid.



**3-1.2\*** *Prerequisite Skills:* Basic verbal communications, the use of appropriate personal protective equipment.

**3-2 Human Resource Management.** No job performance requirements at this level.

### **3-3 Presuppression.**

**3-3.1 Definition of Duty.** Activities in advance of fire occurrence to ensure safe and effective suppression action.

**3-3.2** Maintain assigned personal protective equipment, given the standard equipment issue, so that the equipment is serviceable and available for use on the fireline and defects are recognized and reported to the supervisor.

**3-3.2.1** *Prerequisite Knowledge:* Maintenance of personal protective equipment including inspection, the recognition of unserviceable items, and proper cleaning procedures (including manufacturer's and authority having jurisdiction's recommendations).

**3-3.3\*** Maintain assigned suppression hand tools and equipment, given tools and equipment, agency maintenance specifications, supplies and small tools, so that assigned equipment is safely maintained, serviceable, and defects are recognized and reported to the supervisor.

**3-3.3.1** *Prerequisite Knowledge:* Inspection of tools and assigned suppression equipment, the recognition of unserviceable items, and safe maintenance techniques.

**3-3.3.2\*** *Prerequisite Skills:* Sharpening and other maintenance techniques for assigned suppression equipment, and use of appropriate maintenance equipment.

**3-4 Mobilization.** No job performance requirements at this level.

### **3-5 Suppression.**

**3-5.1 Definition of Duty.** All activities to confine and extinguish a wildland fire, beginning with dispatch.

**3-5.2** Assemble and prepare for response, given an assembly location, an assignment, incident location, mode of transportation, and the time requirements, so that arrival at the incident with the required personnel and equipment meets agency guidelines.

**3-5.2.1\*** *Prerequisite Knowledge:* Equipment requirements, agency time standards and special transportation considerations (weight limitations), agency safety, and operational procedures for various transportation modes.

**3-5.3** Detect potential hazardous situations, given a wildland fire and the standard safety policies and procedures of the agency, so that the hazard is promptly communicated to the supervisor and appropriate action can be taken.

**3-5.3.1\*** *Prerequisite Knowledge:* Basic fireline safety, fire behavior, and suppression methods.

**3-5.4** Construct a fireline, given a wildland fire, agency line construction standards, suppression hand tools, and equipment, so that the fireline conforms to the construction standard.

**3-5.4.1** *Prerequisite Knowledge:* Principles of fireline construction, techniques, and standards.

**3-5.4.2\*** *Prerequisite Skills:* Proper use of hand tools, fire stream practices, and agent application.

**3-5.5** Secure the fireline, given a wildland fire and suppression tools and equipment, so that burning materials and unburned fuels that threaten the integrity of the fireline are located and abated.

**3-5.5.1** *Prerequisite Knowledge:* Operational and safety considerations when burning out.

**3-5.5.2\*** *Prerequisite Skills:* Use of basic ignition devices.

**3-5.6** Mop up fire area, given a wildland fire, suppression tools, and equipment, so that burning fuels that threaten escape are located and extinguished.

**3-5.6.1** *Prerequisite Knowledge:* Mop up principles, techniques, and standards.

**3-5.7** Patrol the fire area, given a wildland fire, suppression tools, and equipment, so that control of the fire area is maintained.

## **Chapter 4 Wildland Fire Fighter II**

### **4-1 General.**

**4-1.1\*** For certification at the Wildland Fire Fighter II level, the Wildland Fire Fighter I shall meet the job performance requirements defined in Sections 4-1 to 4-5 of this chapter.

**4-1.1.1\*** *Prerequisite Knowledge:* The Wildland Fire Fighter II role within the incident management system, basic map reading and compass use, radio procedures, and record keeping.

**4-1.1.2** *Prerequisite Skills:* Orienteering and radio use.

**4-1.2\*** Lead wildland fire fighters in the performance of a task, given an assignment and performance standards, so that the task is safely completed within the standards.

**4-1.2.1** *Prerequisite Knowledge:* Leadership techniques for small groups and recognizing and reacting to unsuitable performance.

**4-1.3** Brief assigned personnel, given an assignment, supporting information, and equipment requirements, so that the personnel are informed of specific tasks, standards, safety, operational and special interest area considerations.

**4-1.3.1\*** *Prerequisite Skills:* Briefing skills.

**4-2 Human Resource Management.** No job performance requirements at this level.

### **4-3 Presuppression.**

**4-3.1 Definition of Duty.** Responsibilities in advance of fire occurrence to ensure that tools, equipment, and supplies are fire ready.

**4-3.2\*** Maintain power tools and portable pumps, given agency maintenance specifications, supplies, and small tools, so that equipment is safely maintained, serviceable, and defects are recognized and repaired.

**4-3.2.1** *Prerequisite Knowledge:* Maintenance procedures for power tools and portable pumps.

**4-3.2.2** *Prerequisite Skills:* Power tool and portable pump preventative maintenance and repair.

**4-3.3** Inspect tools and equipment, given agency specifications, so that availability of the tools and equipment for fire use is ensured.

**4-3.3.1\* Prerequisite Knowledge:** Tool and equipment inspection guidelines.

**4-4 Mobilization.** No job performance requirements at this level.

#### 4-5 Suppression.

**4-5.1 Definition of Duty.** All activities to confine and extinguish a wildland fire beginning with dispatch.

**4-5.2** Select fireline construction methods, given a wildland fire and line construction standards, so that the technique used is appropriate to the conditions and meets agency standards.

**4-5.2.1 Prerequisite Knowledge:** Resource capabilities and limitations, fireline construction methods, and agency standards.

**4-5.3** Evaluate the readiness of assigned crew members, given a wildland fire, an assigned task, and agency equipment standards, so that crew members are properly equipped and supplied for suppression duties.

