

人力资源管理

HUMAN RESOURCES MANAGEMENT





编制

截至二零一五年年底，消防处的人员编制为10,240人，包括9,515名军装人员和725名文职人员。

财政

二零一四至一五及二零一五至一六财政年度，部门总开支分别为49.69亿元及54.44亿元，均占有关年度政府总开支的1.6%。

招聘

二零一五年，消防处经严格甄选后，共聘任了476名军装人员，包括一名助理消防区长(体能训练)、54名消防队长(行动)、三名消防队长(控制)、15名救护主任、三名消防队目(控制)、214名消防员(行动/海务)、两名消防员(工程组)及184名救护员。年内亦聘任了五名技工及九名二级工人。

培训及发展

消防及救护学院

消防及救护学院的组织架构于二零一五年四月一日起运作，而消防训练学校、消防处救护训练学校及驾驶训练学校亦于同日起纳入总部总区辖下的消防及救护学院。消防训练学校改称为八乡消防训练中心，而消防处救护训练学校则改称为马鞍山救护训练中心。

Establishment

The Department has an establishment of 10,240 at the end of 2015, comprising 9,515 uniformed and 725 civilian staff.

Finance

In the 2014-15 and 2015-16 financial years, the total expenditure of the Department amounted to \$4,969 million and \$5,444 million respectively, both representing 1.6% of the total government expenditure of the corresponding years.

Recruitment

In 2015, a total of 476 uniformed staff were recruited after stringent selection processes, including one Assistant Divisional Officer (Physical Education), 54 Station Officers (Operational), three Station Officers (Control), 15 Ambulance Officers, three Senior Firemen/Firewomen (Control), 214 Firemen (Operational/Marine), two Firemen (Workshops) and 184 Ambulancemen/Ambulancewomen. Five Artisans and nine Workmen II were also recruited during the year.

Training and Development

Fire and Ambulance Services Academy

The organisation of the Fire and Ambulance Services Academy came into effect on April 1, 2015, in which the Fire Services Training School, Fire Services Ambulance Command Training School and Driving Training School were subsumed under the Academy of the Headquarters Command on the same day. The Fire Services Training School was renamed as Pat Heung Fire Services Training Centre while Fire Services Ambulance Command Training School as Ma On Shan Ambulance Services Training Centre.



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1 - 3 消防处人员在职业博览会向参观者介绍消防处的工作。

Visitors are briefed on the work of the FSD at the Career Expo.

4 财政司司长曾俊华在八乡消防训练中心结业会操中检阅一批结业学员。

The Financial Secretary, Mr John Tsang, reviewing graduates at a passing-out parade held in the Pat Heung Fire Services Training Centre.

5 完成基本训练的结业学员。

The graduates on completion of their basic training.

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学院坐落于将军澳百胜角路11号，于二零一五年年底落成。学院占地约158,000平方米，提供526个训练宿位，主要为新入职的消防和救护人员提供初级训练，并为现职属员提供持续的在职专业训练。学院亦为其他政府部门、私营机构、市民和海外同业提供与消防及救护服务相关的训练课程。

学院于二零一六年年初启用后，消防及救护人员有更多一同操练的机会，藉以提高他们处理紧急事故的协调及应变能力。

The campus of the Academy at 11 Pak Shing Kok Road, Tseung Kwan O, was completed in late 2015. Covering an area of 158,000 square metres, the Academy provides 526 residential training places for both newly recruited and serving fire and ambulance personnel for initial training and continuous professional in-service training. The Academy also provides fire and ambulance-related training courses to other government departments, private sectors, members of the public and overseas counterparts.

Upon commissioning of the Academy in early 2016, fire and ambulance personnel will be provided with more opportunities to be trained together, thereby enhancing their coordination and ability to respond to emergencies.



学院设有多个先进的模拟事故现场训练设施，为消防处属员提供涉及铁路、隧道、船只、飞机和燃料库等事故的多元化训练，以及高空拯救、坍塌搜救及室内烟火特性方面的专业训练，藉以加强属员应付大型事故的能力。各类专业训练设施如下：

灭火训练楼

不同类别的建筑物、各类建筑物料、间隔及家具用料，为执行灭火和救援行动的消防人员带来挑战。灭火训练楼是一座先进的室内实火训练设施，用以提升消防人员处理各类火警的灭火技能。灭火训练楼模拟多个室内场景，包括唐楼分间单位(劏房)、酒店、工业楼宇及卡拉OK等处所发生的火警。设施能营造逼真的实火、高温、声效及烟雾，使学员能在安全及受控制的模拟实火环境下学习灭火和救援技能。

Equipped with a wide range of advanced simulated training facilities, the Academy can provide Fire Services members with diversified training on the handling of incidents involving railway, tunnel, vessel, aircraft and fueling facility, as well as specialised training on high angle rescue, urban search and rescue and compartment fire behaviour, so as to strengthen their capacity in dealing with large-scale incidents. The specialised training facilities are as follows:

Burn House

The diversity of building materials, the complexity of building layouts, the variety of materials used in furniture and the types of buildings make it a challenge for firefighters to carry out their firefighting and rescue duties. The Burn House is an advanced indoor live fire training facility which can enhance the firefighters' capability in handling various types of fire incidents. It simulates a number of indoor fire scenarios, including sub-divided units in old buildings, hotels, industrial buildings and karaoke premises. Vivid live fire, high temperature, audio effect and smoke-filled environment are simulated to help trainees acquire firefighting and rescue techniques in a safe and controlled environment.



