

人力資源管理 HUMAN RESOURCES MANAGEMENT



軍裝人員招聘
Uniformed staff recruitment

666 人員
MEMBERS

消防隊長(行動)
Station Officers (Operational)
53

消防隊長(控制)
Station Officers (Control)
7

救護主任
Ambulance Officers
5

消防隊目(控制)
Senior Firemen/Firewomen (Control)
41

消防員(行動/海務)
Firemen (Operational/Marine)
331

消防員(工程組)
Fireman (Workshops)
1

救護員
Ambulancemen/Ambulancewomen
228



編制
Establishment

截至二零二二年年底
As at the end of 2022

軍裝人員 Uniformed staff
10,740 名
members

文職人員 Civilian staff
761 名
members

部門總開支
Total expenditure of the department amounted

二零二一至二二財政年度
In the 2021-22 financial year

73.38 億元
7,338 million

二零二二至二三財政年度
In the 2022-23 financial year

79.18 億元
7,918 million



政務司司長陳國基在消防及救護學院舉行的消防處結業會操檢閱學員。
The Chief Secretary for Administration, Mr Chan Kwok-ki, reviews the Fire Services passing-out parade at the Fire and Ambulance Services Academy.

培訓和發展

Training and development

消防及救護學院

消防及救護學院座落於將軍澳百勝角，佔地 158,000 平方米，為新聘和現職的消防和救護人員提供 598 個訓練宿位，讓他們有更多機會一同受訓，藉此提升他們處理緊急事故的應變和協調能力。學院亦為其他政府部門和不同行業的私營機構的僱員、市民、內地及海外同業提供消防和救護相關訓練課程。

消防及救護學院為消防處屬員、本地及海外政府部門和機構，提供消防和救護相關的訓練課程。

The Fire and Ambulance Services Academy provides training courses on fire and ambulance related services for the FSD personnel as well as officers from other government departments and organisations both local and abroad.

Fire and Ambulance Services Academy

Occupying an area of 158,000 square metres in Pak Shing Kok, Tseung Kwan O, the Fire and Ambulance Services Academy (FASA) provides 598 residential training places for both newly recruited and serving fire and ambulance personnel. It provides more opportunities for them to be trained together, thereby enhancing their response and co-ordination capabilities in case of an emergency. The academy also offers fire-and-ambulance-related training courses to staff of other government departments and different trades in the private sector, the general public, as well as the department's Mainland and overseas counterparts.



基礎訓練

Foundation training

學院為消防及救護學員提供 26 周的留宿基礎訓練，課程內容廣泛，包括：

The FASA provides a 26-week foundation residential training programme to Fire and Ambulance trainees. The wide curriculum encompasses courses including:

- 部門行政
administration
- 基本滅火救援技巧
basic firefighting and rescue techniques
- 管理和領導才能
management and leadership
- 消防學
fire science
- 消防工程學
fire engineering
- 防火和相關法例
fire protection and relevant legislation
- 基本輔助醫療知識和技能
basic paramedic knowledge and skills
- 相關法例
relevant legislation
- 情緒智商
emotional intelligence
- 紀律訓練
discipline training
- 救護車隨車實習
on-car attachment

所有新入職人員的訓練課程亦包涵《中華人民共和國憲法》、《基本法》及《香港國安法》的內容。

The Constitution of the People's Republic of China, the Basic Law and the National Security Law are also included in the training curriculum for all new recruits.