**4-5.3.1 Prerequisite Knowledge:** Agency standards and personnel inspection procedures.

**4-5.4\*** Operate a chain saw, given an assignment at a wildland fire and operational standards, so that the proper tool is selected, and the assignment is safely completed.

**4-5.4.1 Prerequisite Knowledge:** Agency operational standards for tree size up, felling, limbing and bucking, chain saw safety, tool selection, and personal protective equipment used during saw use.

**4-5.4.2\* Prerequisite Skills:** Proper tree size up, site preparation, handling and cutting techniques, use of wedges, and saw and equipment transportation.

**4-5.5** Operate portable water delivery equipment, given an assignment at a wildland fire and operational standards, so that the proper portable pump and associated equipment is selected, desired nozzle pressure is attained, and flow is maintained.

**4-5.5.1\* Prerequisite Knowledge:** Basic hydraulics, portable pump and system capabilities, operation of portable pumps, basic drafting, and associated equipment.

**4-5.5.2 Prerequisite Skills:** Placement, operation, and system set up.

**4-5.6\*** Secure the area of suspected fire origin and associated evidence, given a wildland fire and agency procedures, so that all evidence or potential evidence is protected from damage or destruction and reported to a supervisor.

**4-5.6.1 Prerequisite Knowledge:** Knowledge of types of evidence and the importance of site security and evidence preservation.

**4-5.6.2 Prerequisite Skills:** Evidence preservation techniques and use of marking devices for site security.

**5-1.1 Prerequisite Knowledge:** Wildland Fire Fighter III's role within the incident management system.

#### 5-2 Human Resource Management.

**5-2.1 Description of Duty.** Utilize human resources to accomplish assignments in a safe and efficient manner and supervise personnel during out-of-service periods.

**5-2.1.1\* Prerequisite Knowledge:** Basic human resource management, principles of supervision.

**5-2.2** Evaluate the physical and mental condition of assigned personnel, given agency personnel performance standards, so that members are capable of performing assigned tasks safely and individuals not meeting the standards are referred to the Wildland Fire Fighter III's supervisor.

**5-2.2.1 Prerequisite Knowledge:** Agency personnel performance standards, crew evaluation.

**5-2.3** Verify the qualifications of assigned personnel, given an assignment or task, so that individual fire fighter skills are appropriate to the specific assignment, and deficiencies are identified and reported to the Wildland Fire Fighter III's supervisor.

**5-2.3.1 Prerequisite Knowledge:** Knowledge of the agency's qualifications standards.

**5-2.4\*** Communicate with assigned personnel, given an incident action plan, so that they are informed of pertinent fire assignment and safety information throughout the assignment.

**5-2.5** Provide for medical treatment, given an injured or ill crew member and agency policies and procedures, so that the appropriate emergency treatment is provided, evacuation is arranged for if necessary, the Wildland Fire Fighter III's supervisor is notified, and required reports are completed.

**5-2.5.1 Prerequisite Knowledge:** Medical evacuation procedures, agency accident and illness reporting procedures.

**5-2.6** Evaluate job performance of assigned personnel, given agency standards, so that the information is provided to the individual being evaluated and all required forms are completed.

**5-2.6.1 Prerequisite Knowledge:** Basic performance evaluation.

**5-2.7** Monitor assigned personnel during out-of-service periods, given agency guidelines for out-of-service periods, so that the personnel are physically and mentally prepared for the next assignment.

**5-3 Presuppression.** No job performance requirements at this level.

#### 5-4 Mobilization.

**5-4.1 Definition of Duty.** Collection of agency dispatch information, assembly of assigned resources, travel to designated location, and check-in.

**5-4.2** Obtain complete information from agency dispatch, given agency standard operating procedures, so that travel route, assignment, time needed, and point of contact are determined.

**5-4.2.1 Prerequisite Knowledge:** Agency dispatch, travel, and accident and equipment breakdown procedures.

## Chapter 5 Wildland Fire Fighter III

**5-1 General.** For certification at the Wildland Fire Fighter III level, the Wildland Fire Fighter II shall meet the job performance requirements defined in Sections 5-1 to 5-5 of this standard.

## 5-5 Suppression.

**5-5.1 Definition of Duty.** Supervision of a single resource involved in wildland fire suppression.

**5-5.2** Size up an incident, given fuels, topography, and weather conditions, so that an incident action plan is developed for fire control with an emphasis on personnel safety.

**5-5.3\*** Develop an initial fire report, given incident information and agency policies and procedures, so that required incident information is communicated to the agency communications center upon arrival.

**5-5.4** Deploy resources to suppress a wildland fire, given an assignment, personnel, equipment, and agency policies and procedures, so that appropriate suppression actions are taken, agency policies related to special interest areas are met, and safety of personnel is ensured.

**5-5.4.1\*** *Prerequisite Knowledge:* Fireline construction and location, burning out techniques, air operations, use of heavy equipment, radio communications protocol, and deployment of crew in fireline construction to handle specific problems.

**5-5.4.2** *Prerequisite Skills:* Heavy equipment and aircraft use and use of communications equipment.

**5-5.5** Evaluate incident conditions, given a wildland fire, so that progress, changes in fuels, topography, weather, fire behavior, and other significant events are identified and communicated to the supervisor, and to assigned and adjoining personnel.

**5-5.5.1\*** *Prerequisite Knowledge:* Intermediate fire behavior.

**5-5.5.2** *Prerequisite Skills:* Collect wildland fire weather information.

**5-5.6** Communicate with supervisors, crew members, and adjoining personnel, given a wildland fire incident, so that progress, changes in conditions, fire behavior, and other significant events are current.

**5-5.7** Deploy resources to mop up a wildland fire, given a controlled fire, personnel, equipment, and agency policies and procedures, so that appropriate mop up actions are taken and agency policies related to special interest areas are met.

**5-5.8** Complete wildland fire suppression operations, given a wildland fire that has been controlled and mopped up and agency policies and procedures, so that the fire area is secure and resources are returned to service.