- 1 - 2** 消防及救护学院让消防及救护人员有更多一同操练的机会。
The Fire and Ambulance Services Academy provides more opportunities for the fire and ambulance personnel to be trained together.
- 3** 灭火训练楼。
Burn House.



救援训练楼

救援训练楼楼高十层，在不同楼层及外墙设置多种模拟场景，包括商场、旧式住宅楼宇、公共屋村、工厂及设有玻璃幕墙的商业楼宇，另设置有人被困升降机的模拟场景，让学员能实习各类楼宇的灭火、救援及伤者处理的策略和技巧。救援训练楼的设施亦有助高空拯救专队进行专项训练。

室内烟火特性训练

消防人员经常处理楼宇火警，不时面对室内火警中极为危险的闪燃与回燃现象。烟火特性训练设施楼高数层，可模拟通风、闪燃及回燃现象，有助加强消防人员在极高温和烟雾弥漫情况下的应变能力，并让他们作好准备，以适应在这种环境下工作。

室内烟火特性训练室有三层高，由19个40呎长的货柜组成。在训练室的指定监测点装有温度计，用作量度和记录训练时的温度。地下点火区所产生的热烟可经管道引导至训练室的一楼和二楼，用以模拟不同类型的火场情境，让学员实习不同的搜救和通风策略。

Rescue Training Tower

The Rescue Training Tower is a 10-storey building in which an array of settings including shopping centre, old residential building, public housing estate, factory and commercial building with curtain wall are simulated on different floors and at the building façade. Scenarios of people being trapped/shut in a lift are also simulated. Trainees can practise strategies and techniques of firefighting, rescue and casualty handling in various kinds of buildings. The Rescue Training Tower can also facilitate the specialised training of the High Angle Rescue Team.

Compartment Fire Behavior Training

Firefighters have to deal with building fires and constantly face the extreme threats of flashovers and backdraughts of indoor fires. The multi-storey Compartment Fire Behaviour Training (CFBT) facility can simulate ventilation, flashover and backdraught effects. It will help enhance the response capability and readiness of firefighters to work under extreme heat and smoke-filled conditions.

The CFBT simulator is a 3-storey structure constructed from 19 40-foot freight containers. Thermocouples are installed in designated monitoring points to measure and record the temperature during training. Hot smoke generated from fire zones on ground floor can be diverted to 1/F and 2/F by hatches to simulate different kinds of fire scenarios for trainees to practise different search and rescue and ventilation strategies.

回燃示范室长6米，装有防火隔层和温度监测系统，用以示范火警进程和极端烟火特性。学员可在安全距离观察火势发展的不同阶段和极端烟火特性(例如闪燃和回燃现象)的徵兆。

交通事故训练

香港的铁路网有多条铁路线纵横交错，并建有地下车站和隧道。学院内的模拟铁路站和列车隧道可让消防及救护人员进行大型铁路事故及列车火警的模拟训练，藉以实习行动程序、疏散策略、灭火技术及处理大量伤者的方法。

香港不少道路与隧道及高速公路相连。模拟行车隧道及高速公路可让受训人员进行涉及重型车辆、巴士、私家车或油缸车等严重交通事故的模拟训练。消防及救护人员亦可利用这些设施实习救出被困者的救援技巧，以及稳定车辆及处理大量伤者的方法。

The Backdraught Demonstration Unit is a 6m-long structure with fire protection lining and a temperature monitoring system. The Unit is used to demonstrate fire progression and extreme fire behaviours. Trainees can observe at a safe distance the various stages of fire development as well as signs and symptoms of extreme fire behaviours such as flashovers and backdraughts.

Traffic Incident Training

The railway network in Hong Kong is woven by numerous railway lines with underground stations and tunnels. The simulated railway station and rail tunnel at the Academy can provide simulation of large-scale railway incident and train fire, thereby enabling firefighters and ambulance personnel to practise the operational procedure, evacuation strategy, firefighting techniques and handling of mass casualties.

The roads in Hong Kong also interweaves with numerous tunnels and highways. The simulated road tunnel and highways can provide simulation of large-scale road traffic accidents involving heavy vehicles, buses, private cars or oil tanker. By utilising these facilities, firefighters and ambulance personnel can practise rescue techniques on extrication, vehicle stabilisation and mass casualty handling.



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- 1 救援训练楼。
The Rescue Training Tower.
- 2 烟火特性训练设施。
The Compartment Fire Behaviour Training facility.
- 3 室内烟火特性训练室。
The simulator inside the Compartment Fire Behaviour Training facility.
- 4 模拟铁路站和列车设施。
The simulated railway station and train facilities.
- 5 模拟行车隧道和高速公路。
The simulated road tunnel and highway.