二零二二年 In 2022

完成基礎訓練的學員

Trainees who completed foundation training

消防隊長學員 Recruit Station Officers

49 名
members

救護員學員 Recruit Ambulancemen/Ambulancewomen

293 名
members

救護主任學員 Recruit Ambulance Officers

11 名
members

消防隊目(控制)學員 Recruit Senior Firemen/
Firewomen (Control)

28 名
members

消防員學員 Recruit Firemen

324 名
members

消防員(工程組)學員 Recruit Fireman (Workshops)

1 名
member

專業發展

專門訓練課程

學院備有各種先進的模擬訓練設施，提升本處屬員處理涉及鐵路、隧道、船隻、飛機和燃料庫等事故的專業知識和救援技巧；並提供高空拯救、坍塌搜救和室內煙火特性等專門訓練，加強他們應付大型事故的能力。學院的救護訓練區經專門設計，集合各類救護訓練設施，讓救護學員可完成整個出動過程的模擬訓練。

輔助醫療訓練中心

輔助醫療訓練中心設有模擬救護車廂、模擬流動數據終端機和模擬病人監護儀等多項先進訓練設施，為各級救護人員提供專門的輔助醫療訓練，包括輔助醫療訓練課程、輔助醫療重新考核課程、輔助醫療專業文憑課程、高級技術訓練課程和持續醫療教育課程。所有具有高級技術綜合課程資格(包括高級氣道處理和視像窺喉鏡的使用)的輔助醫療人員須每六個月重新接受評估一次。

救護人員示範進行輔助醫療救護過程。
Ambulance personnel demonstrate the provision of paramedic ambulance services.



Professional development

Specialised training

Equipped with a wide range of advanced simulated training facilities, the FASA furnishes service members with professional knowledge and rescue techniques in handling incidents involving railways, tunnels, vessels, aircrafts and fuelling facilities. Specialised training on high angle rescue, urban search and rescue as well as compartment fire behaviour is also given to strengthen their capability in handling large-scale incidents. The specifically-designed ambulance services training area features an array of various kinds of ambulance services training facilities to allow trainees to go through a simulated training process covering the complete turn-out procedures.

Paramedic Training Centre

The Paramedic Training Centre is fitted with advanced training facilities, such as simulated ambulance compartment, mobile data terminal simulators and patient monitor simulators. It offers specialised paramedic training to ambulance personnel of different ranks, including the Paramedic Training Course, the Paramedic Re-certification Course, the Professional Diploma in Paramedicine and courses on Advanced Skill Training and Continuing Medical Education. All qualified paramedics with advanced skills, including advanced airway management and the use of video laryngoscope, will be subject to re-assessment every six months.

駕駛訓練中心

設於消防及救護學院的駕駛訓練中心特設全天候訓練場地，備有先進的駕駛訓練模擬設施和內置完備視聽器材的講習室，供屬員進行緊急駕駛訓練。

駕駛訓練中心為本處超過 7,000 名司機安排每五年須進行一次的駕駛重新甄審測試，以提升他們的防衛性駕駛技巧和駕駛安全意識。

The DTC arranges driving revalidation tests for over 7,000 drivers in the department, which should be taken every five years, to enhance their defensive driving skills and driving safety awareness.

二零二二年 In 2022

駕駛及操作訓練課 Driving and operating training sessions

680 堂 sessions

受訓屬員 Trained service members

1,800 名 members

為紓緩第五波疫情期間救護車司機短缺的情況，中心訓練：

To alleviate the shortage of ambulance drivers during the fifth wave of the COVID-19 epidemic, the DTC trained up:

完成駕駛救護車訓練的先遣急救員 First responders to drive ambulances

1,800 名 members

飛機事故訓練

飛機事故訓練隊主要負責為消防人員提供飛機緊急事故的救援和滅火訓練，同時擔當機場消防隊質素保證的工作。

二零二二年，共有 84 名消防人員，其中 18 名屬主任級，66 名屬員佐級，完成了飛機緊急事故的救援和滅火訓練課程，分別取得機場主任級人員和機場消防人員資格。

西九龍救援訓練中心

西九龍救援訓練中心為消防人員提供持續訓練課程，以加強他們處理不同類型火警和事故的技能。中心設有多種先進訓練設施，提供模擬隧道和迷宮的搜救訓練，以及不同情境的實火訓練。二零二二年，共有 3,657 名消防人員接受有關訓練。



Driving Training Centre

The Driving Training Centre (DTC) at the FASA, which features a designated all-weather training ground, is equipped with an advanced driving training simulator and lecture rooms with full built-in audio/visual equipment for emergency driving training.