## Chapter 6 Wildland Fire Fighter IV

### 6-1 General.

**6-1.1** For certification at the Wildland Fire Fighter IV level the Wildland Fire Fighter III shall meet the job performance requirements defined in Sections 6-1 to 6-5 of this standard.

**6-1.1.1\*** *Prerequisite Knowledge:* Authority and responsibility of cooperating jurisdictional agencies, formal and informal agreements between jurisdictional agencies, the incident management system used by the jurisdiction, and the Wildland Fire Fighter IV's role within that system.

**6-1.2\*** Respond to requests for incident information from the news media, given policies and procedures of the authority having jurisdiction, so that response is accurate, appropriate, and timely.

**6-1.2.1** *Prerequisite Knowledge:* Agency procedures for media relations.

**6-2 Human Resource Management.** No additional job performance requirements at this level.

**6-3 Presuppression.** No additional job performance requirements at this level.

**6-4 Mobilization.** No additional job performance requirements at this level.

### 6-5 Suppression.

**6-5.1 Definition of Duty.** Command and overall management of resources in the suppression of a wildland fire.

**6-5.2\*** Formulate an incident action plan, given a wildland fire and available resources, so that incident objectives are set and strategies and tactics are applied according to agency policies and procedures.

**6-5.2.1\*** *Prerequisite Knowledge:* Availability and capability of resources and agency suppression priorities based on values at risk.

**6-5.2.2\*** *Prerequisite Skill:* Identification of values at risk, objective setting, and selection of appropriate wildland fire suppression strategies.

**6-5.3\*** Establish an incident command post (ICP), given authority having jurisdiction policies and procedures, so that the location is appropriate, properly identified, and communicated to personnel.

**6-5.4\*** Maintain incident records, given agency policies and procedures and applicable forms, so that required information is documented.

**6-5.4.1** *Prerequisite Knowledge:* Agency incident documentation procedures.

**6-5.5\*** Arrange for the logistical support needs for assigned resources, given a wildland fire, assigned resources, and agency policies and procedures, so that personnel and equipment needs are met in accordance with agency policies.

**6-5.6** Analyze incident needs, given assigned resources and incident status, so that excess resources are identified and released in accordance with agency policies and procedures.

**6-5.6.1** *Prerequisite Knowledge:* Authority having jurisdiction policies and procedures related to resource release.

**6-5.7\*** Provide incident information to the incoming replacement incident commander, given an extended attack wildland fire, so that the transition of command is completed and the new incident commander has the information necessary to operate.

**6-5.7.1** *Prerequisite Knowledge:* Authority having jurisdiction policies and procedures for transition in command.

**6-5.8** Complete personnel time and equipment use records, given agency policies, procedures, and related forms, so that the information is accurate and in compliance with standards established by the authority having jurisdiction.

**6-5.8.1\*** *Prerequisite Knowledge:* Basic wildland fire business management.

**6-5.8.2** *Prerequisite Skills:* Written communication.

**6-5.9\*** Prepare final incident reports, given an extinguished wildland fire and agency policies and procedures, so that the reports are complete, accurate, and submitted on time.

## Chapter 7 Referenced Publications

**7-1** The following documents or portions thereof are referenced within this standard and shall be considered part of the requirements of this document. The edition indicated for each reference is the current edition as of the date of the NFPA issuance of this document.

**7-1.1 NFPA Publications.** National Fire Protection Association, 1 Batterymarch Park, P.O. Box 9101, Quincy, MA 02269-9101.

NFPA 295, *Standard for Wildfire Control*, 1991 edition.

NFPA 1002, *Standard for Fire Department Vehicle Driver/Operator Professional Qualifications*, 1993 edition.

NFPA 1500, *Standard on Fire Department Occupational Safety and Health Program*, 1992 edition.

NFPA 1561, *Standard on Fire Department Incident Management System*, 1995 edition.

NFPA 1977, *Standard on Protective Clothing and Equipment for Wildland Fire Fighting*, 1993 edition.

## Appendix A Explanatory Material

*This appendix is not a part of the requirements of this NFPA document but is included for informational purposes only.*

**A-1-1** This standard does not address prescribed fire requirements. Authorities having jurisdiction may choose to use any or all of these requirements as they deem appropriate.

**A-1-3.3** It is recommended, where practical, that evaluators be individuals who were not directly involved as instructors for the requirement being evaluated.

**A-1-4** Action verbs used in the job performance requirements in this document are based on the first definition of the verb found in *Webster's Third New International Dictionary of the English Language*.

**A-1-4 Approved.** The National Fire Protection Association does not approve, inspect, or certify any installations, procedures, equipment, or materials; nor does it approve or evaluate testing laboratories. In determining the acceptability of installations, procedures, equipment, or materials, the authority having jurisdiction may base acceptance on compliance with NFPA or other appropriate standards. In the absence of such standards, said authority may require evidence of proper installation, procedure, or use. The authority having jurisdiction may also refer to the listings or labeling practices of an organization concerned with product evaluations that is in a position to determine compliance with appropriate standards for the current production of listed items.

**A-1-4 Authority Having Jurisdiction.** The phrase “authority having jurisdiction” is used in NFPA documents in a broad manner, since jurisdictions and approval agencies vary, as do their responsibilities. Where public safety is primary, the authority having jurisdiction may be a federal, state, local, or other regional department or individual such as a fire chief; fire marshal; chief of a fire prevention bureau, labor department, or health department; building official; electrical inspector; or others having statutory authority. For insurance purposes, an insurance inspection department, rating bureau, or other insurance company representative may be the authority having jurisdiction. In many circumstances, the property owner or his or her designated agent assumes the role of the authority having jurisdiction; at government installations, the commanding officer or departmental official may be the authority having jurisdiction.