水上事故训练

船只火警及急流拯救的模拟设施可为消防人员提供全面的水上事故训练，以应对在船上执行灭火及救援任务或进行水上救援行动时的挑战。

船只火警模拟设施模拟一艘四层高船只，最低层模仿货船设计，另外三层则模拟邮轮设计。模拟船内设有多个实火训练室，模拟客舱、机房、热油管道等事故场景。

急流拯救模拟设施模仿一条露天河道，可制造急流效果，用以提升学员在应对水浸事故时的急流拯救技能和应变能力。

燃料库及加油站事故训练

在贮油库发生的事故可能涉及火警和漏油。油库模拟设施可模拟油库发生火警时的情况，藉以加强消防人员在这方面的训练。石油气贮存缸模拟设施为学员提供宝贵机会，学习如何正确处理涉及石油气缸的火警事故。加油及加气站模拟设施则有助加强涉及大量伤者的灭火及救援行动训练。

Aquatic Incident Training

The ship fire simulator and the swift water rescue simulator provide comprehensive aquatic incident training for firefighters to meet with the challenges of performing firefighting and rescue duties on board a vessel or conducting water rescue operations.

The ship fire simulator simulates the environment of a four-deck ship, in which the lowest deck is modeled on a cargo ship while the other three decks a cruise liner. There are a number of live fire training compartments in the mock-up ship for simulation of scenarios in passenger compartment, engine room and heated oil piping etc.

The swift water rescue simulator simulates an outdoor river channel which can create artificial swift water effects to enhance trainees' rescue techniques and response capability to cope with swift water rescue in flooding incidents.

Fuel Tank and Petrol Filling Station Incident Training

Incidents at oil depots may involve fire or oil spillage. Oil tank simulator can create the circumstances of an oil tank fire which will strengthen the firefighters' training in this respect. The liquefied petroleum gas (LPG) tank simulator provides valuable opportunities for trainees to learn how to properly handle fires involving an LPG tank. The fuel and LPG filling station simulator strengthen the training on firefighting and rescue operations involving multiple casualties.





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1 模拟急流拯救设施。
The swift water rescue simulator.

2 模拟船只火警设施。
The ship fire simulator.

3-4 燃料库事故训练设施。
Fuel tank incident training facilities.



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飞机事故训练

处理飞机事故的灭火及救援方法有别于其他大型事故。模拟飞机事故训练设施设有不同类型的模拟飞机包括空中巴士A380及波音B767，提供逼真的训练场地，让消防、救护与调派及通讯组人员实习有关的行动程序、疏散策略及灭火技术，藉以提升他们处理涉及大量伤者的事故时的应变能力。

模拟危害物质事故训练

要应付涉及危害物质(例如化学品和放射性物质)的事故，专业知识、技术、工具和训练不可或缺。本处一直积极提升处理危害物质事故的能力，并为此成立危害物质专队。模拟危害物质事故训练区设有模拟气体泄漏室、危害物质实验室、危险品仓库和氯气贮存仓，可就处理危害物质事故时的行动策略、各种探测器和防护装备的使用技巧，以及密封和洗消程序提供有关训练。

Aircraft Incident Training

The firefighting and rescue techniques for aircraft incidents are different from those employed in other major incidents. The aircraft fire simulator, featuring different types of aircrafts such as Airbus A380 and Boeing B767, provides a realistic training venue for firefighters, ambulance personnel and the Mobilization and Communications Group members to practise the operational procedure, evacuation strategy and firefighting techniques, thereby enhancing their response capabilities in handling multiple casualties incidents.

Simulated HazMat Training

Professional knowledge, techniques, tools and training are instrumental in dealing with incidents involved hazardous materials (HazMat) such as chemicals and radioactive materials. The Department has been striving to enhance its capability in handling HazMat incidents, and the HazMat Team has been set up in this regard. The simulated HazMat training area, which comprises a simulated gas leakage chamber, a HazMat laboratory, a dangerous goods store and a chlorine store, provides training on operational strategies, skills in using detectors and protective equipment, and the sealing and decontamination techniques in handling HazMat incidents.

- 1 飞机事故训练设施。
The facilities for aircraft incident training.
- 2 危害物质事故训练区。
The simulated HazMat training area.



坍塌事故搜救训练

在发生构筑物坍塌、山泥倾泻或其他重大事故时，坍塌搜救专队负责搜救被困或埋在瓦砾下的受害人。坍塌搜救训练场模拟楼宇倒塌场景，让学员可以在恶劣环境下(例如山泥倾泻和楼宇倒塌事故)进行搜救行动训练。场内亦设有一条地下混凝土管道，供学员在安全的模拟实境中进行救援及处理伤者的训练。

高空拯救训练

高空拯救专队负责在高空环境执行救援行动，例如缆车、塔式起重机、桥塔、建筑地盘棚架及高楼大厦的吊船。特种救援训练场设有不同的高空拯救训练设施，包括高空拯救训练塔、模拟塔式起重机及模拟悬吊缆车系统，为学员提供相关的高空拯救技术训练。

Urban Search and Rescue Training

The Urban Search and Rescue (USAR) Team carries out search and rescue of victims who are trapped or buried underneath the rubble after structural collapse, landslides or other major incidents. The Urban Search and Rescue Training Ground, which simulates building collapse scenarios, provides training on search and rescue operations under adverse circumstances such as landslides and building collapse incidents. An underground concrete conduit is also built to enable trainees to conduct rescue and casualty handling training in a realistic but safe environment.

High Angle Rescue Training

The High Angle Rescue Team (HART) carries out rescue operations at high angle locations such as cable cars, tower cranes, bridge towers, scaffoldings at construction sites and suspended working platforms of high-rise buildings. The Technical Rescue Training Area comprises various high angle training facilities including a high angle rescue tower, a simulated tower crane and a simulated cable car system, and provides training on high angle rescue techniques in various scenarios.



