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Consultation references

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Wildfire Competence Framework

Purpose and Scope

Purpose

This framework defines the competence required to safely and effectively deliver wildfire-related activity across UK fire and rescue services.

Competence is defined in the National Fire Chiefs Council's (NFCC) Sector-Wide Model of Competence as 'the consistent application of knowledge, skills, behaviours and experience in operational contexts, supported by appropriate validation and assurance'.

This framework:

- establishes a nationally consistent, risk-based approach to wildfire competence;
- aligns to the NFCC Sector-Wide Model of Competence;
- embeds the NFCC Core Code of Ethics and Leadership Framework;
- supports inspection, assurance and organisational learning;
- enables intraoperability across UK fire and rescue services and interoperability across partner agencies.

Scope

This framework applies to all personnel engaged in wildfire-related activity across the following areas:

- **Prevention** – wildfire risk reduction and community engagement
- **Response** – wildfire suppression and operational activity
- **Resilience** – multi-agency planning, national capability and coordination

Exclusions

This framework does not duplicate:

- incident command competence;
- fire control competence;
- other operational competence frameworks;
- other prevention competence frameworks.

Wildfire Competence

Desired outcome

A fire and rescue service that can effectively manage wildfire risk and incidents, keeping the public safe because it has personnel who are competent and able to apply national guidance.

The service enables its personnel to apply risk assessment, decision-making and risk management skills to deliver safe and effective wildfire activity across prevention, preparedness, response and recovery.

This applies whether personnel are:

- operating as a single service;
- working with other fire and rescue services;
- working with National Resilience capabilities;
- operating within a multi-agency structure in line with JESIP.

The service demonstrates that wildfire capability is informed by risk, proportionate and aligned to its Community Risk Management Plan (CRMP), and that competence is developed, maintained, and assured in line with national expectations.

What is required to implement the Wildfire Competence Framework

To implement this framework, a fire and rescue service must:

- adopt the Wildfire Competence Framework in alignment with the NFCC Sector-Wide Model of Competence;
- align its wildfire capability to Operational Guidance and associated training specifications;
- align its wildfire prevention capability to national prevention guidance;
- ensure that wildfire competence requirements are risk-based and informed by its Community Risk Management Plan (CRMP);
- define tasks, responsibilities and capability requirements using the Levels 1–7 competence architecture;
- provide training, development, and operational exposure, including via simulation-based learning, to enable personnel to achieve and maintain competence;
- ensure that competence is demonstrated through performance, not just completion of training;
- implement assessment, validation, and revalidation processes that are proportionate, based on evidence, and auditable;
- establish governance and assurance arrangements to oversee and maintain wildfire competence across the organisation;
- apply relevant recognised prior learning (RPL) in line with defined validation, governance, and quality assurance processes;
- embed organisational learning processes to support continuous improvement of wildfire capability aligned to the NOL Good Practice Guide;
- develop and maintain intraoperability with other fire and rescue services, National Resilience, and interoperability with partner agencies;
- integrate prevention, preparedness, response and recovery activities into wildfire capability.

To implement this framework effectively, competent personnel should:

- demonstrate their ability to apply wildfire knowledge, skills, and behaviours safely and effectively in operational and prevention contexts;

- maintain situational awareness, apply decision-making, and operate within safe systems of work;
- be able to evidence competence through appropriate assessment, operational performance, and recorded development activity.

To support implementation, a fire and rescue service should:

- use Operational Guidance training specifications to inform training needs analysis and development pathways;
- use simulation, exercises, and multi-agency training to support competence development and maintenance;
- work collaboratively at regional or national level to develop capability, share learning and improve consistency across the sector.

Expected benefits of implementing the Wildfire Competence Framework

- Improved ability to prevent, prepare for, respond to, and recover from wildfire incidents, which reduces risk to life, property, and the environment
- Increased confidence for communities, partners, and stakeholders that wildfire capability is robust, consistent, and effective
- Clear, auditable evidence of competence to support inspection, assurance, and accountability
- Strong alignment with Operational Guidance, supporting consistent and intra-operable operational practice
- Improved multi-agency working, particularly in complex and prolonged wildfire incidents
- Improved ability to identify capability gaps and target development activity effectively
- Strengthened organisational learning and continuous improvement through structured feedback and reflection

Strategic positioning within the NFCC Sector-Wide Model of Competence

Wildfire competence is structured in accordance with the NFCC Sector-Wide Model of Competence, ensuring:

- competence is derived from activity;
- levels reflect risk, complexity, autonomy and responsibility;
- behaviour is integrated, not separate;
- competence is maintained and assured over time.

Integration with guidance

This framework forms part of a wider, integrated system for wildfire capability across UK fire and rescue services. It is designed to operate in alignment with national guidance, specifically **Operational Guidance and associated training specifications**, which provide the core guidance for fire and rescue services.

Relationship to Operational Guidance

The knowledge, skills, behaviours and experiential requirements set out within this framework are underpinned by national guidance.

Operational Guidance provides the foundation for how incidents are understood and managed within Fire and Rescue Services. This is supported by **training specifications**, which define the underpinning knowledge required to support safe and effective performance.

Together, Operational Guidance and associated training specifications establish:

- the expected approach to incident management;

- the hazards and risks associated with operational activity;
- the control measures required to reduce those risks;
- the knowledge base that supports competent performance.

This framework translates guidance into competence requirements, defining what personnel must be able to do in practice and the standard to which they must demonstrate performance.

Integration

This creates a clear, integrated, and auditable relationship between:

- **Operational Guidance and training specifications** – define expectations for incident understanding and management;
- **competence (this framework)** – defines what individuals must be able to do in practice.

Assurance and continuous improvement

This alignment supports:

- inspection, audit, and assurance;
- national consistency and interoperability;
- continuous improvement through operational learning.

Organisational learning and changes in national guidance, particularly within Operational Guidance and associated training specifications, should be reflected in future iterations of this framework. This ensures that competence remains current, consistent and evidence-based.

Relationship to National Resilience (NR) documents: concept of operations (ConOps) and technical guide

The above sets out the primary relationship between the competence framework, Operational Guidance and associated training specifications. However, the framework should also be considered alongside the NR Wildfire Capability Concept of Operations and the NR

Wildfire Capability Technical Guide where these are being used to support the NR wildfire pilot. Their relationship to this framework, particularly for individuals operating at levels 5, 6, and 7, is set out separately in **Annex E**.

Wildfire Strategic Activity Map

The full Wildfires Strategic Activity Map, including a detailed activity breakdown, is provided in **Annex A**. It provides a structured representation of the key activities required to deliver effective wildfire prevention, preparedness, response and recovery across fire and rescue services.

The map translates the complexity of wildfire operations into a clear, activity-based architecture that underpins this competence framework. In doing so, it establishes the 'golden thread' between activity, competence requirements, assessment and assurance. This ensures that competence is derived from what individuals and teams are required to do in practice, rather than from training inputs alone.

The map is organised across the following elements:

- **Strategic activity** – the overarching purpose of wildfire capability
- **Activity groups** – the core functions required to deliver that purpose
- **Assessable activities** – the observable and measurable knowledge, skills behaviours, and experience that form the basis of competence

This structure enables fire and rescue services to:

- align wildfire capability to local risk and Community Risk Management Plans;
- define role requirements and competence expectations;
- support training design, assessment and validation;
- provide clear evidence for assurance, audit and inspection;
- promote consistency and intraoperability across the sector.

The Wildfires Strategic Activity Map should be used as the primary reference point for:

- developing or reviewing wildfire roles and capability;
- designing development pathways and training programmes;
- assessing competence and evidencing operational capability;
- mapping organisational capability against national expectations.

The full Wildfires Strategic Activity Map, including a detailed activity breakdown, is provided in **Appendix A**.

Framework Principles

This framework is underpinned by the following principles:

Risk-based

Competence requirements are aligned to the level of wildfire risk faced by the service, as defined through Community Risk Management Plans. This enables fire and rescue services to match capability and resource to risk and to develop and maintain competence at a level proportionate to foreseeable operational demand.

Activity-led

Competence is derived from real or simulated wildfire activity, as defined within the Strategic Activity Map. It reflects what individuals are required to do in practice, rather than being driven by training inputs or organisational structures.

Behaviourally integrated

Competence includes not only knowledge and skills but also the behaviours required to operate safely, ethically, and effectively. This framework embeds the NFCC Core Code of Ethics and Leadership Framework, supporting the development of a strong safety culture, professional standards, and effective leadership at all levels.

Outcome-focused

The framework prioritises capability in operational contexts rather than completion of training or achievement of qualifications. Competence must be demonstrated through performance, supported by appropriate assessment and validation.

Proportionate and flexible

The framework is designed to be flexible in application, enabling services to tailor competence requirements based on local risk, operating environment and organisational need. Services are not required to develop capability at all levels; however, they must ensure that sufficient competence exists at the appropriate levels to manage identified risks safely and effectively.

Incremental and progressive

Competence is developed sequentially across levels 1–7, reflecting increasing complexity, autonomy, and responsibility. Individuals are expected to demonstrate competence at each level before progressing to the next, ensuring that capability is built on a solid and consistent foundation. This supports safe progression, reinforces learning, and ensures that higher-level competence is underpinned by experience and proven performance.

Assurance-driven

The framework supports robust assurance, audit and inspection. It also provides clear expectations, evidence requirements and validation processes. This enables services to demonstrate that wildfire competence is being developed, maintained, and applied effectively across the organisation.

Competence Lifecycle

Competence in wildfire activity is developed, applied, and sustained through a continuous lifecycle. This enables individuals to remain capable of performing safely and effectively in

dynamic and risk-critical environments.

This lifecycle reflects the principle that competence is not static; it must be acquired, developed, maintained, and assured over time, in line with operational exposure, organisational requirements and evolving risk

Acquisition

Acquisition is the stage at which individuals first gain the knowledge, skills, and behaviours required to operate at a defined level of competence.

This may be achieved through:

- **structured induction processes**, ensuring individuals understand the expectations of their role, including safety, behavioural, and operational requirements;
- **initial training programmes**, designed to introduce core wildfire concepts, safety principles and operational practices;
- **recognised prior learning**, where individuals can evidence existing competence gained through previous roles, training, or experience to avoid unnecessary duplication.

Acquisition must include initial validation, confirming that individuals can apply their learning safely and effectively in practice.

Validation should be:

- proportionate to the level of competence. Lower levels may focus on hazard awareness and safe systems of work, while higher levels require demonstration of complex work, judgement, leadership, command and coordination within dynamic environments;
- based on observable performance of skills and behaviours and not only knowledge assessment. Individuals must demonstrate their ability to apply knowledge, maintain situational awareness, communicate effectively and operate within a team and command structure. This includes the application of structured decision-making, such as the Joint Decision Model or equivalent approaches.
- delivered through scenario-based assessment, exercises and simulation;

- focused on ensuring effective operation within joint command and coordination arrangements, reflecting multi-agency and intraoperability requirements and including JESIP-aligned scenarios where appropriate;
- recorded to provide an auditable baseline and capture outcomes, including observed performance, behaviours and, where appropriate, decision rationale to support future development and assurance.

Validation should include a combination of:

- live or field-based exercises, reflecting operational conditions;
- structured scenario-based assessments
- simulated environments, including:
    - table-top exercises;
    - computer-based or digital simulation tools.

These methods should require individuals to make, communicate, and justify decisions, respond to changing conditions and operate within an incident command structure.

Recognised prior learning (RPL)

The application of RPL within this framework is subject to defined governance and assurance processes at fire and rescue service level. Fire and rescue services should determine the scope of RPL that may be accepted, taking into account:

- the relevance of prior experience to wildfire operational contexts;
- the currency of knowledge, skills and behaviours;
- the similarity of previous roles, training or environments to those defined within this framework.

RPL must not be assumed based on prior qualification or experience alone. Individuals must demonstrate that they can apply their competence safely and effectively within the context of wildfire activity as defined by this framework.

Assessment of RPL should include proportionate validation, which may include:

- a structured professional discussion to explore experience and decision-making;
- a scenario-based assessment to confirm application in wildfire contexts;
- review of evidence, including operational activity, training records, or CPD.

Services should ensure that RPL decisions are:

- evidence-based and consistently applied;
- subject to appropriate quality assurance and oversight;
- recorded to provide an auditable rationale for competence decisions.

Where there is uncertainty about whether prior learning is equivalent or sufficient, individuals should undertake additional development and validation to ensure safe and effective performance.

Development

Development describes how individuals progress through the competence levels as they build and apply increasing knowledge, skills, experience and behaviours. This enables them to take on greater responsibility and operate effectively in increasingly complex operational environments.

Competence develops through a combination of:

- **structured development pathways**, aligned to competence levels and organisational requirements;
- **operational exposure**, including participation in incidents, exercises and simulations that reflect realistic wildfire conditions;
- **mentoring and coaching**, providing support, challenge, and professional guidance to reinforce learning and develop judgement;
- **reflective practice**, encouraging individuals to learn from experience, including debriefs and operational learning processes.

Development should focus on:

- operational confidence and decision-making, including the effective application of decision-making models;
- the ability to apply competence in varied and unpredictable environments;
- increasing levels of autonomy and responsibility, aligned to the competence framework.

Services should ensure that development is:

- planned and structured rather than ad hoc;
- aligned to task requirements and CRMP-driven risk;

supported by clear progression criteria aligned to the competence levels.

Maintenance

Maintenance ensures that individuals retain competence and that it remains current over time, particularly where operational exposure may be variable or infrequent.

This includes:

- **continuing professional development (CPD)**, covering formal learning, self-directed study and participation in training activities;
- **ongoing operational experience**, ensuring individuals remain familiar with wildfire environments, tactics and procedures;
- **refresher and continuation training**, designed to reinforce critical skills, particularly those that are safety critical or perishable;
- **engagement with operational learning**, including lessons identified from incidents, exercises and national learning.

Maintenance activity should be:

- **risk-based**, with greater emphasis placed on higher-risk or less frequently used skills;
- **proportionate to role and exposure**, recognising differences in operational exposure across services;

- **planned and recorded**, providing evidence that competence is being actively maintained.

Where operational exposure is limited, services should ensure that competence is maintained through:

- live exercises and realistic training scenarios;
- simulation-based activity, including:
  - table-top exercises;
  - command simulations;
  - digital or computer-based simulation environments.

Assurance

Assurance provides confidence that services apply competence consistently, safely, and effectively, and that it remains aligned to organisational and national expectations. This includes alignment with organisational learning, including the application of learning identified through the National Organisational Learning (NOL) Good Practice Guide.

This includes:

- **revalidation**, conducted at appropriate intervals, to confirm that individuals continue to meet the required standard of competence;
- **assessment and audit processes**, including observation, review of evidence and structured evaluation of performance;
- **supervisor and managerial oversight**, ensuring that competence is actively monitored and supported at a local level;
- **organisational assurance mechanisms**, such as internal audit, quality assurance processes and governance oversight;
- **national oversight**, where applicable, supporting consistency, interoperability and continuous improvement across the sector;

Revalidation should:

- be proportionate to the level of competence and associated risk;
- include knowledge, skills, behaviours and experience;
- be informed by operational exposure and performance history.

Assurance processes should provide:

- clear, auditable evidence of competence;
- insight into capability gaps and development needs;
- confidence for inspection, governance and public accountability.

Competence within this framework is defined across seven levels, aligned to the NFCC Sector-Wide Model of Competence. These levels describe a progressive increase in:

- operational complexity;
- autonomy and decision-making;
- responsibility and accountability;
- influence on others, teams, and the organisation.

The levels provide a consistent national architecture for describing competence. They enable fire and rescue services to map roles, responsibilities and capability. This ensures comparability across the sector, and proportionality to local risk and operating models.

Competence levels describe capability, not role, rank, or training pathway. Fire and rescue services should determine which levels are required based on risk and operational need.

Within this structure, levels 2 to 5 are particularly focused on operational wildfire competence. They describe the competence required to undertake, support, and coordinate wildfire suppression and associated operational activity. Progression ranges from supervised participation through to independent application, operation in complex environments, and tactical leadership.

Fire and rescue services should use these levels to define, develop and assure the competence required of personnel who may be deployed into operational wildfire environments.

Importantly, this approach supports services with varying levels of operational exposure and training contact time, including on-call duty systems. By defining competence in terms of capability rather than prescribed training inputs, the framework enables services to:

- focus development on the level of competence required, rather than the volume of training delivered;
- target limited training time effectively, prioritising critical skills, safety and decision-making;
- use a combination of training, operational exposure and simulation to develop and maintain competence;
- ensure individuals are competent to the level required for their role and risk they will be exposed to, without requiring unnecessary progression through higher levels.

This supports a proportionate and achievable model for on-call personnel, where training time may be more constrained, while maintaining national consistency in expected standards of performance.

Each level describes how competence is applied in practice, rather than a specific role, rank or training course. While levels may broadly align with wildfire roles or training, the levels are not defined by either. Instead, they reflect what an individual is expected to do, in what conditions, and with what degree of independence, judgement, and decision-making capability.

The levels are designed to be:

- incremental and progressive, with competence built step-by-step from levels 1–7;
- flexible in application, allowing services to determine which levels are required based on their Community Risk Management Plan (CRMP);
- consistent in expectation, ensuring that individuals operating at the same level demonstrate comparable capability across the sector.

This ensures that all fire and rescue services, regardless of size, risk profile, duty systems, or resources can develop, evidence, and assure wildfire competence in a realistic and robust way.

The competence levels are supported by:

- competence statements describing expected performance;
- knowledge, skills, and behaviours required at each level;
- experience expectations reflecting operational exposure;
- validation and revalidation requirements to support assurance;
- qualifications.

