

人力资源管理

HUMAN RESOURCES

MANAGEMENT





编制

截至二零一六年年底，消防处的人员编制为10,301人，包括9,561名军装人员和740名文职人员。

财政

二零一五至一六和二零一六至一七财政年度，部门总开支分别为54.65亿元和55.61亿元，各占有关年度政府总开支的1.6%。

招聘

二零一六年，消防处经严格甄选后，共聘任633名军装人员，包括84名消防队长(行动)、23名救护主任、13名消防队目(控制)、282名消防员(行动/海务)、两名消防员(工程组)和229名救护员。年内亦有六名二级工人受聘。

培训和发展

消防及救护学院

消防及救护学院于二零一六年年年初启用，提供526个训练宿位，主要为新入职的消防和救护人员提供基础训练，并为现职属员提供持续的在职专业培训。学院让消防和救护人员有更多机会一同操练，从而提高他们处理紧急事故的协调和应变能力。学院亦为其他政府部门、私营机构、市民和海外同业提供消防和救护相关训练课程。

Establishment

The Department has an establishment of 10,301 at the end of 2016, comprising 9,561 uniformed and 740 civilian staff.

Finance

In the 2015-16 and 2016-17 financial years, the total expenditure of the Department amounted to \$5,465 million and \$5,561 million respectively, both representing 1.6% of the total government expenditure of the corresponding years.

Recruitment

In 2016, a total of 633 uniformed staff were recruited after stringent selection processes, including 84 Station Officers (Operational), 23 Ambulance Officers, 13 Senior Firemen/Firewomen (Control), 282 Firemen (Operational/Marine), two Firemen (Workshops) and 229 Ambulancemen/Ambulancewomen. Six Workmen II were also recruited during the year.

Training and Development

Fire and Ambulance Services Academy

Commissioned in early 2016, the Fire and Ambulance Services Academy provides 526 residential training places for both newly recruited and serving fire and ambulance personnel for foundation training and continuous professional in-service training. The Academy provides more opportunities for fire and ambulance personnel to be trained together, thereby enhancing their coordination and ability to respond to emergencies. It also provides fire and ambulance-related training courses to other government departments, private sectors, members of the public and overseas counterparts.



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1-2 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.

3 时任政务司司长林郑月娥在消防及救护学院结业会操中检阅一批结业学员。
The then Chief Secretary for Administration, Mrs Carrie Lam, reviewing graduates at a passing-out parade held in the Fire and Ambulance Services Academy.

4 结业学员在结业会操上示范大型灭火救援行动。
The graduates demonstrate major firefighting and rescue operation during the passing-out parade.



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学院为新聘的消防队长和消防员，提供为期26周的留宿基础训练。训练课程内容广泛，涵盖部门行政、基本灭火和救援技巧、管理和领导才能、消防学、消防工程学、消防车辆及装备应用、室内烟火特性训练、呼吸器操作、基本救护学、体能训练、防火和法例。新聘的救护主任和救护员亦须在学院接受为期26周的基础训练，内容包括基本辅助医疗知识和技术、法例、情绪智商、体能训练和救护车随车实习。二零一六年，共有64名消防队长学员、23名救护主任学员、185名救护员学员和142名消防员学员完成基础训练。

学院亦为消防队目(控制)和消防员(工程组)提供基础训练。年内有13名消防队目(控制)学员和一名消防员(工程组)学员完成训练。

本处又为属员开办各种室内烟火特性训练课程，以提高属员的专业知识和灭火技能。二零一六年，共有48名行动组属员取得烟火特攻员资格、319名新聘人员完成初级课程，以及24名见习消防队长参加室内烟火特性训练中级课程；另有374名行动组属员参加室内烟火特性训练一天课程。此外，学院为外地同业和私营机构提供灭火技巧训练。二零一六年，有33名澳门消防人员、146名内地消防人员和356名私营机构雇员完成有关基本灭火技巧、呼吸器、火警调查、高空拯救，以及油库、楼宇结构和高楼大厦灭火的课程。

学院设有一系列先进的模拟训练设施，为消防处属员提供处理涉及铁路、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、坍塌搜救和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。

The Academy provides a 26-week foundation residential training to recruit Station Officers and Firemen. A wide curriculum for the foundation 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 operation, basic ambulance aid, physical fitness training, fire protection and legislation. In addition, newly recruited Ambulance Officers and Ambulancemen/Ambulancewomen will undergo a 26-week foundation training in the Academy, which comprises basic paramedic knowledge and skills, legislation, emotional intelligence, physical fitness training and on-car attachment. In 2016, 64 Recruit Station Officers, 23 Recruit Ambulance Officers, 185 Recruit Ambulancemen and 142 Recruit Firemen completed the foundation training.