- 1 坍塌搜救训练场。
Urban Search and Rescue Training Ground.
- 2 高空拯救训练设施。
High Angle Rescue Training facility.
- 3 - 4 模拟急症室(左图)及模拟救护车厢让学员实习将病人送院及移交予医务人员的程序。
The Accident and Emergency Department Simulated Room (left) and the Simulated Ambulance Compartment provide ambulance personnel with effective training on conveying patient to hospital and handing over to medical staff.



救护训练

各类救护训练设施均集中在一个指定区域内，让学员可一次过进行整个模拟出勤过程，由收到救护召唤开始，继而替病人进行评估、施行治理、移交病人，以至最后进行消毒。

进行综合训练时，学员先在模拟救护车车厢内收到召唤，然后带同从车上卸下的装备前往小组研讨室，在模拟场景中按「病人评估模式」治理伤病者。学员接着用抬床将伤病者送往模拟救护车车厢，并在车厢内进一步治理伤病者、稳定其情况、进行介入及检查，最后将伤病者送往模拟医院环境的模拟急症室，让救护学员掌握移交病人予医务人员的程序。此外，模拟消毒室提供一个实境训练场地让救护学员练习消毒程序。

驾驶训练

驾驶训练中心设有先进的驾驶训练模拟设施和指定训练场地，用作进行紧急驾驶训练。此外，学院内的道路网络设计亦模拟香港的道路系统，使学员有更丰富的驾驶经验。

Ambulance Training

The Ambulance Service Training facilities are collectively built at a designated area which enables trainees to go through a simulated process in one go: it starts from responding to an ambulance call, carrying out patient assessment, administering medical treatment, handing over a patient and lastly ends with conducting disinfection.

During the comprehensive training, trainees will receive a call on board the Simulated Ambulance Compartment. After unloading the equipment, the trainees bring along the equipment to a simulated scene in the Syndicate Room where they will provide treatment to the patient as per Patient Assessment Model. The patient on a stretcher will then be transported to the Simulated Ambulance Compartment where further treatment, stabilisation, intervention and examination will be carried out on board the compartment. Lastly, the patient will be conveyed to the Accident and Emergency Department Simulation Room which simulates the environment of a hospital, thereby providing ambulance personnel with effective training on the handover of patients to medical staff in hospital. The Disinfection Room provides a realistic training site for ambulance personnel to practice disinfection procedures.

Driving Training

The Driving Training Centre provides an advanced driving training simulator and a designated training ground for training on emergency driving. The road network at the Academy is also designed to simulate the road system in Hong Kong to enrich the trainees' driving experiences.

八乡消防训练中心

八乡消防训练中心为新聘的消防队长和消防员，提供为期26周的留宿初级训练。训练课程内容广泛，包括部门行政、基本灭火及救援技巧、管理及领导才能、消防学、消防工程学、消防车辆及装备的应用、烟火特性训练、呼吸器的操作、基本救护学、体能训练、防火及相关法例。二零一五年，共有51名消防队长学员及280名消防员学员完成基本训练。

训练中心亦为消防队目(控制)及消防员(工程组)提供初级训练，并为内部聘任的消防队长提供入职培训。年内，有三名内部聘任的消防队长(控制)及六名新聘的消防队目(控制)完成相关训练。

训练中心亦为外地同业及私人机构员工提供灭火技巧训练。二零一五年，有11名澳门消防主任及444名私人机构员工完成有关基本灭火、呼吸器、署任消防队长启导训练，以及油库、楼宇结构及高层楼宇灭火的课程。

本处为属员开办各种烟火特性训练课程，以提高他们的专业知识和灭火技能。在二零一五年，共有102名行动组属员取得烟火特攻员资格，66名烟火特攻员参加烟火特攻员复修课程，268名消防学员完成入职课程，以及61名见习消防队长参加烟火特性训练中级课程。烟火特性训练进修课程和烟火特性通风课程在二零一五年六月一日合并，易名为烟火特性训练一天课程，共有528名行动组属员接受训练。

为增进烟火特性训练教官的教学知识及灭火技术，三名烟火特性训练教官于二零一五年九月参加在比利时布鲁塞尔举行的二零一五年国际消防教官工作坊，另有一名烟火特性训练教官则于同年十月到瑞士巴尔斯塔尔参加道路及铁路隧道灭火行动课程。

Pat Heung Fire Services Training Centre

The Pat Heung Fire Services Training Centre provides a 26-week initial residential training to recruit Station Officers and Firemen. A wide curriculum for the initial training includes departmental administration, basic firefighting and rescue techniques, management and leadership, fire science, fire engineering, use of appliances and equipment, compartment fire behaviour training, breathing apparatus, basic ambulance aid, physical training, fire protection and legislation. In 2015, 51 recruit Station Officers and 280 recruit Firemen completed the basic training.

Initial training for Senior Firemen/Firewomen (Control), Firemen (Workshops) and induction training for in-service appointed Station Officers are provided by the Centre. During the year, three in-service appointed Station Officers (Control) and six Recruit Senior Firemen/Firewomen (Control) completed their training.

The Centre also provides training on firefighting techniques to foreign counterparts and private organisations. In 2015, 11 fire officers from Macao and 444 employees from private organisations completed courses on basic firefighting, breathing apparatus, acting Station Officer induction training, and oil tank, building structure and high-rise building firefighting.

