



人事
Personnel

招聘

二零零六年，經過嚴格挑選，共有16人獲聘為消防隊長、九人獲聘為救護主任及37人獲聘為救護員。

為改善招聘的遴選程序，本處委聘了顧問制定「能力傾向測試」和「性格測試」，藉此挑選合適的人才。

Recruitment

In 2006, 16 Station Officers, nine Ambulance Officers, 37 Ambulancemen / Ambulancewomen were appointed after stringent selection processes.

To improve the recruitment selection, the Department has commissioned consultants to develop aptitude and personality tests with a view to selecting appropriate candidates.

行政長官曾蔭權與獲授勳人員合照
CE Donald Tsang poses for a photograph with awardees after honours presentation



公務員事務局局長俞宗怡檢閱結業學員
Secretary for the Civil Service, Miss Denise Yue, reviewing the graduating officers

ersonnel

截至二零零六年年底，本處共有113名女性軍裝人員，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、83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，但至今仍未有女應徵者獲聘。

福利

消防福利主任負責就關於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。

Up to the end of 2006, there were 113 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, 83 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.

Welfare

The Fire Services Welfare Officer advises on welfare matters relating to Service members either individually or collectively, including sickness, injury, 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.

消防處參與教育及職業博覽
FSD participates in the Education and Career Expo



有意申請消防工作人士在體能測試日一試身手
Physical test trial day for interested Fireman applicants

二零零六年，消防福利主任接見及輔導了215名在職和退休員工及其家屬，就個人與家庭事務給予意見。

消防福利基金繼續使員工受惠。二零零六年，基金提供了26,000元福利補助金和394,000元貸款予員工及其家屬。至於基金所收到的捐款，共有838,222元。

二零零六年，本處的軍裝和文職人員均踴躍參加慈善活動，例如公益金慈善步行、公益金節食日、特殊奧運執法人員火炬慈善跑、保良局慈善步行、協青社慈善奶茶拉力賽，以及挑戰12小時慈善越野馬拉松。

In 2006, the Fire Services Welfare Officer interviewed and counselled 215 serving and retired members and their families on personal and domestic affairs.

The Fire Services Welfare Fund continued to benefit Service members. In 2006, welfare grants amounting to \$26,000 and loans totalling \$394,000 were provided to members and their families. Donation to the Fund amounted to \$838,222 during the year.

In 2006, Service members, uniformed and civilian alike, continued to support enthusiastically charity activities such as the Community Chest's charity walks, Skip-a-Lunch Day, the Law Enforcement Torch Run for the Special Olympics, Po Leung Kuk Charity Walk, Youth Outreach Charity Milk Tea Rally and Challenging 12 Hours Charity Marathon.

消防處人員支持重建危校行
FSD staff give enthusiastic support to the Trek for Child Charity Walk





員工關係

消防處設有妥善的溝通途徑，促使管職雙方定期交流。這些途徑包括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讓管職雙方能夠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，與屬員直接溝通。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。

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 Departmental 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.

To better understand the needs of frontline Service members, 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.



處長探訪救護站
Director visits an ambulance depot

二零零六年，本處舉行了一次管職交流會，讓管方和軍裝人員代表在非正式的場合下會面，討論關於方向和策略的問題及共同關注的事項。交流會亦促進管職雙方互相了解和合作，並加強彼此的關係。

文職人員協商委員會由部門秘書擔任主席，職方成員包括一般職系、共同職系及技術職系的代表。

二零零六年，這些溝通途徑促進了管職雙方的了解和合作。許多影響職方利益和福利的課題，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討論。經討論後，部門將管職雙方的意見反映給有關當局考慮。諮詢亦有助管方介紹政策的變動和推行新措施。

In 2006, a Management and Uniformed Staff Forum was held to provide an avenue for the management and uniformed staff representatives to meet in an informal setting to discuss directional and strategic issues and matters of common interests. The forum also promoted understanding and co-operation and strengthened relations between the management and staff.

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 year, these communication channels helped foster better understanding and co-operation between the management and staff. Important issues that affect the interest and benefits of staff were discussed at the FSDCC and CSCC meetings. As a result of these discussions, both management and staff views were relayed to the relevant authorities for consideration. The consultations also helped the management introduce policy changes and implement new initiatives.

管職交流會加強管職雙方的伙伴關係
Management and Uniformed Staff Forum strengthens relations between the management and staff



體育及康樂

消防處體育福利會在處內推廣各種體育活動，以鼓勵屬員建立健康的生活模式及強健體魄，並為在職和退休屬員及家屬舉辦康樂活動、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，每年籌辦逾25項活動。各運動隊伍亦參與外間機構舉辦的節日和文化活動。

二零零六年，消防處各個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。龍舟隊已連續七年在龍舟競賽勇奪全場總冠軍。至於「樂施會毅行者2006」，消防處在「超級毅行者」項目與全場總成績均贏得亞軍，更在「毅行者」項目摘冠。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。

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 various kinds of sports activities within the Department and organises recreational activities, social amenities and festive celebrations for both serving and retired members and their families. The Club, financed by the Fire Services Welfare Fund, organised more than 25 such events each year. Various sports groups also participated in external festive and cultural activities .