**A-1-4 NWCG.** The fires in the early 1970s stimulated the formation of the National Wildfire Coordinating Group (NWCG). This organization was renamed in 1994 to the National Wildland Fire Coordinating Group. NWCG is currently made up of the Department of Agriculture Forest Service (FS); four Department of the Interior agencies - Bureau of Land Management (BLM), National Park Service (NPS), Bureau of Indian Affairs (BIA), the Fish and Wildlife Service (FWS); the United States Fire Administration (USFA), and state forestry agencies through the National Association of State Foresters (NASF). The purpose of the NWCG is to coordinate programs of the participating wildfire management agencies to avoid duplication and to provide a means of constructively working together.

**A-2-2 NFPA 1582, *Standard on Medical Requirements for Fire Fighters*,** establishes medical requirements for structural fire fighters. These requirements may need to be modified for individuals involved in the suppression of wildland fires. The medical and work capacity (fitness) requirements for this standard should be based on in-depth consideration of essential wildland fire-fighting functions. These essential functions are what fire fighters are expected to perform during wildland fire suppression duties, as determined in a comprehensive job task analysis. These functions may be effected by the following factors:

- (a) Operate both as a member of a team and independently at incidents of uncertain duration.
- (b) Work in areas where sustaining traumatic or thermal injuries is possible.
- (c) Wear personal protective equipment and carry gear weighing up to 30 pounds while performing fire-fighting tasks.
- (d) Performing physically demanding work for extended periods in the heat while wearing equipment that significantly impairs body-cooling mechanisms.
- (e) Face exposure to respirable particulate, carbon monoxide, and other gases, and, if required, wear respiratory protective equipment that places an added burden on the respiratory system.
- (f) Work for long periods of time on tasks requiring sustained physical exertion.
- (g) Make transitions from rest to arduous effort.
- (h) Use manual and possibly power tools in the performance of duties.
- (i) Perform a variety of tasks in rough, steep terrain, exposed to snags, rocks, and other hazards.
- (j) Spend extensive time exposed to the elements.

(k) Tolerate wide fluctuations in temperature while performing duties.

(l) Operate in environments of stress, poor visibility, high noise, and dangerous footing.

(m) Perform difficult tasks and make life and death decisions during emergencies.

**A-2-3** Physical fitness requirements should be developed and validated by the authority having jurisdiction. Physical fitness requirements should be in compliance with applicable Equal Opportunity and Americans With Disabilities Act regulations and other legal requirements. Additional information may be found in the following NWCG publications: *Fitness and Work Capacity, Fit to Work, Fatigue and the Firefighter*, and *Measuring Physical Fitness (Step Test)*.

**A-3-1.1** Information related to suppression tactics and safety considerations for wildland fires may be found in the NWCG, *Fireline Handbook*; PMS 408 and PMS 409, *Your Fire Shelter*; PMS 417, *Firefighter Safety in Wildland/Urban Interface Fires*; PMS 470, *Fire Behavior in the Wildland/Urban Interface*; PMS 415, *Introduction to Wildland Fire Suppression for Rural Fire Departments*; and S-110, *Basic Fire Suppression Orientation*. A-3-1.4.1 of NFPA 295, *Standard for Wildfire Control*, suggests that the minimum training in first aid include certification in cardiopulmonary resuscitation (CPR) and American Red Cross standard first aid. NFPA 1001, *Standard for Fire Fighter Professional Qualifications*, Section 3-17, defines the requirements for structural fire fighters. This section requires CPR certification, the demonstration of several basic first aid skills, and a knowledge of infection control methods. The authority having jurisdiction responsible for individuals performing wildland fire suppression operations should set minimum requirements for first aid training and certification, based on local needs and the requirements of the jurisdiction.

**A-3-1.2** The requirements for protective clothing and equipment are found in NFPA 1977, *Standard on Protective Clothing and Equipment for Wildland Fire Fighting*.

**A-3-3.3** The tools and equipment provided to the wildland fire fighter vary from jurisdiction to jurisdiction and may include such items as fireline hand tools (shovel, ax, fire rake, pulaski, flapper, etc.) and basic water application equipment (backpack pumps, hose, nozzles, hose clamps, and fittings, etc.)

**A-3-3.3.2** Maintenance equipment would include those items, such as files, sandpaper, wedges, etc., used to maintain fire suppression hand tools.

**A-3-5.2.1** Personal equipment standards, response and travel time standards, personal equipment weight limitations, and preferred modes of transportation all may vary by the authority having jurisdiction.

**A-3-5.3.1** The safety and welfare of personnel is the first and foremost consideration in all incident operations and decisions. A wildland fire fighter must have a working knowledge of the following fire suppression safety standards and procedures:

(a) Fire Behavior (see NWCG S-190, *Introduction to Fire Behavior*).

(b) 10 Standard Fire Orders (see NWCG PMS 410-1, *Fireline Handbook*).

(c) 18 "Watch Out" Situations (see NWCG PMS 410-1, *Fireline Handbook*).

(d) NWCG PMS-407, *Common Denominators of Fire Behavior on Tragedy and Near-Miss Forest Fires*.

(e) Downhill/Indirect Line Construction Guidelines (see NWCG PMS 410-1, *Fireline Handbook*).

(f) LCES (Lookouts, Communications, Escape Routes, and Safety Zones) include:

1. Adequate lookouts should be posted to observe potential changes in fuel, weather, topography, and fire behavior.

2. Communication shall be provided for and maintained with supervisor at all times.

3. Escape routes for emergency evacuation will be identified and clearly understood by all firefighters.

4. Safety zones in cleared or natural areas devoid of flammable material shall be reconnoitered and/or provided for and known to all crew members.

(g) PMS 416, *Standard for Survival*.

**A-3-5.4.2** The term "agent" in this requirement refers to any suppressant or retardant that would be applied with a hose stream, including water, foam, wet water, and other retardants. See PMS 445-1, *Introduction to Class A Foam*; PMS 445-2, *The Properties of Foam*; PMS 446-1, *Foam vs. Fire, Class A Foam for Wildland Fires*; PMS 446-2, *Foam vs. Fire, Primer*, for additional information.