Aircraft Incidents Training

The Aircraft Incidents Training team is mainly responsible for training fire personnel on Aerodrome Rescue and Fire Fighting (ARFF) in aircraft incidents. The team also takes up the role of implementing the quality assurance mechanism in the Airport Fire Contingent.

In 2022, a total of 84 fire personnel, including 18 officers and 66 other ranks, completed the ARFF training courses and attained the qualification of Airport Fire Officer and Airport Firefighter respectively.

West Kowloon Rescue Training Centre

The West Kowloon Rescue Training Centre provides continuous training programmes to fire personnel to sharpen their skills in tackling different types of fires and incidents. Equipped with a variety of advanced training facilities, the centre provides search and rescue training in a simulated tunnel and maze, and live fire training in different situations. A total of 3,657 fire personnel received such training in 2022.

消防人員在西九龍救援訓練中心進行搜救訓練。
A firefighter undergoes search and rescue training at the West Kowloon Rescue Training Centre.

管理和發展培訓

在事業發展方面，二零二二年有 2,215 名屬員修讀公務員學院舉辦的各項課程，內容涵蓋《基本法》、國情研習、語文、管理、法律、領導才能和溝通技巧。

體能訓練

體能訓練組為本處屬員提供體能訓練，並推廣體育活動，務求他們保持強健體格。本處的周年體能測驗分為耐力測驗（耐力跑）和體力測驗兩部分。年內接受測驗的 2,992 名屬員中，85.2% 取得最高的「優異」（1/A 或 1*/A*）等級，只有 0.3% 需要補測。

體能訓練組為屬員提供體能訓練，務使他們保持強健體格。
The Physical Training Establishment provides physical training for service members with the aim of maintaining their good physical condition.



Training on management and development

As for career development, 2,215 staff members attended various courses on the Basic Law, national studies, languages, management, law, leadership and communication skills organised by the Civil Service College in 2022.

Physical training

The Physical Training Establishment provides physical training and promotes sporting activities for service members with the aim of maintaining their good physical condition. The annual Physical Fitness Assessment consists of two parts, namely stamina test (aerobic run) and strength test. Of the 2,992 members who took part in the assessment in 2022, 85.2% achieved the top grade of 1/A (or 1*/A*) while only 0.3% needed reassessment.

對外訓練及交流

Training and exchange with external parties

為其他部門和本地機構提供訓練課程

學院為政府其他部門和本港公私營機構提供訓練課程，如港鐵、電力公司、煤氣公司、油公司和物業管理公司等。二零二二年，學院為 291 名來自公私營機構的員工提供與消防相關的訓練課程，目的是增加他們的滅火及防火知識，並藉此提高市民大眾整體的消防安全意識。

與同業訓練和交流

作為區內的訓練樞紐，學院為內地及海外同業，特別是來自大灣區城市的同業，提供滅火救援及輔助醫療知識／技巧的訓練和交流機會。二零二二年，儘管實體訓練和交流活動因 2019 冠狀病毒病疫情而暫停，學院仍舉辦了三場網上研討會，與內地同業進行技術交流。

消防處舉辦網上研討會，與內地同業進行技術交流。
The FSD arranges an online technical exchange seminar with the Mainland counterparts.



Training for other departments and local organisations

The FASA arranges training courses for other government departments as well as public and private organisations in Hong Kong, including the MTR Corporation, power, gas and oil companies and property management companies. In 2022, the FASA organised fire-related training courses for a total of 291 staff from public and private organisations. The objectives of which are to increase their knowledge of firefighting and fire protection and raise the overall awareness of fire safety in the broader community.

Training for and exchanges with counterparts

The FASA serves as a regional training hub which offers training and exchange opportunities on firefighting, rescue and paramedic knowledge/techniques for the department's Mainland and overseas counterparts, particularly those from the Greater Bay Area cities. In 2022, while such in-person training and exchanges were suspended due to the COVID-19 epidemic, the FASA managed to arrange three online technical exchange seminars with the department's Mainland counterparts.