The Department organised various kinds of compartment fire behaviour training (CFBT) to Fire Services members to enhance their professional knowledge and firefighting skills. In 2015, 102 operational members attained the Compartment Fire Attacker (CFA) qualification, 66 CFAs attended the CFA Refresher Course, 268 new recruits completed the induction course and 61 Probationary Station Officers attended the CFBT intermediate course. On June 1, 2015, the refresher and assessment course and the compartment fire ventilation course were combined and renamed as one-day CFBT course with 528 operational members trained.

In order to equip CFBT instructors with better knowledge of teaching and firefighting skills, three CFBT instructors attended the International Fire Instructor's Workshop 2015 in Brussels, Belgium, in September 2015 while another CFBT Instructor attended the Firefighting Operations in Road and Railway Tunnels Course in Balsthal, Switzerland, in October 2015.

二零一五年，共有1,694名行动组属员获委派为消防安全支援队队员，以加强部门的灭火能力和应对须长时间处理的大型火警事故，并推行事故后的消防安全计划。

一辆烟火特遣队车于二零一五年五月二十日投入服务，驻守八乡消防训练中心，用以运载烟火特遣队的灭火防护服和装备到事故现场。

八乡消防训练中心与教育局合办「多元智能跃进计划」，旨在为中学生提供纪律、领导才能和防火的训练。二零一五年，共有1,024名学生及61名教师参与这项计划。

随着消防及救护学院将于2016年投入服务，八乡消防训练中心将完成其历史使命，并将于2016年年初正式关闭。

In 2015, a total of 1,694 operational members were deployed as members of the Incident and Fire Safety Support Unit to strengthen the firefighting capability in major and prolonged fire incidents and to implement the post-incident fire safety programme.

A Compartment Fire Specialists Carrier (CFSC) was put into service on May 20, 2015 and posted at Pat Heung Fire Services Training Centre to convey the fire suit and equipment of the Compartment Fire Specialists to the scene of incident.

The Centre and the Education Bureau co-organised an Enhanced Smart Teen Project which aims at providing discipline, leadership and fire protection training to secondary school students. In 2015, a total of 1,024 students and 61 teachers enrolled for this project.

Upon the commissioning of the Fire and Ambulance Services Academy in 2016, the Pat Heung Fire Services Training Centre will have achieved its mission and the Centre will be closed in early 2016.



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1 - 2 八乡消防训练中心为新聘的消防队长和消防员提供内容广泛的初级课程。
Pat Heung Fire Services Training Centre provides a wide curriculum of initial training to recruit Station Officers and Firemen.



1 西九龙救援训练中心为消防人员提供持续训练课程。
The West Kowloon Rescue Training Centre provides continuous training to fire personnel.

2 西九龙救援训练中心让消防人员进行实火训练。
Fire personnel undergo live fire training in the West Kowloon Rescue Training Centre.

3 - 5 马鞍山救护训练中心为救护人员提供全面救护训练。
The Ma On Shan Ambulance Services Training Centre provides a comprehensive ambulance training.

西九龙救援训练中心

西九龙救援训练中心提供持续训练课程，以加强消防人员处理不同类型火警和事故的技巧。中心设有多种先进的训练设施，包括在模拟隧道和迷宫内进行搜索及救援，以及在不同情况下进行实火训练。在二零一五年，共有3 504名属员接受相关训练。

马鞍山救护训练中心

马鞍山救护训练中心为各级救护及消防人员提供救护学和专门的辅助医疗训练，亦为市民安排不同的课程。

新聘的救护主任和救护员须在训练中心接受为期26周的初级训练，内容包括基本的辅助医疗知识及技巧、相关法例、情绪智商、客户服务、步操、纪律训练、体能训练和救护车随车实习。学员在完成课程后会派驻救护站履行职务。二零一五年，有15名救护主任学员及184名救护员学员接受初级训练。

West Kowloon Rescue Training Centre

The West Kowloon Rescue Training Centre provides continuous training programmes to strengthen the skills of the fire personnel in tackling different types of fires and incidents. The Centre is equipped with a wide variety of advanced training facilities to provide search and rescue training at a simulated tunnel and maze and live fire training in different situations. A total of 3,504 members attended the training in 2015.

Ma On Shan Ambulance Services Training Centre

The Ma On Shan Ambulance Services Training Centre provides ambulance aid and specialised paramedic training to ambulance and fire personnel of different ranks. Besides, it also offers various courses to the general public.

Newly recruited Ambulance Officers and Ambulancemen/Ambulancewomen undergo a 26-week initial training in the Centre, which comprises basic paramedic knowledge and skills, legislation, emotional intelligence, customer service, foot drills, discipline training, physical fitness and on-car attachment. Upon completion of the course, the recruits will be posted to ambulance depots to discharge their duties. In 2015, 15 recruit Ambulance Officers and 184 recruit Ambulancemen/Ambulancewomen received the initial training.