**A-3-5.5.2** See NWCG S-130, *Fire Fighter Training*, for additional information on burning out and basic ignition devices.

**A-4-1.1** The Wildland Fire Fighter I assists in the training of other fire fighters in the application of knowledge and skills areas, including safety and the maintenance and use of suppression tools and equipment.

**A-4-1.1.1** See NWCG PMS 414-1, *Firefighter's Guide*, for information on using maps and compasses.

**A-4-1.2** The Fire Fighter I is expected to be able to lead small groups of assigned personnel to accomplish specific tasks. Their primary responsibility is personnel safety and the timely completion of the assigned task.

**A-4-1.3.1** See NWCG PMS 410-1, *Fireline Handbook*, for additional information on briefing subordinates.

**A-4-3.2** The tools and equipment provided to the Wildland Fire Fighter I vary from jurisdiction to jurisdiction and may include such items as chain saws, portable pumps, etc. It is not the intent of the committee that the Wildland Fire Fighter I perform specialized repair functions on power tools. For additional information, see NWCG S-211, *Portable Pumps and Water Use*, and NWCG S-212, *Wildfire Power Saws*.

**A-4-3.3.1** See NWCG PMS 414-1, *Firefighter's Guide*, for additional information on inspection of tools and equipment.

**A-4-5.4** See NWCG S-212, *Wildfire Power Saws*, for additional information.

**A-4-5.4.2** The transportation of power saws also involves the transport of flammable and combustible liquids. Wildland fire fighters should follow agency guidelines and other regulations regarding the safe transport of these materials.

**A-4-5.5.1** See NWCG S-211, *Portable Pumps and Water Use*, for additional information.

**A-4-5.6** See NWCG Handbook No. 1, PMS 412-1, *Wildfire Cause and Determination Handbook*, and NFPA 1033, *Standard for Professional Qualifications for Fire Investigator*, for additional information.

**A-5-2.1.1** See NWCG S-201, *Supervisory Concepts and Techniques* (1994) and NFPA 1021, *Standard for Fire Officer Professional Qualifications*, for additional supervisory information.

**A-5-2.4** See NWCG PMS 410-1, *Fireline Handbook*, for additional information on briefing and communicating with crew members.

**A-5-5.3** Basic information in a report should include:

- (a) fire name,
- (b) location,
- (c) access,
- (d) terrain,
- (e) size of fire,
- (f) anticipated control problems,
- (g) cause (known, suspected),
- (h) values threatened,
- (i) anticipated time of control,
- (j) weather,
- (k) resources on the fire,
- (l) resources needed, if any,
- (m) fire behavior.

**A-5-5.4.1** Additional information on the use of heavy equipment and aircraft can be found in NWCG S-213, *Tractor Use/Tractor Boss*; S-214, *Tanker Use/Tanker Boss*; S-230, *Single Resource Boss-Crew*; S-234, *Firing Methods and Procedures*; and S-270, *Basic Air Operations*.

**A-5-5.5.1** For additional information regarding intermediate fire behavior, see NWCG S-290, *Intermediate Wildland Fire Behavior* and PMS 427, *Look Up, Look Down, Look Around*.

**A-6-1.1.1** The Wildland Fire Fighter IV is responsible for all initial attack incident activities, including the development and implementation of strategic decisions; approving the ordering and release of resources; and for coordination with other agencies, jurisdictions, and affected entities and organizations.

In instances involving multi-agency response, unified command may be used. Unified command is an element of an incident management system that provides a method for all agencies, or individuals who have jurisdictional or functional responsibility, to jointly manage an incident through a common set of objectives. See NWCG pamphlet and video *Unified Command*, NFES 1466 and 1507.

**A-6-1.2** The Wildland Fire Fighter IV is expected to respond to media inquiries on a limited basis. It is essential that the Wildland Fire Fighter IV can determine when to refer media requests to the proper authority within the agency. NWCG *Strategic Communications for Wildland Fire Management* training package (NFES 2252, 2253, 2254, 2255, 2265, 2266, 2267) provides information on this subject.

**A-6-5.2** The initial incident action plan is based on size up of the situation, including such things as:

- (a) analyzing hazards to fire fighters,
- (b) estimated rates of spread,
- (c) actual and potential threat to values,

- (d) incident objectives in priority order,
- (e) strategies for protecting values and for suppressing the fire.

The plan outlines the most appropriate method of attack with the resources available, including such things as:

- (a) tactical directions to achieve incident objectives,
- (b) a coordinated sequence of events,
- (c) resource assignments,
- (d) immediate support needs.

It emphasizes safety information covering all hazards and relevant safety principles.

ICS Form 201 is the first written documentation for the incident and serves as a briefing document for incoming incident commanders. (See *Appendix C* for sample form.)

Reference NWCG 410-1, *Fireline Handbook*, Chapter 1, Initial Attack.

**A-6-5.2.1** Suppression priorities should consider values at risk such as life, property, natural resources, special interest areas, etc. Additional information about suppression resource capabilities is found in PMS 410-1, *Fireline Handbook*.

**A-6-5.2.2** See S-200, *Initial Attack Incident Commander*, and S-205, *Fire Operations in the Urban Interface*, for additional information.

**A-6-5.3** In many incidents of this size, the ICP could be a vehicle or other easily identified point. The location of the ICP should be determined with due consideration given to safety, access to incoming resources, and communications needs.

**A-6-5.4** Incident records should contain essential incident information such as:

- (a) incident objectives and strategy,
- (b) changes in the situation,
- (c) tactical decisions,
- (d) resource summary,
- (e) organization,
- (f) sketch map,
- (g) safety problems and hazards,
- (h) equipment use, and
- (i) other agency information needs.

