

招聘

二零零二至零三年，共有929人投考消防队长一职，其中有81名应征者是女性；另有3480人投考救护主任一职，其中841名应征者是女性。经严格挑选，有27人获聘为消防队长、16人(其中女性五名)获聘为救护主任。

至于其它职系，共有320名应征者获聘分别担任消防队目(控制)、消防员(行动/海务)、救护员及其他职位。

救护主任及消防队长职位分别自一九八八年和一九九三年开始接受女性投考。截至二零零三年年底，共有九名高级救护主任/救护主任及八名高级消防队长/消防队长为女性。行动消防员职位亦由一九九四年开始接受女性投考，但至今仍未有女应征者顺利通过所有遴选程序。

自愿退休计划

按照二零零三年推行的第二轮自愿退休计划，有229个政府职系被确定会有或预计会出现人手过剩的情况，属于这些职系的公务员可申请自愿退休。消防处当时有大约700名文职人员和37名纪律人员属于其中30个指定职系。共42人申请自愿退休，当中除一人外，全部获准。

Recruitment

During the years under review, 929 people, including 81 women, applied for the post of Station Officer, and 3,480 people, including 841 women, applied for the post of Ambulance Officer. After stringent selection processes, 27 Station Officers and 16 Ambulance Officers (including five women) were appointed.

For other grades, 320 appointments were offered to candidates for Senior Fireman/Senior Firewoman (Control), Fireman/Firewoman (Operational/Marine), Ambulanceman/ Ambulancewoman and other posts.

The Ambulance Officer and Station Officer posts have been open to women since 1988 and 1993 respectively. Up to the end of 2003, there are nine women serving as Senior Ambulance Officers/Ambulance Officers and eight as Senior Station Officers/Station Officers. So far, no female applicant has been successful in passing all the selection processes for the operational Fireman/Firewoman post which was open to women in 1994.

Voluntary Retirement Scheme

The Second Voluntary Retirement Scheme was launched in 2003. Members of 229 Government grades which were identified or anticipated to have surplus staff may apply. Thirty of the designated grades covering about 700 civilian and 37 disciplined staff members were with the Department. Forty-two applied for the scheme and all, except one, were approved.

非公务员合约雇员

二零零二年十二月，消防处有 112 名合约雇员，担任一些必须具备专业、管理、技术、文书或一般支持技能和知识的临时职位。到二零零三年底，本处只有 53 名非公务员合约雇员，担任各类专责或短期工作。非公务员合约雇员人数下降，是由于各项有时限的工作已完成、部门的文职空缺已由一般职系处安排人手填补，或因推行发外承包计划和节省成本措施所致。

福利

消防福利主任负责就影响个别或整体消防人员的福利事宜，包括伤病、房屋、财政和家庭方面遇到的困难，提供意见。除了就消防处人员的福利事宜，与政府部门及其他机构联络外，消防福利主任亦安排探访住院接受治疗的员工，并筹划及推行员工福利计划。

二零零二至零三年，消防福利主任接见及辅导了 493 名在职和退休员工及其家属，就个人与家庭事务给予意见。

消防福利基金继续使员工受惠。二零零二至零三年，基金提供了 67,000 元福利补助金和 1,556,700 元贷款予员工及其家属。至于基金所收到的捐款，共有 227,541 元。

Non-Civil Service Contract (NCSC) Staff

In December 2002 there were 112 contract staff members in the Department taking up temporary posts which required professional, managerial, technical, clerical or general support skills and expertise. By the end of 2003, 53 NCSC staff served in the Department for various ad hoc or short-term jobs. The reduction in the number of NCSC staff was a result of the completion of time-limited projects, filling up of clerical vacancies in the Department by the General Grades Office, outsourcing initiatives and cost-saving measures.

Welfare

The Service Welfare Officer advises on welfare matters affecting Service members either individually or collectively, including injury, sickness, housing, 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.

Between 2002 and 2003, the Service Welfare Officer interviewed and counselled 493 serving and retired members and their families on personal and domestic affairs.

The Fire Services Welfare Fund continued to benefit Service members. For the two years under review, welfare grants amounting to \$67,000 and loans totalling \$1,556,700 were provided to members and their families. Donations to the Fund amounted to \$227,541.