This approach ensures that competence is:

- transferable across roles and services;
- scalable in line with risk and complexity;
- assessable and auditable for assurance and inspection purposes.

Assessment and Assessor Competence

Assessment of competence within this framework must be undertaken by individuals who are themselves competent and appropriately authorised to assess at the relevant level. This ensures credibility, consistency, and robustness of outcomes.

Assessment should be based on the level of competence being assessed, the level of operational risk, and the degree of autonomy, responsibility and decision-making expected. Services should use a combination of knowledge assessment, observed performance, scenario-based assessment, portfolio evidence and professional discussion, with greater emphasis on complex scenario and decision-making evidence at higher levels

Assessment should be conducted by personnel who:

- are competent at or above the level being assessed, with sufficient operational credibility and experience;
- understand the context, risks, and operational environment in which competence is being applied;
- are trained or experienced in assessment and validation methodologies, including observation of performance, scenario assessment, and evidence review;

- are able to evaluate not only knowledge and skills, but also behaviours and experience;
- are also able to evaluate decision-making and application within incident command structures, where appropriate.

Assessment responsibilities should be proportionate to the level of competence, with higher levels requiring assessors who can evaluate complex decision-making, leadership, command and multi-agency coordination. Services should ensure that assessor roles are clearly defined, supported, and subject to appropriate quality assurance and governance arrangements, providing confidence that competence is being assessed consistently and in line with national expectations.

Application within Fire and Rescue Services

Fire and rescue services should use the competence levels to identify, define and assure the capability required within their organisation, informed by their CRMP.

In practice, this requires services to:

- assess wildfire risk within their CRMP, including frequency, scale and complexity of incidents;
- determine the level of competence required to safely and effectively manage that risk;
- map roles and functions within the service to the appropriate competence levels;
- identify the individual competence requirements for personnel based on their role, operational exposure and expected duties;
- design development pathways and training provision that support individuals in achieving and maintaining the required level;
- implement assessment and assurance processes to evidence that competence is achieved and sustained.

Services may not require capability at all levels; however, they must ensure that sufficient competence exists at the appropriate levels and be able to call upon higher levels to manage foreseeable wildfire risk.

This ensures that wildfire competence is:

- risk-based and aligned to local operational risk and demand;
- proportionate, avoiding both over- and under-specification of capability;
- consistent with national expectations, while allowing for local flexibility.

The detailed descriptors for each level are set out below, with supporting behaviour expectations provided in **Annex B**.

Purpose and scope

This level applies to individuals who may operate in or around wildfire environments but are not expected to undertake active suppression.

The purpose of this level is to provide individuals with a basic understanding of wildfire environments, enabling them to recognise hazards, maintain personal safety and support safe systems of work.

Application to wider fire and rescue service roles

This level is also relevant to personnel who do not undertake operational wildfire response but may engage with wildfire risk through prevention, protection or community-facing activities.

This may include individuals who:

- deliver school education and community safety activity;
- participate in community engagement and risk reduction initiatives;
- support programmes such as Fire Cadets or The King's Trust initiatives;
- deliver fire safety interventions, including Safe and Well visits / Home Fire Safety Visits;
- Engage with members of the public in areas of elevated wildfire risk

These individuals are not expected to undertake operational wildfire response activity but should have sufficient awareness of wildfire risk to provide accurate information, recognise heightened risk conditions and respond appropriately to public concerns.

Competence

Individuals demonstrate awareness of wildfire risk and are able to identify hazards, recognise unsafe conditions, and act appropriately to maintain personal and team safety.

Individuals operating in community-facing roles are also able to recognise heightened wildfire risk conditions and provide basic, accurate information to the public, supporting risk awareness and safe behaviours.

Knowledge

- Basic wildfire terminology and incident types
- Fundamental wildfire behaviour concepts (fuel, weather, topography)
- Key environmental indicators influencing fire development
- Principles of LACES (Lookouts, Awareness, Communications, Escape Routes, Safety Zones)
- Basic understanding of wildfire risks within the local environment
- Awareness of local wildfire risk factors and seasonal influences relevant to community risk

Skills

- Identifying and reporting wildfire hazards and changing conditions
- Recognising when conditions are unsafe or beyond personal competence
- Communicating concerns clearly and promptly
- Following safety instructions and control measures
- Providing clear and accurate basic information on wildfire risk to members of the public, within defined limits of competence

Behaviours

- Works within defined limits of competence
- Maintains awareness of surroundings and changing conditions
- Demonstrates personal responsibility for safety
- Shows willingness to raise concerns and seek guidance

Experience

- Completion of structured awareness learning or induction
- Demonstrating foundational exposure to wildfire risk concepts through structured learning and scenario-based awareness.

Validation

- Knowledge-based assessment (for example structured questions or e-learning with knowledge check element)
    - Confirmation of understanding of safety principles
- Scenario-based hazard recognition exercises

Level 2 – Operate under supervision

Purpose and scope

This level applies to individuals who operate safely within wildfire environments under supervision. They are able to contribute to operational activity while maintaining safe systems of work.

Prerequisite:

- Competence demonstrated at level 1

Competence

Individuals apply wildfire knowledge and skills to support suppression and operational activity, maintaining LACES discipline and following direction within defined parameters.

Knowledge

- Basic wildfire behaviour and fire spread indicators
- Effects of weather, fuel and topography on fire development
- Map reading and grid reference systems

- LACES protocol and safe systems of work
- Categories of wildfire suppression tactics

Skills

- Following LACES under supervision
- Wearing personal protective equipment (PPE) and using wildfire tools safely
- Providing accurate location information (e.g. grid references)
- Following operational instructions and adapt to direction
- Conducting and contributing to dynamic risk assessments under supervision

Behaviours

- Maintains discipline and composure under pressure
- Communicates clearly and shares relevant information
- Supports team effectiveness and cohesion
- Challenges unsafe practice appropriately within role

Experience

- Supervised participation in wildfire incidents, exercises or simulations
- Exposure to operational environments under direction

Validation

- Assessment of skills and knowledge
    - Scenario-based application of safety principles
    - Observed performance in training or operational settings

Purpose and Scope

This level applies to individuals who operate independently within foreseeable wildfire conditions. They are able to apply competence within defined limits and recognise when to

seek further support.

Prerequisite:

- Competence demonstrated at level 2

Competence

Individuals analyse wildfire conditions and apply appropriate tactics, maintaining safety and effectiveness while operating within defined parameters.

Knowledge

- Predicting and interpreting wildfire behaviour
- Weather patterns and their operational impact on wildfires
- Water provision and supply principles
- Tactical suppression methods and their application
- Indicators of escalating or deteriorating conditions
- Identifying trigger points and critical safety thresholds

Skills

- Implementing, maintaining and reviewing LACES independently without supervision
- Selecting and applying appropriate tactics based on conditions
- Navigating and operating effectively in varied terrain
- Conducting dynamic risk assessments in real time

Behaviours

- Demonstrates professional judgement
- Promotes and reinforces a strong safety culture
- Maintains situational awareness and anticipates change

- Escalates risk appropriately when limits are exceeded

Experience

- Independent operational activity or realistic simulation
- Exposure to varied wildfire conditions, including differences in fuel types, weather influences and terrain, demonstrated through operational activity and/or realistic simulation

Validation

- Scenario-based assessment reflecting operational complexity
- Demonstration of navigation, wildfire prediction and tactical application
- Evidence of safe and effective independent performance

Purpose and scope

This level applies to individuals who operate effectively in dynamic, uncertain and complex wildfire environments. They are able to adapt to changing conditions and proactively manage risk.

Prerequisite:

Competence demonstrated at level 3

Competence

Individuals interpret complex wildfire conditions and adapt tactics dynamically, balancing operational effectiveness with safety.

Application of competence at this level reflects emerging non-technical skills in situational awareness, decision-making, communication and personal resilience.

Knowledge

- Advanced wildfire behaviour and escalation dynamics
- Complex terrain and environmental analysis
- Advanced weather interpretation and forecasting implications
- Interaction of multiple risk factors

Skills

- Conducting dynamic risk assessments in real time
- Adjusting tactics in response to changing conditions
- Analysing environmental indicators to inform decisions
- Coordinating activity within operational teams
- Applying structured non-technical skills to support situational awareness, decision-making, and effective team coordination

Behaviours

- Maintains situational awareness by actively gathering and sharing information, and recognising changing conditions

- Applies sound judgement and structured decision-making within defined parameters
- Communicates clearly and effectively to support shared understanding within the team
- Anticipates and mitigates emerging risks, escalating where appropriate
- Maintains calm, controlled performance under pressure and demonstrates personal resilience
- Supports team decision-making, coordination, and safe systems of work
- Demonstrates resilience and adaptability in dynamic environments

Experience

- Exposure to complex or prolonged wildfire incidents
- Participation in dynamic, multi-variable operational scenarios

Validation

- Assessment through complex, dynamic scenario exercises

- Demonstration of adaptive decision-making and risk management
- Assessment of situational awareness, decision-making and communication within dynamic scenarios

Level 5 – Control Operational Activity

Purpose and scope

This level applies to individuals who provide tactical leadership, coordination and specialist wildfire advice during incidents.

Prerequisite:

- Competence demonstrated at level 4

Competence demonstrated Incident Command L1 and or L2

Competence

Individuals develop and implement tactical wildfire plans, coordinate resources, and provide specialist advice to support safe and effective incident resolution.

Tactical leadership at this level reflects established command knowledge skills behaviours and experience, ensuring effective command, control, and coordination in dynamic wildfire environments.

Knowledge

- Advanced wildfire suppression tactics
- Tactical planning and sectorisation
- JESIP principles and multi-agency coordination
- Resource management and deployment considerations

Skills

- Developing and communicating tactical wildfire plans

- Providing specialist advice based on fire behaviour analysis
- Leading operational briefings and debriefings
- Coordinating resources across sectors and agencies
- Applying structured command behaviours to support effective leadership, decision-making and coordination

Behaviours

- Demonstrates clear leadership and accountability
- Encourages challenge and open communication
- Makes ethical, risk-informed decisions
- Maintains professional credibility under pressure
- Demonstrates effective command behaviours aligned to, including situational awareness, decision-making, communication, and team coordination

Experience

- Involvement in complex or multi-agency incidents
- Experience in tactical decision-making environments

Validation

- Operational and tactical planning and decision-making assessments
- Multi-agency scenario exercises
- Evidence of leadership in operational contexts

Level 6 – Develop Capability

Purpose and scope

This level applies to individuals who develop, assess, and assure wildfire competence within the organisation.

This level also includes the analysis and interpretation of wildfire risk, behaviour, and capability requirements at organisational and, where appropriate, cross-organisational level.

Individuals operating in this space may provide specialist analytical support to inform planning, preparedness, and operational decision-making. This may include roles such as strategic wildfire analysts or tactical advisers (TacAds), who support capability development by interpreting data, environmental conditions, and emerging risk.

Prerequisite:

- Competence demonstrated at level 5, or equivalent specialist wildfire advisory, analytical or capability development experience

- Incident command competence at level 1 and/or level 2 where relevant to the role or function

Competence

Individuals design and deliver development activity, assess competence, and embed organisational learning to improve capability.

They also interpret wildfire risk, behaviour, and environmental data to inform organisational preparedness, capability development, and operational decision-making. This includes providing specialist advice, analysis, and insight to support planning, training design, and the continuous improvement of wildfire capability.

Knowledge

- Instructional and learning methodologies
- Assessment and validation techniques
- Competence assurance and quality processes

- Organisational learning and improvement systems
- Principles of wildfire risk analysis, including environmental and seasonal factors
- Interpretation of fire behaviour data, modelling outputs and situational information
- Role and function of specialist advisory positions (for example TacAds) within operational and strategic contexts

Skills

- Designing and delivering training and development programmes
- Assessing competence against defined standards
- Identifying and addressing development needs
- Facilitating learning from operational experience
- Analysing and interpreting wildfire-related data to inform planning, preparedness and capability development
- Providing structured specialist advice to support tactical, operational or strategic decision-making
- Translating complex environmental and operational information into clear, actionable insight

Behaviours

- Demonstrates fairness, objectivity, and consistency
- Adopts a coaching and mentoring mindset
- Promotes continuous improvement and learning culture
- Supports professional development of others

Experience

- Delivery of training, assessment and/or assurance activity
- Involvement in organisational learning processes
- Experience providing analytical or advisory support to wildfire planning, preparedness, or operational activity

Validation

- Observed delivery of training and assessment

- Review of assessment decisions and consistency
- Evidence of contribution to capability development
- Review of analytical outputs, advisory input, or capability development products
- Evidence of contribution to planning, preparedness, assessment, or assurance activity

Level 7 – Strategic Authority

Purpose and scope

This level applies to individuals who provide strategic leadership and national direction for wildfire capability.

Prerequisite:

- Competence demonstrated at level 6
- Demonstrated experience operating at strategic, cross-organisational or national level

Where relevant, alignment with senior incident command capability, strategic leadership roles, or both

Competence

Individuals shape wildfire capability, influence policy, and lead national resilience through strategic decision-making and sector leadership.

Knowledge

- National wildfire frameworks, guidance, and standards
- Strategic coordination and resilience arrangements
- Environmental, legislative, and policy context
- National and international wildfire developments

Skills

- Providing strategic advice to senior leaders and stakeholders

- Influencing policy, guidance, and national capability
- Leading and coordinating national learning and improvement
- Representing the sector at a national and international level

Behaviours

- Demonstrates strategic judgement and foresight
- Provides ethical and values-based leadership
- Maintains professional credibility and influence
- Promotes collaboration and sector-wide consistency

Experience

- Experience in national, cross-organisational or strategic roles
- Contribution to policy, guidance, or capability development

Validation

- Strategic-level scenario or peer review
- Evidence of influence on capability, policy, or guidance
- Recognition as a subject matter authority

Behaviour Framework (Embedded Summary)

Full behaviour tables provided at **Annex B**.

Behaviours escalate from:

- Personal discipline
- Team influence
- Operational leadership
- Tactical Leadership
- Strategic leadership

Assessment Principles

Assessment must be:

- Evidence-based
- Risk-proportionate
- Transparent
- Auditable

Evidence sources include:

- Operational performance
- Scenario assessment
- Portfolio evidence

Governance

This interim framework has been developed through a compressed timescale to support emerging sector requirements and therefore represents an exception to the standard NFCC framework development process. As a minimum viable product (MVP), it will continue to evolve through operational use, testing, and sector feedback. The framework will be:

- owned by NFCC and subject to proportionate NFCC governance and oversight, including engagement with the NFCC OPRR and PCLC committees
- published to support sector testing, feedback, consultation and early implementation activity
- iteratively refined and developed through continued sector engagement- and in alignment with NOL.

Publication of this interim framework does not represent final endorsement of all content. It supports early implementation, testing and evidence gathering ahead of future refinement through NFCC governance.

Annexes

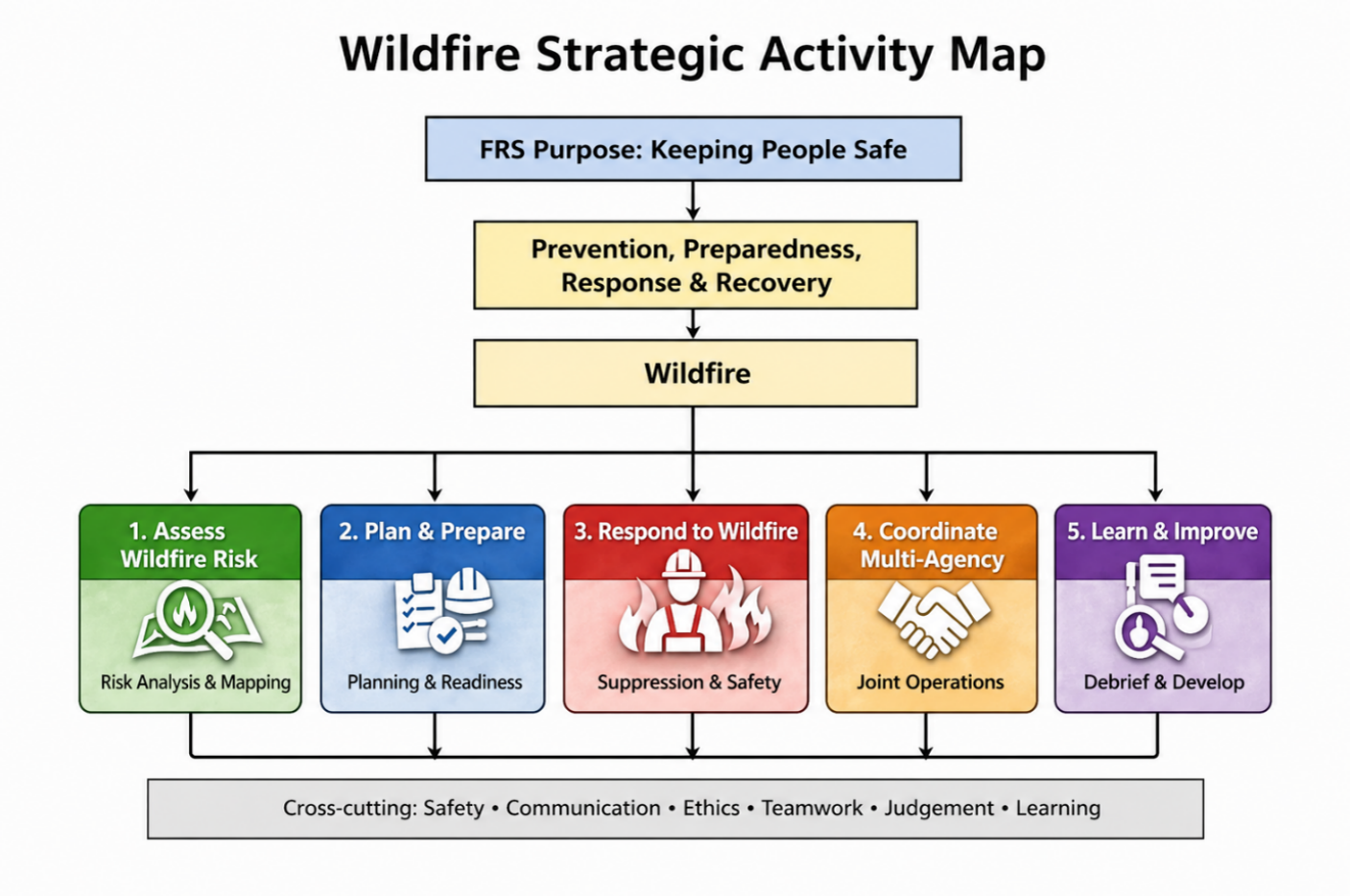
Annex A – Wildfire Strategic Activity Map

A1. Purpose

This Wildfire Strategic Activity Map defines the wildfire activity architecture that underpins the competence framework.