The ICS Form 201 (incident briefing) is an example of a format to document this information. In many initial actions, control is effected very quickly and the need for written documentation is minimal. However, in longer duration incidents, it is much more important, and, if the incident expands into an extended attack or more complex situation, good documentation is essential to provide for an efficient transition. [See *Appendix C (ICS Forms)* for recommended forms.]

**A-6-5.5** Logistical needs for initial action incidents are usually minimal, however some items to consider are:

- (a) water supply,
- (b) fuel for equipment, and
- (c) meals and drinking water.

Should the initial action continue for extended periods of time, additional logistical requirements could include:

- (a) sanitation facilities,
- (b) lighting,
- (c) provisions for sleeping, and
- (d) relief resources.

**A-6-5.7** Early recognition that a wildland fire will not be controlled by the initial attack forces is important. As soon as the Wildland Fire Fighter IV recognizes that additional forces are needed or knows additional forces are enroute, he or she must withdraw from direct fireline suppression and:

- (a) Establish an incident command post (ICP)/check-in point to receive, brief, and assign incoming forces.
- (b) Document incident status and resource information in writing (for example: ICS Briefing Form 201).
- (c) Sketch a map of the fire and identify resource assignments.
- (d) Document the fire organization.
- (e) Keep track of all resources that are on the scene, enroute, and ordered.
- (f) Document strategy, tactics, and current actions.
- (g) If available, assign a status/check-in recorder to handle this documentation when:
  - 1. The fire is expanding rapidly.
  - 2. Numerous resources are arriving or are being ordered.

- 3. Radio contact is constant.
- (h) Keep the designated officer, dispatch, the incoming replacement IC, or other higher level officer informed of:

- 1. Status of the fire.
- 2. Progress of the suppression forces.
- 3. Additional resources needed.
- 4. Weather conditions, especially changes.
- 5. Special situations such as values threatened.

- (i) As additional forces arrive:

- 1. Divide the fire into areas of responsibility such as right and left flank, or Division A and Division B.

- 2. Assign individuals responsibility for these areas.

See NWCG PMS 410-1, *Fireline Handbook*, for additional information on the transition of command.

**A-6-5.8.1** For additional information on business management, see NWCG S-260, *Fire Business Management Principles*.

**A-6-5.9** Final incident reports could include personnel and equipment reports, personnel evaluations, financial documents, fire reports, accident forms, and post incident evaluations.

## Appendix B

*This Appendix is not a part of the requirements of this NFPA document but is included for informational purposes only.*

### NWCG Publications for Wildland Fire Suppression Personnel By NWCG and NFPA Job Levels

#### NWCG WILDLAND FIREFIGHTER LEVELS

Firefighter II	Firefighter I	Single Resource Boss	Incident Commander Type IV
S-130, Fire Fighter Training	S-201, Supervisory Concepts and Techniques	S-230, Single Resource Boss	S-200, Initial Attack Incident Commander
S-190, Introduction to Fire Behavior	S-211, Portable Pumps and Water Use	S-260, Fire Business Management Principles	S-205, Fire Operations in the Urban Interface
I-100, Introduction to the Incident Command System	S-212, Wildfire Power Saws	S-270, Basic Air Operations	S-234, Firing Methods and Procedures
		S-290, Intermediate Fire Behavior	

#### NFPA PROFESSIONAL QUALIFICATIONS SYSTEM

Wildland Fire Fighter I	Wildland Fire Fighter II	Wildland Fire Fighter III	Wildland Fire Fighter IV
PMS-416, Standards for Survival	S-201, Supervisory Concepts and Technique	S-213, Tractor Use/Tractor Boss	S-200, Initial Attack Incident Commander
PMS-414-1, Fire Fighter's Guide	S-211, Portable Pumps and Water Use	S-214, Tanker Use/Tanker Boss	S-205, Fire Operations in the Urban Interface
PMS-410-1, Fireline Handbook	S-212, Wildfire Power Saws	S-230, Single Resource Boss	S-234, Firing Methods and Procedures
S-110, Basic Fire Suppression Orientation	S-216, Driving for the Fire Service	S-260, Fire Business Management Principles	
S-130, Fire Fighter Training		S-270, Basic Air Operations	
S-190, Introduction to Fire Behavior		S-290, Intermediate Fire Behavior	
I-100, Introduction to the Incident Command System		I-200, Intermediate Incident Command System	
		P-151, Wildfire Origin and Cause Determination	

THE NWCG system provides for training and certification of individuals beyond the levels defined in this standard. NWCG 310-1, *Qualifications and Certification System* provides additional details on these requirements.

