



訓

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Training

消防訓練學校

消防訓練學校為新聘人員提供基本和專門的滅火與救援訓練。該校舉辦各項不同長度和內容的訓練課程。消防行動學員須接受26周訓練，內部聘任的消防隊長須接受四周訓練，消防隊目（食堂督導員）須接受一周訓練，消防員（工程組）須接受三周訓練。

消防員學員的初級訓練包括基本滅火技巧、消防車輛及裝備的應用、煙火特性訓練、呼吸器的操作、救護學和體能訓練。其他科目包括防火、法例、物理和燃燒科學等。二零零四及零五年，分別有32及26名消防學員完成這項訓練。

消防隊長學員除了學習基本滅火與救援技巧外，亦須接受指揮及領袖技能的訓練。二零零四及零五年，分別有22及九名消防隊長完成初級訓練，另在二零零五年有四名內部聘任的消防隊長完成入職課程。所有消防隊長在見習期內，須接受延續訓練，例如火警調查訓練課程，以及現代管理學概念課程。

訓練學校在二零零四及零五年分別為748及1,108名來自政府其他部門和私人機構的員工，提供基本滅火、救援技巧和呼吸器操作的訓練，並為澳門的消防人員安排煙火特性訓練。

Fire Services Training School

The school provides basic and specialised fire-fighting and rescue training to recruits. Training courses vary in length and contents, ranging from 26 weeks for operational fire recruits, four weeks for in-service appointed Station Officers, one week for Senior Firemen (Canteen Supervisor) and three weeks for Firemen (Workshops).

Initial training for recruit Firemen covers basic fire-fighting techniques, the use of appliances and equipment, compartment fire behaviour training, breathing apparatus, ambulance aid and physical training. Subjects such as fire protection, legislation, physics and science of combustion are also included. In 2004 and 2005, 32 and 26 recruit Firemen completed this training respectively.

The training for recruit Station Officers covers command and leadership skills in addition to basic fire-fighting and rescue techniques. In 2004 and 2005, 22 and nine recruit Station Officers completed the initial training respectively; and in 2005, four in-service appointed Station Officers completed the induction course. Continuation training such as those on fire investigation and modern management concepts is provided to all Station Officers during the probationary period.

In 2004 and 2005, the school provided training to 748 and 1,108 staff respectively of other Government departments and private organisations on basic fire-fighting, rescue techniques and the use of breathing apparatus. Sessions on compartment fire behaviour training were also arranged for fire-fighters from Macau.

► 結業學員示範
New recruits demonstrate their skills





◀ 消防訓練學校提供另類課程助青少年自律
F.S. Training School runs discipline training
programmes for the youth

消防訓練學校亦與勞工處合辦「展翅計劃」，與香港專業教育學院合辦「生活技能教育日營」，以及與教育統籌局合辦「多元智能挑戰計劃」。這些計劃旨在為青少年、職業學校學生和中學生提供紀律、領袖和防火訓練。在二零零四及零五年，分別有 3,070 及 3,179 名青少年參與該等訓練。

消防處救護訓練學校

消防處救護訓練學校為不同職級的救護人員，提供基本救護學和專門的輔助醫療訓練。課程為期半天至 26 周不等。

新聘的救護主任和救護員須接受 26 周初級訓練，內容包括救護學、法治、情緒智商、步操、紀律和體能訓練。學員在完成課程後，會調往救護站接受在職訓練，實地汲取工作經驗。

在二零零四及零五年，訓練學校繼續舉辦二級急救醫療助理課程，截至二零零五年年底，共有 955 名救護人員取得有關資格。為幫助救護人員保持並提升輔助醫療知識和技能，訓練學校亦提供二級急救醫療助理重新考核課程、氣道處理高級課程、治理程序高級課程、持續醫療教育等。由二零零五年五月起，訓練學校為富經驗的二級急救醫療助理主管人員舉辦為期一天的治理程序高級課

It co-organised with the Labour Department, Hong Kong Institute of Vocational Education Council and Education and Manpower Bureau a Youth Pre-employment Training Programme, a Life Skill Education Camp and a Smart Teen Challenge Project respectively. These programmes aimed at providing discipline, leadership and fire protection training to young people, vocational and secondary school students. In 2004 and 2005, 3,070 and 3,179 youngsters enrolled in those programmes respectively.