部门会挑选有经验的救护人员修读由训练中心举办的二级急救医疗助理训练课程，为期21周。成功修毕课程的学员将合格成为二级急救医疗助理。该项资格获辅助医疗学院及卑诗省同济专科学院认可，须每三年重新考核一次。二零一五年，共有120名消防处属员参加二级急救医疗助理训练课程。

救护人员晋升为队目级人员后，中心将为队目级人员提供队目级人员指挥才能训练课程，以提高他们在领导才能、管理、沟通、客户服务和处理大型事故等方面的技能和知识。二零一五年，共有132名属员参加了训练课程。

为提升队目级人员的能力，中心提供救护总区教官资格检定课程，通过各种讲座和实践课程，提升他们的教学方法和情绪管理技巧。二零一五年，共有14名属员参加了上述课程。

训练中心亦为消防人员提供各项培训，例如为学员提供基本救护学课程，并为先遣急救员提供救护学进阶课程。训练中心又为市民和不同政府部门的员工安排社区心肺复苏法课程及自动心脏去颤法训练。二零一五年，分别有892名市民接受社区心肺复苏法训练；1,522名市民接受自动心脏去颤法训练，以及77名市民接受自动心脏去颤法重新考核训练。

Experienced ambulance personnel will be selected to attend a 21-week Emergency Medical Assistant II (EMA II) Training Course provided by the Centre. Successful candidates will be qualified as EMA II. This qualification, accredited by the Paramedic Academy and Justice Institute of British Columbia, is required to be revalidated every three years. In 2015, a total of 120 Fire Services members attended the EMA II training course.

When the ambulance personnel are promoted to the rank of non-commissioned officer (NCO), the Centre will provide NCO (ambulance) command course for them to enhance their skills and knowledge in leadership, management, communications, customer service and handling major incidents. In 2015, a total of 132 members attended the course.

For NCO's further advancement, the Centre provides ambulance command instructor qualifying course to enhance their instructional techniques and psychomotor skills through various lectures and practical sessions. In 2015, a total of 14 members attended the qualifying course.

The Centre also provides training to fire personnel, such as the basic ambulance aid training for the recruits and the advanced ambulance aid training at the first responder level. The Centre arranges community cardio-pulmonary resuscitation (CCPR) training and public access defibrillation (PAD) training to the general public and staff of different government departments. In 2015, 892 members of the public received the CCPR training; 1,522 received the PAD training and 77 received PAD recertification training.



管理及发展培训

在二零一五年，有1,337名本处属员修读公务员培训处举办的各项管理、法律、领导才能、沟通及国家事务研习课程，以助发展事业。年内亦有121名属员分别前往英国、美国、瑞士、加拿大、澳洲、菲律宾、泰国、新加坡及内地修读不同的训练课程。

现场指挥训练

为提高前线消防人员处理火警及紧急事故的能力，本处利用「消防工作室 4.0」电脑培训软件，安排学员进行高楼大厦火警的现场指挥训练。在二零一五年，共有195名消防队长学员及消防员学员接受这项训练。

体能训练

体能训练组为本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。

本处属员的周年体能测验由两部分组成，即耐力跑及体能测试。二零一五年，在8,193名接受测验的属员中，有34.5%取得最高的「优异」(1/A)等级，只有约2.7%的人员需要覆试。

体能训练组人员经常获委派协助筹办消防处的各项体育活动，例如陆运会、水运会及越野赛，并在活动中担任裁判。此外，该组人员亦经常获本地及国际慈善团体邀请，于体育活动担任裁判，例如乐施会毅行者。他们亦代表本处参与慈善活动和赛事，例如「匡智竞步上云霄」。

Training on Management and Development

For career development, 1,337 Fire Services members attended various courses on management, law, leadership, communication and China studies organised by the Civil Service Training and Development Institute in 2015. During the year, 121 members attended various training programmes in the United Kingdom, the United States of America, Switzerland, Canada, Australia, the Philippines, Thailand, Singapore and the Mainland China.

Incident Command Training

In order to enhance the capability of the frontline fire personnel in handling fire and emergency incidents, an incident command training programme on firefighting in high-rise buildings using training software “Fire Studio 4.0” was arranged for the recruits. A total of 195 Station Officer and Fireman trainees received the training in 2015.

Physical Training

The Physical Training Establishment (PTE) provides physical training and promotes sports activities for the Fire Services personnel so as to maintain their good physical condition.

The annual Physical Fitness Assessment for the Fire Services members consists of two parts – Aerobic Run and Strength Test. Out of the 8,193 Fire Services members who took part in the assessment in 2015, 34.5% achieved the top grading of 1/A and only about 2.7% needed to be reassessed.

The PTE staff are often deployed to assist in organising and act as referees at Fire Services sports events such as athletic meets, swimming galas and cross-country runs. Moreover, they are often invited by local and international charitable associations to act as referees for sports events such as the Oxfam Trailwalker competitions. They also represent the Department to participate in charitable events/competitions such as the Hong Chi Climbathon.

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1 - 2 体能训练让消防处人员保持强健体格。
Physical training helps fire personnel maintain their good physical condition.

专责队伍及兴趣小组

压力辅导组

为协助同事纾解因事故及工作造成的压力，部门于二零零九年一月成立压力辅导组。辅导组现由80名已受训并自愿参与的属员组成，提供辅导服务，并为学员提供压力管理培训。

纪律专责队伍

部门于二零零九年一月成立纪律专责队伍，成员包括297名已受训并自愿参与的主任级人员。为使属员在纪律研讯方面的工作保持高水准的表现，纪律专责队伍辖下成立了纪律聆讯谘询小组，与纪律专责队伍分享纪律事宜的知识，并向其成员提供指引。

火警调查组

火警调查组为火警起因的调查工作提供专业支援。该组由有兴趣并自愿参与的前线主任级人员组成。二零一五年，共有七名火警调查员参与协助调查火警事故。此外，本处年内又招募了12名前消防主任担任火警调查员。部门为小组成员筹办一连串进修课程，以提升他们在火警调查方面的知识。另外，有11名火警调查员曾到外地参与专门的火警调查课程。

Specialist Teams and Interest Groups

Stress Counselling Team

The Stress Counselling Team was set up in January 2009 to help colleagues alleviate stress caused by incidents and work. The team currently comprises 80 trained voluntary members providing counselling service as to FS personnel well as stress management training to new recruits.

