

# 人力资源管理 HUMAN RESOURCES MANAGEMENT





**军装人员招聘**  
Uniformed staff recruitment

**666** 人员  
MEMBERS

消防队长(行动)  
Station Officers (Operational)

**53**

消防队长(控制)  
Station Officers (Control)

**7**

救护主任  
Ambulance Officers

**5**

消防队目(控制)  
Senior Firemen/Firewomen (Control)

**41**

消防员(行动/海务)  
Firemen (Operational/Marine)

**331**

消防员(工程组)  
Fireman (Workshops)

**1**

救护员  
Ambulancemen/Ambulancewomen

**228**



**编制**  
Establishment

截至二零二二年年底  
As at the end of 2022

军装人员 Uniformed staff  
**10,740** 名  
members

文职人员 Civilian staff  
**761** 名  
members

**部门总开支**

Total expenditure of the department amounted

二零二一至二二财政年度  
In the 2021-22 financial year

**73.38** 亿元

**7,338** million

二零二二至二三财政年度  
In the 2022-23 financial year

**79.18** 亿元

**7,918** million



政务司司长陈国基在消防及救护学院举行的消防处结业会操检阅学员。  
The Chief Secretary for Administration, Mr Chan Kwok-ki, reviews the Fire Services passing-out parade at the Fire and Ambulance Services Academy.



## 培训和发展

### Training and development

#### 消防及救护学院

消防及救护学院座落于将军澳百胜角，占地158,000平方米，为新聘和现职的消防和救护人员提供598个训练宿位，让他们有更多机会一同受训，借此提升他们处理紧急事故的应变和协调能力。学院亦为其他政府部门和不同行业的私营机构的雇员、市民、内地及海外同业提供消防和救护相关训练课程。

消防及救护学院为消防处属员、本地及海外政府部门和机构，提供消防和救护相关的训练课程。

The Fire and Ambulance Services Academy provides training courses on fire and ambulance related services for the FSD personnel as well as officers from other government departments and organisations both local and abroad.

#### Fire and Ambulance Services Academy

Occupying an area of 158,000 square metres in Pak Shing Kok, Tseung Kwan O, the Fire and Ambulance Services Academy (FASA) provides 598 residential training places for both newly recruited and serving fire and ambulance personnel. It provides more opportunities for them to be trained together, thereby enhancing their response and co-ordination capabilities in case of an emergency. The academy also offers fire-and-ambulance-related training courses to staff of other government departments and different trades in the private sector, the general public, as well as the department's Mainland and overseas counterparts.



## 基础训练

### Foundation training

学院为消防及救护学员提供26周的留宿基础训练，课程内容广泛，包括：

The FASA provides a 26-week foundation residential training programme to Fire and Ambulance trainees. The wide curriculum encompasses courses including:

- 部门行政  
administration
- 基本灭火救援技巧  
basic firefighting and rescue techniques
- 管理和领导才能  
management and leadership
- 消防学  
fire science
- 消防工程学  
fire engineering
- 防火和相关法例  
fire protection and relevant legislation
- 基本辅助医疗知识和技能  
basic paramedic knowledge and skills
- 相关法例  
relevant legislation
- 情绪智商  
emotional intelligence
- 纪律训练  
discipline training
- 救护车随车实习  
on-car attachment

所有新入职人员的训练课程亦包涵《中华人民共和国宪法》、《基本法》及《香港国安法》的内容。

The Constitution of the People's Republic of China, the Basic Law and the National Security Law are also included in the training curriculum for all new recruits.