本处的纪律和文职人员均踊跃参加慈善活动，帮助有需要的人士。消防处人员在「公益金」的慈捐步行及其他慈捐活动中，共筹得218,192元捐款。他们还在「特殊奥运执法人员火炬慈捐跑」中，筹得101,975元捐款；在「保良局慈捐步行」中，筹得15,562元捐款；从「仁济慈捐奖券」筹得7,500元捐款；在「渣打马拉松」中筹得10,600元捐款；在「绿色力量环岛行」中筹得12,380元捐款；在「登山捐行」中筹得22,385元捐款；在「P & Q Uniwalk」中筹得13,400元捐款；以及在「光明行」中筹得12,800元捐款。

员工关系

消防处设有完善的途径，方便职工和管理层沟通，以及让管理层就双方共同关注的重要事项，向职方传达消息及交换意见。这些沟通途径包括为纪律人员而设的消防处部门协商委员会、总区联谊会 and 分区联谊会。消防处为文职人员另行设立了文职人员协商委员会，以便文职人员可与管方讨论一般工作情况及相关事宜。

消防处部门协商委员会由消防处副处长担任会长，职方成员包括所有总区联谊会的代表，以及香港消防主任协会、香港消防处职工总会、香港消防控制组职员会、香港消防处救护主任协会，以及香港消防处救护员会共五个注册员工协会及工会的代表。

Service members, uniformed and civilian alike, responded enthusiastically to charity activities to help the needy. Participants raised a total of \$218,192 in the Community Chest's charity walks and other charity events. They also raised \$101,975 in the Law Enforcement Torch Run for the Special Olympics, \$15,562 for Po Leung Kuk Walk, \$7,500 for Yan Chai Charity Raffle Tickets, \$10,600 for Standard Chartered Hong Kong Marathon, \$12,380 for Green Power Hike, \$22,385 for Hike for Hospice, \$13,400 for P&Q Uniwalk and \$12,800 for Walk Along for Light.

Staff Relations

There are well established channels within the Department to facilitate communication between the management and staff, and for the management to inform staff on matters of common and major concerns and to exchange views. These channels consist of the Fire Services Department Consultative Committee (FSDCC), Command Staff Relations Units and Divisional Staff Relations Units for disciplined staff. A separate consultative committee, the Civilian Staff Consultative Committee (CSCC), is for civilian staff to discuss their general working conditions and related matters with the management.

The FSDCC is chaired by the Deputy Director. Staff-side members consist of representatives from all Command Staff Relations Units and all the five registered staff associations and unions, namely the Hong Kong Fire Services Officers Association, Hong Kong Fire Services Department Staff General Association, Hong Kong Fire Services Control Staff's Union, Hong Kong Fire Services Department Ambulance Officers Association and Hong Kong Fire Services Department Ambulancemen's Union.



林处长与前线救护人员真情对话
Director Lam meets with frontline ambulance staff

为促进职管双方的沟通，处长多次探访消防站及救护站，与第一线人员直接对话。另一方面，副处长亦与员工协会、工会及其它有关人士，举行讨论会、例会或特别会议，商讨共同关注的事项。

文职人员协商委员会由部门秘书担任主席，职方成员包括文书、秘书和办公室助理员职系的代表、一般职系的代表，以及部门职系和技术职系的代表。

To enhance understanding, the Director paid rounds of visits to fire stations and ambulance depots for communicating directly with frontline members. On the other hand, the Deputy Director also held discussion forums, regular and special meetings with staff associations and unions or other stakeholders to discuss matters of common interest.

The CSCC is chaired by the Departmental Secretary. Staff-side members consist of representatives from clerical, secretarial and office assistant grades, general grades as well as departmental and technical grades staff.

二零零二至零三年，这些沟通途径促进了职管双方的了解和合作。许多重要的课题，例如公务员薪俸政策及制度检讨，以及二零零三/零四年度营运开支的节省措施，都曾在部门协商委员会和文职人员协商委员会的会议上，进行广泛讨论和咨询。在积极咨询员工后，部门将管方的意见和员方关注的事宜，反映给有关的检讨机关，方便他们进一步研究，而二零零三/零四年度的各项节省开支措施，亦得以顺利推行。此外，消防处经咨询员工，并且在他们支持下，修改了体能测验的细节和部门宿舍的申请资格。

消防处文职人员会举办了各类体育、社交和康乐活动，并推行了一些与工作有关的计划，例如消防安全大使和心肺复苏法课程。

During the two-year period, these channels have helped foster better understanding and co-operation between the management and staff. Important issues such as the review of Civil Service Pay Policy and System and measures to reduce operating expenditure for 2003-04 were extensively discussed and consulted at both FSDCC and CSCC meetings. Through active staff consultation, both management views and staff concerns were relayed to the respective reviewing bodies to facilitate their further studies and various cost saving measures for 2003-04 were smoothly implemented. In addition, new changes introduced to Physical Fitness Assessment and the eligibility for applying for departmental quarters were adopted with the support of staff after consultation.