Fire Services Ambulance Command Training School

The school provides basic ambulance aid and specialised paramedic training to ambulance personnel of different ranks. The duration of courses ranges from half day to 26 weeks.

Newly recruited Ambulance Officers and Ambulancemen will undergo a 26-week initial training, which comprises ambulance aid, law and orders, emotional intelligence, foot drills, discipline and physical fitness. Upon completion of the course, the recruits will be posted to ambulance depots to undergo on-the-job training to gain field experiences.

The school continues to provide Emergency Medical Assistant II (EMA II) courses. Up to the end of 2005, a total of 955 ambulance personnel attained the qualification. To maintain and upgrade their paramedic knowledge and skills, the school also conducts courses such as EMA II recertification course, advanced airway management



▲ 救護員接受輔助醫療訓練

Paramedic training for ambulance staff

程(第二部分)。這個新課程是教導學員如何直接使用喉鏡檢查氣道受外物阻塞的傷病者，以及如何為成年的抽筋病人進行「速眠安」肌肉注射。

訓練學校亦訓練文職人員及消防通訊中心的屬員使用心臟去纖震器，並繼續為市民提供免費的社區心肺復甦法訓練。截至二零零五年年底，近18,400名市民完成了這項訓練。

training, advanced protocol training and continued medical education. A new one-day advanced protocol training (part II) course on direct laryngoscopy for foreign body airway obstruction management and intramuscular midazolam injection for adult seizure patients was introduced in May 2005 for experienced EMA II supervisors.

The school also trained civilian and Fire Services Communications Centre staff to use automated external defibrillators. It continues to conduct free community cardio-pulmonary resuscitation training for the public. At the end of 2005, nearly 18,400 citizens were trained.



◀ 文職人員學習使用心臟去纖震器

Civilian staff being trained to use defibrillators



▲ 模擬攀山拯救
Simulated mountain rescue operation



► 前線消防人員接受拯溺訓練
Life-saving training for frontline firemen

滅火與救援訓練

消防處由二零零一年起，為所有消防行動人員安排煙火特性訓練。在二零零五年，本處成立了一支培訓隊伍，成員包括23名導師培訓員及四名培訓員，進一步發展上述訓練課程。本處每年亦為培訓員舉辦複修課程。

消防處在二零零四年，為前線消防人員舉辦了五輪警察談判導師培訓課程。課程由香港警務處警察談判組教授，旨在提高消防人員在處理有人企圖從高處跳下個案時的技巧。共有109名主任級人員及15名隊目級人員取得導師資格。為加強課程內容，本處亦為談判導師及前線人員提供危機介入訓練，內容着重如何處理深受情緒困擾及有嚴重心理問題的人士。

Fire-fighting and Rescue Training

A pool of 23 trainer instructors and four instructors was formed in 2005 to further develop the compartment fire behaviour training launched in 2001 for operational members in the fire stream. Annual refresher courses were organised for the instructors.

Five police negotiation train-the-trainer courses were organised in 2004 for frontline fire stream members. The courses, conducted by the Police Negotiation Cadre of Hong Kong Police Force, were aimed at enhancing skills in dealing with people threatening to jump from a height. A total of 109 Officers and 15 NCOs were qualified as trainers. To complement the courses, crisis intervention training mainly for handling people suffering from acute emotional problems and psychological crisis was provided for the negotiation trainers and frontline members.

