

人力資源管理

HUMAN RESOURCES MANAGEMENT





編制

截至二零一五年年底，消防處的人員編制為10,240人，包括9,515名軍裝人員和725名文職人員。

財政

二零一四至一五及二零一五至一六財政年度，部門總開支分別為49.69億元及54.44億元，均佔有關年度政府總開支的1.6%。

招聘

二零一五年，消防處經嚴格甄選後，共聘任了476名軍裝人員，包括一名助理消防區長(體能訓練)、54名消防隊長(行動)、三名消防隊長(控制)、15名救護主任、三名消防隊目(控制)、214名消防員(行動/海務)、兩名消防員(工程組)及184名救護員。年內亦聘任了五名技工及九名二級工人。

培訓及發展

消防及救護學院

消防及救護學院的組織架構於二零一五年四月一日起運作，而消防訓練學校、消防處救護訓練學校及駕駛訓練學校亦於同日起納入總部總區轄下的消防及救護學院。消防訓練學校改稱為八鄉消防訓練中心，而消防處救護訓練學校則改稱為馬鞍山救護訓練中心。

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 消防處人員在職業博覽會向參觀者介紹消防處的工作。

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

4 財政司司長曾俊華在八鄉消防訓練中心結業會操中檢閱一批結業學員。

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

5 完成基本訓練的結業學員。

The graduates on completion of their basic training.

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學院座落於將軍澳百勝角路11號，於二零一五年年底落成。學院佔地約158,000平方米，提供526個訓練宿位，主要為新入職的消防和救護人員提供初級訓練，並為現職屬員提供持續的在職專業訓練。學院亦為其他政府部門、私營機構、市民和海外同業提供與消防及救護服務相關的訓練課程。

學院於二零一六年年初啓用後，消防及救護人員有更多一同操練的機會，藉以提高他們處理緊急事故的協調及應變能力。

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.



學院設有多項先進的模擬事故現場訓練設施，為消防處屬員提供涉及鐵路、隧道、船隻、飛機和燃料庫等事故的多元化訓練，以及高空拯救、坍塌搜救及室內煙火特性方面的專業訓練，藉以加強屬員應付大型事故的能力。各類專業訓練設施如下：

滅火訓練樓

不同類別的建築物、各類建築物料、間隔及家具用料，為執行滅火和救援行動的消防人員帶來挑戰。滅火訓練樓是一座先進的室內實火訓練設施，用以提升消防人員處理各類火警的滅火技能。滅火訓練樓模擬多個室內場景，包括唐樓分間單位(劏房)、酒店、工業樓宇及卡拉OK等處所發生的火警。設施能營造逼真的實火、高溫、聲效及煙霧，使學員能在安全及受控制的模擬實火環境下學習滅火和救援技能。

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** 消防及救護學院讓消防及救護人員有更多一同操練的機會。
The Fire and Ambulance Services Academy provides more opportunities for the fire and ambulance personnel to be trained together.
- 3** 滅火訓練樓。
Burn House.



救援訓練樓

救援訓練樓樓高十層，在不同樓層及外牆設置多種模擬場景，包括商場、舊式住宅樓宇、公共屋邨、工廠及設有玻璃幕牆的商業樓宇，另設置有人被困升降機的模擬場景，讓學員能實習各類樓宇的滅火、救援及傷者處理的策略和技巧。救援訓練樓的設施亦有助高空拯救專隊進行專項訓練。

室內煙火特性訓練

消防人員經常處理樓宇火警，不時面對室內火警中極為危險的閃燃與回燃現象。煙火特性訓練設施樓高數層，可模擬通風、閃燃及回燃現象，有助加強消防人員在極高溫和煙霧瀰漫情況下的應變能力，並讓他們作好準備，以適應在這種環境下工作。

室內煙火特性訓練室有三層高，由19個40呎長的貨櫃組成。在訓練室的指定監測點裝有溫度計，用作量度和記錄訓練時的溫度。地下點火區所產生的熱煙可經管道引導至訓練室的一樓和二樓，用以模擬不同類型的火場情境，讓學員實習不同的搜救和通風策略。

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.

