



File Code: 5100
Route To:

Date: April 20, 2016

Subject: Revised Work Capacity Test Implementation Guide

To: Regional Foresters, Station Directors, Area Director, IITF Director, and Deputy Chiefs

The Forest Service administers the Work Capacity Test (WCT) for current or prospective employees to determine physical fitness for wildland firefighting activities. The policy and procedures for administering the WCT are in the *Work Capacity Tests for Wildland Fire Qualifications -- Implementation Guide* (Guide). Effective immediately, the revised Guide, dated December 31, 2015, is the official Forest Service direction. This replaces all previous versions of the Guide.

The Fire Operations Risk Management Office, MTDC, as well as the National Federation of Federal Employees-Forest Service Council, American Federation of Government Employees, National Association of Government Employees and all other Unions representing Forest Service fire staff, produced and finalized the revised Guide. These groups and others will ensure that work capacity testing continues to be safely and effectively implemented across the Forest Service.

The Guide gives an overview of the Medical Qualifications Program (MQP) regarding medical exams. The Fire and Aviation Management Medical Officer, Dr. Jennifer Symonds, has taken over the role of clearing agency required medical exams for fire staff, and ASC-HRM is no longer involved in the medical clearance process. The Fire and Aviation Management Medical Officer, or their proxy, is the only medical provider that can give the final medical clearance for a medical exam that fire staff may proceed to the Work Capacity Test, or review medical records when there is a question whether an employee can perform their fire duties. Designated HSQ Coordinators and Alternates must thoroughly familiarize themselves with the contents of the revised Guide.

Information about work capacity testing and the Health Screening Questionnaire (HSQ), including the new Guide and forms related to health screening, is found at http://www.fs.fed.us/fire/safety/wct/wct_index.html.

Contact Jennifer Symonds, D.O., FAM Medical Officer, Medical Qualifications Program Manager, Fire Operations Risk Management, at 208-387-5978 or jmsymonds@fs.fed.us with questions about the new Guide. Labor relations questions should be directed to Ashleigh Trimble at 404-347-2518 or atrimble@fs.fed.us.



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