Foundation training is also provided for Senior Firemen/Firewomen (Control) and Firemen (Workshops) at the Academy. During the year, 13 Recruit Senior Firemen/Firewomen (Control) and one Recruit Fireman (Workshops) completed their training.

The Department organised various kinds of compartment fire behavior training (CFBT) to enhance staff members' professional knowledge and firefighting skills. In 2016, 48 operational members attained the Compartment Fire Attacker qualification, 319 new recruits completed induction course and 24 Probationary Station Officers attended CFBT intermediate course. A total of 374 operational members attended one day CFBT course. The Academy provides training on firefighting techniques to overseas counterparts and private organisations. In 2016, 33 Fire Officers from Macao, 146 Fire Officers from Mainland and 356 employees from private organisations completed courses on basic firefighting, breathing apparatus operation, fire investigation, high angle rescue, and firefighting for oil tank, building structure and high-rise building.

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 behavior, so as to strengthen their capacity in dealing with large scale incidents.

灭火训练楼

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事故的能力。灭火训练楼模拟多个室内场景，包括旧式建筑物分间单位、酒店、工业大厦和卡拉OK处所发生的火警。设施能营造逼真的实火、高温、声效和浓烟密布的场景，使学员能在安全并受控制的环境下学习灭火和救援技巧。

救援训练楼

救援训练楼楼高十层，不同楼层和外墙设置多种模拟场景，包括购物中心、旧式住宅楼宇、公共屋村、工厂和玻璃幕墙商厦，另又模拟有人被困升降机的场景，让学员能实习各类建筑物的灭火、救援和伤者处理策略和技巧。这幢训练楼亦有助高空拯救专队进行专项训练。

Burn House

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 subdivided units in old-style buildings, hotels, industrial buildings and karaoke establishments. Vivid live fire, high temperature, audio effect and smoke-filled environments are simulated to help trainees acquire firefighting and rescue techniques in a safe and controlled environment.

Rescue Training Tower

The Rescue Training Tower is a 10-storey building in which an array of settings including shopping centre, old-style residential building, public housing estate, industrial 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 practice strategies and techniques of firefighting, rescue and causality handling in various kinds of buildings. The Tower can also facilitate the specialised training of the High Angle Rescue Team.



1-2 灭火训练楼(图1)和救援训练楼(图2)让学员在安全及受控制的环境下学习灭火和救援技巧。
The Burn House (photo 1) and Rescue Training Tower (photo 2) enable trainees to acquire firefighting and rescue techniques in a safe and controlled environment.

室内烟火特性训练

在室内灭火行动中，消防人员经常面对极为危险的闪燃与回燃现象。室内烟火特性训练设施可模拟通风和闪燃效果，让消防人员练习各种灭火战术。这项训练有助加强消防人员在极高温和浓烟密布情况下的应变能力和适应力。室内烟火特性训练室是一座三层高的构筑物，由19个40呎长的货柜改装组合而成，当中辟有大小不一的房间，由走廊和内部楼梯互相连接。训练室的指定监测点装有热电偶，用作量度和记录训练时的温度。训练室地下共有四个点火区；点火区产生的热烟可经送烟口送往一楼和二楼，以模拟不同类型的火场情景，让学员实习不同的搜救和通风策略。

此外，回燃示范室全长六米，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。受训人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。

Compartment Fire Behaviour Training

Firefighters constantly face extreme threats of flashovers and backdraughts during indoor firefighting operations. The Compartment Fire Behaviour Training (CFBT) facility can simulate ventilation and flashover effects for firefighters to practice different firefighting tactics. The CFBT helps 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 which is constructed by 19 freight containers. The 40-foot containers were remodeled to become a multi-storey training compartment with rooms of different size which are connected by corridors and internal staircases. Thermocouples are installed in designated monitoring points to measure and record the temperature during training. A total of four fire zones are located on ground floor of the compartment. Hot smoke generated from fire zones can be diverted to 1/F and 2/F by hatches to simulate different kinds of fire scenarios for trainees to practice different search and rescue and ventilation strategies.

In addition, 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 behaviors such as flashovers and backdraughts.

- 1** 回燃示范室让受训人员可以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。
The Backdraught Demonstration Unit let trainees observe at a safe distance the various stages of fire development as well as signs and symptoms of extreme fire behaviors such as flashovers and backdraughts.
- 2** 消防和救护人员可利用模拟铁路站和列车设施，实习拯救被困者的救援技巧，以及稳定车辆和处理大量伤者的方法。
Firefighters and ambulance personnel can practice rescue techniques on extrication, vehicle stabilisation and mass casualty handling at the simulated railway station and train facility.
- 3** 学员在船只火警模拟设施进行船上灭火训练。
Trainees practising firefighting on board a vessel at the ship fire simulator.



