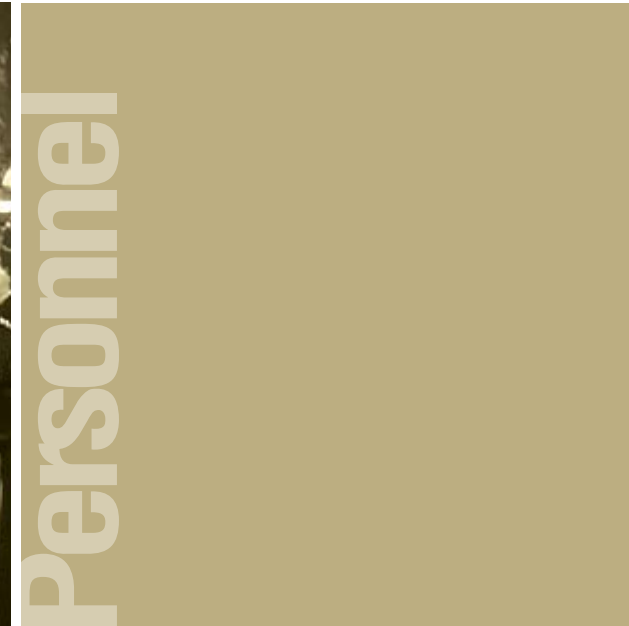




# 人事 Personnel







## 招聘

二零零七年，消防處經過嚴格挑選，一共聘任367名人員，包括27名消防隊長(行動)、13名救護主任、22名消防隊目(控制)、178名消防員(行動/海務)及127名救護員。

截至二零零七年年底，本處共有122名女性軍裝人員，包括九名高級消防隊長/消防隊長(行動)、11名高級消防隊長/消防隊長(控制)、10名高級救護主任/救護主任、88名消防總隊目/消防隊目(控制)及四名救護員。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考得此職位。

## Recruitment

In 2007, a total of 367 officers were recruited after stringent selection processes, including 27 Station Officers (Operational), 13 Ambulance Officers, 22 Senior Firemen/Firewomen (Control), 178 Firemen (Operational/Marine) and 127 Ambulancemen.

Up to the end of 2007, there were 122 female uniformed members in the Department, including nine Senior Station Officers / Station Officers (Operational), 11 Senior Station Officers / Station Officers (Control), 10 Senior Ambulance Officers / Ambulance Officers, 88 Principal / Senior Firewomen (Control) and four Ambulancemen. The Ambulance Officer and operational Station Officer posts have been opened to women since 1988 and 1993 respectively. No female applicant succeeded in filling the operational Fireman / Firewoman post which has been opened to women since 1994.

## 福利

消防福利主任負責就影響到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。

「員工癌病關懷及支援小組」於二零零七年年中成立，由消防福利主任領導，旨在為癌病員工提供輔導服務。小組成員包括義工和癌病康復者，具有癌病知識和輔導技巧，透過醫院及家居探訪，與不幸患病的同事分享抗癌經驗，鼓勵他們積極面對病魔。小組在二零零七年共作出22次探訪。



## Welfare

The Fire Services Welfare Officer (FSWO) 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.

The Staff Cancer Patients Care and Support Group, which was formed in mid-2007 and led by FSWO, aims at providing counselling service to colleagues suffering from cancer. The group members, including voluntary workers and former cancer patients, are equipped with knowledge on cancer and counselling skills. Through hospital and home visits, they share their experiences in fighting against cancer with those unfortunate colleagues and encourage them to face their illness in a positive manner. In 2007, the group paid a total of 22 visits.





消防處人員參與特殊奧運執法人員火炬慈善跑  
Service members support the Law Enforcement  
Torch Run for Special Olympics

二零零七年，消防福利主任接見和輔導了238名在職或退休員工及其家屬，就個人及家庭問題給予意見。

消防福利基金繼續使員工受惠。二零零七年，基金提供了26,500元福利補助金和215,000元貸款予員工及其家屬。至於基金所收到的捐款，共有463,667元。

二零零七年，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、2007年度公益服飾日、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 2007, FSWO interviewed and counselled 238 serving and retired members and their families on personal and domestic affairs.

The Fire Services Welfare Fund continued to benefit Service members. In 2007, welfare grants amounting to \$26,500 and loans totalling \$215,000 were provided to members and their families. Donations to the Fund amounted to \$463,667 during the year.