**Appendix C**

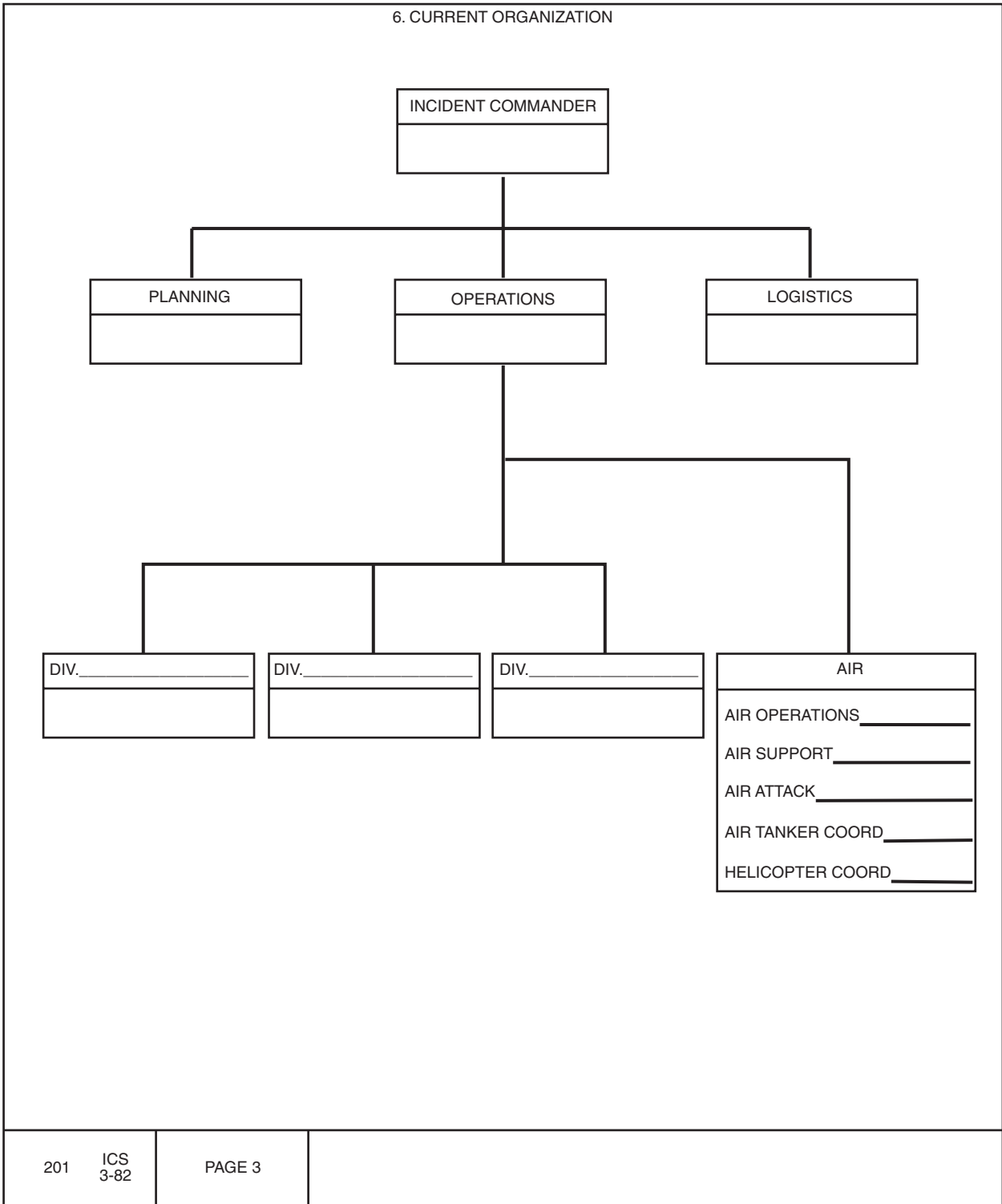
*This Appendix is not a part of the requirements of this NFPA document but is included for informational purposes only.*

ICS Form 201

INCIDENT BRIEFING	1. INCIDENT NAME	2. DATE PREPARED	3. TIME PREPARED
4. MAP SKETCH			
201 ICS 3-82	PAGE 1	5. PREPARED BY [NAME AND POSITION]  7540-130-0282	



1995 Edition



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## Appendix D

*This Appendix is not a part of the requirements of this NFPA document but is included for informational purposes only.*

### Explanation of the Standards and Concepts of JPRs

The primary benefit of establishing national professional qualification standards is to provide both public and private sectors with a framework of the job requirements for the fire service. Other benefits include enhancement of the profession, individual as well as organizational growth and development, and standardization of practices.

NFPA professional qualification standards identify the minimum job performance requirements for specific fire service positions. The standards may be used for training design and evaluation, certification, measuring and critiquing on-the-job performance, defining hiring practices, and setting organizational policies, procedures, and goals (other applications are encouraged).

Professional qualification standards for a specific job are organized by major areas of responsibility defined as duties. For example, the fire fighter's duties may include fire suppression, rescue, and water supply; and the Public Fire Educator's duties may include education, planning and development, and administration. Duties are major functional areas of responsibility within a job.

The professional qualification standards are written as job performance requirements (JPRs). Job performance requirements describe the performance required for a specific job. JPRs are grouped according to the duties of a job. The complete list of JPRs for each duty defines what an individual must be able to do in order to successfully perform that duty. Together, the duties and their JPRs define the job parameters; that is, the professional qualification standard as a whole is a job description.

### Breaking Down the Components of a Job Performance Requirement

The job performance requirement is the assembly of three critical components. These components are as follows:

- (1) Task to be performed.
- (2) Tools, equipment, or materials that must be provided to successfully complete the task.
- (3) Evaluation parameters and/or performance outcomes.

	Example
(1) Task	(1) Ventilate a pitched roof;
(2) Tools, equipment, or materials	(2) Given an ax, a pike pole, an extension ladder, and a roof ladder;
(3) Evaluation parameters and performance outcomes	(3) So that a 4-ft × 4-ft hole is created, all ventilation barriers are removed; ladders are properly positioned for ventilation; ventilation holes are correctly placed; and smoke, heat, and combustion by-products are released from the structure.

The task to be performed: The first component is a concise statement of what the person is supposed to do.

Tools, equipment, or materials that must be provided to successfully complete the task: This component ensures that all individuals completing the task are given the same minimal

tools, equipment, or materials when being evaluated. By listing these items, the performer and evaluator know what must be provided in order to complete the task.

Evaluation parameters and/or performance outcomes: This component defines how well one must perform each task—for both the performer and evaluator. The JPR guides performance outcomes. This portion of the JPR promotes consistency in evaluation by reducing the variables used to gauge performance.

In addition to these three components, the JPR contains prerequisite knowledge and skills. Just as the term prerequisite suggests, these are the necessary knowledge and skills one must have prior to being able to perform the task. Prerequisite knowledge and skills are the foundation for task performance.

Once the components and prerequisites are put together, the JPR might read as follows:

#### Example 1:

The Fire Fighter I shall ventilate a pitched roof, given an ax, a pike pole, an extension ladder, and a roof ladder; so that a 4-ft × 4-ft hole is created; all ventilation barriers are removed; ladders are properly positioned for ventilation; and ventilation holes are correctly placed.