交通事故训练

学院设有模拟铁路站和列车隧道，可让消防和救护人员进行大型铁路事故和列车火警的模拟训练，藉以实习行动程序、疏散策略、灭火技术和处理大量伤者的方法。学院亦设有模拟行车隧道和高速公路，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。消防和救护人员可利用这些设施，实习拯救被困者的救援技巧，以及稳定车辆和处理大量伤者的方法。

水上事故训练

船只火警和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，以提升他们在船上灭火或进行水上救援行动的技术。船只火警模拟设施模拟一艘四层高船只，最低层仿照货船设计，另外三层则仿照邮轮设计，当中设有客舱、机房、热油管道等场景，可模拟实火情境。急流拯救模拟设施则模仿湍急的河道，用以提升学员在应对水浸事故时的拯救技巧和应变能力。

Traffic Incident Training

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 practice the operational procedure, evacuation strategy, firefighting techniques and handling of mass casualties. The simulated road tunnel and highways can also 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 practice rescue techniques on extrication, vehicle stabilisation and mass casualty handling.

Aquatic Incident Training

The ship fire simulator and the swift water rescue simulator provide comprehensive aquatic incident training for firefighters to enhance their skills in firefighting 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. The mock-up ship can simulate live fire scenarios in passenger compartment, engine room and heated oil piping etc. The swift water rescue simulator simulates a swift water channel to enhance trainees' rescue techniques and response capability to cope with flooding incidents.





- 1** 模拟飞机火警训练设施提供逼真的训练场地予消防人员实习。
The aircraft fire simulator provides a realistic training venue for firefighters.
- 2** 模拟塔式起重机为学员提供场景进行高空拯救技术训练。
The simulated tower crane provides training on high angle rescue techniques.
- 3-4** 学员在坍塌搜救训练场进行模拟楼宇倒塌场景的搜救训练。
Training on search and rescue operations at the Urban Search and Rescue Training Ground which simulates a building collapse scenario.

燃料库和加油站事故训练

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，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。加油和加气站模拟设施有助加强灭火训练和应对涉及大量伤者的救援行动。

飞机事故训练

处理飞机事故的灭火和救援技巧有别于其他大型事故。模拟飞机火警训练设施设有不同类型的模拟飞机，例如空中巴士 A380 和波音 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、疏散策略和灭火技术，以提升他们处理涉及大量伤者事故的应变能力。

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.

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 Mobilisation and Communications Group members to practice the operational procedure, evacuation strategy and firefighting techniques, thereby enhancing their response capabilities in handling multiple casualties incidents.



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、建筑地盘棚架和高楼大厦的吊船。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、模拟塔式起重机和模拟悬吊缆车系统，为学员提供各类场景的高空拯救技术训练。

坍塌搜救训练

坍塌搜救专队负责在发生构筑物坍塌、山泥倾泻或其他重大事故时，搜救被困或埋在瓦砾下的人。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。场内亦建有地下混凝土管道，供学员在安全的模拟实境中进行救援和处理伤者的训练。

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.

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.

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、工具和训练缺一不可。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,以及密封和洗消技术提供有关训练。

救护训练

除了提供救护基础训练外,本处亦为在职救护人员开办其他专门训练课程。二零一六年,有12名救护人员完成特种救援队(救护)训练课程,另有228名具备二级急救医疗助理资格的救护员参加为期一天的领袖训练课程。此外,救护人员晋升为队目级人员后,学院会为他们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、顾客服务和处理大型事故方面的技能和知识。部门又会挑选部分队目级人员,安排他们修读救护总区教官资格检定课程,通过各种讲座和实践课程,提升教学和心理动作技巧,以及增进有关成人学习理论的知识。另外,学院开办基本救护学课程和先遣急救员救护学进阶课程,分别供新入职和在职的消防人员修读。

学院不但开设社区心肺复苏法课程供市民报读,还为政府不同部门的员工提供自动心脏去颤法训练及其后的重新考核训练。二零一六年,有677名市民接受社区心肺复苏法训练;另有1,060名和19名来自其他政府部门的员工,分别接受自动心脏去颤法训练及相关的重新考核训练。自《2015年美国心脏协会心肺复苏与紧急心脏照护准则更新资讯》发布后,消防处已把当中重点纳入有关施行复苏法的部门指引。新指引于二零一六年八月一日实施,消防处所有属员均据此接受训练。

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 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.