Service Disciplinary Team

A Service Disciplinary Team (SDT) comprising 297 trained voluntary officers was set up in January 2009. In order to maintain a high standard of performance in disciplinary proceedings, a Disciplinary Advisory Group under the SDT has been set up for sharing knowledge and providing guidance to SDT members.

Fire Investigation Group

The Fire Investigation Group provides professional support for investigations into the causes of fires. The team comprises interested frontline officers who voluntarily take up the responsibility. In 2015, seven fire investigators were turned out for fire investigations. Besides, 12 frontline fire officers were recruited as fire investigators during the year. A series of refresher courses were organised for the group members to enhance their knowledge of fire investigations. Furthermore, 11 fire investigators had attended overseas courses on specialist fire investigations.

消防车辆车厢及工具储物柜设计／ 装置改良兴趣小组

部门成立消防车辆车厢及工具储物柜设计／装置改良兴趣小组，旨在鼓励属员就改良车厢及工具储物柜的设计和行功效率提出意见。小组现时有50名成员。

消防工程学兴趣小组

为丰富本处属员的消防工程学知识，并使消防工程设计得以持续发展和应用，部门在二零一零年十一月成立了消防工程学兴趣小组。自二零一一年起，小组联同香港理工大学合办「消防工程研究先锋计划」，促进成员在消防工程方面的专业知识。

有四名参与计划的学员就摩天大楼、岩洞、住宅花洒系统、隧道及行车隧道的消防安全设施进行研究。学员在二零一五年夏天在香港理工大学进行了四次简介会，分享他们的研究成果。此外，小组于二零一五年九月在格拉斯哥(Glasgow)举行的「火灾及爆破对结构安全的影响第一届国际会议」中，发表了有关香港现时行车隧道消防安全的研究文章。小组亦于同年十月在日本筑波市举行的「第十届亚洲及大洋洲消防科学与技术研讨会」上发表了另一篇探讨香港家用花洒系统是否必要的文章。

Fire Appliances Cabin and Locker Design / Modification Interest Group

The Fire Appliances Cabin and Locker Design/Modification Interest Group is set up to encourage members to contribute their views on improving cabin and locker design as well as the efficiency of operation. The Group currently comprises 50 members.

Fire Engineering Interest Group

To enrich fire engineering knowledge among Fire Services members and sustain the development and application of fire engineering design, a Fire Engineering Interest Group was established in November 2010. In collaboration with the Hong Kong Polytechnic University, the Group has organised a joint mentorship programme to foster professionalism in fire engineering since 2011.

Under this programme, four mentees conducted research related to fire safety provisions in supertall buildings, caverns, domestic sprinklers, tunnels and vehicular tunnels. The mentees conducted four presentations at the Hong Kong Polytechnic University in the summer of 2015 to share their research findings. Furthermore, a research paper on the fire safety of existing road tunnels in Hong Kong was presented at the “First International Conference on Structural Safety under Fire & Blast” held in Glasgow in September 2015. Another paper exploring the necessity of domestic sprinkler in Hong Kong was presented at the “10th Asia-Oceania Symposium on Fire Science and Technology” held in Tsukuba, Japan, in October 2015.



消防车辆兴趣小组

部门成立消防车辆兴趣小组，旨在提高属员对消防车辆的兴趣，以掌握消防车辆的最新设计。小组现时有50名成员，他们会定期会面，就新购置的车辆提出宝贵意见。

消防个人防护装备谘询委员会

部门成立消防个人防护装备谘询委员会，旨在统筹各消防单位对个人防护装备的意见，并将有关意见转交职业安全健康分组，然后由采购及物流组跟进。

诚信管理委员会

诚信管理委员会致力提高消防处在诚信管理方面的成效。在二零一五年，委员会以「廉直守纪，奉公以诚」为主题推行一系列工作，提醒属员谨慎行事，切勿作出违反诚信的行为。部门于二零一五年继续推行诚信管理，举办各项活动，例如诚信短片创作比赛，提醒属员须时刻秉持廉直守纪、奉公以诚的工作态度。

自二零一四年起，各总区亦成立了总区诚信管理委员会，由副消防总长或副救护总长领导有关工作，以提醒属员注意所属总区内一些因其特定职务性质而较易出现不当行为的工作范畴，并制订防范措施。

Fire Appliance Interest Group

The Fire Appliance Interest Group is established to develop members' interest in fire appliances and to keep abreast the latest design. The Group comprises 50 members who meet regularly to offer valuable views on the newly procured appliances.

Fire Personal Protective Equipment Advisory Committee

The Fire Personal Protective Equipment Advisory Committee is set up to coordinate the comments on the personal protective equipment from all units in the fire stream and put forward their views to the Occupational Safety and Health Unit. The Procurement and Logistics Group will then take follow-up actions.

