



人

事

Personnel

招聘

二零零四及零五年，消防處獲得由政務司司長與財政司司長共同擔任主席的委員會豁免凍結公務員招聘，以填補因自然流失而出現的空缺，及應付新服務的需求。

二零零四年，有 22 人獲聘為消防隊長、14 人獲聘為消防隊目(控制)、32 人獲聘為消防員及 29 人獲聘為救護員。二零零五年，有 40 人獲聘為消防隊長、10 人獲聘為消防隊目(控制)、157 人獲聘為消防員及 64 人獲聘為救護員。

截至二零零五年年底，本處共有 117 名女性紀律人員，包括九名高級消防隊長／消防隊長(行動)、七名高級消防隊長／消防隊長(控制)、九名高級救護主任／救護主任、87 名消防總隊目／消防隊目(控制)及五名救護員。救護主任及消防隊長(行動)職位分別自一九八八年和一九九三年開始接受女性投考。行動消防員職位亦由一九九四年開始接受女性投考，但至今仍未有應徵者獲聘。

Recruitment

During the years of 2004 and 2005, the Department was granted exemption from the recruitment freeze for the Civil Service by a joint panel co-chaired by the Chief Secretary for Administration and the Financial Secretary in order to fill vacancies arising from natural wastage and meet new service demands.

After stringent selection processes, 22 Station Officers, 14 Senior Firemen/Firewomen (Control), 32 Firemen and 29 Ambulancemen/Ambulancewomen were appointed in 2004; and 40 Station Officers, 10 Senior Firemen/Firewomen (Control), 157 Firemen and 64 Ambulancemen in 2005.

Up to the end of 2005, there were 117 female uniformed members in the Department, including nine Senior Station Officers / Station Officers (Operations), seven Senior Station Officers / Station Officers (Control), nine Senior Ambulance Officers / Ambulance Officers, 87 Principal/Senior Firewomen (Control) and five ambulancewomen. The Ambulance Officer and operational Station Officer posts have been open to women since 1988 and 1993 respectively. No female applicant succeeded in filling the operational Fireman/Firewoman posts which have been open to women since 1994.



▲ 參觀職業展覽的市民對消防工作深感興趣
Career exhibition visitors are deeply interested in the Department's work



▲ 爬梯是投考消防員其中一項測驗
Ladder climb is one of the physical tests for Firemen applicants

福利

消防福利主任負責就影響個別或整體消防人員的福利事宜，包括傷病、房屋、財政和家庭方面遇到的困難，提供意見。消防福利主任除了就消防處人員的福利事宜，與政府部門及其他機構聯絡外，亦安排探訪住院接受治療的員工，並籌劃及推行員工福利計劃。

二零零四至及零五年，消防福利主任分別接見及輔導了 198 及 212 名在職和退休員工及其家屬，就個人與家庭事務給予意見。

位於觀塘消防局毗鄰的消防紀念品店，於二零零五年七月啟用，為市民提供更佳的服務。

消防福利基金繼續使員工受惠。二零零四及零五年，基金分別提供了 25,000 元及 20,000 元福利補助金和 437,000 元及 319,000 元貸款予員工及其家屬。至於基金所收到的捐款，二零零四及零五年分別為 160,258 及 413,901 元。

Welfare

The Fire Services Welfare Officer advises on welfare matters affecting Service members either individually or collectively, including injury, sickness, housing and financial and domestic difficulties. Apart from liaising with Government departments and other agencies on matters relating to the welfare of Service members, he also arranges visits to hospitalised members, and organises and implements staff welfare schemes.

In the years of 2004 and 2005, the Fire Services Welfare Officer interviewed and counselled 198 and 212 serving and retired members and their families respectively on personal and domestic affairs.

Fire Services Souvenir Shop was open in July 2005 operating on a premises adjacent to Kwun Tong Fire Station for better service to the public.

The Fire Services Welfare Fund continued to benefit Service members. In 2004 and 2005, welfare grants amounting to \$25,000 and \$20,000 and loans totalling \$437,000 and \$319,000 respectively were provided to members and their families. Donation to the Fund amounted to \$160,258 in 2004 and \$413,901 in 2005.