在二零零四年及零五年，消防處分別為77及80名人員舉辦了為期三天的行動危機管理導師培訓課程，使本處的內部導師人數增至157人。

為確保特別救援隊有足夠人手，消防處在零四及零五年分別為36及54名屬員提供特別救援隊訓練。此外在該兩年，分別有410及530名特別救援隊成員參加了在所屬消防局舉辦的持續複修課程。

部門在二零零四年繼續為員佐級人員提供機場滅火訓練課程，受訓屬員共18名。另外，過去兩年分別有12及14名主任級人員接受海上滅火訓練課程。

消防處為救護人員舉辦了基本訓練課程，訓練他們在處理交通意外及有人被鎖屋內事件時，能夠在消防人員到場前使用爆破工具。由二零零四年八月起，基本爆破課程及某些基本滅火及防火項目已納入新聘救護主任及救護員的基本訓練課程範圍。

In 2004 and 2005, the Department organised three-day operational risk management train-the-trainer courses for 77 and 80 officers respectively, making the number of in-house trainers to 157.

To maintain a sufficient pool of Special Rescue Squad members in the Department, courses were conducted with 36 and 54 members attending in 2004 and 2005 respectively. On-going refresher training was provided at station level for 410 and 530 squad members in the two years respectively.

The Department continued to provide aviation fire-fighter training for Other Ranks in 2004, with 18 of them trained. Marine fire-fighting training was also conducted for 12 and 14 Officers in 2004 and 2005 respectively.

Basic training courses were organised for ambulance personnel to enable them to use simple breaking-in tools in traffic accidents and lock-in incidents before the arrival of fire crews. Starting from August 2004, the basic breaking-in course and selected basic fire-fighting and fire protection subjects have been incorporated in the initial training syllabus for new Ambulance Officers and Ambulancemen.



► 海洋公園吊車拯救演習
Cable car rescue exercise at
the Ocean Park



▲ 先遣急救員示範急救技巧

First Responders demonstrating first-aid skills

先遣急救員計劃

二零零四年八月起，消防處在所有新聘的消防隊長及消防員的基本訓練課程範圍內，加入救護學進階訓練，培訓他們擔任先遣急救員。本處亦為仍未符合先遣急救員資格的前線消防人員，設計了一個先遣急救員治理程序啟導課程，以改善團隊的協調情況。在二零零五年，共有 213 名消防總隊員參加上述啟導課程。

管理及發展

為提升高級人員的專業知識，消防處在二零零五年開辦了一項發展課程，內容包括應付緊急事故的管理方法、行動效率、如何處理輻射、化學及生物事故、公共行政、危機溝通及公眾演講。共有十名高級人員完成上述課程，課程講師包括本處的高級指揮官及其他機構的專家。

在二零零四及零五年，分別有 573 及 242 名屬員修讀公務員培訓處舉辦的管理、領導才能、溝通及中國研究訓練課程，為事業發展作好準備。過去兩年，分別有 26 及 33 名屬員前往加拿大、澳洲、英國及美國，修讀各項訓練課程。

First Responder Programme

Advanced ambulance aid has been incorporated in the initial training syllabus for all new Station Officers and Firemen starting from August 2004 to prepare them to serve as first responders. To improve team coordination, an orientation programme on first responder protocols was designed for frontline fire stream staff who have not yet been qualified as first responders. In 2005, a total of 213 Principal Firemen attended the orientation programme.

Management and Development

To enhance the professional knowledge of Senior Officers, a departmental development programme covering emergency management, operational efficiency, handling of radioactive, chemical and biological incidents, public administration, communication during crises and public speaking was organised in 2005. Ten Senior Officers completed the programme which was conducted by the Department's Senior Commanders and experts from different organisations.

For career development, 573 and 242 members attended courses on management, leadership, communication and China studies organised by the Civil Service Training and Development Institute in 2004 and 2005 respectively. During the two years, 26 and 33 members respectively attended various training programmes in Canada, Australia, the United Kingdom and the United States.