It ensures that:

- competence is derived from operational activity;
- assessment is traceable to real-world tasks;
- capability is aligned to risk and service delivery.



Fire and rescue service purpose: Keeping people safe

Fire and rescue services exist to protect life, property, and the environment by identifying and managing risk, preventing incidents where possible, and responding effectively when emergencies occur.

Prevention

Prevention activity focuses on reducing the likelihood of incidents occurring. It involves identifying risk factors and working with individuals, communities and partners to influence behaviours and conditions that contribute to fire and rescue emergencies.

This is delivered through education, engagement, and targeted interventions aimed at reducing vulnerability, mitigating risk, and preventing incidents before they occur.

Preparedness

Preparedness ensures that fire and rescue services have the capability, capacity and readiness to respond effectively to foreseeable incidents.

This includes risk assessment, planning, training, exercising, resource allocation and collaboration with partners, ensuring that personnel, systems and arrangements are in place to manage emergencies safely and effectively.

Response

Response activity involves the deployment of resources to incidents to protect life, property, and the environment.

This includes extinguishing fires, rescuing and protecting people, and managing operational risk. It also involves coordinating activity within and across agencies to resolve incidents safely and effectively.

Recovery

Recovery activity focuses on supporting communities, environments and organisations to return to normality following an incident, and on capturing and applying learning to improve

future capability.

This includes working with partners to restore services, support those affected, and embed operational learning into planning, training, and organisational development.

A2. Activity hierarchy

The strategic map is structured across three levels:

Level 1 – Strategic activity

Deliver wildfire prevention, preparedness, response and recovery

Level 2 – Activity groups

- **Assess wildfire risk:** Identify, analyse and communicate wildfire risk across environments
- **Plan and prepare:** Develop plans, capability and readiness for wildfire incidents
- **Respond to wildfire incidents:** Deliver operational wildfire containment, suppression and safety management
- **Coordinate multi-agency activity:** Work with partners to manage complex wildfire incidents
- **Learn and improve:** Capture and apply operational learning to improve capability

Level 3 – Core activities

A3. Assessable activity breakdown

A3.1 Assess wildfire risk

- Interpret wildfire risk factors (weather, fuel, topography etc.)
- Identify high-risk environments and conditions
- Use mapping and data tools to assess wildfire potential
- Communicate risk information to operational personnel and partners

A3.2 Plan and prepare for wildfire incidents

- Develop wildfire response plans and tactical options
- Identify resource requirements and constraints
- Prepare personnel and equipment for deployment
- Engage with landowners, communities, and stakeholders to support wildfire risk reduction, including education, awareness-raising, and promoting preventative behaviours and land management practices

A3.3 Respond to wildfire incidents

- Handle wildfire calls effectively
- Apply LACES in dynamic environments
- Interpret wildfire behaviour indicators
- Select and implement suppression tactics
- Maintain situational awareness and safety zones
- Adapt tactics in response to changing conditions

A3.4 Coordinate multi-agency activity

- Apply JESIP principles in a wildfire context
- Coordinate ground and aerial assets
- Integrate partner agency capabilities
- Manage cross-border and national support

A3.5 Learn and improve capability

- Capture operational learning
- Contribute to debriefs and reviews
- Identify capability gaps
- Inform training, policy, and guidance

A4. Activity to competence mapping

All competence levels draw from this activity map:

Level activity emphasis

1 – Awareness

2 – Safe participation

3 – Independent application within defined parameters

4 – Application in complex environments

5 – Tactical coordination and decision-making

6 – Capability development and assurance

7 – Strategic leadership and national capability

A5. Key principles

- Activities are **expressed as verbs and focused on outcomes**
- Activities are **assessable and observable**
- Activities avoid duplication with:
    - incident command;
    - fire control
- Activities reflect **real operational demand**

Annex B – Wildfire behaviour framework (full tables)

(Integrated from Behaviour Framework v0.1 and enhanced for consultation)

B1. Purpose

This annex defines the behavioural expectations across wildfire competence levels, ensuring:

- safe operational delivery;
- ethical and professional conduct;
- a strong safety culture;
- effective leadership and collaboration.

B2. Behaviour themes

- **Operational safety leadership:** Maintaining safe systems of work
- **Situational awareness and communication:** Maintaining a shared understanding
- **Ethical conduct and integrity:** Acting with professionalism and accountability
- **Teamwork and interoperability:** Working effectively across agencies
- **Learning and improvement:** Supporting reflection and development
- **Environmental responsibility:** Protecting the environment and communities

B3. Behaviour tables by level

Level 1 – Awareness

Effective behaviours:

- Follows instructions and works within competence limits
- Recognises hazards and reports concerns
- Maintains situational awareness
- Demonstrates professionalism and respect

Wildfire-specific indicators

- Maintains awareness of LACES principles
- Recognises environmental hazards

Contra-indicator behaviours

- Acts beyond competence
- Fails to report hazards
- Ignores changing conditions
- Displays poor behaviour

Wildfire-Specific Indicators

- Maintains awareness of LACES principles
- Recognises environmental hazards

Level 2 – Operate under supervision

Effective behaviours:

- Stays calm under pressure
- Shares situational information clearly
- Challenges unsafe practice respectfully
- Supports team effectiveness

Wildfire-specific indicators

- Maintains **LACES discipline**
- Recognises escalation triggers

Contra-indicator behaviours

- Panics or behaves unsafely
- Withholds information
- Ignores unsafe behaviour
- Undermines team working

Wildfire-specific indicators

- Maintains **LACES discipline**
- Recognises escalation triggers

Level 3 – Operate within defined parameters

Effective behaviours

- Encourages open communication
- Applies sound judgement
- Promotes safety culture

- Escalates risk appropriately

Wildfire-specific indicators

- Demonstrates leadership in managing dynamic risk
- Reinforces safety zones and escape routes

Contra-indicator behaviours

- Discourages information sharing
- Makes uninformed decisions
- Tolerates unsafe practice
- Ignores emerging risks

Wildfire-specific indicators

- Demonstrates dynamic risk leadership
- Reinforces safety zones and escape routes

Level 4 – Operate in complex environments

Effective behaviours

- Provides constructive feedback
- Encourages learning and reflection
- Maintains consistent standards
- Challenges unsafe practices

Wildfire-specific indicators

- Reinforces **LACES discipline in training**
- Promotes wildfire risk understanding

Contra-indicator behaviours

- Uses punitive feedback
- Discourages discussion
- Applies inconsistent standards

- Allows unsafe practice

Wildfire-specific indicators

- Reinforces **LACES discipline in training**
- Promotes wildfire risk understanding

Level 5 – Control operational activity

Effective behaviours

- Provides evidence-based advice
- Challenges unsafe decisions
- Promotes collaboration
- Maintains professional integrity

Wildfire-specific indicators

- Applies wildfire behaviour analysis
- Supports environmentally responsible tactics

Contra-indicator behaviours

- Provides unsupportive advice
- Avoids challenge
- Ignores partners
- Allows bias to influence decisions

Wildfire-specific indicators

- Applies wildfire behaviour analysis
- Supports environmentally responsible tactics

Level 6 – Develop operational capability

Effective behaviours

- Promotes safety culture
- Encourages collaboration
- Balances operational and environmental priorities
- Demonstrates ethical leadership

Wildfire-specific indicators

- Leads resilience planning
- Supports interoperability

Contra-indicator behaviours

- Tolerates unsafe culture
- Maintains silos
- Ignores impacts
- Lacks transparency

Wildfire-specific indicators

- Leads **resilience planning**
- Supports interoperability

Level 7 – Technical and operational authority

Effective behaviours

- Promotes national consistency
- Uses evidence to influence policy
- Encourages innovation
- Represents the sector professionally

Wildfire-specific indicators

- Leads national capability development
- Promotes guidance and learning

Contra-indicator behaviours

- Encourages fragmentation
- Makes uninformed decisions
- Resists improvement
- Damages credibility

Wildfire-specific indicators

- Leads national capability development
- Promotes guidance and learning

B4. Mapping against the Leadership Framework by level

Level 1

- Personal impact
- Service delivery

Level 2

- Personal impact
- Service delivery

Level 3

- Personal impact
- Outstanding leadership
- Service delivery

Level 4

- Outstanding leadership
- Service delivery

- Organisational effectiveness

Level 5

- Outstanding leadership
- Service delivery
- Organisational effectiveness

Level 6

- Outstanding leadership
- Service delivery
- Organisational effectiveness

Level 7

- Outstanding leadership
- Service delivery
- Organisational effectiveness

B5. Mapping against the Core Code of Ethics by level

Level 1

- Communities First
- Integrity
- Dignity and Respect

Level 2

- Communities First
- Integrity
- Dignity and Respect
- Leadership

Level 3

- Communities First
- Integrity
- Dignity and Respect
- Leadership

Level 4

- Communities First
- Integrity
- Dignity and Respect
- Leadership
- Equality, Diversity and Inclusion (EDI)

Level 5

- Communities First
- Integrity
- Dignity and Respect
- Leadership

Level 6

- Communities First
- Integrity
- Dignity and Respect
- Leadership
- Equality, Diversity and Inclusion (EDI)

Level 7

- Communities First
- Integrity
- Dignity and Respect
- Leadership

- Equality, Diversity and Inclusion (EDI)

B6. Behaviour escalation model

Level 1–2: Personal discipline and safety behaviours

Level 3: Team influence and safety leadership behaviours

Level 4: Situational awareness, decision-making and resilience in complex environments

Level 5: Operational and tactical leadership and command behaviours

Level 6: Organisational capability development and assurance behaviours

Level 7: Strategic and national leadership behaviours

Annex C – Fire Standards cross-reference

C1. Purpose

This annex provides a clear line of sight between the Wildfire Competence Framework and relevant Fire Standards, demonstrating how wildfire competence supports:

- organisational assurance;
- inspection readiness;
- national consistency.

C2. Cross-reference by framework component

Competence levels 1–7

- **Fire Standards:** Operational Competence, Prevention, Fire Control; Emergency Response Driving, Leading People
- **Contribution:** Defines risk-based competence aligned to role and responsibility

Competence lifecycle

- **Fire Standard:** Operational Competence
- **Contribution:** Supports acquisition, development, maintenance and assurance of competence

Strategic Activity Map

- **Fire Standard:** Operational Preparedness
- **Contribution:** Aligns capability to service delivery and emergency preparedness and resilience

Multi-agency activity

- **Fire Standard:** Operational Preparedness
- **Contribution:** Enables JESIP-aligned interoperability and supports emergency preparedness and resilience

Behaviour framework

- **Fire Standard:** Code of Ethics
- **Contribution:** Embeds ethical behaviours and leadership expectations

Learning and improvement activity

- **Fire Standard:** Operational Learning
- **Contribution:** Supports structured debrief and organisational learning

Prevention and protection activities

- **Fire Standard:** Community Risk Management Planning (CRMP)
- **Contribution:** Aligns wildfire competence to local risk planning

C3. Key alignment principles

- Wildfire competence supports but does not duplicate incident command.
- Behavioural expectations align to the NFCC Core Code of Ethics and Leadership Framework.
- Competence supports evidence for inspection and audit.
- Capability is aligned to Community Risk Management Planning (CRMP).

C4. Inspection and assurance use

This framework may be used as evidence of:

- defined competence standards;
- risk-based capability;
- structured development pathways;
- organisational learning and improvement.

Annex D – Assessment and evidence matrix

D1. Purpose

This annex defines how competence should be assessed, evidenced and assured, ensuring:

- consistency across services;
- proportionality to risk;
- inspection-ready evidence.

D2. Assessment principles

Assessment must be:

- evidence-based;
- proportionate to risk and role;
- transparent and auditable;
- aligned to operational performance.

D3. Evidence types

Direct observation: Assessment during live or simulated operations

Scenario-based assessment: Structured exercises and simulations

Portfolio evidence: Logged experience, incident records, CPD

Professional discussion: Structured review of knowledge and judgement

Third-party validation: Supervisor or assessor confirmation

D4. Evidence expectations by level

Level 1: Knowledge checks, basic scenarios

Level 2: Practical assessment, observed performance

Level 3: Scenario-based assessment, operational evidence

Level 4: Complex scenario assessment, decision-making evidence

Level 5: Tactical planning outputs, multi-agency scenarios

Level 6: Training deliver, assessment records, learning reviews

Level 7: Strategic scenarios, peer review, national validation

D5. Revalidation principles

Revalidation must:

- reflect operational exposure and risk;
- be proportionate to the competence level;
- include both knowledge and performance.

D6. Assurance model

Competence assurance should include:

- internal service audit;
- supervisor validation;
- structured revalidation;
- national oversight, where applicable.

Annex E – Relationship with the Wildfire ConOps and National Resilience Wildfire Capability Technical Guide

E1. Purpose

This annex explains the relationship between the Wildfire Competence Framework, the National Resilience Wildfire Capability Concept of Operations (ConOps), and the National Resilience Wildfire Capability Technical Guide in the context of the National Resilience wildfire trial.

The competence framework defines the competence required of individuals operating across wildfire activity. It is underpinned by Operational Guidance and associated training specifications, which provide the core national guidance and underpinning knowledge base for fire and rescue services.

The National Resilience ConOps and National Resilience Wildfire Capability Technical Guide should be read alongside this framework when supporting the design, testing or delivery of wildfire capability through the National Resilience pilot.

E2. Distinct but connected functions

The following sections describe the primary function of each document and its relationship to the competence framework.

Wildfire Competence Framework

Primary function

Defines the competence required of individuals across Levels 1–7.

Relationship to the competence framework

Sets out what individuals must be able to do, how competence is developed, and how it should be assessed and assured.

Operational Guidance and training specifications

Primary function

Provide the core national guidance and underpinning knowledge base.

Relationship to the competence framework

Underpin the knowledge, skills and experiential requirements within the framework.

Fire National Occupational Standards (NOS) and Apprenticeship Standards

Primary function

Define nationally recognised occupational activities, performance criteria, knowledge and behaviours for fire and rescue roles and development pathways.

Relationship to the competence framework

Inform alignment and mapping of competence outcomes to nationally recognised occupational standards. This supports consistency, portability, workforce development, and integration with training and apprenticeship pathways.

Wildfire Capability ConOps

Primary function

Describes how National Resilience (NR) wildfire capability is structured, mobilised, deployed and coordinated.

Relationship to the competence framework

Provides a National Resilience capability context for applying and testing competence requirements.

National Resilience Wildfire Capability Technical Guide

Primary function

Provides National Resilience specialist wildfire technical content, operational considerations and supporting evidence.

Relationship to the competence framework

Supports the interpretation of National Resilience specialist wildfire activity, particularly for higher-level competence and capability development.

Together, these products support a coherent approach to wildfire capability by linking guidance and underpinning knowledge, competence, and capability design and deployment.

E3. Role of the CONOPS within the National Resilience Pilot

Within the National Resilience wildfire pilot, the National Reslience ConOps provides the delivery model for how NR wildfire capability may be organised and deployed.

The Competence Framework supports the ConOps by providing a consistent basis for defining the competence required of individuals operating within that model.

In practical terms, the framework can be used to:

- Identify the level of competence required for roles or functions described within the CONOPS
- Support the selection, development and assurance of personnel operating within trial capability arrangements
- Provide a common language for competence across participating services
- Help determine whether capability is being supported by appropriate training, assessment and validation
- Capture learning from the trial to refine future competence expectations

The framework does not seek to duplicate the CONOPS. Instead, it supports its delivery by defining the competence required to make the capability safe, effective and defensible.

E4. Role of the National Resilience Wildfire Capability Technical Guide within the National Resilience pilot

The National Resilience Wildfire Capability Technical Guide provides specialist wildfire content and technical detail that supports the delivery of the National Resilience pilot.

Within this context, the technical guide may support:

- interpretation of wildfire behaviour, escalation and environmental factors;
- understanding of specialist tactics, resources and operational considerations;
- development of training and exercise scenarios;
- assessment of complex wildfire decision-making;
- identification of specialist knowledge required at higher competence levels.

The technical guide does not replace the competence framework. It provides supporting technical detail which can inform how competence is developed, tested and assured, particularly where individuals are operating in more complex, advisory, analytical or strategic wildfire functions.

E5. Application to Levels 5, 6 and 7

The relationship between the Wildfires Competence Framework, ConOps and National Resilience Wildfire Capability Technical Guide is particularly relevant to individuals operating at levels 5, 6 and 7. At these levels, competence extends beyond safe operational participation into tactical coordination, capability development, specialist advice and strategic leadership.

Level 5 – Control operational activity

At level 5, individuals provide tactical leadership, coordination and specialist wildfire advice during incidents.