The Civilian Staff Club organised a variety of sports, social and recreational activities as well as work related programmes such as Fire Safety Ambassador and cardio-pulmonary resuscitation training.





香港消防健儿在新西兰举行的第七届世界消防竞技赛中破纪录夺一百二十六面奖牌

Fire Services athletes clinched a record 126 medals in the 7th World Firefighters Games in New Zealand

体育及康乐

消防处体育福利会在处内推广各种体育活动，以培养团队精神及强健体魄，并为在职和退休属员及家属提供康乐设施，以及举办社交活动和节日庆祝会。体育福利会的经费来自消防福利基金，每年筹办大约 25 项活动。各运动队伍亦参与外间的节日和文化活动，例如龙舟竞渡、舞狮和中乐表演。

Sports and Recreation

To instil the esprit de corps among all members and to enhance their physical fitness, the Fire Services Sports and Welfare Club promotes all sorts of sports activities within the Department and provides both serving and retired members and their families recreational facilities, social amenities and festive celebrations. The Club, financed by the Fire Services Welfare Fund, organised about 25 events each year. Various sports groups also participated in external festive and cultural activities such as dragon boat races, lion dances and Chinese musical performances.



消防足球队重登香港足总甲组榜

Fire Services Soccer Team is promoted to the First Division of the HK Football Association

港澳消防埠际赛争持激烈
*One of the HK and Macau Fire Services
 Interport Competition events*



消防运动队伍的成绩骄人，在多项跨部门和全港比赛中赢得了无数奖项。二零零二年于新西兰举行的第七届世界消防竞技大赛中，香港代表队尽显锋芒，奏凯而归，破纪录赢得126面奖牌，计有45面金牌、43面银牌和38面铜牌，总成绩名列殿军。此外，消防处在「毅行者2003」中，囊括公务员组前五名位置。在水上运动方面，消防游泳队在所有公营部门游泳比赛中，取得压倒性的胜利。

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 again came back with flying colours from the Seventh World Firefighters Games held in New Zealand in 2002, clinching a record 126 awards — 45 gold, 43 silver and 38 bronze medals, being the overall third runner-up. In the Trailwalker 2003, Fire Services Teams embraced the top five rankings in the civil servant category. In water sports, the Fire Services Swimming Team gained overwhelming victories in all public sector swimming galas.



世界消防竞技赛及消防会议 2006 将在港举行
World Firefighters Games and Conference 2006 will take place in Hong Kong

员工住房

截至二零零三年年底，消防处为主任级和员佐级人员提供了4059个宿舍单元。约93%的已婚主任级人员和83%的已婚员佐级人员分配到了部门宿舍，或获其他形式的房屋资助。

二零零二及零三年，消防处分配到了109个宿舍单元。这些单元分布于四座新落成的纪律部队宿舍，即西九龙纪律部队宿舍、荔景纪律部队宿舍、秀茂坪纪律部队宿舍和上水纪律部队宿舍。

长期服务公费旅行奖励计划

在二零零一/零二年度和二零零二/零三年度，分别有79名和84名属员获得这项奖励，以表扬他们的长期优良服务，他们可与配偶公费外游。

Staff Housing

At the end of 2003, the Department provided 4,059 quarters for officers and the rank-and-file. About 93% of the married officers and 83% of the married rank-and-file were either allocated departmental quarters or enjoying other forms of subsidised housing.

In 2002 and 2003, 109 units located in four newly-built disciplined services quarters, namely West Kowloon Disciplined Services Quarters, Lai King Disciplined Services Quarters, Sau Mau Ping Disciplined Services Quarters and Sheung Shui Disciplined Services Quarters, were allocated to the Department.

Long Service Travel Award

A total of 79 and 84 Service members were granted the award in the financial years 2001-02 and 2002-03 respectively for meritorious long service to enable them and their spouses to travel outside Hong Kong at Government expense.

荔景纪律部队宿舍
Lai King Disciplined
Services Quarters

