



训

练

Training

消防训练学校

消防训练学校为新聘人员提供基本和专门的灭火与救援训练。该校举办各项不同长度和内容的训练课程。消防行动学员须接受26周训练，内部聘任的消防队长须接受四周训练，消防队目（食堂督导员）须接受一周训练，消防员（工程组）须接受三周训练。

消防员学员的初级训练包括基本灭火技巧、消防车辆及装备的应用、烟火特性训练、呼吸器的操作、救护学和体能训练。其他科目包括防火、法例、物理和燃烧科学等。二零零四及零五年，分别有32及26名消防学员完成这项训练。

消防队长学员除了学习基本灭火与救援技巧外，亦须接受指挥及领袖技能的训练。二零零四及零五年，分别有22及九名消防队长完成初级训练，另在二零零五年有四名内部聘任的消防队长完成入职课程。所有消防队长在见习期内，须接受延续训练，例如火警调查训练课程，以及现代管理学概念课程。

训练学校在二零零四及零五年分别为748及1,108名来自政府其他部门和私人机构的员工，提供基本灭火、救援技巧和呼吸器操作的训练，并为澳门的消防人员安排烟火特性训练。

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.

► 结业学员示范
New recruits demonstrate their skills





◀ 消防训练学校提供另类课程助青少年自律
F.S. Training School runs discipline training programmes for the youth

消防训练学校亦与劳工处合办「展翅计划」，与香港专业教育学院合办「生活技能教育日营」，以及教育统筹局合办「多元智能挑战计划」。这些计划旨在为青少年、职业学校学生和中学生提供纪律、领袖和防火训练。在二零零四及零五年，分别有 3,070 及 3,179 名青少年参与该等训练。

消防处救护训练学校

消防处救护训练学校为不同职级的救护人员，提供基本救护学和专门的辅助医疗训练。课程为期半天至 26 周不等。

新聘的救护主任和救护员须接受 26 周初级训练，内容包括救护学、法治、情绪智商、步操、纪律和体能训练。学员在完成课程后，会调往救护站接受在职训练，实地汲取工作经验。

在二零零四及零五年，训练学校继续举办二级急救医疗助理课程，截至二零零五年年底，共有 955 名救护人员取得有关资格。为帮助救护人员保持并提升辅助医疗知识和技能，训练学校亦提供二级急救医疗助理重新考核课程、气道处理高级课程、治理程序高级课程、持续医疗教育等。由二零零五年五月起，训练学校为富经验的二级急救医疗助理主管人员举办为期一天的治理程序高级课

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



▲ 救护员接受辅助医疗训练

Paramedic training for ambulance staff

程(第二部分)。这个新课程是教导学员如何直接使用喉镜检查气道受外物阻塞的伤者，以及如何为成年的抽筋病人进行「速眠安」肌肉注射。

训练学校亦训练文职人员及消防通讯中心的属员使用心脏去纤震器，并继续为市民提供免费的小区心肺复苏法训练。截至二零零五年年底，近18,400名市民完成了这项训练。

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.



◀ 文职人员学习使用心脏去纤震器

Civilian staff being trained to use defibrillators



▲ 模拟攀山拯救
Simulated mountain rescue operation



► 前线消防人员接受拯溺训练
Life-saving training for frontline firemen

灭火与救援训练

消防处由二零零一年起，为所有消防行动人员安排烟火特性训练。在二零零五年，本处成立了一支培训队伍，成员包括23名导师培训员及四名培训员，进一步发展上述训练课程。本处每年亦为培训员举办复修课程。

消防处在二零零四年，为前线消防人员举办了五轮警察谈判导师培训课程。课程由香港警务处警察谈判组教授，旨在提高消防人员在处理有人企图从高处跳下个案时的技巧。共有109名主任级人员及15名队目级人员取得导师资格。为加强课程内容，本处亦为谈判导师及前线人员提供危机介入训练，内容着重如何处理深受情绪困扰及有严重心理问题的人士。