In the context of the National Resilience trial, level 5 personnel may be expected to:

- apply wildfire competence within the capability arrangements described by the ConOps;
- develop and communicate tactical wildfire plans in line with the available capability model;
- coordinate resources across sectors, services or agencies;
- provide specialist advice based on wildfire behaviour, environmental conditions and operational risk;
- support effective integration with incident command and multi-agency arrangements;
- demonstrate command behaviours, including situational awareness, structured decision-making, communication and coordination.

The ConOps helps define the capability context within which level 5 competence is applied. The technical guide may support the specialist knowledge required to interpret wildfire conditions and advise on tactical options.

Level 6 – Develop capability

At level 6, individuals develop, assess and assure wildfire competence and contribute to organisational or cross-organisational capability development.

In the context of the National Resilience trial, level 6 personnel may be expected to:

- use trial activity to identify development needs and capability gaps;
- support the design and delivery of training, exercises, and validation activity;
- assess competence against the framework and provide evidence for assurance;
- interpret wildfire risk, behaviour, and environmental data to inform preparedness and capability development;
- provide analytical or advisory support to planning and operational decision-making;
- support roles or functions such as strategic wildfire analysts or tactical advisers, where these are used within the trial;
- capture and apply learning from trial activity to improve future capability.

The concept of operations provides the trial delivery model used to test capability and competence. The technical guide may support the development of scenarios, assessment

criteria, and specialist knowledge expectations.

Level 7 – Strategic authority

At level 7, individuals provide strategic leadership and national direction for wildfire capability.

In the context of the National Resilience trial, level 7 personnel may be expected to:

- shape the strategic direction of wildfire capability across services or nationally;
- use evidence from the trial to inform policy, capability development and future national arrangements;
- provide strategic advice to senior leaders, governance groups and national stakeholders;
- support consistency between the competence framework, trial learning and wider capability development;
- promote interoperability, national resilience and sector-wide learning;
- determine how learning from the trial should inform future iterations of the framework.

The ConOps sets out how national wildfire capability may be structured and deployed. The technical guide provides supporting specialist insight that can inform strategic decisions about capability, assurance, and future development.

E6. Learning and feedback from the National Resilience trial

The National Resilience trial provides an opportunity to test the practical application of the competence framework in a live capability development environment.

Learning from the trial should be used to inform:

- the clarity and usability of competence levels;
- how roles or functions align to the levels 1–7 structure;
- the appropriateness of knowledge, skills, behaviours and experience expectations;

- assessment and validation methods, particularly at levels 5, 6 and 7;
- the relationship between local service capability and national resilience arrangements;
- future iterations of the competence framework.

This will help ensure that the framework remains evidence-based, practical, and aligned with evolving wildfire capability needs.

E7. Trial assurance and governance

Fire and rescue services participating in the National Resilience trial should record and evidence competence decisions and apply appropriate governance arrangements.

This includes:

- recording how personnel have been mapped to relevant competence levels;
- evidencing assessment, validation and revalidation activity;
- capturing learning from exercises, incidents or trial deployments;
- identifying any gaps between current capability and expected competence;
- feeding learning into relevant NFCC, National Resilience and programme governance arrangements.

This supports a clear and auditable link between trial activity, competence development and future capability decisions.

E8. Summary

The NFCC Wildfires Competence Framework provides the structure for defining and assuring individual competence.

The National Resilience ConOps provides the trial capability delivery context.

The National Resilience Wildfire Capability Technical Guide provides specialist wildfire technical content and supporting evidence.

Within the National Resilience trial, these products should be used together to ensure that personnel operating at levels 5, 6 and 7 are appropriately competent, that capability is proportionate and defensible, and that learning is captured to support future national wildfire capability development.

Annex F – Mapping of the Wildfire Competence Framework to Fire National Occupational Standards

F1. Purpose

This annex provides a mapping between the **Wildfire Competence Framework** and relevant **National Occupational Standards (NOS)**.

The purpose of this mapping is to demonstrate how the competence framework aligns with existing national occupational expectations. It also shows where the framework extends those expectations through the NFCC Sector-wide Model of Competence.

The mapping supports:

- transparency between the competence framework and existing NOS products;
- identification of underpinning performance criteria and knowledge requirements;
- alignment of wildfire competence to recognised national occupational expectations;
- assurance, training design and assessment planning;
- future review of NOS alignment as wildfire capability develops;

This annex should be read alongside the competence levels in section 8 of the framework, the Strategic Activity Map at Annex A, and the assessment and evidence principles at Annex D.

The competence framework defines wildfire competence across levels 1–7, including knowledge, skills, behaviours, experience, and validation expectations.

F2. Mapping method

The NOS have been reviewed and mapped using the following categories:

Direct

The NOS contains wildfire-specific or directly equivalent operational content.

Strong supporting

The NOS strongly supports the competence framework but is not specific to wildfire.

Supporting

The NOS supports a particular aspect of the framework, such as prevention, preparedness, assurance, development, or information management.

Peripheral

The NOS may be relevant in specific circumstances but is not central to wildfire competence.

The following NOS are considered **particularly relevant** to the wildfire framework and should be treated as the primary alignment set:

- SFJFRSWF01 – Prepare and plan for wildfire incidents
- SFJFRSWF02 – Provide specialist advice to control wildfire incidents
- SFJFRSWF03 – Attend and control wildfire incidents
- SFJFRSFF1 – Educate your community to improve awareness of fire and rescue safety matters
- SFJFRSFF4 – Resolve fire and rescue operational incidents
- SFJFRSFF6 – Maintain readiness for fire and rescue operational response
- SFJEFSM2 – Lead, monitor and support people to resolve operational incidents
- SFJEFSM1 – Provide strategic advice and support to resolve operational incidents
- SFJFS5 – Support the management of risks at incidents
- SFJEFSS007 – Provide special advice to control fire and rescue incidents
- SFJFRSFF7 / SFJFRSC08 – Support the development of colleagues in fire and rescue
- SFJEFSM15, SFJEFSM18 and SFJEFSM19 – Development, quality assurance and compliance standards

F3. High-level alignment summary

Level 1 – Awareness

Primary NOS alignment:

- SFJFRSFF1, SFJFS1, SFJFS4, SFJFRSFF2, SFJFRSWF01

Summary of alignment:

Supports hazard awareness, community education, risk reporting, public-facing advice and working within role and competence limits.

Level 2 – Operate under supervision

Primary NOS alignment: SFJFRSWF03, SFJFRSFF4, SFJFRSFF2, SFJFRSFF6

Summary of alignment:

Supports safe operational participation, LACES, communication, PPE, suppression activity and operating under direction.

Level 3 – Operate within defined parameters

Primary NOS alignment: SFJFRSWF03, SFJFRSWF01, SFJFRSFF4, SFJCFF03, SFJFRSFF6

Summary of alignment:

Supports independent operational activity, wildfire behaviour interpretation, water supply, navigation, suppression tactics and resource readiness.

Level 4 – Operate in complex environments

Primary NOS alignment: SFJFRSWF03, SFJFRSWF02, SFJEFSM2, SFJFS5, SFJEFSS007

Summary of alignment:

Supports complex decision-making, dynamic risk assessment, changing incident conditions, specialist advice and escalation.

Level 5 – Control operational activity

Primary NOS alignment: SFJFRSWF02, SFJEFSM2, SFJEFSS007, SFJFS5, SFJCCBF3.1

Summary of alignment:

Supports tactical leadership, specialist advice, tactical planning, multi-agency working, resource coordination and command support.

Level 6 – Develop capability

Primary NOS alignment: SFJEFSM15, SFJFRSFF7, SFJFRSC08, SFJEFSM18, SFJEFSM19, SFJEFSM21, SFJEFSS004

Summary of alignment:

Supports training, assessment, competence assurance, specialist advice, information analysis, quality systems and organisational learning.

Level 7 – Strategic authority

Primary NOS alignment: SFJEFSM1, SFJEFSM4, SFJEFSM5, SFJEFSM6, SFJEFSM7, SFJEFSM8, SFJEFSM9

Summary of alignment:

Supports strategic leadership, national capability, organisational strategy, decision-making, performance evaluation and change management.

F4. Detailed mapping by competence level

Level 1 – Awareness

Framework focus:
Awareness of wildfire hazards, personal safety, safe systems of work, community-facing advice and recognition of heightened wildfire risk.

Primary NOS alignment

SFJFRSFF1 – Educate your community to improve awareness of fire and rescue safety matters

Alignment: Direct / strong supporting

Relevant performance criteria:

- Providing up-to-date safety information to the community
- Checking public understanding
- Supporting community safety events
- Identifying event-related risks

- Evaluating the impact of safety information

Relevant knowledge and understanding:

- Community safety objectives
- Sources of current safety information
- Communication methods
- Community needs
- Risk assessment processes
- Hazards affecting people and the environment
- How to identify safety advice applicable to the community.

SFJFS1 – Identify and report hazards and risks associated with fire

Alignment: Strong supporting

Relevant performance criteria:

- Identifying hazards and risks
- Monitoring fire precautions
- Reporting hazards
- Keeping records
- Seeking advice where risks are outside competence or authority

Relevant knowledge and understanding:

- Hazard and risk principles
- Difference between hazard and risk
- Implications of failing to identify hazards
- Fire precautions
- Reporting procedures
- Personal responsibility and competence limits

SFJFS4 – Work in partnership to minimise risks to the community

Alignment: Strong supporting

Relevant performance criteria:

- Seeking and assessing safety information from stakeholders
- Agreeing roles and responsibilities
- Developing safety programmes
- Securing stakeholder commitment
- Monitoring and reporting safety activity

Relevant knowledge and understanding:

- Principles of fire and community safety
- Stakeholders and their roles
- Safety education
- Critical community risks and control measures
- Prioritising community safety initiatives

SFJFRSFF2 – Take responsibility for effective performance in fire and rescue

Alignment: Supporting

Relevant performance criteria:

- Monitoring hazards in the work environment
- Taking action to minimise risks
- Working with others
- Contributing to debriefs
- Identifying development needs

Relevant knowledge and understanding:

- Safe working practices
- Workplace hazards and risks
- Using risk assessment information
- Control measures
- Communication and reporting
- Role, responsibility, and limits of authority

SFJFRSWF01 – Prepare and plan for wildfire incidents

Alignment: Supporting / direct for wildfire awareness

Relevant performance criteria:

- Identifying and interpreting information about wildfire
- Gathering wildfire information
- Monitoring triggers of increased wildfire risk
- Sharing information with relevant others

Relevant knowledge and understanding:

- Wildfire environments
- Wildfire risk reduction methods
- Sources of wildfire information
- Wildfire risk to people, property and the environment
- Communication and reporting arrangements

Commentary

Level 1 aligns strongly with NOS content on hazard recognition, community education, risk communication, and working within defined limits. The competence framework extends the NOS by applying these expectations specifically to wildfire risk. This includes non-operational

personnel, prevention personnel and community-facing roles who may be asked about wildfire by residents in higher-risk areas.

Level 2 – Operate under supervision

Framework focus:
Safe operational participation under supervision, LACES discipline, PPE and tools, communication, hazard reporting and contribution to suppression activity.

Primary NOS alignment

SFJFRSWF03 – Attend and control wildfire incidents

Alignment: Direct

Relevant performance criteria:
- Confirming tasks and duties
- Navigating safely
- Identifying factors causing changes in wildfire behaviour
- Reporting changes in wildfire behaviour
- Operating safely at wildfire incidents
- Using wildfire suppression methods
- Maintaining communications
- Using resources, equipment and PPE safely

Relevant knowledge and understanding:
- Safety and welfare at wildfire incidents
- Wildfire hazards and risks
- Risk assessment information
- Communication methods
- Maps and navigation tools
- Wildfire Prediction System
- PPE and operational equipment
- Suppression tactics
- LACES and situational awareness

SFJFRSFF4 – Resolve fire and rescue operational incidents

Alignment: Strong supporting

Relevant performance criteria:

- Confirming tasks and duties
- Establishing incident nature, extent and location
- Identifying risks
- Using agreed methods and equipment
- Operating within role and expertise
- Reporting safety concerns
- Working with others

Relevant knowledge and understanding:

- Operational hazards and risks
- Decision-making based on risk assessment
- PPE and equipment capabilities and limitations
- Communication methods
- Roles and responsibilities in incident command systems
- Techniques to control and extinguish fires

SFJFRSFF6 – Maintain readiness for fire and rescue operational response

Alignment: Supporting

Relevant performance criteria:

- Checking risk and resource information
- Reporting changes to risks or resources
- Maintaining internal resources
- Operating safely within role and expertise

Relevant knowledge and understanding:

- Operational readiness
- Community risks and hazards
- Geography and topography

- Operational equipment limitations
- Resource availability and reporting arrangements

SFJFRSFF2 – Take responsibility for effective performance in fire and rescue

Alignment: Supporting

Relevant performance criteria:

- Maintaining readiness for duty
- Monitoring hazards
- Taking action to minimise risks
- Working with others
- Keeping records
- Developing own skills and knowledge

Relevant knowledge and understanding:

- Safe working practices
- Risk assessment principles
- Control measures
- Communication methods
- Role limits and responsibilities
- Performance, health and wellbeing requirements

Commentary

Level 2 is directly supported by SFJFRSWF03. The level describes the supervised application of wildfire competence in operational environments. The framework builds on the NOS by making explicit that Level 2 personnel contribute to dynamic risk assessment under supervision and operate within defined wildfire safety systems, particularly LACES.

Level 3 – Operate within defined parameters

Framework focus:

Independent operation within foreseeable wildfire conditions, interpretation of wildfire

behaviour, application of tactics, navigation, water provision and escalation when limits are exceeded.

Primary NOS alignment

SFJFRSWF03 – Attend and control wildfire incidents

Alignment: Direct

Relevant performance criteria:

- Identifying factors causing changes in wildfire behaviour
- Navigating safely
- Using suppression methods
- Maintaining communication
- Using equipment and PPE safely

Relevant knowledge and understanding:

- Wildfire Prediction System
- Maps and navigation
- Suppression tactics and methods
- LACES
- Situational awareness
- PPE and equipment limitations
- Wildfire hazards and risks

SFJFRSWF01 – Prepare and plan for wildfire incidents

Alignment: Direct / supporting

Relevant performance criteria:

- Gathering wildfire environment information
- Assessing wildfire risk
- Monitoring triggers of increased risk
- Contributing to risk management plans
- Identifying resources

• Sharing wildfire plans

Relevant knowledge and understanding:

• Wildfire environments
• Risk assessment
• Control measures
• Wildfire risk reduction
• Wildfire Prediction System
• Resources available for wildfire response

FJCFF03 – Operate fire service water pumps

Alignment: Strong supporting

Relevant performance criteria:

• Operating pumps
• Using open water supplies
• Managing supply and demand
• Maintaining communication on water supply issues
• Completing records for equipment use and testing

Relevant knowledge and understanding:

• Water supply types
• Pump principles
• Open water procedures
• Water relay
• Flow and pressure calculations
• Pump faults
• Command structure

SFJFRSFF4 – Resolve fire and rescue operational incidents

Alignment: Supporting

Relevant performance criteria:

- Establishing risks
- Using agreed techniques to control fire
- Operating within control measures
- Using PPE and operational equipment
- Reporting safety concerns

Relevant knowledge and understanding:

- Fire behaviour
- Methods to control and extinguish fires
- Operational risk assessment
- Incident command roles
- Communication and reporting

Commentary

Level 3 aligns closely to the operational components of SFJFRSWF03 and the preparedness elements of SFJFRSWF01. The inclusion of water provision and supply principles is supported by SFJCFF03 and should be interpreted in a wildfire context, particularly where open water, portable pumps, relay pumping or limited water supply affect suppression tactics.

Level 4 – Operate in complex environments

Framework focus:

Operation in dynamic, uncertain and complex wildfire environments; adapting tactics; managing multiple risk factors; applying emerging non-technical skills aligned to The Incident Command Skills behavioural marker system (THINCs).

Primary NOS alignment

SFJFRSWF03 – Attend and control wildfire incidents

Alignment: Direct / supporting

Relevant performance criteria:

- Identifying and reporting changes in wildfire behaviour
- Operating safely
- Using suppression methods
- Maintaining communication
- Navigating safely

Relevant knowledge and understanding:

- Wildfire behaviour
- Wildfire Prediction System
- LACES
- Situational awareness
- Hazards and risks
- Suppression tactics

SFJFRSWF02 – Provide specialist advice to control wildfire incidents

Alignment: Strong supporting

Relevant performance criteria:

- Gathering wildfire information
- Maintaining awareness of risk
- Identifying control measures
- Assessing factors affecting wildfire behaviour
- Supporting tactical planning
- Reviewing tactical plans

Relevant knowledge and understanding:

- Wildfire risk assessment
- Wildfire Prediction System
- LACES
- Resources
- Suppression tactics
- Communication and incident command systems

SFJEFSM2 – Lead, monitor and support people to resolve operational incidents

Alignment: Strong supporting

Relevant performance criteria:

- Obtaining information on incident progress, risks and resources
- Confirming roles and communication channels
- Anticipating future resource needs
- Planning and reviewing response
- Obtaining technical advice
- Conducting briefings

Relevant knowledge and understanding:

- Incident command systems
- Dynamic risk assessment
- Leadership in operational contexts
- Resource capabilities and limitations
- Communication
- Specialists and technical support
- Debrief and learning

SFJFS5 – Support the management of risks at incidents

Alignment: Strong supporting

Relevant performance criteria:

- Obtaining incident risk information
- Determining critical risks
- Identifying factors affecting escalation
- Advising on risk management
- Supporting post-incident risk management and recovery

Relevant knowledge and understanding:

- Gathering and interpreting risk information
- Risk assessment methodology

- Authority and competence limits
- Multi-agency consultation
- Protection of life
- Prevention and business recovery considerations

SFJEFSS007 – Provide special advice to control fire and rescue incidents

Alignment: Supporting

Relevant performance criteria:

- Gathering specialist information
- Identifying and maintaining awareness of risk
- Identifying control measures
- Formulating and reviewing tactical plans
- Communicating changes

Relevant knowledge and understanding:

- Risk assessment
- Incident command systems
- Specialist information sources
- Tactical planning
- Resource use
- Allocating personnel by competence and experience

Commentary

Level 4 sits between independent operational application and tactical control. The NOS do not describe this progression explicitly.