In 2007, Service members, uniformed and civilian alike, continued to support enthusiastically charity activities such as the Community Chest's charity walks, Skip-a-Lunch Day, Dress Special Day 2007, Youth Outreach Charity Milk Tea Rally and Challenging 12 Hours Charity Marathon.

## 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。



## 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 useful forums 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 Staffs 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.



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。

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。

二零零七年，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，部門將職方的意見反映給有關當局考慮。事實證明，對職方進行有效的諮詢，確實有助管方介紹政策的改變及推行新管理措施。

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.

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 promoted better understanding and co-operation between the management and staff. Important issues that affect the interests and benefits of staff were discussed at the FSDCC and CSCC meetings. As a result of these discussions, staff views were relayed to the relevant authorities for consideration. Effective staff consultations have proved useful in the introduction of policy changes and new management initiatives.



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



我們都是冠軍

WE ARE THE  
CHAMPIONS!

消防龍舟隊  
F.S. Dragon Boat Team



消防柔道隊  
F.S. Judo Team



消防泳隊  
F.S. Swimming Team



### 體育及康樂

香港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。體育福利會的經費來自消防福利基金，為在職和退休屬員及家屬舉辦康體活動、社交活動和節日慶祝會。各活動隊伍亦參與外間機構舉辦的節日和文化活動。