行為與紀律

Conduct and discipline

誠信管理委員會

誠信管理委員會負責制訂《行為與紀律守則》、訂定預防措施，以及舉辦各項活動，向本處屬員推廣廉潔文化，提醒他們必須時刻秉持廉直守紀、奉公以誠的工作態度。

紀律專責隊伍

紀律專責隊伍由本處逾 500 名已受訓的主任級人員組成。除法律訓練外，專責隊伍成員亦有機會處理紀律聆訊，藉此汲取實務經驗。為維持高水平的紀律研訊工作，專責隊伍轄下設有紀律聆訊諮詢小組，以促進成員之間的知識交流，並給予指導。

Integrity Management Committee

The Integrity Management Committee formulates the Code of Conduct and Discipline, draws up preventive measures and organises various events to promote an ethical culture among staff of the department and remind them of the importance of upholding integrity and honesty in public service at all times.

Service Discipline Team

The Service Discipline Team comprises more than 500 trained officers in the department. Apart from legal training, team members are given the opportunities to handle disciplinary hearings to gain practical experience. To maintain a high standard of performance in disciplinary proceedings, a Disciplinary Advisory Group under the team has been set up to facilitate knowledge-sharing and provide guidance to the team members.

部門支援

Departmental support

裝備

Equipment

消防個人防護裝備諮詢委員會

消防個人防護裝備諮詢委員會負責統籌各消防單位對個人防護裝備的意見，以加強對消防人員的保護。委員會成員來自採購及物流組和職業安全健康分組，還有消防職系的總區安全協調主任和相關員工協會的代表。

福利、體育與康樂

Welfare, sports and recreation

福利

福利組就員工的傷病、住屋、財政和家庭等方面的福利事宜，向他們提供意見，亦就屬員的福利與政府部門和其他機構聯繫。此外，福利組還安排探訪住院或接受檢疫的屬員、到各單位舉行福利講座，以及籌劃和推行各項員工福利計劃。

二零二二年，福利組曾與本處 223 名在職或退休屬員及其家屬面談，就他們的個人和家庭事務提供輔導；亦曾在消防處義工隊的協助下，探訪合共 6,127 名感染 2019 冠狀病毒病的屬員，向他們提供快速抗原測試包和其他所需的福利支援。此外，福利組曾舉行 18 場福利講座，包括在消防及救護學院為新入職人員舉行三場面授講座，以及為屬員舉行 15 場網上講座。

Fire Personal Protective Equipment Advisory Committee

The Fire Personal Protective Equipment Advisory Committee collates views from all units in the fire stream on personal protective equipment with the aim to give better protection to the fire personnel. It comprises members from the Procurement and Logistics (P&L) Group, the Occupational Safety and Health (OSH) Unit, Command Safety Co-ordinators in the fire stream and representatives from corresponding staff associations.

Welfare

The Welfare Section gives advice to staff members on welfare matters, including injury, sickness, housing, financial and domestic issues. Apart from liaising with government departments and other agencies on members' welfare issues, it also arranges visits to hospitalised or quarantined members, delivers welfare talks to different units, as well as organises and implements staff welfare schemes.

In 2022, the section conducted interviews and provided counselling to 223 serving and retired FSD personnel and their families on personal and domestic affairs. Moreover, the section conducted a total of 6,127 welfare visits to members infected with COVID-19 with the assistance of the FSD Volunteer Team, providing them with rapid antigen test kits and any welfare supports as required. In addition, 18 welfare talks were conducted, including three face-to-face talks for new recruits at the FASA and 15 online talks for service members.