### 二零二二年 In 2022

完成基础训练的学员

Trainees who completed foundation training

消防队长学员 Recruit Station Officers

49 名  
members

救护员学员 Recruit Ambulancemen/Ambulancewomen

293 名  
members

救护主任学员 Recruit Ambulance Officers

11 名  
members

消防队目(控制)学员 Recruit Senior Firemen/  
Firewomen (Control)

28 名  
members

消防员学员 Recruit Firemen

324 名  
members

消防员(工程组)学员 Recruit Fireman (Workshops)

1 名  
member



## 专业发展

### 专门训练课程

学院备有多种先进的模拟训练设施，提升本处属员处理涉及铁路、隧道、船只、飞机和燃料库等事故的专业知识和救援技巧；并提供高空拯救、坍塌搜救和室内烟火特性等专门训练，加强他们应付大型事故的能力。学院的救护训练区经专门设计，集合各类救护训练设施，让救护学员可完成整个出勤过程的模拟训练。

### 辅助医疗训练中心

辅助医疗训练中心设有模拟救护车、模拟流动数据终端机和模拟病人监护仪等多项先进训练设施，为各级救护人员提供专门的辅助医疗训练，包括辅助医疗训练课程、辅助医疗重新考核课程、辅助医疗专业文凭课程、高级技术训练课程和持续医疗教育课程。所有具有高级技术综合课程资格(包括高级气道处理和视像窥喉镜的使用)的辅助医疗人员须每六个月重新接受评估一次。

救护人员示范进行辅助医疗救护过程。  
Ambulance personnel demonstrate the provision of paramedic ambulance services.



## Professional development

### Specialised training

Equipped with a wide range of advanced simulated training facilities, the FASA furnishes service members with professional knowledge and rescue techniques in handling incidents involving railways, tunnels, vessels, aircrafts and fuelling facilities. Specialised training on high angle rescue, urban search and rescue as well as compartment fire behaviour is also given to strengthen their capability in handling large-scale incidents. The specifically-designed ambulance services training area features an array of various kinds of ambulance services training facilities to allow trainees to go through a simulated training process covering the complete turn-out procedures.

### Paramedic Training Centre

The Paramedic Training Centre is fitted with advanced training facilities, such as simulated ambulance compartment, mobile data terminal simulators and patient monitor simulators. It offers specialised paramedic training to ambulance personnel of different ranks, including the Paramedic Training Course, the Paramedic Re-certification Course, the Professional Diploma in Paramedicine and courses on Advanced Skill Training and Continuing Medical Education. All qualified paramedics with advanced skills, including advanced airway management and the use of video laryngoscope, will be subject to re-assessment every six months.

## 驾驶训练中心

设于消防及救护学院的驾驶训练中心特设全天候训练场地，备有先进的驾驶训练模拟设施和内置完备视听器材的讲习室，供属员进行紧急驾驶训练。

驾驶训练中心为本处超过 7,000 名司机安排每五年须进行一次驾驶重新甄审测试，以提升他们的防卫性驾驶技巧和驾驶安全意识。

The DTC arranges driving revalidation tests for over 7,000 drivers in the department, which should be taken every five years, to enhance their defensive driving skills and driving safety awareness.

### 二零二二年 In 2022

驾驶及操作训练课 Driving and operating training sessions

680 堂 sessions

受训属员 Trained service members

1,800 名 members

为纾缓第五波疫情期间救护车司机短缺的情况，中心训练：

To alleviate the shortage of ambulance drivers during the fifth wave of the COVID-19 epidemic, the DTC trained up:

完成驾驶救护车训练的先遣急救员 First responders to drive ambulances

1,800 名 members

### 飞机事故训练

飞机事故训练队主要负责为消防人员提供飞机紧急事故的救援和灭火训练，同时担当机场消防队素质保证的工作。

二零二二年，共有 84 名消防人员，其中 18 名属主任级，66 名属员佐级，完成了飞机紧急事故的救援和灭火训练课程，分别取得机场主任级人员和机场消防人员资格。

### 西九龙救援训练中心

西九龙救援训练中心为消防人员提供持续训练课程，以加强他们处理不同类型火警和事故的技能。中心设有多种先进训练设施，提供模拟隧道和迷宫的搜救训练，以及不同情境的实火训练。二零二二年，共有 3,657 名消防人员接受有关训练。



## Driving Training Centre

The Driving Training Centre (DTC) at the FASA, which features a designated all-weather training ground, is equipped with an advanced driving training simulator and lecture rooms with full built-in audio/visual equipment for emergency driving training.