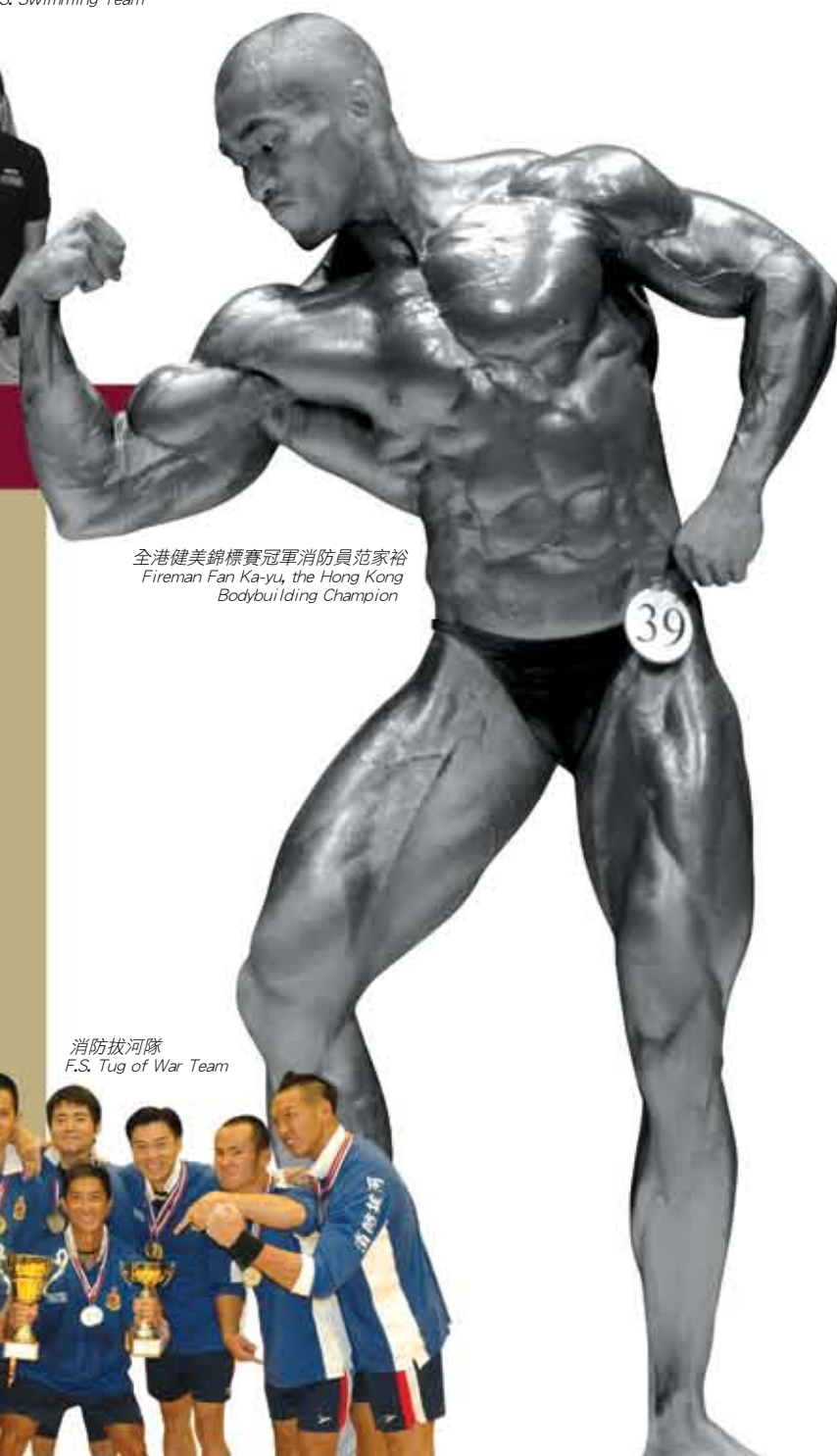
### Sports and Recreation

To encourage members to lead a healthy life style and to enhance their physical fitness, the Hong Kong Fire Services Sports and Welfare Club, which is financed by the Fire Services Welfare Fund, organises various kinds of sports and recreational activities, social amenities as well as festive celebrations for both serving and retired members and their families. Various activity groups also participate in external festive and cultural activities.

消防划艇隊  
F.S. Rowing Team



消防拔河隊  
F.S. Tug of War Team



全港健美錦標賽冠軍消防員范家裕  
Fireman Fan Ka-yu, the Hong Kong  
Bodybuilding Champion





▲ 消防健兒在澳洲舉行的2007世界警察及消防競技大賽中奪16獎牌  
F.S. athletes clinched a total of 16 medals in the 2007 World Police and Fire Games held in Australia



消防「超越極限隊」勇奪超級毅行者冠軍  
F.S. Beyond Limits Team snatched the Championship of SuperTrailwalker ▶

二零零七年，消防處各個運動隊伍繼續參與多項跨部門和全港比賽，贏取了無數獎項。消防處代表隊參加在澳洲阿德萊德舉行的2007世界警察及消防競技大賽，總共贏得十六面獎牌，包括六金、五銀及五銅；消防「超越極限隊」在「樂施毅行者2007」中勇奪超級毅行者冠軍及全場總冠軍。

### 員工住屋

截至二零零七年年底，消防處為軍裝人員提供3,876個宿舍單位。約92%的已婚主任級人員和78%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。

During the year, 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 came back with flying colours from the 2007 World Police and Fire Games held at Adelaide in Australia, clinching six gold, five silver and five bronze medals. In the Trailwalker 2007, Fire Services Beyond Limits Team snatched the Championship in the SuperTrailwalker category.

### Staff Housing

At the end of 2007, the Department provided 3,876 quarters for the disciplined service staff. About 92% of the married officers and 78% of the married rank-and-file were either allocated departmental quarters or enjoying other forms of subsidised housing.







消防義工幫助火災災民重建家園  
F.S. volunteers help victims to restore their fire-damaged homes ▶



## 消防義工

消防義工隊在二零零二年成立，旨在服務社會和幫助有需要人士。義工隊的軍裝和文職義工約有500名。全隊合共提供了逾24,500小時服務。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人士，免費為他們修復受火警損毀的居所。這個計劃的對象已由公共屋邨住戶擴展至包括破舊私人樓宇的長者住戶。義工隊已協助10個家庭在火災後重建家園。

義工隊對社會貢獻良多，在二零零七年「公務義工傳愛心」活動中，取得三個獎項，分別是「最廣泛服務對象大獎」銀獎、「最高服務時數大獎」銅獎和「最強大陣容大獎」優異獎。

## Fire Services Volunteers

The Fire Services Volunteer Team has recruited about 500 members comprising uniformed and civilian staff to serve the community and help people in need since its establishment in 2002. More than 24,500 voluntary service hours have been contributed by the team. The Volunteer Team launched a pilot Post-fire Service scheme in September 2006 to provide prompt assistance to people with financial difficulties by restoring their damaged units in the aftermath of fires at no cost. The target group has been extended from public housing estate residents to include senior occupiers of dilapidated private buildings. The team has assisted 10 families in rebuilding their homes damaged by fire.

The Volunteer Team won three awards in the Civil Service Volunteer Action in 2007 for their contribution to the well being of the community, including silver award for Teams with Widest Target Groups, bronze award for Teams with Longest Hours of Services and merit award for Teams with Most Participants.