During the year, the Department's sports teams performed remarkably well both in inter-departmental and territorial events and won numerous championships. The Dragon Boat Team has won the Overall Championship for seven consecutive years. In the Oxfarm Trailwalker 2006, Fire Services Teams snatched the first runners-up both in the SuperTrailwalker and overall categories as well as the championship in the Trailwalker. In water sports, the Fire Services Swimming Team gained overwhelming victories in all public sector swimming galas.

消防處周年越野賽跑
The annual departmental cross country run



消防處水運會
Fire Services Swimming Gala



消防龍舟隊連續七年奪標
F.S. Dragon Boat Team wins the championship for seven consecutive years



第九屆世界消防競技大賽在添馬艦用地舉行
The 9th World Firefighters Games is held at Tamar site



香港消防代表隊列隊巡行
HKFS Contingent in a parade procession

第九屆世界消防競技大賽已於二零零六年二月十八至二十五日順利舉行。香港是首個主辦這項大賽的亞洲城市。大賽吸引了來自37個國家及地區逾3,300名健兒參賽。香港消防處有1,400人參賽，共贏得495面獎牌，計有136面金牌、172面銀牌及187面銅牌，成為總冠軍。

大賽設有59個運動項目，包括模擬消防員日常工作的特別項目，例如消防鐵人賽、消防車駕駛技巧、消防廚神及滅火競技。此外，大賽加入了具有本地特色的項目，包括在國際金融中心二期跑樓梯、太極、舞獅、龍舟競賽及尋寶遊戲。

Hong Kong was the host city for the Ninth World Firefighters Games (WFG) which took place from 18 to 25 February 2006, the first held in Asia. The event attracted more than 3,300 participants from 37 countries and regions. The 1,400 strong Hong Kong Fire Services Contingent was the overall champion, scooping 495 medals – 136 gold, 172 silver and 187 bronze.

The Games featured 59 sporting events including special events simulating firefighters' daily work such as the toughest firefighter alive, fire truck challenge, fire house - cook off and bucket brigade. In addition, competitions with local flavour including staircase running at Two International Finance Centre, Tai Chi, lion dance, dragon boat racing and treasure hunting were added.

Hong Kong, China

9th World 2006
Firefighters Games



勝利的喜悅
The jubilant moment of victory



行政長官曾蔭權鳴鑼宣佈大賽開幕
CE Donald Tsang officiates at the Opening of WFG 2006

消防鐵人賽
Toughest Firefighter Alive (TFA) Competition



香港隊在消防鐵人賽贏得一金一銅
HKFS members have clinched a gold and a bronze medals in the TFA



健美比賽
Bodybuilding competition



太極比賽增添本地色彩
Tai Chi adds local flavour to WFG 2006

員工住屋

截至二零零六年年底，消防處為軍裝主任級人員和員佐級人員，提供4,061個宿舍單位。約94%的已婚主任級人員和80%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。

消防義工

消防義工隊約有400名義工，包括軍裝和文職人員。自二零零二年成立以來，義工隊提供了逾16,600小時服務，幫助有需要的人士。義工隊在二零零六年九月推出「火後服務」試驗計劃，在火災後迅速協助有經濟困難的公共屋邨住戶，免費為他們修復受火警損毀的居所。義工隊成立了一支有大約170名義工的專責隊伍負責這項工作，當中有70人懂得裝修，並已協助三個家庭重建家園。專責隊伍至今已收到逾一百萬元的贊助，用來購買裝修工具和物料。

Staff Housing

At the end of 2006, the Department provided 4,061 quarters for the disciplined service officers and the rank-and-file. About 94% of the married officers and 80% of the married rank-and-file were either allocated departmental quarters or enjoying other forms of subsidised benefits.

Fire Services Volunteers

The Fire Services Volunteer Team has about 400 members comprising uniformed and civilian staffs to help people in need. They have performed more than 16,600 hours of service since its establishment in 2002. The Volunteer Team launched a pilot 'After-fire Service' scheme in September 2006 to provide prompt assistance to people residing in public housing with economic difficulties by restoring their damaged units in the aftermath of fires at no cost. A task force consisting of some 170 volunteers with 70 of them equipped with fitting-out skills was formed and has assisted three families in making their homes livable. The Task Force has received sponsorship amounting to more than \$1 million for buying renovation equipment and materials.

防火手套
Fire Retardant Gloves



消防義工清理火災後單位
F.S. volunteers clear the unit damaged by fire