至於員佐級人員，消防處在二零零四及零五年分別為 16 及 14 名消防總隊目舉辦發展課程，加強他們的管理及行政技巧。過去兩年，分別有 16 及 50 名消防隊目參加指揮才能訓練暨防火知識課程，進一步培訓隊目級人員的領導才能，並增進他們的專業知識。

二零零四年十一月，消防處在上環消防局、何文田救護站及總部總務組試行「五常法」。這是一套用來建立和維持優質工作環境的技巧。在上述三個單位中，共有 50 名員工參加了綠帶訓練課程，並於二零零五年九月得到「五常法」協會的認證。「五常法」會在二零零六年擴展多至 44 個單位。

For the rank-and-file, 16 and 14 Principal Firemen attended the development courses organised in 2004 and 2005 respectively to enhance their management and administrative skills. In the past two years, 16 and 50 members respectively attended the NCO command cum fire protection courses organised to improve their leadership and professional knowledge.

The Department introduced the 5-S Management Practice, a technique used to establish and maintain a high quality working environment, on a trial basis in Sheung Wan Fire Station, Ho Man Tin Ambulance Depot and the General Registry at Headquarters in November 2004. Fifty members from the three selected units who attended the Green Belt Training Course were accredited to the 5-S quality standard in September 2005. The practice will be further extended to 44 units in 2006.

▼ 高級主任培訓課程受訓者了解警察拆彈車運作
Senior Officers Departmental Development Programme participants being briefed on the operation of a police bomb disposal robot



網上學習

消防處在二零零五年年初，成立了一個部門網上學習工作小組，發展部門內的網上學習，為屬員提供了另一個途徑，方便個人進修及發展。本處製作了兩套網上訓練課程內容，在二零零五年九月上載公務員培訓處的網上學習中心。截至二零零五年年底，共有 178 名用戶登記使用。

體能訓練

體能訓練組為消防處人員提供體能訓練，並推廣體育活動，使他們保持體格強健。

消防處人員一年一度的體能測驗，內容包括耐力跑及體能測試兩部分。二零零四年，在 7,455 名接受測驗的屬員中，超過 25.1% 取得「優異」(1/A)成績，只有約 4.4% 的人員須參加覆試。二零零五年，在 7,469 名接受測驗的屬員中，超過 29.6% 取得「優異」(1/A)成績，須參加覆試的屬員約為 5.3%。

體能訓練組人員經常奉派協助籌辦消防處的體育活動，例如運動日及水運會，以及在該等活動中擔任裁判，並且經常應本地及國際體育團體的邀請，在毅行者等活動擔任委員。他們亦代表本處參加慈善活動，例如「毅力十二愛心跑」、「無國界野外定向比賽」及「女童軍周年名人競技」。

E-learning

A Departmental On-line E-learning Working Group was set up in early 2005 to provide an alternative means of personal training and development for Service members. Two web-based training packages were produced and uploaded onto the on-line e-learning platform of the Cyber Learning Centre Plus of the Civil Service Training and Development Institute for self-learning in September 2005. Up to the end of 2005, a total of 178 users were registered.

Physical Training

The Physical Training Establishment provides physical training and promotes sports activities for Service members to help maintain their good physical condition.

The annual physical fitness assessment for Service members consists of two parts – aerobic run and strength test. In 2004, of the 7,455 members who took part in the assessment, over 25.1% achieved the top grading of 1/A and only about 4.4% were required to be reassessed. In 2005, of the 7,469 members who took part in the assessment, over 29.6% were graded 1/A and about 5.3% were required to be reassessed.

Physical Training Establishment staff are often deployed to assist in organising and act as officials in departmental sports events such as the athletic meet and swimming gala. They are also invited by local and international sports associations to act as officials for sports events such as the Trailwalker. They represent the Department in charitable events such as Run with Your Heart, Medecins Sans Frontieres Orienteering Competition and Girl Guides Anniversary Celebrity Challenge.