Integrity Management Committee

The Integrity Management Committee aims to promote the effectiveness in implementing integrity management in the Department. In 2015, a series of programmes were launched under the theme of "We serve the public with integrity and honesty" to remind Fire Services members to be cautious when discharging their duties and to avoid any acts that may undermine the integrity of the FSD. The Department continued to promote the integrity management in 2015 by organising various events such as the integrity management video clip competition to remind Fire Services members of the need to uphold their integrity and honesty in serving the public at all times.

Besides, a Command Integrity Management Committee, led by a Deputy Chief Fire Officer or Deputy Chief Ambulance Officer, has been set up in each Command since 2014 to draw service members' attention to the work areas that may more likely induce malpractices due to their specific job nature, and to formulate corresponding preventive measures.



- 1 消防工程学兴趣小组在日本一个研讨会上发表有关香港家用花洒系统的研究。
A member of the Fire Engineering Interest Group presents a research study on Hong Kong's domestic sprinkler at a conference in Japan.
- 2 消防工程学兴趣小组在格拉斯哥发表有关香港行车隧道消防安全的研究。
The Fire Engineering Interest Group also present the research findings on the fire safety of Hong Kong road tunnels in Glasgow.
- 3 由九龙总区诚信管理委员会举办的诚信管理微电影「创+作」比赛得奖者合照。
A group photo of the winners of the Integrity Management Video Clip Competition organised by Kowloon Command Integrity Management Committee.

福利

消防福利主任就伤病、住屋、财政和家庭等方面的福利事宜为本处属员提供意见。消防福利主任除了就消防处属员的福利事宜与政府部门及其他机构联络外，亦会安排探访住院的属员，并筹划和推行员工福利计划。二零一五年消防福利主任与206名在职或退休属员及其家属面谈，并就他们的个人及家庭事宜提供辅导。

员工关系

部门设有妥善的沟通途径，鼓励管职双方定期交流，这些途径包括消防处部门协商委员会、总区联谊会 and 分区联谊会，以及文职人员协商委员会。这些委员会及联谊会提供有效的平台，让管职双方就共同关注的事宜交换意见。

为加深了解本处前线人员的需要，处长和副处长会探访各前线单位，与不同级别的人员直接沟通，并与员工协会定期会面，商讨关乎员工工作、福利、服务条件及福祉等事宜，亦会在有需要时与员工进行磋商，就新的管理措施搜集职工意见，并就职工关注的事项提供资料。

体育及康乐

部门一向鼓励属员在工作和家庭生活之间取得平衡，使提供紧急服务的人员能够在体能及心理质素方面符合严格的要求。因此，香港消防处体育福利会举办多项体育活动、兴趣小组，以及康乐和社交活动。为使活动更多样化，部门年内成立了非撞式榄球队。此外，多个兴趣小组及多名运动队伍成员亦参与外间机构举办的体育和文化活动，以及海外的赛事，成绩美满，令人鼓舞。

由体育福利会主办的二零一五/一六年度越野赛跑暨家庭同乐日已于二零一五年十一月七日分别于大帽山郊野公园及八乡消防训练中心举行。超过600名属员报名参加越野赛跑；逾1,000名属员与家属在轻松愉快的气氛下欢度家庭日。

Welfare

The Fire Services Welfare Officer (FSWO) gives advices to the Fire Services members on welfare matters, including injury, sickness, housing, financial and domestic issues. Apart from liaising with government departments and other agencies on matters relating to the welfare of the Fire Services members, the FSWO also arranges visits to hospitalised members, and organises and implements staff welfare schemes. In 2015, the FSWO interviewed and counselled 206 serving and retired members and their families on personal and domestic affairs.

Staff Relations

There are well-established channels of communication within the Department to encourage regular dialogues between the management and staff. These communication channels include the Fire Services Departmental Consultative Committee, the Staff Relations Units of Commands and Divisions, and the Civilian Staff Consultative Committee. These committees and staff relations units provide useful forums for the exchange of views between the management and staff on matters of common interest.

To better understand the needs of the frontline Fire Services members, the Director and Deputy Director pay visits to frontline units so as to communicate with staff of different ranks directly and meet with staff associations regularly to discuss issues affecting their work, benefits, conditions of service and well-being. They also hold discussions with staff as required to seek their views on new management initiatives and disseminate information on matters of interest.

Sports and Recreation

The Department always strives to encourage its members to strike a balance between work and family life in order to meet the demanding requirements on physical fitness and mental strength as emergency responders. In this regard, the Hong Kong Fire Services Sports and Welfare Club organises various sports events, interest groups, recreational and social activities. To increase the variety of events, a Touch Rugby Team was newly established in the year. In addition, members of various interest groups and sports groups also participate in external sports, cultural activities and overseas events with encouraging and fruitful results.

The Cross Country Run cum Family Day 2015/16 organised by the Sports and Welfare Club was held at Tai Mo Shan Country Park and Pat Heung Fire Services Training Centre on November 7, 2015. Over 600 staff members had signed up for the Country Run and over 1,000 staff members and their family members enjoyed a relaxing and joyful family day.



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1 消防处人员参与周年越野赛。
FSD members participating in the annual Cross Country Run.

2 消防处水运会。
The FSD Swimming Gala.

3 - 4 消防处陆运会比赛激烈。
Keen competition at the Fire Services Athletic Meet.



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