### Aircraft Incidents Training

The Aircraft Incidents Training team is mainly responsible for training fire personnel on Aerodrome Rescue and Fire Fighting (ARFF) in aircraft incidents. The team also takes up the role of implementing the quality assurance mechanism in the Airport Fire Contingent.

In 2022, a total of 84 fire personnel, including 18 officers and 66 other ranks, completed the ARFF training courses and attained the qualification of Airport Fire Officer and Airport Firefighter respectively.

### West Kowloon Rescue Training Centre

The West Kowloon Rescue Training Centre provides continuous training programmes to fire personnel to sharpen their skills in tackling different types of fires and incidents. Equipped with a variety of advanced training facilities, the centre provides search and rescue training in a simulated tunnel and maze, and live fire training in different situations. A total of 3,657 fire personnel received such training in 2022.

消防人员在西九龙救援训练中心进行搜救训练。  
A firefighter undergoes search and rescue training at the West Kowloon Rescue Training Centre.



## 管理和发展培训

在事业发展方面，二零二二年有2,215名属员修读公务员学院举办的各项课程，内容涵盖《基本法》、国情研习、语文、管理、法律、领导才能和沟通技巧。

## 体能训练

体能训练组为本处属员提供体能训练，并推广体育活动，务求他们保持强健体格。本处的周年体能测验分为耐力测验(耐力跑)和体力测验两部分。年内接受测验的2,992名属员中，85.2%取得最高的「优异」(1/A或1\*/A\*)等级，只有0.3%需要补测。

体能训练组为属员提供体能训练，务使他们保持强健体格。  
The Physical Training Establishment provides physical training for service members with the aim of maintaining their good physical condition.



## Training on management and development

As for career development, 2,215 staff members attended various courses on the Basic Law, national studies, languages, management, law, leadership and communication skills organised by the Civil Service College in 2022.

## Physical training

The Physical Training Establishment provides physical training and promotes sporting activities for service members with the aim of maintaining their good physical condition. The annual Physical Fitness Assessment consists of two parts, namely stamina test (aerobic run) and strength test. Of the 2,992 members who took part in the assessment in 2022, 85.2% achieved the top grade of 1/A (or 1\*/A\*) while only 0.3% needed reassessment.

## 对外训练及交流

### Training and exchange with external parties

#### 为其他部门和本地机构提供训练课程

学院为政府其他部门和本港公私营机构提供训练课程，如港铁、电力公司、煤气公司、油公司和物业管理公司等。二零二二年，学院为291名来自公私营机构的员工提供与消防相关的训练课程，目的是增加他们的灭火及防火知识，并借此提高市民大众整体的消防安全意识。

#### 与同业训练和交流

作为区内的训练枢纽，学院为内地及海外同业，特别是来自大湾区城市的同业，提供灭火救援及辅助医疗知识/技巧的训练和交流机会。二零二二年，尽管实体训练和交流活动因2019冠状病毒病疫情而暂停，学院仍举办了三场网上研讨会，与内地同业进行技术交流。

消防处举办网上研讨会，与内地同业进行技术交流。  
The FSD arranges an online technical exchange seminar with the Mainland counterparts.



#### Training for other departments and local organisations

The FASA arranges training courses for other government departments as well as public and private organisations in Hong Kong, including the MTR Corporation, power, gas and oil companies and property management companies. In 2022, the FASA organised fire-related training courses for a total of 291 staff from public and private organisations. The objectives of which are to increase their knowledge of firefighting and fire protection and raise the overall awareness of fire safety in the broader community.