However, the combined content of SFJFRSWF03, SFJFRSWF02, SFJEFSM2 and SFJFS5 supports the framework's emphasis on dynamic conditions, escalation, decision-making, communication and situational awareness.

Level 5 – Control operational activity

Framework focus:

Tactical leadership, coordination, specialist wildfire advice, tactical planning, multi-agency working and command behaviours aligned to THINCs.

Primary NOS alignment

SFJFRSWF02 – Provide specialist advice to control wildfire incidents

Alignment: Direct

Relevant performance criteria:

- Gathering incident information
- Assessing wildfire behaviour
- Identifying control measures
- Liaising to formulate safe tactical plans
- Identifying tactics
- Monitoring and reviewing tactical plans
- Communicating changes
- Maintaining safety and welfare

Relevant knowledge and understanding:

- Wildfire Prediction System
- LACES
- Incident command and communication systems
- Planning tools
- Roles and responsibilities
- Resources
- Personnel allocation
- Suppression tactics and their safe use

SFJEFSM2 – Lead, monitor and support people to resolve operational incidents

Alignment: Strong supporting

Relevant performance criteria:

- Reviewing incident status
- Confirming risks and roles
- Planning a response
- Implementing and reviewing the incident plan
- Obtaining technical advice
- Providing information to other agencies
- Conducting briefings and debriefs

Relevant knowledge and understanding:

- Incident command systems
- Dynamic risk assessment
- Resource capabilities
- Leadership styles in operational contexts
- Specialists and technical support
- Debriefing and improvement

SFJEFSS007 – Provide special advice to control fire and rescue incidents

Alignment: Strong supporting

Relevant performance criteria:

- Gathering specialist information
- Identifying risks and control measures
- Formulating tactical plans
- Implementing and reviewing plans
- Communicating changes
- Maintaining safety and welfare

Relevant knowledge and understanding:

- Specialist incident information
- Tactical planning
- Risk assessment
- Communication and incident command systems

- Resources
- Allocation of personnel according to competence and experience

SFJFS5 – Support the management of risks at incidents

Alignment: Strong supporting

Relevant performance criteria:

- Advising on risks during incidents
- Identifying escalation factors
- Informing relevant people of known issues
- Advising on residual and post-incident risks

Relevant knowledge and understanding:

- Risk assessment principles
- Gathering and interpreting incident data
- Own authority and competence
- Sources of specialist advice
- Multi-agency consultation procedures

SFJCCBF3.1 – Develop and sustain effective working with staff from other agencies

Alignment: Supporting

Relevant performance criteria:

- Agreeing arrangements for joint working
- Sharing information securely
- Clarifying roles and responsibilities
- Representing agency views constructively
- Addressing issues in joint working

Relevant knowledge and understanding:

- Roles and structures of partner agencies
- Benefits of joint working
- Barriers to effective partnership

- Formal agreements
- Methods of reviewing joint working

Commentary

Level 5 has the strongest alignment to the specialist wildfire NOS, particularly SFJFRSWF02. It is also reinforced by generic incident leadership and specialist advice standards.

The framework adds a clearer competence architecture by linking these functions to level 5. It also explicitly integrates tactical command behaviours, including situational awareness, structured decision-making, communication and team coordination.

Level 6 – Develop capability

Framework focus:
Designing and delivering development activity, assessing competence, assuring wildfire capability, embedding organisational learning, and providing analytical or advisory support such as strategic wildfire analysis or TacAd functions.

Primary NOS alignment

SFJEFSM15 – Develop teams and individuals to enhance work-based performance

Alignment: Direct / strong supporting

Relevant performance criteria:
- Identifying development needs
- Planning development
- Organising development activities
- Supporting individual learning
- Assessing progress objectively
- Giving feedback
- Evaluating development activity

Relevant knowledge and understanding:

- Development planning
- Assessment methods
- Fair and objective assessment
- Feedback
- Identifying training needs
- Selecting appropriate development activities
- Record keeping and confidentiality

SFJFRSFF7 – Support the development of colleagues in fire and rescue

Alignment: Strong supporting

Relevant performance criteria:

- Sharing skills, knowledge and resources
- Supporting colleagues within competence
- Providing feedback
- Encouraging reflection
- Supporting colleagues to work within acceptable levels of risk

Relevant knowledge and understanding:

- Knowledge sharing
- Communication
- Feedback techniques
- Learning support
- Role requirements
- Expected performance standards
- Impact of incorrect information

SFJFRSC08 – Support the development of colleagues in fire and rescue

Alignment: Supporting

Relevant performance criteria:

- Making learning resources available
- Providing information and support within competence
- Encouraging colleagues to seek help
- Providing feedback
- Supporting independent decision-making

Relevant knowledge and understanding:

- Accessing information
- Interpreting information
- Presenting information
- Feedback techniques
- Involving and motivating people
- Facilitating learning

SFJEFSM18 – Implement quality assurance systems

Alignment: Strong supporting

Relevant performance criteria:

- Establishing QA systems
- Evaluating QA information
- Clarifying inadequate information
- Encouraging reporting of variations
- Making recommendations for improvement

Relevant knowledge and understanding:

- Quality assurance principles
- Continuous improvement
- Validating information
- Developing and maintaining QA systems
- Collecting and evaluating information

SFJEFSM19 – Monitor compliance with quality systems

Alignment: Strong supporting

Relevant performance criteria:

- Planning audits
- Prioritising areas of non-compliance risk
- Developing competent auditors
- Evaluating audit results
- Reporting findings
- Recommending improvements

Relevant knowledge and understanding:

- Quality auditing
- Assessing non-compliance risks
- Evaluating against standards and legal requirements
- Corrective action
- Auditor competence and development

SFJEFSM21 – Provide information to support decision making

Alignment: Strong supporting

Relevant performance criteria:

- Obtaining accurate and sufficient information
- Evaluating information
- Identifying patterns and trends
- Differentiating fact and opinion
- Providing advice supported by evidence

Relevant knowledge and understanding:

- Information analysis
- Judging accuracy and relevance

- Presenting qualitative and quantitative information
- Reasoned argument
- Record keeping
- Information management

SFJEFSS004 – Support and advise on technical issues relating to FRS activities

Alignment: Strong supporting

Relevant performance criteria:

- Contributing to technical discussion and decision-making
- Preparing technical information
- Advising within competence
- Approving and evaluating technical activity
- Maintaining records

Relevant knowledge and understanding:

- Technical expertise
- Hazards and risk controls
- Relevant regulations and guidance
- Record systems
- Limits of competence and authority
- Reporting lines

Commentary

Level 6 is supported by a broad range of NOS that relate to learning, assessment, quality assurance, technical advice, information management and organisational improvement. The competence framework draws these together into a wildfire-specific capability development role.

This is particularly important for personnel who may not be primarily incident commanders but who contribute to wildfire capability through analysis, training design, assessment, assurance, TacAd functions or strategic wildfire analysis.

Level 7 – Strategic Authority

Framework focus:
Strategic leadership, national direction, policy and guidance influence, capability development, strategic advice and sector-wide learning.

Primary NOS alignment

SFJEFSM1 – Provide strategic advice and support to resolve operational incidents

Alignment: Direct / strong supporting

Relevant performance criteria:
• Evaluating service response
• Confirming competent deployment
• Prioritising risks and control measures
• Assessing resources
• Coordinating with other agencies
• Managing media and community implications
• Arranging debriefs
• Identifying changes to improve future practice

Relevant knowledge and understanding:
• Strategic-level information collection and analysis
• Resource capabilities and limitations
• Legislative aspects
• Strategic communications
• Dynamic risk assessment
• Debriefing

• Analysing trends and improvement needs

SFJEFSM4 – Plan organisational strategy to meet agreed aims and objectives

Alignment: Strong supporting

Relevant performance criteria:

• Agreeing aims and objectives
• Analysing internal and external influencing factors
• Determining resource requirements
• Producing strategic plans
• Securing stakeholder commitment

Relevant knowledge and understanding:

• Strategic performance management
• Stakeholder negotiation
• Strategic risk assessment
• Resource planning
• Analysing trends and future needs
• Cost-benefit analysis

SFJEFSM5 – Plan implementation of organisational strategy

Alignment: Strong supporting

Relevant performance criteria:

• Developing policies and processes
• Planning implementation
• Agreeing structures
• Evaluating options
• Securing commitment
• Communicating plans

Relevant knowledge and understanding:

- Distinguishing strategic, tactical and operational issues
- Implementation planning
- Change management
- Stakeholder engagement
- Evaluation measures
- Strategic planning techniques

SFJEFSM6 – Implement organisational strategy

Alignment: Strong supporting

Relevant performance criteria:

- Allocating roles and responsibilities
- Identifying skills and competence
- Delegating activity
- Providing support
- Reviewing implementation
- Managing stakeholders

Relevant knowledge and understanding:

- Delegation and leadership
- Implementation of strategic plans
- Resource requirements
- Stakeholder commitment
- Reporting and review
- Specialist advice

SFJEFSM7 – Evaluate organisational performance against agreed measures

Alignment: Strong supporting

Relevant performance criteria:

- Measuring performance against targets
- Analysing data
- Benchmarking
- Identifying shortfalls
- Recommending improvements
- Establishing review processes

Relevant knowledge and understanding:

- Performance measurement
- Benchmarking
- Analysing data
- Stakeholder consultation
- Cost-benefit analysis
- Performance planning and review

SFJEFSM8 – Lead organisational strategy through effective decision making

Alignment: Strong supporting

Relevant performance criteria:

- Obtaining and validating information
- Analysing information
- Investigating options
- Preparing recommendations
- Communicating decisions

Relevant knowledge and understanding:

- Strategic decision-making tools
- Fact and opinion
- Information management
- Stakeholder communication

• Implications of decisions

SFJEFSM9 – Implement and manage change in organisational activities

Alignment: Strong supporting

Relevant performance criteria:

• Identifying improvement opportunities
• Evaluating proposed changes
• Planning implementation
• Securing agreement
• Monitoring and evaluating change

Relevant knowledge and understanding:

• Change management
• Consultation and negotiation
• Continuous improvement
• Assessing obstacles
• Planning change
• Evaluating benefits and disadvantages

Commentary

Level 7 is not directly covered by the wildfire-specific NOS, which are largely operational or specialist in scope. Instead, Level 7 draws from the emergency fire service management NOS dealing with strategic advice, organisational strategy, decision-making, implementation, change and performance evaluation. The framework applies these strategic capabilities specifically to wildfire capability, National Resilience, and sector-wide consistency.

Annex G – Mapping of the Wildfire Competence Framework to Fire Apprenticeship Standards

G1. Purpose

This annex maps the **Wildfire Competence Framework** against two relevant fire sector apprenticeship standards:

- **Operational Firefighter Apprenticeship Standard**
- **Community Fire Safety Advisor Apprenticeship Standard**

The purpose of this mapping is to demonstrate how the wildfire competence levels align to existing apprenticeship expectations, particularly the associated **duties, knowledge, skills and behaviours (KSBs)**.

The apprenticeship standards do not use the same structure as National Occupational Standards. Instead of performance criteria and knowledge and understanding, they set out:

- **Occupational duties**
- **Knowledge requirements**
- **Skills requirements**
- **Behaviour requirements**

For the purpose of this annex, the occupational duties are treated as the closest equivalent to performance expectations, with the KSBs used to identify underpinning learning, skills and behavioural alignment.

G2. Standards Reviewed

G2.1 Operational Firefighter Apprenticeship Standard

The Operational Firefighter standard describes a role that deals with a wide range of emergency situations, including tackling fires, search and rescue, protecting life and the

environment, hazardous materials, equipment readiness, operational preparedness, community engagement and multi-agency working. It also recognises that firefighters may work outdoors, in all weather and environmental conditions, and must operate in line with command and operational procedures.

This standard is particularly relevant to:

- **Level 1 – Awareness**
- **Level 2 – Operate under supervision**
- **Level 3 – Operate within defined parameters**
- **Level 4 – Operate in complex environments**

It also provides partial supporting alignment to:

- **Level 5 – Control operational activity**, mainly through incident command awareness, communication and interoperability, but not full tactical command competence.
- **Level 6 – Develop capability**, through supporting the development of colleagues, but not full capability assurance.
- **Level 7 – Strategic authority**, no direct alignment.

G2.2 Community Fire Safety Advisor Apprenticeship Standard

The Community Fire Safety Advisor standard describes a prevention-focused occupation working with communities, partner agencies and colleagues to provide advice, guidance and interventions that reduce risk and support safer behaviours. It is explicitly located within the prevention function, linking closely with protection and response, and includes planning and undertaking Home Fire Safety Visits, delivering community safety initiatives, providing advice and making referrals.

This standard is particularly relevant to:

- **Level 1 – Awareness**
- wildfire prevention and community-facing activity
- community education and engagement

- identifying and communicating risk
- working within competence and seeking support
- maintaining records and sharing information appropriately

It provides only limited alignment to operational wildfire competence at Levels 2–5, as the standard is not designed around suppression or operational wildfire response.

G3. High-Level Mapping Summary

Wildfire Competence Framework level	Operational Firefighter Standard	Community Fire Safety Advisor Standard	Overall alignment
Level 1 – Awareness	Strong alignment through community education, risk awareness, safe working, communication and personal responsibility	Strong alignment through community safety advice, risk identification, HFSVs, referrals and behaviour change	**Strong alignment**
Level 2 – Operate under supervision	Strong alignment through operational response, safe working, PPE/equipment, incident command awareness and communication	Limited alignment	**Strong for Operational Firefighter**
Level 3 – Operate within defined parameters	Strong alignment through emergency response, fire behaviour, extinguishing media, equipment, community risks and operational readiness	Limited alignment	**Strong for Operational Firefighter**
Level 4 – Operate in complex environments	Partial/strong supporting alignment through hazardous environments, environmental protection, JESIP, situational awareness, resilience and collaboration	Limited alignment	**Moderate / supporting**
Level 5 – Control operational activity	Partial supporting alignment only; standard includes command system working but not tactical leadership	No direct alignment	**Partial only**
Level 6 – Develop capability	Supporting alignment through colleague development and equipment readiness	Supporting alignment through reflection, CPD, information sharing and partnership working	**Supporting only**
Level 7 – Strategic authority	No direct alignment	No direct alignment	**No direct alignment**

G4. Detailed Mapping by Competence Level

Level 1 – Awareness

Framework focus:

Foundational understanding of wildfire environments, hazard recognition, personal safety, community-facing awareness and provision of basic information within defined limits of competence.

Relevant Operational Firefighter Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Duty 1	Educate the community to improve awareness of fire and rescue safety matters	Supports Level 1 wildfire awareness and public-facing risk communication.
Duty 2	Take responsibility for effective personal performance in fire and rescue	Supports working within role, maintaining safety, personal responsibility and development.
Duty 3	Establish and maintain effective working relationships with people	Supports communication, dignity, respect and collaboration.
Duty 12	Collect information on risks and resources in the community	Supports awareness of local wildfire risks and resource/context information.
Knowledge	K1 community safety and prevention awareness; K2 risks within the community and mitigation; K10 JESIP principles; K13 wellbeing; K14 relevant legislation	Supports understanding of community risk, safe working, prevention and partner working.
Skills	S1 safe working practices; S9 interact with community members and businesses to reduce risk; S10 effective performance; S14 communication	Supports safe behaviours, communication and risk reduction.
Behaviours	B1 integrity and diversity; B3 confidence and resilience; B4 situational awareness; B5 excellence; B6 collaboration	Aligns strongly to Level 1 behaviours around safety, professionalism and working within competence.

The Operational Firefighter standard supports Level 1 by establishing the general foundation for community education, safe working, situational awareness, communication and responsibility.

Relevant Community Fire Safety Advisor Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Duty 1	Plan and gather information for HFSVs and community safety initiatives	Supports gathering information about wildfire risk and local context.
Duty 2	Carry out HFSVs and provide information, advice and guidance to the community	Supports community-facing wildfire awareness and advice.
Duty 3	Identify hazards using the Person Centred Framework to provide advice and reduce risk	Supports hazard recognition and risk communication.
Duty 4	Assess risks and make judgements on interventions to reduce risk	Supports proportionate advice and prevention activity.
Duty 6	Make referrals internally and to partner agencies	Supports escalation and referral where wildfire risk or vulnerability is outside the individual's competence.
Duty 7	Assist in community safety initiatives to encourage positive behaviour change	Supports wildfire prevention and public behaviour change.
Knowledge	K1 legislation and guidance; K3 community needs; K10 emerging risks; K11 engaging other agencies; K12 professional boundaries; K13 advice and referrals; K14 brief advice; K18 public perceptions	Strongly supports the Level 1 wider FRS role, especially prevention and community engagement.
Skills	S3 advice and education; S4 checking understanding; S5 working with other professionals; S10 brief advice; S11 referrals; S12 clear verbal/written advice; S18 adapting communication	Strong alignment to Level 1 community-facing wildfire risk advice.
Behaviours	B1 dignity and respect; B3 confidence and integrity; B4 working within competence; B5 safety culture; B7 communities first	Strong alignment with the framework's Level 1 behavioural expectations.