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，消防处分别为77及80名人员举办了为期三天的行动危机管理导师培训课程，使本处的内部导师人数增至157人。

为确保特别救援队有足够人手，消防处在零四及零五年分别为36及54名属员提供特别救援队训练。此外在该两年，分别有410及530名特别救援队成员参加了在所属消防局举办的持续复修课程。

部门在二零零四年继续为员佐级人员提供机场灭火训练课程，受训属员共18名。另外，过去两年分别有12及14名主任级人员接受海上灭火训练课程。

消防处为救护人员举办了基本训练课程，训练他们在处理交通意外及有人被锁屋内事件时，能够在消防人员到场前使用爆破工具。由二零零四年八月起，基本爆破课程及某些基本灭火及防火项目已纳入新聘救护主任及救护员的基本训练课程范围。

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.



► 海洋公园吊车拯救演习
Cable car rescue exercise at
the Ocean Park



▲ 先遣急救员示范急救技巧

First Responders demonstrating first-aid skills

先遣急救员计划

二零零四年八月起，消防处在所有新聘的消防队长及消防员的基本训练课程范围内，加入救护学进阶训练，培训他们担任先遣急救员。本处亦为仍未符合先遣急救员资格的前线消防人员，设计了一个先遣急救员治理程序启导课程，以改善团队的协调情况。在二零零五年，共有 213 名消防总队目参加上述启导课程。

管理及发展

为提升高级人员的专业知识，消防处在二零零五年开办了一项发展课程，内容包括应付紧急事故的管理方法、行动效率、如何处理辐射、化学及生物事故、公共行政、危机沟通及公众演讲。共有十名高级人员完成上述课程，课程讲师包括本处的高级指挥官及其他机构的专家。

在二零零四及零五年，分别有 573 及 242 名属员修读公务员培训处举办的管理、领导才能、沟通及中国研究训练课程，为事业发展作好准备。过去两年，分别有 26 及 33 名属员前往加拿大、澳洲、英国及美国，修读各项训练课程。

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.

至于员佐级人员，消防处在二零零四及零五年分别为 16 及 14 名消防总队目举办发展课程，加强他们的管理及行政技巧。过去两年，分别有 16 及 50 名消防队目参加指挥才能训练暨防火知识课程，进一步培训队目级人员的领导才能，并增进他们的专业知识。

二零零四年十一月，消防处在上环消防局、何文田救护站及总部总务组试行「五常法」。这是一套用来建立和维持优质工作环境的技巧。在上述三个单位中，共有50名员工参加了绿带训练课程，并于二零零五年九月得到「五常法」协会的认证。「五常法」会在二零零六年扩展多至 44 个单位。

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.

▼ 高级主任培训课程受训者了解警察拆弹车运作
Senior Officers Departmental Development Programme participants being briefed on the operation of a police bomb disposal robot



网上学习

消防处在二零零五年年初，成立了一个部门网上学习工作小组，发展部门内的网上学习，为属员提供了另一个途径，方便个人进修及发展。本处制作了两套网上训练课程内容，在二零零五年九月上载公务员培训处的网上学习中心。截至二零零五年年底，共有178名用户登记使用。

体能训练

体能训练组为消防处人员提供体能训练，并推广体育活动，使他们保持体格强健。

消防处人员一年一度的体能测验，内容包括耐力跑及体能测试两部分。二零零四年，在7,455名接受测验的属员中，超过25.1%取得「优异」(1/A)成绩，只有约4.4%的人员须参加覆试。二零零五年，在7,469名接受测验的属员中，超过29.6%取得「优异」(1/A)成绩，须参加覆试的属员约为5.3%。

体能训练组人员经常奉派协助筹办消防处的体育活动，例如运动日及水运会，以及在该等活动中担任裁判，并且经常应本地及国际体育团体的邀请，在毅行者等活动担任委员。他们亦代表本处参加慈善活动，例如「毅力十二爱心跑」、「无国界野外定向比赛」及「女童军周年名人竞技」。

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.