*Prerequisite Knowledge:* Pitched roof construction, safety considerations with roof ventilation, the dangers associated with improper ventilation, knowledge of ventilation tools, the effects of ventilation on fire growth, smoke movement in structures, signs of backdraft, and the knowledge of vertical and forced ventilation.

*Prerequisite Skills:* Remove roof covering; properly initiate roof cuts; use the pike pole to clear ventilation barriers; use ax properly for sounding, cutting, and stripping; position ladders; and climb and position self on ladder.

#### Example 2:

The Fire Investigator shall interpret burn patterns, given standard equipment and tools and some structural/content remains, so that each individual pattern is evaluated with respect to the burning characteristics of the material involved.

*Prerequisite Knowledge:* Knowledge of fire development and the interrelationship of heat release rate, form, and ignitability of materials.

*Prerequisite Skill:* Interpret the effects of burning characteristics on different types of materials.

### Examples of Potential Uses

#### Certification:

JPRs can be used to establish the evaluation criteria for certification at a specific job level. When used for certification, evaluation must be based on the successful completion of JPRs.

First, the evaluator verifies the attainment of prerequisite knowledge and skills prior to JPR evaluation. This might be through documentation review or testing.

Next, the candidate is evaluated on completing the JPRs. The candidate performs the task and is *evaluated* based on the evaluation parameters and/or performance outcomes. This performance-based evaluation can be either practical (for psychomotor skills such as “ventilate a roof”) or written (for cognitive skills such as “interpret burn patterns”).

Using Example 1, a practical performance-based evaluation would measure the ability to “ventilate a pitched roof.” The candidate passes this particular evaluation if the standard was met, i.e., a 4-ft × 4-ft hole was created; all ventilation barriers were removed; ladders were properly positioned for ventilation;

ventilation holes were correctly placed; and smoke, heat, and combustion by-products were released from the structure.

For Example 2, when evaluating the task “*interpret burn patterns*,” the candidate could be given a written assessment in the form of a scenario, photographs, and drawings and then be asked to respond to specific written questions related to the JPRs evaluation parameters.

**NOTE:** Psychomotor skills are those physical skills that can be demonstrated or observed. Cognitive skills (or mental skills) cannot be observed, but rather are evaluated on how one completes the task (process oriented) or on the task outcome (product oriented).

Remember, when evaluating performance, candidates must be given the tools, equipment, or materials listed in the JPR before they can be properly evaluated, e.g., an ax, a pike pole, an extension ladder, and a roof ladder.

### Curriculum Development/Training Design and Evaluation

The statements contained in this document that refer to job performance were designed and written as job performance requirements. While a resemblance to instructional objectives may be present, these statements should not be used in a teaching situation until after they have been modified for instructional use.

Job performance requirements state the behaviors required to perform specific skill(s) on the job, as opposed to a learning situation. These statements should be converted into instructional objectives with behaviors, conditions, and standards that can be measured within the teaching/learning environment. A job performance requirement that requires a fire fighter to “ventilate a pitched roof” should be converted into a measurable instructional objective for use when teaching the skill. (See Figure D-1.)

Using Example 1, a terminal instructional objective might read as follows:

The candidate will ventilate a pitched roof, given a simulated roof, an ax, a pike pole, an extension ladder, and a roof ladder, so that 100 percent accuracy is attained on a skills checklist. (At a minimum, the skills checklist should include each of the measurement criteria from the JPR.)

While the differences between job performance requirements and instructional objectives are subtle in appearance, the purpose of each statement differs greatly. JPRs state what is necessary to perform the job in the “real world.” Instructional objectives, however, are used to identify what students must do at the end of a training session and are stated in behavioral terms that are measurable in the training environment.

By converting JPRs into instructional objectives, instructors will be able to clarify performance expectations and avoid confusion related to using statements designed for purposes other than teaching. Additionally, instructors will be able to add local/state/regional elements of performance into the standards as intended by the developers.

Prerequisite skills and knowledge should be converted into enabling objectives. These help to define the course content. The course content should include each of the prerequisite knowledge and skills. Using Figure D-2, the enabling objectives are pitched roof construction, safety considerations with roof ventilation, remove roof covering, properly initiate roof cuts, etc. These ensure that the course content supports the terminal objective.

**NOTE:** It is assumed that the reader is familiar with curriculum development or training design and evaluation.

### Other Uses

While the professional qualifications standards are principally used to guide the development of training and certification programs, there are a number of other potential uses for these documents. Because they are written in JPR terms, they lend themselves well to any area of the profession where a level of performance or expertise must be determined. Such areas might include:

**Employee Evaluation/Performance Critiquing.** The JPRs can be used as a guide by both the supervisor and the employee during an evaluation. The JPRs for a specific job define tasks that are essential to perform on the job, as well as the evaluation criteria to measure when those tasks are completed.

**Establishing Hiring Criteria.** Professional qualifications standards may be used in a number of ways to further the establishment of hiring criteria. The authority having jurisdiction might simply require certification at a specific job level, e.g., Fire Fighter I. The JPRs might also be used as the basis for pre-employment screening by establishing essential minimal tasks and the related evaluation criteria. An added benefit is that individuals interested in employment can work toward the minimal hiring criteria at local colleges.

**Employee Development.** The professional qualifications standards can be useful to both the employee and the employer in developing a plan for the individual’s growth within the organization. The JPRs and the associated prerequisite skills and knowledge can be used as a guide to determine additional training and education required for the employee to master the job or profession.

**Succession Planning.** Succession planning or career pathing addresses the efficient placement of people into jobs in response to current needs and anticipated future needs. A career development path can be established for targeted individuals to prepare them for growth within the organization. The JPRs and prerequisite knowledge and skills could then be used to develop an educational path to aid in the individual’s advancement within the organization or profession.

**Establishing Organizational Policies, Procedures, and Goals.** The JPRs can be incorporated into organizational policies, procedures, and goals where employee performance is addressed.