The Community Fire Safety Advisor standard is particularly relevant to the expanded Level 1 content covering school education, community engagement, Fire Cadets, The King's Trust activity, fire safety interventions and HFSVs.

Level 1 conclusion

Level 1 is strongly supported by both apprenticeship standards. The **Operational Firefighter** standard supports the operational awareness and community risk elements, while the **Community Fire Safety Advisor** standard provides particularly strong support for prevention, public engagement, advice, referrals and working within professional boundaries.

Level 2 – Operate Under Supervision

Framework focus:
Safe participation in wildfire operational activity under supervision, maintaining LACES discipline, using PPE and tools safely, communicating effectively and contributing to suppression activity.

Relevant Operational Firefighter Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Duty 7	Respond and provide resolution to fire and rescue operational incidents	Supports supervised operational wildfire response and suppression activity.
Duty 8	Provide support to people involved in operational incidents	Supports safe, compassionate and professional incident activity.
Duty 9	Carry out roles and responsibilities within the incident command system alongside other agencies	Supports operating under supervision within command arrangements.
Duty 11	Test and maintain equipment to support operational response	Supports PPE/equipment readiness and safe use.
Knowledge	K3 extinguishing media; K5 fire behaviour, ventilation and hydraulics; K7 PPE/RPE in hazardous environments; K8 equipment readiness; K9 hazards, risks and control measures; K11 communication and technology systems; K14 legislation	Supports Level 2 knowledge on wildfire behaviour, PPE/tools, communication, risk and safe operational activity.
Skills	S1 safe working; S2 operating safely in emergencies; S3 command and control; S12 use and maintain specialist equipment; S13 control and extinguish fires; S14 communicate effectively	Strong alignment with Level 2 applied skills.
Behaviours	B3 confidence and resilience; B4 situational awareness; B5 commitment to excellence; B6 collaboration	Supports composure, awareness, safe working and team effectiveness.

The Operational Firefighter standard is strongly aligned to Level 2, particularly through emergency response, safe working, command system awareness, equipment use and fire suppression.

Relevant Community Fire Safety Advisor Duties and KSBs

The Community Fire Safety Advisor standard has limited alignment to Level 2 because it is focused on prevention and community safety, not operational wildfire suppression. However, it provides supporting alignment where personnel need to understand boundaries, communicate risk and refer issues appropriately.

Apprenticeship element	Relevant content	Alignment
Duty 6	Make referrals internally and to partner agencies	Supports escalation where risk is outside role or competence.
Knowledge	K12 professional boundaries; K13 advice and referrals	Supports recognition of limits of competence.
Behaviours	B4 works within own authority and competence	Supports Level 2 discipline around working within defined limits.

Level 2 conclusion

Level 2 is primarily supported by the **Operational Firefighter** apprenticeship standard. The Community Fire Safety Advisor standard provides only limited support, mainly around communication, professional boundaries and escalation.

Level 3 – Operate Within Defined Parameters

Framework focus:

Independent operation within foreseeable wildfire conditions, application of tactics, navigation, dynamic risk assessment, water provision and escalation when limits are exceeded.

Relevant Operational Firefighter Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Duty 7	Respond and provide resolution to fire and rescue operational incidents	Supports independent application of operational skills within defined parameters.
Duty 9	Work within the incident command system alongside other agencies	Supports structured operational decision-making and interoperability.
Duty 10	Protect the environment from hazardous materials and support people involved	Supports environmental protection and control measures relevant to wildfire impact.
Duty 11	Test and maintain equipment	Supports readiness and operational equipment assurance.
Duty 12	Collect information on risks and resources in the community	Supports local wildfire risk and resource awareness.
Knowledge	K2 community risks and mitigation; K3 extinguishing media; K5 fire behaviour, ventilation and hydraulics; K6 environmental protection; K8 equipment/resources; K9 hazards and control measures; K10 JESIP; K11 communication systems	Strong support for Level 3 knowledge, particularly fire behaviour, tactics, risk and resource use.
Skills	S2 operate safely in emergencies; S3 command and control; S7 work in/on/around water; S12 use and maintain equipment; S13 extinguish fires safely; S14 communicate effectively	Strong support for Level 3 skills, including water-related firefighting activity and equipment use.
Behaviours	B3 resilience and accountability; B4 situational awareness; B6 collaboration	Supports independent but bounded operational judgement.

The Operational Firefighter standard provides strong alignment to Level 3 through its focus on safe emergency operation, command systems, extinguishing media, fire behaviour, environmental protection, equipment use and communication.

Relevant Community Fire Safety Advisor Duties and KSBs

There is limited direct alignment to Level 3 operational suppression. However, the standard supports non-operational elements of independent risk assessment and prevention activity.

Apprenticeship element	Relevant content	Alignment
Duty 3	Identify hazards and provide advice to reduce risk	Supports independent identification and communication of risk in prevention settings.
Duty 4	Assess risks and make judgements on interventions	Supports independent prevention judgement, but not operational suppression.
Duty 8	Maintain and share accurate data for risk reduction	Supports information-led risk management.
Knowledge	K6 person-centred risk assessment; K10 emerging risks; K11 other agencies; K17 record keeping	Supports prevention and risk intelligence.
Skills	S7 observe, question and listen; S8 risk assessment; S9 identify and assess risks; S15 records; S16 share information	Supports non-operational risk assessment and information sharing.

Level 3 conclusion

Level 3 aligns strongly with the **Operational Firefighter** standard. The Community Fire Safety Advisor standard supports prevention-facing risk assessment but does not provide direct evidence for wildfire suppression competence.

Level 4 – Operate in Complex Environments

Framework focus:

Operating in dynamic, uncertain and complex wildfire environments, adapting tactics, managing risk proactively and applying THINCs-aligned non-technical skills including situational awareness, decision-making, communication and resilience.

Relevant Operational Firefighter Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Occupation summary	Firefighters work outdoors, in all weather and environmental conditions, and resolve varied emergencies requiring problem solving and initiative	Supports the concept of operating in complex and changing wildfire environments.
Duty 4	Save and preserve endangered life through search and rescue	Supports complex risk environments where life risk may be present.
Duty 5	Rescue life involved in incidents	Supports dynamic incident environments and casualty risk.
Duty 7	Respond and resolve operational incidents	Supports adaptation to operational conditions.
Duty 9	Operate within command systems alongside other agencies	Supports interoperability and structured decision-making.
Duty 10	Protect the environment	Supports wider incident impact and environmental considerations.
Knowledge	K5 fire behaviour; K6 environmental protection; K9 hazards, risks and control measures; K10 JESIP; K11 communication systems; K14 legislation	Supports complex operational decision-making and awareness of broader risk.
Skills	S2 operate safely in emergencies; S3 command and control; S6 work at height; S7 work near water; S13 extinguish fires; S14 communicate effectively	Supports complex environmental operation, though not wildfire-specific at this level.
Behaviours	B3 resilience and adaptability; B4 situational awareness; B6 collaboration	Strong behavioural alignment to Level 4 non-technical skills.

The Operational Firefighter standard provides supporting alignment to Level 4, particularly through resilience, situational awareness, safe working in varied environments, JESIP

principles, operational communication and environmental protection. However, it does not fully describe advanced wildfire behaviour interpretation or complex wildfire tactical adaptation.

Relevant Community Fire Safety Advisor Duties and KSBs

There is no direct operational alignment. Supporting alignment is limited to risk judgement, conflict management and communication in prevention settings.

Apprenticeship element	Relevant content	Alignment
Duty 4	Assess risks and make judgements on interventions	Supports risk-based judgement in non-operational settings.
Duty 9	Maintain CPD on emerging risks and risk reduction strategies	Supports currency and reflection.
Knowledge	K10 emerging risks; K15 conflict and de-escalation; K16 reflection	Supports awareness of emerging risks and adaptive practice.
Skills	S14 reflection; S18 adaptive communication	Supports communication and learning behaviours.
Behaviours	B3 confidence and integrity; B5 safety culture; B6 challenge unsafe practice	Supports behavioural expectations but not operational suppression.

Level 4 conclusion

Level 4 is only **partially supported** by the apprenticeship standards. The Operational Firefighter standard provides a strong generic operational foundation, but the wildfire framework adds specialist wildfire requirements around complex fire behaviour, escalation dynamics, weather/topography interpretation and adaptive tactics.

Level 5 – Control Operational Activity

Framework focus:

Tactical leadership, coordination, specialist wildfire advice, tactical planning, multi-agency coordination and command behaviours.

Relevant Operational Firefighter Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Duty 9	Carry out roles and responsibilities within the incident command system alongside other agencies	Provides partial alignment to command structures and interoperability.
Duty 7	Respond and provide resolution to incidents	Provides operational context but not tactical leadership.
Duty 12	Collect information on risks and resources	Supports information flow into tactical planning.
Knowledge	K10 JESIP; K11 communication systems; K9 hazards, risks and control measures; K14 legislation	Supports multi-agency and command-system awareness.
Skills	S3 operate within command and control; S14 communicate effectively; S2 operate safely in emergencies	Supports command awareness and communication, but not command authority.
Behaviours	B3 resilience/accountability; B4 situational awareness; B6 collaboration	Supports command behaviours at an individual/team-member level.

The Operational Firefighter standard provides only partial alignment to Level 5. It supports operating within command arrangements and communicating effectively but does not define tactical command, incident leadership, sectorisation, specialist wildfire advice or tactical plan ownership.

Relevant Community Fire Safety Advisor Duties and KSBs

The Community Fire Safety Advisor standard does not directly align to Level 5 operational control. Some behaviours and skills are indirectly relevant to communication and partnership working.

Apprenticeship element	Relevant content	Alignment
Duty 6	Make referrals to partner agencies	Limited support to partnership working.
Knowledge	K11 engagement with other agencies; K12 professional boundaries	Supports recognising when to involve others.
Skills	S5 work with other professionals; S16 share information with stakeholders	Supports information sharing and partnership behaviour.

Level 5 conclusion

The apprenticeship standards should not be treated as evidence of Level 5 competence. They provide underpinning behaviours and command-system awareness, but Level 5 requires additional tactical leadership, Incident Command competence and specialist wildfire advisory capability beyond these standards.

Level 6 – Develop Capability

Framework focus:

Designing and delivering development activity, assessing competence, assuring wildfire capability, organisational learning, specialist analysis and advisory functions.

Relevant Operational Firefighter Duties and KSBs

Apprenticeship element	Relevant content	Alignment to wildfire framework
Duty 11	Test and maintain equipment to support operational response	Supports readiness and capability maintenance.
Duty 13	Support the development of colleagues in fire and rescue	Supports peer development but not full assessment or assurance.
Knowledge	K8 operational equipment and resources; K1 community engagement; K13 wellbeing	Supports limited capability maintenance and colleague support.
Skills	S11 support development of colleagues; S12 use and maintain specialist equipment; S14 communicate effectively	Provides supporting alignment to development and readiness.
Behaviours	B5 commitment to excellence; B6 collaboration	Supports learning culture but not full Level 6 assurance.

The Operational Firefighter standard provides limited support for Level 6 through development of colleagues and equipment readiness, but it does not cover competence assurance, validation, organisational learning or wildfire analytical/advisory functions in the way required by the framework.

Relevant Community Fire Safety Advisor Duties and KSBs

Apprenticeship element	Relevant content	Alignment
Duty 8	Complete, maintain and store accurate data; share information for reducing risk	Supports evidence, records and information sharing.
Duty 9	Maintain CPD and knowledge of emerging risks and risk reduction strategies	Supports ongoing development and currency.
Knowledge	K16 reflection; K17 record keeping; K18 public perception; K10 emerging risks	Supports learning, evidence and risk awareness.
Skills	S14 reflect and evaluate performance; S15 accurate records; S16 information sharing; S18 communication	Supports reflective practice and information management.
Behaviours	B2 self-development and reflection; B5 safety culture; B6 challenge unsafe practice	Supports learning culture and safety behaviours.

Level 6 conclusion

Both standards provide **supporting alignment** to Level 6, mainly around development, CPD, records, communication and safety culture. They do not define the full Level 6 role of designing, assessing and assuring wildfire competence or providing specialist wildfire analysis.

Level 7 – Strategic Authority

Framework focus:

Strategic leadership, national direction, policy/guidance influence, national capability, sector-wide learning and strategic authority.

Apprenticeship standard alignment

Neither apprenticeship standard directly maps to Level 7.

The Operational Firefighter standard is focused on operational delivery at firefighter level. The Community Fire Safety Advisor standard explicitly describes a functional prevention role that does not usually operate at supervisory level or manage others.

Level 7 conclusion

There is **no direct alignment** between the two apprenticeship standards and Level 7. Level 7 should instead be mapped to strategic leadership, organisational management, policy, national capability and senior command-related standards or frameworks.

G5. Mapping Against the Wildfire Strategic Activity Map

Assess Wildfire Risk

Framework activity	Apprenticeship alignment
Interpret wildfire risk factors	Operational Firefighter: K2 community risks; K9 hazards, risks and control measures. Community Fire Safety Advisor: K3 community needs; K6 person-centred risk assessment; K10 emerging risks.
Identify high-risk environments and conditions	Operational Firefighter: Duty 12 risk/resource information; K2, K9. Community Fire Safety Advisor: Duties 1, 3 and 4 on gathering information, identifying hazards and assessing risk.
Use mapping/data tools	Limited direct alignment. Community Fire Safety Advisor supports use of data and records through Duty 8, S15 and S16.
Communicate risk information	Operational Firefighter: S14 communication; Community Fire Safety Advisor: S3, S4, S12, S16 and S18.

Plan and Prepare for Wildfire Incidents

Framework activity	Apprenticeship alignment
Develop wildfire plans and tactical options	Limited direct alignment. Operational Firefighter supports operational preparedness and equipment readiness but does not define tactical planning.
Identify resource requirements and constraints	Operational Firefighter: Duty 11 equipment readiness and Duty 12 risk/resource information.
Prepare personnel and equipment for deployment	Operational Firefighter: K8, S12 and Duty 11.
Engage landowners, communities and stakeholders	Community Fire Safety Advisor: Duties 1, 2, 6 and 7; Operational Firefighter: Duty 1 and K1.

Respond to Wildfire Incidents

Framework activity	Apprenticeship alignment
Apply safe systems of work	Operational Firefighter: S1 safe working; S2 emergency operation; B4 situational awareness.
Interpret fire behaviour indicators	Operational Firefighter: K5 fire behaviour, ventilation and hydraulics.
Select and implement suppression tactics	Operational Firefighter: K3 extinguishing media and S13 control and extinguish fires.
Maintain communication and command system alignment	Operational Firefighter: S3 command/control; K10 JESIP; K11 communication systems; S14 communication.
Adapt tactics in response to changing conditions	Partial alignment through B3 resilience/adaptability and B4 situational awareness; wildfire-specific adaptation is developed further in the framework.

Coordinate Multi-Agency Activity

Framework activity	Apprenticeship alignment
Apply JESIP principles	Operational Firefighter: K10 JESIP.
Work with partner agencies	Operational Firefighter: occupation summary references multi-agency working; Community Fire Safety Advisor: K11 engagement with other agencies, S5 working with professionals and S16 stakeholder information sharing.
Share information effectively	Operational Firefighter: S14 communication; Community Fire Safety Advisor: S16 and S18.
Operate within command structures	Operational Firefighter: Duty 9 and S3.

Learn and Improve Capability

Framework activity	Apprenticeship alignment
Capture operational learning	Operational Firefighter: Duty 2 and S10 support effective performance; Community Fire Safety Advisor: S14 reflection and evaluation.
Support colleague development	Operational Firefighter: Duty 13 and S11.
Maintain CPD	Community Fire Safety Advisor: Duty 9, K16, S14 and B2.
Improve risk reduction activity	Community Fire Safety Advisor: Duties 7, 8 and 9, including evaluation, record keeping and emerging risks.

G6. Particularly Relevant Apprenticeship Duties and KSBs

Operational Firefighter – particularly relevant

The most relevant duties are:

- **Duty 1** – community safety awareness
- **Duty 7** – response and resolution of fire and rescue operational incidents
- **Duty 9** – roles within the incident command system and alongside other agencies
- **Duty 10** – environmental protection
- **Duty 11** – equipment readiness
- **Duty 12** – collecting information on risks and resources
- **Duty 13** – supporting development of colleagues

The most relevant KSBs are:

Type	Most relevant elements
Knowledge	K1 community safety; K2 community risks and mitigation; K3 extinguishing media; K5 fire behaviour; K6 environmental protection; K8 equipment/resources; K9 hazards, risks and control measures; K10 JESIP; K11 communication systems; K13 wellbeing; K14 legislation
Skills	S1 safe working; S2 emergency operation; S3 command/control; S7 working around water; S9 influencing community members/businesses; S10 performance; S11 colleague development; S12 specialist equipment; S13 extinguishing fires; S14 communication
Behaviours	B1 integrity and diversity; B3 resilience and accountability; B4 situational awareness; B5 excellence; B6 collaboration

These strongly support Levels 1–4 and provide partial underpinning for Levels 5–6.

