



人事

Personnel

招聘

二零零四及零五年，消防处获得由政务司司长与财政司司长共同担任主席的委员会豁免冻结公务员招聘，以填补因自然流失而出现的空缺，及应付新服务的需求。

二零零四年，有 22 人获聘为消防队长、14 人获聘为消防队目(控制)、32 人获聘为消防员及 29 人获聘为救护员。二零零五年，有 40 人获聘为消防队长、10 人获聘为消防队目(控制)、157 人获聘为消防员及 64 人获聘为救护员。

截至二零零五年年底，本处共有 117 名女性纪律人员，包括九名高级消防队长／消防队长(行动)、七名高级消防队长／消防队长(控制)、九名高级救护主任／救护主任、87 名消防总队目／消防队目(控制)及五名救护员。救护主任及消防队长(行动)职位分别自一九八八年和一九九三年开始接受女性投考。行动消防员职位亦由一九九四年开始接受女性投考，但至今仍未有应徵者获聘。

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.



▲ 参观职业展览的市民对消防工作深感兴趣
Career exhibition visitors are deeply interested in the Department's work



▲ 爬梯是投考消防员其中一项测验
Ladder climb is one of the physical tests for Firemen applicants

福利

消防福利主任负责就影响个别或整体消防人员的福利事宜，包括伤病、房屋、财政和家庭方面遇到的困难，提供意见。消防福利主任除了就消防处人员的福利事宜，与政府部门及其他机构联络外，亦安排探访住院接受治疗的员工，并筹划及推行员工福利计划。

二零零四至及零五年，消防福利主任分别接见及辅导了 198 及 212 名在职和退休员工及其家属，就个人与家庭事务给予意见。

位于观塘消防局毗邻的消防纪念品店，于二零零五年七月启用，为市民提供更佳的服务。

消防福利基金继续使员工受惠。二零零四及零五年，基金分别提供了 25,000 元及 20,000 元福利补助金和 437,000 元及 319,000 元贷款予员工及其家属。至于基金所收到的捐款，二零零四及零五年分别为 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.

► 消防人员热烈支持执法人员火炬慈善跑
Law Enforcement Torch Run receives enthusiastic support from F.S. personnel



过去两年，本处的军装和文职人员均踊跃参加多项慈善活动，包括「公益金」慈善步行、特殊奥运执法人员火炬慈善跑、保良局慈善步行、渣打马拉松、绿色力量环岛行、登山善行、P & Q Uniwalk 以及光明行。

员工关系

消防处设有完善的沟通途径，鼓励职管双方定期交流。这些途径包括有消防处部门协商委员会、各个总区联谊会 and 分区联谊会，以及文职人员协商委员会。这些委员会和联谊会会使职管双方就共同关注的事项交换意见。

消防处部门协商委员会由消防处副处长担任主席，职方成员包括所有总区联谊会的代表，以及香港消防主任协会、香港消防处职工总会、香港消防控制组职员会、香港消防处救护主任协会，以及香港消防处救护员会共五个员工协会及工会的代表。

为加深了解前线人员的情况，处长定期探访消防局及救护站，与他们直接沟通。副处长则与员工协会和工会定期商讨共同关注的事项，并就特定关注的事项举行讨论会，收集职方的意见或发放资讯。

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.



▲ 处长郭晶强与人员真情对话
Director Kwok meets Service members

文职人员协商委员会由部门秘书担任主席，职方成员包括各个一般职系、共同职系及技术职系的代表。

二零零四至零五年，这些沟通途径促进了职管双方的了解和合作。许多重要的课题，例如文职化研究和病假管理，都在部门协商委员会和文职人员协商委员会的会议上，进行广泛讨论。经讨论后，部门将管职双方的意见反映给有关当局／检讨机关，以供考虑。谘询亦有助于管方修订把膳食服务发外承包的安排，以及调整机场消防队的轮值制度，以应付行动需求。

消防处文职人员会举办了各类康乐活动和义工服务，并安排成员参加心肺复苏法课程。

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.

体育及康乐

消防处体育福利会在处内推广各种体育活动，鼓励属员过着健康的生活模式及强健体魄，并为在职和退休属员及家属提供康乐设施，以及举办社交活动和节日庆祝会。体育福利会的经费来自消防福利基金，每年筹办大约25项活动。各运动队伍亦参与节日和文化活动，例如龙舟竞渡、舞狮和中乐表演。福利会亦成立新的兴趣小组，例如柔道、流行乐队、中国象棋和太极，并为属员举办综艺晚会。

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.



◀ 消防中乐团
F.S. Chinese Orchestra

▼ 消防龙舟队
F.S. Dragon Boat Team





▲ 消防代表团出席英国举行的 2004 世界消防竞技大赛
F.S. delegation at WFG 2004 in the UK

消防运动队伍的成绩骄人，在多项跨部门和全港比赛中赢得了无数奖项。二零零四年于英国雪菲尔举行的第八届世界消防竞技大赛中，香港代表队再度尽显锋芒，奏凯而归，赢得 96 面奖牌，计有金、银、铜牌各 32 面。至于「毅行者 2005」，消防处在超级毅行者项目及全场总成绩均赢得季军。在水上运动方面，消防游泳队在所有的公营部门游泳比赛中，均取得压倒性的胜利。

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.



▲ 消防陆运会
F.S. Athletic Meet

▼ 周年水运会
Annual Swimming Gala



第九届世界消防竞技大赛将于二零零六年二月举行。香港于二零零三年夺得大赛的主办权后，已即时着手筹备。消防处为宣传大赛，举办了多项热身活动，例如电影首映礼和「粤港澳消防铁人大赛」。位于添马舰的大会中心，届时会架起大型帐篷，而赛事的主要活动，都会在该处举行。其他项目亦会在各个公共交通便利的场地进行。由于大赛首次在亚洲举行，比赛会加入具有本地特色的项目，例如太极和舞狮。大赛约有60个比赛项目。



▲ 港澳消防埠际赛
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.

▼ 巨星成龙获委为 2006 世界消防竞技大赛推广大使
Superstar Jackie Chan is appointed as the Ambassador
of WFG 2006



员工住屋

截至二零零五年年底，消防处为军装主任级人员和员佐级人员，提供 4,052 个宿舍单位。约94%的已婚主任级人员和81%的已婚员佐级人员获编配部门宿舍，或获其他形式的房屋资助。

二零零五年，消防处获分配 1,234 个分布于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计划单位，以及六个位于其他地点的单位，以替代二零零六年六月后须交予政府产业署处理的 1,240 个现有部门宿舍。

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