回燃示範室長6米，裝有防火隔層和溫度監測系統，用以示範火警進程和極端煙火特性。學員可在安全距離觀察火勢發展的不同階段和極端煙火特性(例如閃燃和回燃現象)的徵兆。

交通事故訓練

香港的鐵路網有多條鐵路線縱橫交錯，並建有地下車站和隧道。學院內的模擬鐵路站和列車隧道可讓消防及救護人員進行大型鐵路事故及列車火警的模擬訓練，藉以實習行動程序、疏散策略、滅火技術及處理大量傷者的方法。

香港不少道路與隧道及高速公路相連。模擬行車隧道及高速公路可讓受訓人員進行涉及重型車輛、巴士、私家車或油缸車等嚴重交通事故的模擬訓練。消防及救護人員亦可利用這些設施實習救出被困者的救援技巧，以及穩定車輛及處理大量傷者的方法。

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 救援訓練樓。
The Rescue Training Tower.
- 2 煙火特性訓練設施。
The Compartment Fire Behaviour Training facility.
- 3 室內煙火特性訓練室。
The simulator inside the Compartment Fire Behaviour Training facility.
- 4 模擬鐵路站和列車設施。
The simulated railway station and train facilities.
- 5 模擬行車隧道和高速公路。
The simulated road tunnel and highway.

水上事故訓練

船隻火警及急流拯救的模擬設施可為消防人員提供全面的水上事故訓練，以應對在船上執行滅火及救援任務或進行水上救援行動時的挑戰。

船隻火警模擬設施模擬一艘四層高船隻，最低層模仿貨船設計，另外三層則模擬郵輪設計。模擬船內設有多個實火訓練室，模擬客艙、機房、熱油管道等事故場景。

急流拯救模擬設施模仿一條露天河道，可製造急流效果，用以提升學員在應對水浸事故時的急流拯救技能和應變能力。

燃料庫及加油站事故訓練

在貯油庫發生的事故可能涉及火警和漏油。油庫模擬設施可模擬油庫發生火警時的情況，藉以加強消防人員在這方面的訓練。石油氣貯存缸模擬設施為學員提供寶貴機會，學習如何正確處理涉及石油氣缸的火警事故。加油及加氣站模擬設施則有助加強涉及大量傷者的滅火及救援行動訓練。

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 模擬急流拯救設施。
The swift water rescue simulator.
- 2 模擬船隻火警設施。
The ship fire simulator.
- 3-4 燃料庫事故訓練設施。
Fuel tank incident training facilities.



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飛機事故訓練

處理飛機事故的滅火及救援方法有別於其他大型事故。模擬飛機事故訓練設施設有不同類型的模擬飛機包括空中巴士A380及波音B767，提供逼真的訓練場地，讓消防、救護與調派及通訊組人員實習有關的行動程序、疏散策略及滅火技術，藉以提升他們處理涉及大量傷者的事故時的應變能力。

模擬危害物質事故訓練

要應付涉及危害物質(例如化學品和放射性物質)的事故，專業知識、技術、工具和訓練不可或缺。本處一直積極提升處理危害物質事故的能力，並為此成立危害物質專隊。模擬危害物質事故訓練區設有模擬氣體洩漏室、危害物質實驗室、危險品倉庫和氯氣貯存倉，可就處理危害物質事故時的行動策略、各種探測器和防護裝備的使用技巧，以及密封和洗消程序提供有關訓練。

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 飛機事故訓練設施。
The facilities for aircraft incident training.
- 2 危害物質事故訓練區。
The simulated HazMat training area.



坍塌事故搜救訓練

在發生構築物坍塌、山泥傾瀉或其他重大事故時，坍塌搜救專隊負責搜救被困或埋在瓦礫下的受害人。坍塌搜救訓練場模擬樓宇倒塌場景，讓學員可以在惡劣環境下(例如山泥傾瀉和樓宇倒塌事故)進行搜救行動訓練。場內亦設有一條地下混凝土管道，供學員在安全的模擬實境中進行救援及處理傷者的訓練。

高空拯救訓練

高空拯救專隊負責在高空環境執行救援行動，例如纜車、塔式起重機、橋塔、建築地盤棚架及高樓大廈的吊船。特種救援訓練場設有不同的高空拯救訓練設施，包括高空拯救訓練塔、模擬塔式起重機及模擬懸吊纜車系統，為學員提供相關的高空拯救技術訓練。

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 坍塌搜救訓練場。
Urban Search and Rescue Training Ground.
- 2 高空拯救訓練設施。
High Angle Rescue Training facility.
- 3 - 4 模擬急症室(左圖)及模擬救護車廂讓學員實習將病人送院及移交予醫務人員的程序。
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.