► 消防人員熱烈支持執法人員
火炬慈善跑
*Law Enforcement Torch Run
receives enthusiastic support
from F.S. personnel*



過去兩年，本處的軍裝和文職人員均踴躍參加多項慈善活動，包括「公益金」慈善步行、特殊奧運執法人員火炬慈善跑、保良局慈善步行、渣打馬拉松、綠色力量環島行、登山善行、P & Q Uniwalk 以及光明行。

員工關係

消防處設有完善的溝通途徑，鼓勵職管雙方定期交流。這些途徑包括有消防處部門協商委員會、各個總區聯誼會和分區聯誼會，以及文職人員協商委員會。這些委員會和聯誼會使職管雙方就共同關注的事項交換意見。

消防處部門協商委員會由消防處副處長擔任主席，職方成員包括所有總區聯誼會的代表，以及香港消防主任協會、香港消防處職工總會、香港消防控制組職員會、香港消防處救護主任協會，以及香港消防處救護員會共五個員工協會及工會的代表。

為加深了解前線人員的情況，處長定期探訪消防局及救護站，與他們直接溝通。副處長則與員工協會和工會定期商討共同關注的事項，並就特定關注的事項舉行討論會，收集職方的意見或發放資訊。

In the past two years, Service members, uniformed and civilian alike, continued to support enthusiastically such charity activities as the Community Chest's charity walks, the Law Enforcement Torch Run for the Special Olympics, Po Leung Kuk Walk, Standard Chartered Hong Kong Marathon, Green Power Hike, Hike for Hospice, P&Q Uniwalk and Walk Along for Light.

Staff Relations

There are well-established channels of communication within the Department to encourage regular dialogue between the management and staff. These communication channels include the Fire Services Department Consultative Committee (FSDCC), various Staff Relations Units of individual Commands and Divisions and the Civilian Staff Consultative Committee (CSCC). These committees and units provide a useful forum for the exchange of views on matters of common interest and concerns.

The FSDCC is chaired by the Deputy Director. Staff side members consist of representatives from all Command Staff Relations Units and five staff associations and unions, namely, the Hong Kong Fire Services Officers Association, Hong Kong Fire Services Department Staff General Association, Hong Kong Fire Services Control Staff's Union, Hong Kong Fire Services Department Ambulance Officers Association and Hong Kong Fire Services Department Ambulancemen's Union.



▲ 處長郭晶強與人員真情對話
Director Kwok meets Service members

文職人員協商委員會由部門秘書擔任主席，職方成員包括各個一般職系、共同職系及技術職系的代表。

二零零四至零五年，這些溝通途徑促進了職管雙方的了解和合作。許多重要的課題，例如文職化研究和病假管理，都在部門協商委員會和文職人員協商委員會的會議上，進行廣泛討論。經討論後，部門將管職雙方的意見反映給有關當局／檢討機關，以供考慮。諮詢亦有助於管方修訂外判膳食服務的安插，以及調整機場消防隊的輪值制度，以應付行動需求。

消防處文職人員會舉辦了各類康樂活動和義工服務，並安排成員參加心肺復甦法課程。

To better understand the needs of Service members at the frontline, the Director pays regular visits to fire stations and ambulance depots in order to communicate directly with them. The Deputy Director meets with staff associations and unions to discuss matters of common interest on a regular basis. He also holds discussion forums with staff to seek their views or disseminate information on specific matters of interest.

The CSCC is chaired by the Departmental Secretary. Staff side members consist of representatives from a variety of general, common and technical grades.

During the period under review, these communication channels helped foster better understanding and co-operation between the management and staff. Important issues such as the civilianisation study and sick leave administration were extensively discussed at the FSDCC and CSCC meetings. As a result of these discussions, both management and staff views were relayed to the relevant authorities/reviewing bodies for consideration. The consultations also helped the management revise the arrangements for outsourcing catering services and the duty shift system for the Airport Fire Contingent to meet operational needs.

The Civilian Staff Club organised a variety of recreational activities and volunteer services. Members were also arranged to attend cardio-pulmonary resuscitation training.

體育及康樂

消防處體育福利會在處內推廣各種體育活動，鼓勵屬員過着健康的生活模式及強健體魄，並為在職和退休屬員及家屬提供康樂設施，以及舉辦社交活動和節日慶祝會。體育福利會的經費來自消防福利基金，每年籌辦大約25項活動。各運動隊伍亦參與節日和文文化活動，例如龍舟競渡、舞獅和中樂表演。福利會亦成立新的興趣小組，例如柔道、流行樂隊、中國象棋和太極，並為屬員舉辦各類表演。

Sports and Recreation

To encourage members to lead a healthy life style and to enhance their physical fitness, the Fire Services Sports and Welfare Club promotes all sorts of sports activities within the Department and organises recreational facilities, social amenities and festive celebrations for both serving and retired members and their families. The Club, financed by the Fire Services Welfare Fund, organised about 25 such events each year. Various sports groups also participated in festive and cultural activities such as dragon boat races, lion dances and Chinese musical performances. New

interest groups such as judo, Western musical band, Chinese chess and Tai Chi were formed and variety shows were held for members.