#### Training for and exchanges with counterparts

The FASA serves as a regional training hub which offers training and exchange opportunities on firefighting, rescue and paramedic knowledge/techniques for the department's Mainland and overseas counterparts, particularly those from the Greater Bay Area cities. In 2022, while such in-person training and exchanges were suspended due to the COVID-19 epidemic, the FASA managed to arrange three online technical exchange seminars with the department's Mainland counterparts.



## 行为与纪律

### Conduct and discipline

#### 诚信管理委员会

诚信管理委员会负责制订《行为与纪律守则》、订定预防措施，以及举办各项活动，向本处属员推广廉洁文化，提醒他们必须时刻秉持廉直守纪、奉公以诚的工作态度。

#### 纪律专责队伍

纪律专责队伍由本处逾500名已受训的主任级人员组成。除法律训练外，专责队伍成员亦有机会处理纪律聆讯，借此汲取实务经验。为维持高水平的纪律研讯工作，专责队伍辖下设有纪律聆讯咨询小组，以促进成员之间的知识交流，并给予指导。

#### Integrity Management Committee

The Integrity Management Committee formulates the Code of Conduct and Discipline, draws up preventive measures and organises various events to promote an ethical culture among staff of the department and remind them of the importance of upholding integrity and honesty in public service at all times.

#### Service Discipline Team

The Service Discipline Team comprises more than 500 trained officers in the department. Apart from legal training, team members are given the opportunities to handle disciplinary hearings to gain practical experience. To maintain a high standard of performance in disciplinary proceedings, a Disciplinary Advisory Group under the team has been set up to facilitate knowledge-sharing and provide guidance to the team members.

## 部门支援

### Departmental support

#### 装备

#### Equipment

#### 消防个人防护装备咨询委员会

消防个人防护装备咨询委员会负责统筹各消防单位对个人防护装备的意见，以加强对消防人员的保护。委员会成员来自采购及物流组和职业安全健康分组，还有消防职系的总区安全协调主任和相关员工协会的代表。

#### 福利、体育与康乐

#### Welfare, sports and recreation

#### 福利

福利组就员工的伤病、住屋、财政和家庭等方面的福利事宜，向他们提供意见，亦就属员的福利与政府部门和其他机构联系。此外，福利组还安排探访住院或接受检疫的属员、到各单位举行福利讲座，以及筹划和推行各项员工福利计划。

二零二二年，福利组曾与本处223名在职或退休属员及其家属面谈，就他们的个人和家庭事务提供辅导；亦曾在消防处义工队的协助下，探访合共6,127名感染2019冠状病毒病的属员，向他们提供快速抗原测试包和其他所需的福利支援。此外，福利组曾举行18场福利讲座，包括在消防及救护学院为新入职人员举行三场面授讲座，以及为属员举行15场网上讲座。

#### Fire Personal Protective Equipment Advisory Committee

The Fire Personal Protective Equipment Advisory Committee collates views from all units in the fire stream on personal protective equipment with the aim to give better protection to the fire personnel. It comprises members from the Procurement and Logistics (P&L) Group, the Occupational Safety and Health (OSH) Unit, Command Safety Co-ordinators in the fire stream and representatives from corresponding staff associations.

#### Welfare

The Welfare Section gives advice to staff members on welfare matters, including injury, sickness, housing, financial and domestic issues. Apart from liaising with government departments and other agencies on members' welfare issues, it also arranges visits to hospitalised or quarantined members, delivers welfare talks to different units, as well as organises and implements staff welfare schemes.

In 2022, the section conducted interviews and provided counselling to 223 serving and retired FSD personnel and their families on personal and domestic affairs. Moreover, the section conducted a total of 6,127 welfare visits to members infected with COVID-19 with the assistance of the FSD Volunteer Team, providing them with rapid antigen test kits and any welfare supports as required. In addition, 18 welfare talks were conducted, including three face-to-face talks for new recruits at the FASA and 15 online talks for service members.