救護訓練

各類救護訓練設施均集中在一個指定區域內，讓學員可一次過進行整個模擬出勤過程，由收到救護召喚開始，繼而替病人進行評估、施行治理、移交病人，以至最後進行消毒。

進行綜合訓練時，學員先在模擬救護車廂內收到召喚，然後帶同從車上卸下的裝備前往小組研討室，在模擬場景中按「病人評估模式」治理傷病者。學員接着用抬床將傷病者送往模擬救護車廂，並在車廂內進一步治理傷病者、穩定其情況、進行介入及檢查，最後將傷病者送往模擬醫院環境的模擬急症室，讓救護學員掌握移交病人予醫務人員的程序。此外，模擬消毒室提供一個實境訓練場地讓救護學員練習消毒程序。

駕駛訓練

駕駛訓練中心設有先進的駕駛訓練模擬設施和指定訓練場地，用作進行緊急駕駛訓練。此外，學院內的道路網絡設計亦模擬香港的道路系統，使學員有更豐富的駕駛經驗。

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.

八鄉消防訓練中心

八鄉消防訓練中心為新聘的消防隊長和消防員，提供為期26周的留宿初級訓練。訓練課程內容廣泛，包括部門行政、基本滅火及救援技巧、管理及領導才能、消防學、消防工程學、消防車輛及裝備的應用、煙火特性訓練、呼吸器的操作、基本救護學、體能訓練、防火及相關法例。二零一五年，共有51名消防隊長學員及280名消防員學員完成基本訓練。

訓練中心亦為消防隊目(控制)及消防員(工程組)提供初級訓練，並為內部聘任的消防隊長提供入職培訓。年內，有三名內部聘任的消防隊長(控制)及六名新聘的消防隊目(控制)完成相關訓練。

訓練中心亦為外地同業及私人機構員工提供滅火技巧訓練。二零一五年，有11名澳門消防主任及444名私人機構員工完成有關基本滅火、呼吸器、署任消防隊長啓導訓練，以及油庫、樓宇結構及高層樓宇滅火的課程。

本處為屬員開辦各種煙火特性訓練課程，以提高他們的專業知識和滅火技能。在二零一五年，共有102名行動組屬員取得煙火特攻員資格，66名煙火特攻員參加煙火特攻員複修課程，268名消防學員完成入職課程，以及61名見習消防隊長參加煙火特性訓練中級課程。煙火特性訓練進修課程和煙火特性通風課程在二零一五年六月一日合併，易名為煙火特性訓練一天課程，共有528名行動組屬員接受訓練。

為增進煙火特性訓練教官的教學知識及滅火技術，三名煙火特性訓練教官於二零一五年九月參加在比利時布魯塞爾舉行的二零一五年國際消防教官工作坊，另有一名煙火特性訓練教官則於同年十月到瑞士巴爾斯塔爾參加道路及鐵路隧道滅火行動課程。

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名行動組屬員獲委派為消防安全支援隊隊員，以加強部門的滅火能力和應對須長時間處理的大型火警事故，並推行事故後的消防安全計劃。

一輛煙火特遣隊車於二零一五年五月二十日投入服務，駐守八鄉消防訓練中心，用以運載煙火特遣隊的滅火防護服和裝備到事故現場。

八鄉消防訓練中心與教育局合辦「多元智能躍進計劃」，旨在為中學生提供紀律、領導才能和防火的訓練。二零一五年，共有1,024名學生及61名教師參與這項計劃。

隨着消防及救護學院將於2016年投入服務，八鄉消防訓練中心將完成其歷史使命，並將於2016年年初正式關閉。

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.



1 - 2 八鄉消防訓練中心為新聘的消防隊長和消防員提供內容廣泛的初級課程。Pat Heung Fire Services Training Centre provides a wide curriculum of initial training to recruit Station Officers and Firemen.



1 西九龍救援訓練中心為消防人員提供持續訓練課程。
The West Kowloon Rescue Training Centre provides continuous training to fire personnel.

2 西九龍救援訓練中心讓消防人員進行實火訓練。
Fire personnel undergo live fire training in the West Kowloon Rescue Training Centre.

3 - 5 馬鞍山救護訓練中心為救護人員提供全面救護訓練。
The Ma On Shan Ambulance Services Training Centre provides a comprehensive ambulance training.

西九龍救援訓練中心

西九龍救援訓練中心提供持續訓練課程，以加強消防人員處理不同類型火警和事故的技巧。中心設有多種先進的訓練設施，包括在模擬隧道和迷宮內進行搜索及救援，以及在不同情況下進行實火訓練。在二零一五年，共有3 504名屬員接受相關訓練。

馬鞍山救護訓練中心

馬鞍山救護訓練中心為各級救護及消防人員提供救護學和專門的輔助醫療訓練，亦為市民安排不同的課程。

新聘的救護主任和救護員須在訓練中心接受為期26周的初級訓練，內容包括基本的輔助醫療知識及技巧、相關法例、情緒智商、客戶服務、步操、紀律訓練、體能訓練和救護車隨車實習。學員在完成課程後會派駐救護站履行職務。二零一五年，有15名救護主任學員及184名救護員學員接受初級訓練。

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.