Community Fire Safety Advisor – particularly relevant

The most relevant duties are:

- **Duty 1** – planning and gathering information for HFSVs and community safety initiatives
- **Duty 2** – providing support, information, advice and guidance
- **Duty 3** – identifying hazards and reducing risk
- **Duty 4** – assessing risks and selecting interventions
- **Duty 6** – making referrals internally and to partner agencies

- **Duty 7** – delivering community safety initiatives
- **Duty 8** – maintaining and sharing accurate data
- **Duty 9** – maintaining CPD on emerging risks and risk reduction

The most relevant KSBs are:

Type	Most relevant elements
Knowledge	K1 legislation and guidance; K3 community needs; K6 person-centred fire risk assessment; K10 emerging risks; K11 engaging other agencies; K12 professional boundaries; K13 advice/referrals; K14 brief advice; K16 reflection; K17 record keeping; K18 public perceptions
Skills	S3 advice and education; S4 checking understanding; S5 working with other professionals; S7 observing/questioning/listening; S8 person-centred risk assessment; S9 identifying risks; S10 brief advice; S11 referrals; S12 written/verbal advice; S14 reflection; S15 records; S16 information sharing; S18 adapted communication
Behaviours	B1 dignity and respect; B2 self-development; B3 confidence and integrity; B4 working within competence; B5 safety culture; B6 challenging unsafe practice; B7 communities first

WILDFIRE COMPETENCE FRAMEWORK

Annexes H and I

Operational guidance and training specification mapping to the seven-level competence framework

Document information	Detail
Status	Consultation draft annexes to the Wildfire Competence Framework
Mapping date	31 July 2026
Structure	Annex H, operational guidance cross-reference; Annex I, wildfire training specification cross-reference

Executive summary

The source material provides a substantial and coherent technical foundation for the Wildfire Competence Framework. The strongest alignment is across Levels 1 to 5, particularly wildfire behaviour, LACES, WPS, navigation, situational awareness, suppression tactics, tactical planning and resource coordination.

The mapping also confirms that operational guidance and the wildfire training specification cannot, on their own, evidence the full competence framework. Additional provision is required for community-facing Level 1 activity, water supply at Level 3, structured non-technical and command behaviours at Levels 4 and 5, capability development and assurance at Level 6, and strategic authority at Level 7.

Recommended position: Adopt these annexes as a traceability and gap-analysis tool. They should inform learning, assessment and maintenance arrangements, but should not convert guidance content into a national mandatory curriculum or imply that completion of a training specification demonstrates competence at a particular level.

Annex H: Operational guidance cross-reference

H1. Purpose and interpretation

This annex maps the Scottish Government Wildfire Operational Guidance and the accompanying National Operational Guidance material supplied for review to the knowledge and skills statements in the seven-level Wildfire Competence Framework. It identifies where the source material provides direct technical or operational underpinning, where it provides only supporting coverage, and where further specification is required.

Important: This is a content cross-reference, not a declaration of competence, compliance or equivalence. Guidance describes what should inform safe practice; competence must still be acquired, demonstrated, assessed and maintained at the appropriate level and in the relevant context.

References use the form L3-K2 or L5-S4. L indicates the competence level, K a knowledge statement and S a skills statement. The full wording of every referenced statement is reproduced in Annex I.

H2. Sources and status

Source set	Function in the mapping	Interpretive note
Scottish Government Wildfire Operational Guidance	2013 operational guidance, including preparedness, technical considerations and a generic standard operating procedure.	Mapped by section and page range. Its continuing technical value is recognised, but legal, policy and procedural references should be checked for currency.
National Operational Guidance, Scenarios: Wildfire	Current scenario material downloaded 31 July 2026, covering incident, resource and risk information; powers; objectives; priorities; tactics; communication; control and closure.	Treated as the primary current national operational cross-reference.
Firefighting methods, techniques and equipment	Current generic firefighting guidance downloaded 31 July 2026.	Mapped where it underpins wildfire suppression, water or media, equipment selection and tactical control.
Controlled burning	Current generic operational guidance and its companion training specification, downloaded 31 July 2026.	Mapped as supporting content. It does not on its own establish competence in wildfire tactical fire operations.
Situational awareness: Fires in the open	Companion training specification downloaded 31 July 2026.	Mapped where generic open-fire learning supports wildfire situational awareness and escalation.
Specialist resources and tactical mode	Current generic firefighting guidance downloaded 31 July 2026.	Mapped to resource, coordination, command and decision-making statements.

H3. Overall alignment by competence level

Level	Coverage	Finding
1: Awareness	Strong	Fuel, weather, topography, LACES, hazards and safe action are well supported. Community-facing advice and seasonal public-risk communication are only partially supported.
2: Operate under supervision	Strong	LACES, maps, location information, tools, tactics and risk controls are well supported. The guidance does not itself define the boundary or assessment of supervised performance.
3: Operate within defined parameters	Strong	Prediction, WPS, navigation, tactics, thresholds, LACES and dynamic risk management are strongly supported.
4: Operate in complex environments	Strong technical; partial behavioural	Advanced fire behaviour, weather, terrain, multi-variable risk and adaptive tactics are strong. Structured non-technical-skills assessment requires separate alignment.
5: Control operational activity	Strong	Tactical planning, sectorisation, specialist advice, resource coordination, briefings and multi-agency activity are strongly supported, alongside separate incident-command competence.
6: Develop operational capability	Partial	Risk analysis, pre-planning, specialist interpretation, joint training and learning are supported. Training design, assessment, assurance, quality and organisational-learning systems require additional evidence.
7: Technical and operational authority	Partial	National preparedness, resilience, legislation and strategic context provide support. Policy influence, national learning leadership and sector representation are not established by operational guidance alone.

H4. Scottish Government Wildfire Operational Guidance mapping

Source references below use the section structure and published page ranges in the 2013 guidance. The mapping focuses on material that directly informs the framework's knowledge and skills statements.

Source section	Guidance content	Level(s)	Mapped knowledge and skills	Interpretation or gap
Sections 3 to 7: context, legislation, risk assessment and principles	Defines wildfire, establishes the UK risk context, identifies statutory and safety duties, and positions risk assessment and local adoption of safe systems of work.	1, 5, 7	L1-K1, L1-K5, L1-K6; L1-S1, L1-S2, L1-S4; L5-K3; L7-K3	Strong contextual alignment. Legislation dates from 2013 and should be checked against the current legal and policy position before use in learning or assurance.
Section 8A: preparedness, pre-planning and partnerships	IRMP and community-risk analysis, fire plans, local wildfire groups, shared information, joint training, mutual aid and national preparedness.	1, 5 to 7	L1-K5, L1-K6; L5-K3, L5-K4; L5-S4; L6-K4, L6-K5; L6-S1, L6-S4, L6-S5; L7-K2, L7-K3; L7-S2, L7-S3	Directly supports preparedness and partnership outcomes. It supports, but does not fully define, Level 6 assurance or Level 7 national leadership competence.

Source section	Guidance content	Level(s)	Mapped knowledge and skills	Interpretation or gap
Section 8B1: effects of fuel	Fuel size, shape, arrangement, continuity, moisture, temperature and fuel types, including grass, woodland, scrub, heath, bog, moor and peat.	1 to 4	L1-K2, L1-K3; L2-K1, L2-K2; L3-K1, L3-K5; L4-K1, L4-K4; L4-S3	Strong technical underpinning. The framework intentionally states outcomes at a higher level, so fuel taxonomy and interpretation should sit within learning and assessment specifications.
Section 8B2: effects of weather	Solar heating, relative humidity, wind, local winds, atmospheric stability, forecasts, on-site monitoring, climate and seasonal risk.	1 to 6	L1-K2, L1-K3, L1-K6; L2-K1, L2-K2; L3-K1, L3-K2, L3-K5, L3-K6; L4-K1, L4-K3, L4-K4; L4-S2, L4-S3; L6-K5, L6-K6; L6-S5, L6-S7	Strong alignment. Advanced interpretation, forecasting and analytical use require progressively stronger evidence at Levels 4 and 6.
Section 8B3: effects of topography	Aspect, slope, slope reversal, landscape features, topographical winds, barriers and their effects on fire behaviour and firefighter safety.	1 to 4	L1-K2, L1-K3; L2-K1, L2-K2; L3-K1, L3-K5, L3-K6; L3-S3; L4-K1, L4-K2, L4-K4; L4-S2, L4-S3	Strong alignment. Complex terrain analysis is a central differentiator between Levels 3 and 4.
Section 8B4: topographical maps and navigation	Use of maps as planning and safety tools, grid references, contours, distance, compass, GPS and navigation across rural terrain.	2 to 5	L2-K3; L2-S3; L3-S3; L4-K2; L4-S3; L5-S1	Directly supports map and navigation requirements. Specific OS, compass, pacing and GPS detail is not named in the framework and should be retained in learning and assessment design.
Section 8B5: fire development	Fire growth, alignment, head, flank and rear behaviour, changes over time and space, extreme behaviour and implications for safe intervention.	1 to 5	L1-K2, L1-K3; L2-K1, L2-K2; L3-K1, L3-K5, L3-K6; L4-K1, L4-K4; L4-S2, L4-S3; L5-K1; L5-S2	Strong technical alignment and a key evidence source for progressive fire-behaviour competence.
Section 8B6: Wildfire Prediction System	Systematic use of wind, slope and aspect to interpret past and present behaviour, predict development and identify windows, trigger points and critical points.	3 to 6	L3-K1, L3-K2, L3-K5, L3-K6; L3-S2, L3-S4; L4-K1, L4-K3, L4-K4; L4-S2, L4-S3; L5-S2; L6-K6; L6-S5, L6-S6, L6-S7	Very strong alignment. WPS is not named in the framework statements, so explicit reference should be retained in supporting specifications and validation evidence.
Section 8B7: wildfire incident management	Situational awareness, LACES, command and control, briefings, communications, lookouts, sectorisation, resource management and multi-agency working.	1 to 6	L1-K4; L1-S1 to L1-S4; L2-K4; L2-S1, L2-S3 to L2-S5; L3-S1, L3-S4; L4-S1, L4-S4, L4-S5; L5-K2 to L5-K4; L5-S1 to L5-S5; L6-K7; L6-S6, L6-S7	Strong alignment through Levels 1 to 5. The framework's structured non-technical and command behaviours still require separate incident-command alignment and assessment.
Section 8B8: fire suppression tactics	Offensive and defensive strategies, direct and indirect attack, attack from the black, parallel attack, tactical fire, hand tools, water and firebreaks.	2 to 5	L2-K5; L2-S2; L3-K3, L3-K4; L3-S2; L4-S2; L5-K1, L5-K2, L5-K4; L5-S1, L5-S4	Strong operational alignment. Specific techniques, tool competence and water logistics should be defined and assessed below the framework level.

Source section	Guidance content	Level(s)	Mapped knowledge and skills	Interpretation or gap
Section 8B9: aerial suppression tactics	Aircraft capabilities and limitations, aerial command arrangements, communication, drops, airspace safety and ground support.	4 to 7	L4-K4; L4-S3, L4-S4; L5-K2, L5-K4; L5-S1, L5-S4, L5-S5; L6-K7; L6-S6, L6-S7; L7-K2; L7-S1	Supporting to strong alignment. Aviation and airspace competence are not explicit framework statements and require a specialist pathway where relevant to local or national capability.
Section 8B10: safety at wildfire incidents	LACES, entrapment avoidance, escape routes, safety zones, PPE, communications, fatigue, heat, vehicles and safe systems of work.	1 to 5	L1-K4; L1-S1 to L1-S4; L2-K4; L2-S1, L2-S2, L2-S5; L3-S1, L3-S4; L4-K4; L4-S1, L4-S4, L4-S5; L5-S3, L5-S5	Strong safety alignment. Physiological stress, night working, vehicle safety and emergency withdrawal should remain explicit within training and local procedures.
Section 8C: generic standard operating procedure	Integrates mobilising, information gathering, risk assessment, tactical planning, suppression, command, communications, welfare, handover and closure.	2 to 6	L2-S3 to L2-S5; L3-S2 to L3-S4; L4-S1 to L4-S5; L5-K1 to L5-K4; L5-S1 to L5-S5; L6-S4, L6-S6, L6-S7	Useful as integrated scenario and assessment evidence, but use should be checked against current NOG and local procedures.
Appendices 1 and 4: fire plan and SMEAC	Practical templates for pre-planning, briefing, shared situational awareness and structured communication.	3 to 6	L3-S4; L4-S4, L4-S5; L5-S1, L5-S3, L5-S4, L5-S5; L6-S1, L6-S5, L6-S7	Suitable evidence sources for exercises and planning outputs. They should be updated or replaced where current service or national formats differ.

H5. National Operational Guidance and companion material mapping

The following sources provide the current operational and generic firefighting context supplied with the framework. They should be read together with the wildfire-specific scenario and training specification.

Source or theme	Operational content	Level(s)	Mapped knowledge and skills	Interpretation or gap
NOG wildfire scenario: incident, resource and risk information	Gather and monitor fire, fuel, weather, topography, life risk, ecological and heritage risk; use maps, local knowledge, fire plans and SSRI; identify access, resources, welfare and specialist support.	1 to 6	L1-K2 to L1-K6; L1-S1 to L1-S4; L2-K1 to L2-K4; L2-S2, L2-S3, L2-S5; L3-K1 to L3-K3, L3-K5; L3-S3, L3-S4; L4-K1 to L4-K4; L4-S1, L4-S3; L5-K4; L6-K5 to L6-K7; L6-S5 to L6-S7	Strong current operational alignment. It adds explicit welfare, environmental, vehicle, aircraft and specialist-resource controls that are not individually named in the framework.
NOG wildfire scenario: objectives, tactical priorities and tactics	Use WPS, identify windows, trigger points and critical points, implement LACES, declare tactical mode, develop and review plans, select direct, indirect or aerial attack and manage water or media.	2 to 5	L2-K4, L2-K5; L2-S1, L2-S5; L3-K1, L3-K3 to L3-K6; L3-S1, L3-S2, L3-S4; L4-K1, L4-K4; L4-S1 to L4-S3; L5-K1, L5-K2, L5-K4; L5-S1, L5-S2, L5-S4, L5-S5	Very strong alignment for Levels 3 to 5. The guidance does not replace the separate incident-command prerequisite in the framework.

Source or theme	Operational content	Level(s)	Mapped knowledge and skills	Interpretation or gap
NOG wildfire scenario: communication, control and closure	Brief predicted behaviour and trigger points, maintain communications, sectorise, control access, monitor competence, withdraw safely, inspect, hand over and debrief.	1 to 6	L1-S1, L1-S3, L1-S4; L2-S3, L2-S4; L3-S1, L3-S4; L4-S4, L4-S5; L5-K2, L5-K3; L5-S1, L5-S3 to L5-S5; L6-K4; L6-S4, L6-S7	Strong alignment. Debrief and closure support Level 6 learning, but organisational-learning capture and assurance need additional processes.
Situational awareness: fires in the open, companion training specification	Assess materials and hazards, identify responsible people, seek tactical advice, select tactics and consider controlled burning.	1 to 5	L1-S1 to L1-S3; L2-S5; L3-K4; L3-S2, L3-S4; L4-S1 to L4-S3; L5-S1, L5-S2	Supporting rather than wildfire-specific in full. Useful for generic open-fire hazards and escalation to specialist advice.
Firefighting methods	Select cooling, smothering, starving or chain-reaction interruption; monitor effects and adjust; communicate changes.	2 to 5	L2-K5; L3-K4; L3-S2; L4-S2; L5-K1; L5-S1, L5-S3	Provides underpinning firefighting principles. Wildfire-specific application must be assessed through the wildfire guidance and specification.
Firefighting techniques	Direct and indirect firefighting, straight stream, painting, deflection, fire beating, firebreaks, fuel breaks, controlled burning and selection or review of techniques.	2 to 6	L2-K5; L2-S2; L3-K3, L3-K4; L3-S2; L4-S2; L5-K1, L5-K4; L5-S1; L6-S1	Strong supporting alignment for tactical techniques and equipment. Joint training supports capability development but does not evidence the full Level 6 standard.
Firefighting equipment	Risk-based selection and deployment of portable equipment, pumps, hose, branches, monitors, foam and high-pressure systems; organisational provision and maintenance.	2 to 6	L2-S2; L3-K3, L3-K4; L3-S2; L5-K4; L5-S4; L6-K3; L6-S1, L6-S3	Supports tool and resource competence. Wildfire hand tools, specialist vehicles and local equipment require additional specification and assessed practice.
Controlled burning guidance and companion training specification	Determine appropriateness, conduct environmental risk assessment, consult relevant organisations, protect exposures, communicate impacts, seek specialist advice and carry out a controlled or accelerated burn.	3 to 6	L3-K4; L3-S2, L3-S4; L4-K4; L4-S1 to L4-S4; L5-K1, L5-K3; L5-S1 to L5-S5; L6-K7; L6-S1, L6-S6, L6-S7	Strong alignment where controlled burning is within scope. Wildfire tactical fire has distinct specialist requirements and must not be inferred solely from generic controlled-burning competence.
Specialist resources: firefighting	Pre-arrange, request, mobilise and communicate specialist people, vehicles, equipment and partner resources; understand capability, limitation and deployment time.	5 to 7	L5-K3, L5-K4; L5-S3, L5-S4; L6-K5, L6-K7; L6-S5 to L6-S7; L7-K2; L7-S1, L7-S2	Directly supports resource and resilience planning. Strategic procurement or national capability decisions require additional Level 7 evidence.

Source or theme	Operational content	Level(s)	Mapped knowledge and skills	Interpretation or gap
Select the tactical mode: firefighting	Select, declare, communicate and review offensive or defensive mode; anticipate development, assess benefit and risk, sectorise and identify points of intervention.	4 and 5	L4-K4; L4-S1, L4-S2, L4-S5; L5-K1, L5-K2, L5-K4; L5-S1, L5-S3 to L5-S5	Strong alignment to control of operational activity. It is generic firefighting guidance and should be applied alongside wildfire behaviour, LACES and WPS.

Annex I: Wildfire training specification cross-reference

I1. Purpose and rating method

This annex maps the National Operational Guidance Wildfires training specification.