◀ 消防中樂團
F.S. Chinese Orchestra

▼ 消防龍舟隊
F.S. Dragon Boat Team





▲ 消防代表團出席英國舉行的 2004 世界消防競技大賽
F.S. delegation at WFG 2004 in the UK

消防運動隊伍的成績驕人，在多項跨部門和全港比賽中贏取了無數獎項。二零零四年於英國雪菲爾舉行的第八屆世界消防競技大賽中，香港代表隊再度盡顯鋒芒，奏凱而歸，贏得 96 面獎牌，計有金、銀、銅牌各 32 面。至於「毅行者 2005」，消防處在超級毅行者項目及全場總成績均贏得季軍。在水上運動方面，消防游泳隊在所有的公營部門游泳比賽中，均取得壓倒性的勝利。

The Department's sports teams performed remarkably well both in inter-departmental and territorial events and won numerous championships. The Hong Kong Fire Services Delegation once again came back with flying colours from the Eighth World Firefighters Games held at Sheffield in England in 2004, clinching a record of 96 awards — 32 gold, 32 silver and 32 bronze medals. In the Trailwalker 2005, Fire Services Teams captured second runners-up both in the SuperTrailwalker and overall categories. In water sports, the Fire Services Swimming Team gained sweeping victories in all public sector swimming galas.



▲ 消防陸運會
F.S. Athletic Meet

▼ 周年水運會
Annual Swimming Gala



第九屆世界消防競技大賽將於二零零六年二月舉行。香港於二零零三年奪得大賽的主辦權後，已即時着手籌備。消防處為宣傳大賽，舉辦了多項熱身活動，例如電影首映禮和「粵港澳消防鐵人大賽」。位於添馬艦的大會中心，屆時會架起大型帳篷，而賽事的主要活動，都會在該處舉行。其他項目亦會在各個公共交通便利的場地進行。由於大賽首次在亞洲舉行，比賽會加入具有本地特色的項目，例如太極和舞獅。大賽約有60個比賽項目。



▲ 港澳消防埠際賽
HK-Macau F.S. Interport
Sports Competition

- Preparation for the Ninth World Firefighters Games, which will be held in February 2006, started as soon as Hong Kong won the bid in 2003 of hosting the Games. To help publicise the Games, events such as film premieres and a regional Toughest Firefighters Alive Competition were held in the run-up to the Games. A Games Village with a marquee is planned to be set up at Tamar where major activities will be staged. Other events will be held at various venues easily accessible to public transport. Since it is the first time that the Games is held in Asia, new events like Tai Chi and Lion Dance will be organised to add some local flavour. Some 60 sports events will be included in the Games.

▼ 巨星成龍獲委為2006世界消防競技大賽推廣大使
Superstar Jackie Chan is appointed as the Ambassador
of WFG 2006



員工住屋

截至二零零五年年底，消防處為軍裝主任級人員和員佐級人員，提供 4,052 個宿舍單位。約94%的已婚主任級人員和81%的已婚員佐級人員獲編配部門宿舍，或獲其他形式的房屋資助。

二零零五年，消防處獲分配 1,234 個分佈於油塘油美苑和高翔苑、葵涌葵蓉苑和葵馥苑的新居者有其屋計劃單位，以及六個位於其他地點的單位，以替代二零零六年六月後須交予政府產業署處理的 1,240 個現有部門宿舍。

Staff Housing

At the end of 2005, the Department provided 4,052 quarters for the disciplined service officers and the rank-and-file. About 94% of the married officers and 81% of the married rank-and-file were either allocated departmental quarters or enjoying other forms of subsidised housing.

In 2005, 1,234 new Home Ownership Scheme units located at four sites including Yau Mei Court and Ko Cheung Court in Yau Tong, and Kwai Yung Court and Kwai Fuk Court in Kwai Chung, together with six units at other sites were allocated to the Department as replacement for 1,240 existing departmental quarters to be handed over to the Government Properties Agency for disposal after June 2006.



◀ 油塘油美苑宿舍
Staff quarters at Yau Mei Court in Yau Tong