部門會挑選有經驗的救護人員修讀由訓練中心舉辦的二級急救醫療助理訓練課程，為期21周。成功修畢課程的學員將合資格成為二級急救醫療助理。該項資格獲輔助醫療學院及卑詩省同濟專科學院認可，須每三年重新考核一次。二零一五年，共有120名消防處屬員參加二級急救醫療助理訓練課程。

救護人員晉升為隊目級人員後，中心將為隊目級人員提供隊目級人員指揮才能訓練課程，以提高他們在領導才能、管理、溝通、客戶服務和處理大型事故等方面的技能和知識。二零一五年，共有132名屬員參加了訓練課程。

為提升隊目級人員的能力，中心提供救護總區教官資格檢定課程，通過各種講座和實踐課程，提升他們的教學方法和情緒管理技巧。二零一五年，共有14名屬員參加了上述課程。

訓練中心亦為消防人員提供各項培訓，例如為學員提供基本救護學課程，並為先遣急救員提供救護學進階課程。訓練中心又為市民和不同政府部門的員工安排社區心肺復甦法課程及自動心臟去顫法訓練。二零一五年，分別有892名市民接受社區心肺復甦法訓練；1,522名市民接受自動心臟去顫法訓練，以及77名市民接受自動心臟去顫法重新考核訓練。

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.



管理及發展培訓

在二零一五年，有1,337名本處屬員修讀公務員培訓處舉辦的各項管理、法律、領導才能、溝通及國家事務研習課程，以助發展事業。年內亦有121名屬員分別前往英國、美國、瑞士、加拿大、澳洲、菲律賓、泰國、新加坡及內地修讀不同的訓練課程。

現場指揮訓練

為提高前線消防人員處理火警及緊急事故的能力，本處利用「消防工作室 4.0」電腦培訓軟件，安排學員進行高樓大廈火警的現場指揮訓練。在二零一五年，共有195名消防隊長學員及消防員學員接受這項訓練。

體能訓練

體能訓練組為本處人員提供體能訓練，並推廣體育活動，使他們保持體格強健。

本處屬員的周年體能測驗由兩部分組成，即耐力跑及體能測試。二零一五年，在8,193名接受測驗的屬員中，有34.5%取得最高的「優異」(1/A)等級，只有約2.7%的人員需要覆試。

體能訓練組人員經常獲委派協助籌辦消防處的各项體育活動，例如陸運會、水運會及越野賽，並在活動中擔任裁判。此外，該組人員亦經常獲本地及國際慈善團體邀請，於體育活動擔任裁判，例如樂施會毅行者。他們亦代表本處參與慈善活動和賽事，例如「匡智競步上雲霄」。

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.



1 - 2 體能訓練讓消防處人員保持強健體格。
Physical training helps fire personnel maintain their good physical condition.

專責隊伍及興趣小組

壓力輔導組

為協助同事紓解因事故及工作造成的壓力，部門於二零零九年一月成立壓力輔導組。輔導組現由80名已受訓並自願參與的屬員組成，提供輔導服務，並為學員提供壓力管理培訓。

紀律專責隊伍

部門於二零零九年一月成立紀律專責隊伍，成員包括297名已受訓並自願參與的主任級人員。為使屬員在紀律研訊方面的工作保持高水準的表現，紀律專責隊伍轄下成立了紀律聆訊諮詢小組，與紀律專責隊伍分享紀律事宜的知識，並向其成員提供指引。

火警調查組

火警調查組為火警起因的調查工作提供專業支援。該組由有興趣並自願參與的前線主任級人員組成。二零一五年，共有七名火警調查員參與協助調查火警事故。此外，本處年內又招募了12名前線消防主任擔任火警調查員。部門為小組成員籌辦一連串進修課程，以提升他們在火警調查方面的知識。另外，有11名火警調查員曾到外地參與專門的火警調查課程。

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.