Rating	Meaning	Use
Direct	An explicit learning outcome substantially matches the subject and intended application of the framework statement.	It remains necessary to assess the required level of autonomy, complexity and responsibility.
Partial	The specification provides relevant underpinning or addresses part of the statement, but does not cover its full breadth, depth or context.	Additional learning, evidence or assessment is required.
Not evidenced	No explicit learning outcome was identified in the wildfire training specification.	The requirement may be met through another specification, framework, qualification or locally designed provision; absence here is not a decision that the requirement is unnecessary.

Scope: The mapping is deliberately confined to the Wildfires training specification. The companion operational guidance mapped in Annex H may provide additional underpinning, but it does not change a rating unless the learning outcome appears in the training specification itself.

I2. Coverage summary

Level	Direct	Partial	Not evidenced	Headline finding
1: Awareness	7	3	1	Strong operational awareness; public-facing community risk information is not covered.
2: Operate under supervision	6	4	0	Strong knowledge coverage; supervised application and PPE evidence need clearer assessment conditions.
3: Operate within defined parameters	8	1	1	Strong operational coverage; water provision and supply is not explicitly specified.
4: Operate in complex environments	7	2	0	Strong technical coverage; structured non-technical skills and complex-scenario assessment are partial.
5: Control operational activity	4	5	0	Strong tactical content; JESIP, debriefing, specialist-advice provision and command behaviours are partial.
6: Develop operational capability	0	6	8	Technical analysis is supported, but learning design, assessment, assurance and organisational learning are largely absent.

Level	Direct	Partial	Not evidenced	Headline finding
7: Technical and operational authority	0	3	5	Only limited contextual support for resilience, environment and national guidance; strategic authority outcomes are not covered.

I3. Statement-by-statement mapping

Level 1: Awareness

Ref.	Framework statement	Rating	Training specification evidence	Implication
L1-K1	Basic wildfire terminology and incident types	Direct	Wildfire classification and the learning outcome on correct wildfire terminology.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-K2	Fundamental wildfire behaviour concepts, including fuel, weather and topography	Direct	Learning outcomes on fuel, weather, topography and their interaction within the wildfire environment.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-K3	Key environmental indicators influencing fire development	Direct	Observation and interpretation of fuel, weather, topography, fire behaviour and firespread.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-K4	Principles of LACES, including Lookouts, Awareness, Communications, Escape Routes and Safety Zones	Direct	Dedicated LACES content covering each element, the responsibilities of lookouts and implementation at incidents.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-K5	Basic understanding of wildfire risks within the local environment	Partial	Use of local knowledge, fire plans, local fire groups and Site-Specific Risk Information supports local risk awareness, but the outcome is operational rather than community-facing.	Supplement the specification and define additional assessment evidence for the uncovered element.
L1-K6	Awareness of local wildfire risk factors and seasonal influences relevant to community risk	Partial	Fuel condition, weather, forecasting and prolonged drying are covered; seasonal community-risk interpretation is not an explicit learning outcome.	Supplement the specification and define additional assessment evidence for the uncovered element.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L1-S1	Identifying and reporting wildfire hazards and changing conditions	**Direct**	Direct observation, lookouts, ongoing monitoring and communication of changing or extreme fire behaviour.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-S2	Recognising when conditions are unsafe or beyond personal competence	**Partial**	Withdrawal from hazardous areas and requesting specialist support are addressed, but recognising the limits of personal competence is not explicitly assessed.	Supplement the specification and define additional assessment evidence for the uncovered element.
L1-S3	Communicating concerns clearly and promptly	**Direct**	Repeated outcomes require clear communication of wildfire information, risk, changes and concerns.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-S4	Following safety instructions and control measures	**Direct**	LACES, safe systems of work, access, egress, escape routes and supervision provide explicit control-measure content.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L1-S5	Providing clear and accurate basic information on wildfire risk to members of the public, within defined limits of competence	**Not evidenced**	The specification does not teach or assess basic public-facing wildfire risk information within defined limits of competence.	Provide this requirement through another mapped source or purpose-designed learning and assessment.

Level 1 conclusion: The specification provides a strong foundation for operational awareness, but it does not address the framework's wider community-facing application. Prevention and public-facing personnel will require additional learning on local and seasonal risk, public information and professional boundaries.

Level 2: Operate under supervision

Ref.	Framework statement	Rating	Training specification evidence	Implication
L2-K1	Basic wildfire behaviour and fire spread indicators	**Direct**	Fire behaviour, spread indicators, WPS and observation are explicitly addressed.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L2-K2	Effects of weather, fuel and topography on fire development	**Direct**	Detailed learning outcomes cover the effects of fuel, weather and topography.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L2-K3	Map reading and grid reference systems	**Direct**	Map reading, contour information, map legends, navigation and map references are explicit.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L2-K4	LACES protocol and safe systems of work	**Direct**	The LACES protocol and its application are central to the specification.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L2-K5	Categories of wildfire suppression tactics	**Direct**	Direct, indirect and aerial tactics, tactical fire and the relationship between flame length and tactic selection are covered.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L2-S1	Following LACES under supervision	**Partial**	Implementation of LACES is explicit; the specification does not distinguish the evidence required for supervised performance at Level 2.	Supplement the specification and define additional assessment evidence for the uncovered element.
L2-S2	Wearing personal protective equipment and using wildfire tools safely	**Partial**	Safe use of specialist wildfire tools and equipment is explicit, but PPE selection and use are not set out as a distinct practical learning outcome.	Supplement the specification and define additional assessment evidence for the uncovered element.
L2-S3	Providing accurate location information, for example grid references	**Direct**	Learners must establish precise location and communicate map references and fixed reference points.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L2-S4	Following operational instructions and adapting to direction	**Partial**	Briefing, tasking and communication requirements support this skill, but adapting to direction is not separately assessed.	Supplement the specification and define additional assessment evidence for the uncovered element.
L2-S5	Conducting and contributing to dynamic risk assessments under supervision	**Partial**	Risk assessment and safe tactical planning are covered; supervised contribution to dynamic risk assessment is not explicitly framed or assessed.	Supplement the specification and define additional assessment evidence for the uncovered element.

Level 2 conclusion: The specification strongly supports the technical content. The assessment design must explicitly evidence safe performance under supervision, correct PPE and tool use, response to direction and contribution to dynamic risk assessment.

Level 3: Operate within defined parameters

Ref.	Framework statement	Rating	Training specification evidence	Implication
L3-K1	Predicting and interpreting wildfire behaviour	Direct	The WPS outcome requires application to past, present and future wildfire behaviour.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-K2	Weather patterns and their operational impact on wildfires	Direct	Weather, daily cycles, forecasting, wind, atmosphere and prolonged drying are covered.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-K3	Water provision and supply principles	Not evidenced	The specification does not contain a dedicated learning outcome for water provision, supply, relay or water-management principles.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L3-K4	Tactical suppression methods and their application	Direct	Detailed outcomes cover direct and indirect attack, aerial tactics, tactical fire, tools and equipment.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-K5	Indicators of escalating or deteriorating conditions	Direct	Rapid change, extreme behaviour, changing weather and ongoing observation are explicit.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-K6	Identifying trigger points and critical safety thresholds	Direct	Windows of opportunity, trigger points, critical points and thresholds of control are explicit.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-S1	Implementing, maintaining and reviewing LACES independently without supervision	Direct	The specification requires implementation, monitoring and communication of LACES throughout an incident; independence must still be established through assessment.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-S2	Selecting and applying appropriate tactics based on conditions	Direct	Learners must apply fire-behaviour information and decide which suppression tactics are appropriate.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L3-S3	Navigating and operating effectively in varied terrain	**Direct**	Map and compass use, topographical map reading, access routes and navigation across wildfire landscapes are explicit.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L3-S4	Conducting dynamic risk assessments in real time	**Partial**	Situational awareness and tactical planning require continuing risk assessment, but real-time dynamic risk assessment is not a discrete practical outcome.	Supplement the specification and define additional assessment evidence for the uncovered element.

Level 3 conclusion: This is the strongest area of alignment. Additional provision is required for water provision and supply; validation should test independent LACES, navigation, tactical selection and real-time risk management.

Level 4: Operate in complex environments

Ref.	Framework statement	Rating	Training specification evidence	Implication
L4-K1	Advanced wildfire behaviour and escalation dynamics	**Direct**	Extreme fire behaviour, interaction of factors, WPS and rapid changes provide advanced technical content.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-K2	Complex terrain and environmental analysis	**Direct**	Complex topography, rural hazards, night operations, access, egress and terrain analysis are addressed.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-K3	Advanced weather interpretation and forecasting implications	**Direct**	Forecasts, on-site readings, weather change, local conditions and atmospheric effects are included.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-K4	Interaction of multiple risk factors	**Direct**	The specification brings together fuel, weather, topography, people, resources, vehicles, aircraft and environmental risk.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-S1	Conducting dynamic risk assessments in real time	**Partial**	Ongoing risk assessment is intrinsic to the outcomes, but the specification does not set a distinct complex-scenario standard for dynamic risk assessment.	Supplement the specification and define additional assessment evidence for the uncovered element.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L4-S2	Adjusting tactics in response to changing conditions	**Direct**	Tactical plans are to be based on expected behaviour and revised using ongoing observation and WPS.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-S3	Analysing environmental indicators to inform decisions	**Direct**	Learners interpret fuel, weather, topography, forecasts and situational information to inform action.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-S4	Coordinating activity within operational teams	**Direct**	Team and tactical lookout responsibilities, supervision, team deployment and collaborative working are explicit.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L4-S5	Applying structured non-technical skills to support situational awareness, decision-making and effective team coordination	**Partial**	Situational awareness, communication, decision-making and team coordination are present, but no structured non-technical-skills framework or resilience assessment is specified.	Supplement the specification and define additional assessment evidence for the uncovered element.

Level 4 conclusion: Advanced technical content is strong. Validation should use complex, dynamic scenarios and explicitly assess non-technical skills, resilience, information-sharing and adaptive decision-making.

Level 5: Control operational activity

Ref.	Framework statement	Rating	Training specification evidence	Implication
L5-K1	Advanced wildfire suppression tactics	**Direct**	Advanced direct, indirect and aerial tactics, WPS-informed selection and tactical fire are included.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L5-K2	Tactical planning and sectorisation	**Partial**	Developing a tactical plan and establishing aerial and lookout functions are explicit; wider sectorisation is not comprehensively specified.	Supplement the specification and define additional assessment evidence for the uncovered element.
L5-K3	JESIP principles and multi-agency coordination	**Partial**	Multi-agency organisations, collaboration and stakeholder capabilities are covered, but JESIP is not explicitly named in this specification.	Supplement the specification and define additional assessment evidence for the uncovered element.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L5-K4	Resource management and deployment considerations	Direct	Internal, external, mutual-aid, National Resilience, military, specialist vehicle and aircraft resources are covered.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L5-S1	Developing and communicating tactical wildfire plans	Direct	Learners must use available information to develop, implement and communicate a safe and effective tactical plan.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L5-S2	Providing specialist advice based on fire behaviour analysis	Partial	The specification requires use of WPS and requesting tactical advisers, but it does not fully assess the provision of specialist advice by the learner.	Supplement the specification and define additional assessment evidence for the uncovered element.
L5-S3	Leading operational briefings and debriefings	Partial	Comprehensive briefings are specified; leading debriefings is not developed as an equivalent practical outcome.	Supplement the specification and define additional assessment evidence for the uncovered element.
L5-S4	Coordinating resources across sectors and agencies	Direct	Resource mobilisation, team deployment, partnership working, aircraft coordination and supervisory arrangements are included.	Use the specification as underpinning content; assessment must still evidence the autonomy and complexity required at this level.
L5-S5	Applying structured command behaviours to support effective leadership, decision-making and coordination	Partial	Leadership, decision-making, communication and coordination are embedded, but structured incident-command behavioural assessment remains outside this specification.	Supplement the specification and define additional assessment evidence for the uncovered element.

Level 5 conclusion: The specification supports tactical planning and resource coordination, but it should sit alongside incident-command competence, JESIP, structured command behaviours, specialist-advice practice and leadership of briefings and debriefings.

Level 6: Develop operational capability

Ref.	Framework statement	Rating	Training specification evidence	Implication
L6-K1	Instructional and learning methodologies	Not evidenced	No learning outcome covers instructional or adult-learning methodologies.	Provide this requirement through another mapped source or purpose-designed learning and assessment.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L6-K2	Assessment and validation techniques	**Not evidenced**	The specification contains learning outcomes but does not teach assessment or validation techniques.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-K3	Competence assurance and quality processes	**Not evidenced**	Competence assurance and quality processes are outside the specification.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-K4	Organisational learning and improvement systems	**Not evidenced**	Organisational learning and improvement systems are not addressed.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-K5	Principles of wildfire risk analysis, including environmental and seasonal factors	**Partial**	Environmental and seasonal factors, risk information, fire plans and pre-planning support the technical foundation, but not organisational-level risk analysis in full.	Supplement the specification and define additional assessment evidence for the uncovered element.
L6-K6	Interpretation of fire behaviour data, modelling outputs and situational information	**Partial**	WPS, forecasts, observation and situational information are explicit; broader modelling outputs and specialist analytical interpretation are not fully developed.	Supplement the specification and define additional assessment evidence for the uncovered element.
L6-K7	Role and function of specialist advisory positions, for example tactical advisers, within operational and strategic contexts	**Partial**	Tactical advisers and specialist support are referenced, but their full advisory function in operational and strategic contexts is not described.	Supplement the specification and define additional assessment evidence for the uncovered element.
L6-S1	Designing and delivering training and development programmes	**Not evidenced**	The specification does not require design or delivery of training programmes.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-S2	Assessing competence against defined standards	**Not evidenced**	Assessment of competence against standards is not a learning outcome.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-S3	Identifying and addressing development needs	**Not evidenced**	Identification and management of development needs is not included.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-S4	Facilitating learning from operational experience	**Not evidenced**	Operational-learning facilitation and organisational debrief processes are not included.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L6-S5	Analysing and interpreting wildfire-related data to inform planning, preparedness and capability development	**Partial**	Learners gather and interpret wildfire information for planning and preparedness, but not at the full organisational capability-analysis level.	Supplement the specification and define additional assessment evidence for the uncovered element.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L6-S6	Providing structured specialist advice to support tactical, operational or strategic decision-making	**Partial**	Requesting and incorporating tactical advice is addressed; providing structured advice is only indirectly supported.	Supplement the specification and define additional assessment evidence for the uncovered element.
L6-S7	Translating complex environmental and operational information into clear, actionable insight	**Partial**	The specification requires clear communication of complex wildfire information, but not production of specialist analytical outputs for strategic audiences.	Supplement the specification and define additional assessment evidence for the uncovered element.

Level 6 conclusion: The specification offers technical source content, not a Level 6 capability-development pathway. Separate provision is required for learning design, assessment, quality assurance, organisational learning, specialist analysis and advisory practice.

Level 7: Technical and operational authority

Ref.	Framework statement	Rating	Training specification evidence	Implication
L7-K1	National wildfire frameworks, guidance and standards	**Partial**	The national training specification is itself part of the guidance landscape, but it does not teach the wider system of national frameworks and standards.	Supplement the specification and define additional assessment evidence for the uncovered element.
L7-K2	Strategic coordination and resilience arrangements	**Partial**	Mutual aid, National Resilience assets, military aid and cross-organisational arrangements provide supporting knowledge.	Supplement the specification and define additional assessment evidence for the uncovered element.
L7-K3	Environmental, legislative and policy context	**Partial**	Environmental protection, heritage assets and notification arrangements are covered, but the wider legislative and policy context is not.	Supplement the specification and define additional assessment evidence for the uncovered element.
L7-K4	National and international wildfire developments	**Not evidenced**	National and international wildfire developments are not covered.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L7-S1	Providing strategic advice to senior leaders and stakeholders	**Not evidenced**	Providing strategic advice to senior leaders and stakeholders is not assessed.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L7-S2	Influencing policy, guidance and national capability	**Not evidenced**	Influencing policy, guidance and national capability is outside the specification.	Provide this requirement through another mapped source or purpose-designed learning and assessment.

Ref.	Framework statement	Rating	Training specification evidence	Implication
L7-S3	Leading and coordinating national learning and improvement	**Not evidenced**	Leading national learning and improvement is outside the specification.	Provide this requirement through another mapped source or purpose-designed learning and assessment.
L7-S4	Representing the sector at a national and international level	**Not evidenced**	National and international sector representation is outside the specification.	Provide this requirement through another mapped source or purpose-designed learning and assessment.

Level 7 conclusion: The specification is not designed to establish strategic authority. A separate pathway is required for policy and guidance influence, strategic resilience, national learning leadership and representation of the sector.

I4. Recommended use of the mapping

Use	Application
Learning design	Use Direct ratings to identify core source material; use Partial and Not evidenced ratings as a gap list for additional provision.
Assessment design	Specify the operating context, autonomy, complexity and evidence required at each level; completion of learning content alone is not competence.
Recognition of prior learning	Map existing service provision and evidence against individual statements, not against the training specification as a single block.
Assurance	Sample both coverage and application, including LACES discipline, WPS, tactical decisions, communication, environmental controls and escalation.
Maintenance	Review after national guidance changes, significant operational learning, changes to National Resilience arrangements or revisions to the framework.

I5. Source references

No.	Reference
1	National Fire Chiefs Council, Wildfire Competence Framework v0.5, knowledge and skills statements at Levels 1 to 7.
2	Scottish Government, Wildfire Operational Guidance, 2013.
3	National Operational Guidance, Scenarios: Wildfire,
4	National Operational Guidance, Wildfires training specification, .
5	National Operational Guidance companion material supplied for review: Situational awareness: Fires in the open; Firefighting methods; Firefighting techniques; Firefighting equipment; Controlled burning; Specialist resources: Firefighting; and Select the tactical mode: Firefighting,