## 体育与康乐

香港消防处体育福利会(体福会)举办各类体育赛事、兴趣班和康乐联谊活动。二零二二年,随着社交距离措施放宽,体福会参加了一项羽毛球锦标赛,并首次参与年度慈善活动「爱心圣诞大行动」,筹得约86万元捐款。

## Sports and recreation

The Hong Kong Fire Services Sports and Welfare Club organises various kinds of sport events, interest groups, recreational and social activities. In 2022, subsequent to the relaxation of social distancing measures, the Club also participated in an annual charity event namely Operation Santa Claus for the first time and raised a donation of about \$860,000.

属员于消防处周年竞跑中激烈竞逐。

The members are vying for the championship in the FSD Annual Run.



香港消防处体育福利会于二零二二年首次参与「爱心圣诞大行动」年度慈善活动。In 2022, the Hong Kong Fire Services Sports and Welfare Club participates in annual charity event Operation Santa Claus for the first time.





## 员工关系及支援 Staff relations and support

### 心理服务组

心理服务组的目标是照顾所有属员对心理服务的需求，除了在危急事故中提供临床心理服务和心理支援外，还举办心理学相关主题的培训和教育活动。

为从正向心理的角度向属员推广本处的核心价值，心理服务组设计并实行消防处价值导向计划（简称「VdA」），并于二零二一年五月至二零二二年七月期间，首先举办了逾30场工作坊，有超过6,000名属员参与。此外，该组自二零二二年十月起举办和谐粉彩工作坊，以助属员纾缓工作压力和放松心情。

### Psychological Services Unit

The Psychological Services Unit (PSU) targets to address the needs for psychological services among all members through providing clinical psychological services and psychological support in critical incidents, as well as offering training and education on psychology-related topics.

To promote departmental core values among members from a positive psychological perspective, the PSU designed and implemented the Value-Driven-Actions (VdA) Campaign. Over 30 VdA workshops were held from May 2021 to July 2022 as the first wave with over 6,000 members participated. In addition, the PSU has started to organise Pastel Nagomi Art workshops since October 2022 to help members relieve work stress and relax their minds.



处长于心理服务组举办的消防处价值导向计划工作坊中，向属员分享自身经验。  
The Director shares his experience with the members in a workshop of the Value-Driven-Actions (VdA) Campaign organised by the Psychological Services Unit.

### 伙伴团队

伙伴团队由120名来自本处各纪律职系的人员组成，他们在休班时间义务为同袍提供「心理急救」服务，期望能透过细心聆听，亲切关怀，与同袍建立有如兄弟姊妹般互相扶持的联系。他们的服务能为情绪受困扰的人员提供实际协助，减低创伤事件或危急事故行动所引发的初期情绪压力，并提升他们适应及应对这些事件的能力。

二零二二年，伙伴团队曾为属员提供支援，以助面对一名属员在休班期间不幸身故一事。此外，该团队亦曾举办两场为新入职人员结业前而设的分享会。

### Peer Support Team

The Peer Support Team comprises 120 members of disciplined services grades from all streams. They volunteer to provide “psychological first aid” during their off-duty hours with the aim to establish a connection with colleagues like siblings supporting each other by actively listening in a compassionate manner. Their service provides practical assistance in reducing the initial distress caused by traumatic events or critical operations and fosters adaptive functioning and coping.

In 2022, the team provided support to staff members after the loss of an off-duty member. Besides, two sharing sessions were conducted for the new recruits before their passing-out.

### 员工关系

本处设有各种完善的沟通途径，让管职双方就共同关注的事宜定期交流。这些途径包括消防处部门协商委员会、总区联会和分区联谊会，以及文职人员协商委员会。

### Staff relations

Various channels of communication including the Fire Services Departmental Consultative Committee, Staff Relations Units of Commands and Divisions, and the Civilian Staff Consultative Committee have been well established to encourage regular dialogue between the management and staff on matters of common interest.



助理处长（新界南）乐健壮（右）与前线人员及搜救犬合照。  
Assistant Director (New Territories South), Lok Kin-chong, Francis (right), poses with a frontline staff and a search and rescue dog.