體育與康樂

香港消防處體育福利會(體福會)舉辦各類體育賽事、興趣班和康樂聯誼活動。二零二二年，隨着社交距離措施放寬，體福會參加了一項羽毛球錦標賽，並首次參與年度慈善活動「愛心聖誕大行動」，籌得約86萬元捐款。

Sports and recreation

The Hong Kong Fire Services Sports and Welfare Club organises various kinds of sport events, interest groups, recreational and social activities. In 2022, subsequent to the relaxation of social distancing measures, the Club also participated in an annual charity event namely Operation Santa Claus for the first time and raised a donation of about \$860,000.

屬員於消防處周年競跑中激烈競逐。

The members are vying for the championship in the FSD Annual Run.



香港消防處體育福利會於二零二二年首次參與「愛心聖誕大行動」年度慈善活動。In 2022, the Hong Kong Fire Services Sports and Welfare Club participates in annual charity event Operation Santa Claus for the first time.



員工關係及支援 Staff relations and support

心理服務組

心理服務組的目標是照顧所有屬員對心理服務的需求，除了在危急事故中提供臨床心理服務和心理支援外，還舉辦心理學相關主題的培訓和教育活動。

為從正向心理的角度向屬員推廣本處的核心價值，心理服務組設計並實行消防處價值導向計劃(簡稱「VdA」)，並於二零二一年五月至二零二二年七月期間，首先舉辦了逾30場工作坊，有超過6,000名屬員參與。此外，該組自二零二二年十月起舉辦和諧粉彩工作坊，以助屬員紓緩工作壓力和放鬆心情。

Psychological Services Unit

The Psychological Services Unit (PSU) targets to address the needs for psychological services among all members through providing clinical psychological services and psychological support in critical incidents, as well as offering training and education on psychology-related topics.

To promote departmental core values among members from a positive psychological perspective, the PSU designed and implemented the Value-Driven-Actions (VdA) Campaign. Over 30 VdA workshops were held from May 2021 to July 2022 as the first wave with over 6,000 members participated. In addition, the PSU has started to organise Pastel Nagomi Art workshops since October 2022 to help members relieve work stress and relax their minds.



處長於心理服務組舉辦的消防處價值導向計劃工作坊中，向屬員分享自身經驗。
The Director shares his experience with the members in a workshop of the Value-Driven-Actions (VdA) Campaign organised by the Psychological Services Unit.

伙伴團隊

伙伴團隊由120名來自本處各紀律職系的人員組成，他們在休班時間義務為同袍提供「心理急救」服務，期望能透過細心聆聽，親切關懷，與同袍建立有如兄弟姊妹般互相扶持的聯繫。他們的服務能為情緒受困擾的人員提供實際協助，減低創傷事件或危急事故行動所引發的初期情緒壓力，並提升他們適應及應對這些事件的能力。

二零二二年，伙伴團隊曾為屬員提供支援，以助面對一名屬員在休班期間不幸身故一事。此外，該團隊亦曾舉辦兩場為新入職人員結業前而設的分享會。

Peer Support Team

The Peer Support Team comprises 120 members of disciplined services grades from all streams. They volunteer to provide “psychological first aid” during their off-duty hours with the aim to establish a connection with colleagues like siblings supporting each other by actively listening in a compassionate manner. Their service provides practical assistance in reducing the initial distress caused by traumatic events or critical operations and fosters adaptive functioning and coping.

In 2022, the team provided support to staff members after the loss of an off-duty member. Besides, two sharing sessions were conducted for the new recruits before their passing-out.

員工關係

本處設有各種完善的溝通途徑，讓管職雙方就共同關注的事宜定期交流。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。

Staff relations

Various channels of communication including the Fire Services Departmental Consultative Committee, Staff Relations Units of Commands and Divisions, and the Civilian Staff Consultative Committee have been well established to encourage regular dialogue between the management and staff on matters of common interest.



助理處長(新界南)樂健壯(右)到訪消防及救護學院並與搜救犬合照。
Assistant Director (New Territories South), Lok Kin-chong, Francis (right), visits the Fire and Ambulance Services Academy and poses with a search and rescue dog.