消防車輛車廂及工具儲物櫃設計／ 裝置改良興趣小組

部門成立消防車輛車廂及工具儲物櫃設計／裝置改良興趣小組，旨在鼓勵屬員就改良車廂及工具儲物櫃的設計和行動效率提出意見。小組現時有50名成員。

消防工程學興趣小組

為豐富本處屬員的消防工程學知識，並使消防工程設計得以持續發展和應用，部門在二零一零年十一月成立了消防工程學興趣小組。自二零一一年起，小組聯同香港理工大學合辦「消防工程研究先鋒計劃」，促進成員在消防工程方面的專業知識。

有四名參與計劃的學員就摩天大樓、岩洞、住宅花灑系統、隧道及行車隧道的消防安全設施進行研究。學員在二零一五年夏天在香港理工大學進行了四次簡介會，分享他們的研究成果。此外，小組於二零一五年九月在格拉斯哥(Glasgow)舉行的「火災及爆破對結構安全的影響第一屆國際會議」中，發表了有關香港現時行車隧道消防安全的研究文章。小組亦於同年十月在日本筑波市舉行的「第十屆亞洲及大洋洲消防科學與技術研討會」上發表了另一篇探討香港家用花灑系統是否必要的文章。

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.



消防車輛興趣小組

部門成立消防車輛興趣小組，旨在提高屬員對消防車輛的興趣，以掌握消防車輛的最新設計。小組現時有50名成員，他們會定期會面，就新購置的車輛提出寶貴意見。

消防個人防護裝備諮詢委員會

部門成立消防個人防護裝備諮詢委員會，旨在統籌各消防單位對個人防護裝備的意見，並將有關意見轉交職業安全健康分組，然後由採購及物流組跟進。

誠信管理委員會

誠信管理委員會致力提高消防處在誠信管理方面的成效。在二零一五年，委員會以「廉直守紀，奉公以誠」為主題推行一系列工作，提醒屬員謹慎行事，切勿作出違反誠信的行為。部門於二零一五年繼續推行誠信管理，舉辦各項活動，例如誠信短片創作比賽，提醒屬員須時刻秉持廉直守紀、奉公以誠的工作態度。

自二零一四年起，各總區亦成立了總區誠信管理委員會，由副消防總長或副救護總長領導有關工作，以提醒屬員注意所屬總區內一些因其特定職務性質而較易出現不當行為的工作範疇，並制訂防範措施。

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 消防工程學興趣小組在日本一個研討會上發表有關香港家用花灑系統的研究。
A member of the Fire Engineering Interest Group presents a research study on Hong Kong's domestic sprinkler at a conference in Japan.
- 2 消防工程學興趣小組在格拉斯哥發表有關香港行車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 由九龍總區誠信管理委員會舉辦的誠信管理微電影「創+作」比賽得獎者合照。
A group photo of the winners of the Integrity Management Video Clip Competition organised by Kowloon Command Integrity Management Committee.

福利

消防福利主任就傷病、住屋、財政和家庭等方面的福利事宜為本處屬員提供意見。消防福利主任除了就消防處屬員的福利事宜與政府部門及其他機構聯絡外，亦會安排探訪住院的屬員，並籌劃和推行員工福利計劃。二零一五年消防福利主任與206名在職或退休屬員及其家屬面談，並就他們的個人及家庭事宜提供輔導。

員工關係

部門設有妥善的溝通途徑，鼓勵管職雙方定期交流，這些途徑包括消防處部門協商委員會、總區聯誼會和分區聯誼會，以及文職人員協商委員會。這些委員會及聯誼會提供有效的平台，讓管職雙方就共同關注的事宜交換意見。

為加深了解本處前線人員的需要，處長和副處長會探訪各前線單位，與不同級別的人員直接溝通，並與員工協會定期會面，商討關乎員工工作、福利、服務條件及福祉等事宜，亦會在有需要時與員工進行磋商，就新的管理措施蒐集職方意見，並就職方關注的事項提供資料。

體育及康樂

部門一向鼓勵屬員在工作和家庭生活之間取得平衡，使提供緊急服務的人員能夠在體能及心理質素方面符合嚴格的要求。因此，香港消防處體育福利會舉辦多項體育活動、興趣小組，以及康樂和社交活動。為使活動更多樣化，部門年內成立了非撞式欖球隊。此外，多個興趣小組及多名運動隊伍成員亦參與外間機構舉辦的體育和文化活動，以及海外的賽事，成績美滿，令人鼓舞。

由體育福利會主辦的二零一五/一六年度越野賽跑暨家庭同樂日已於二零一五年十一月七日分別於大帽山郊野公園及八鄉消防訓練中心舉行。超過600名屬員報名參加越野賽跑；逾1,000名屬員與家屬在輕鬆愉快的氣氛下歡度家庭日。

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.



1 消防處人員參與周年越野賽。
FSD members participating in the annual Cross Country Run.

2 消防處水運會。
The FSD Swimming Gala.

3 - 4 消防處陸運會比賽激烈。
Keen competition at the Fire Services Athletic Meet.