Ambulance Training

Apart from the ambulance foundation training, other specialised training courses are also offered for serving ambulance personnel. In 2016, 12 ambulance personnel have completed the Special Rescue Squad (Amb) training course and 228 Ambulancemen with Emergency Medical Assistant II (EMA II) qualification have received the One-day Leadership Training Course. In addition, the Academy provides Non-Commissioned Officer (NCO) (Ambulance) Command Course for ambulance personnel who have been promoted to the rank of NCO to enhance their skills and knowledge in leadership, management, communication, customer service and handling of major incidents. The Ambulance Command Instructor Qualifying Course is also provided to selected NCOs to enhance their instructional techniques, psychomotor skills and knowledge on adult learning theory through various lectures and practical sessions. Besides, the Basic Ambulance Aid training for recruit fire personnel and the Advanced Ambulance Aid training at First Responder level for serving fire personnel are also conducted.

The Academy not only organises Community Cardio-pulmonary Resuscitation (CCPR) training for members of the public but also Public Access Defibrillation (PAD) training and subsequent recertification training for staff of different government departments. In 2016, 677 members of the public received the CCPR training, while 1,060 and 19 staff members of other government departments received the PAD training and PAD recertification training respectively. Upon the release of 2015 American Heart Association Guidelines Update for Cardiopulmonary Resuscitation and Emergency Cardiovascular Care, the FSD had incorporated essential elements into departmental resuscitation guidelines. The new guidelines were implemented on August 1, 2016 with all members of the FSD being trained accordingly.



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- 1-2** 学院内的模拟救护车厢(图1)及多项训练设施让救护学员学习处理不同情境的大型事故。
The Simulated Ambulance Compartment (photo 1) and various training facilities in the Academy enable ambulance trainees to learn to handle multiple casualties incident in various scenarios.
- 3** 救护人员在学院实习训练室内示范对伤者进行创伤生命支援术。
Demonstration on trauma life support to casualty by ambulance personnel in the Practical Training Room of the Academy.

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，供消防和救护人员作紧急驾驶训练之用。此外，学院内的道路网络设计亦模拟香港的道路系统，让学员有更丰富的驾驶经验。

Driving Training

The Driving Training Centre provides an advanced driving training simulator and a designated training ground for training both fire and ambulance personnel 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.

消防及救护教育中心暨博物馆

消防及救护学院附设消防及救护教育中心暨博物馆，教导市民消防安全和急救知识。馆内亦展出消防、救护与调派及通讯组人员的制服，以及各类消防装置、消防车辆、救护车、设备和工具。

Fire and Ambulance Services Education Centre cum Museum

The Fire and Ambulance Services Education Centre cum Museum is set up at the Academy to promote fire safety and first aid knowledge to the general public. Uniforms of fire and ambulance personnel as well as Mobilising and Communications Group are on display. There are exhibitions of fire service installations, fire appliances, ambulances, equipment and tools.



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，可提供模拟隧道和迷宫进行搜索和救援训练，以及在不同情况下进行实火训练。二零一六年，共有3,776名属员接受训练。

马鞍山辅助医疗训练中心

马鞍山辅助医疗训练中心为各级救护人员提供专门的辅助医疗训练，包括二级急救医疗助理训练、二级急救医疗助理重新考核课程、高级技术训练和持续医疗教育课程等。在二级急救医疗助理训练方面，部门会挑选有潜质的救护人员修读训练中心开办的训练课程，为期21周。修毕课程的人员将合格成为二级急救医疗助理。该项资格获加拿大卑诗省同济专科学院辅助医疗学校认可，并须每三年重新评审一次。部门又会挑选部分二级急救医疗助理在训练中心接受高级技术训练，包括修读高级气道处理课程和高级治理程序课程。有关人员取得资格后可应用高级技术提供救护服务，其资格每六个月重新评核一次。

West Kowloon Rescue Training Centre

The West Kowloon Rescue Training Centre (RTC) provides continuous training programmes to strengthen the skills of the fire personnel in tackling different types of fires and incidents. RTC 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 3,776 members attended the training in 2016.

Ma On Shan Paramedic Training Centre

Ma On Shan Paramedic Training Centre (PTC) provides specialised paramedic training to ambulance personnel of different ranks. The specialised paramedic training includes Emergency Medical Assistant II (EMA II) training, EMA II Recertification, Advanced Skill Training and Continuing Medical Education (CME), etc. For EMA II training, ambulance personnel with great potential will be selected to attend a 21-week training course provided by PTC. Successful candidates will be qualified as EMA II providers. This qualification is accredited by the Paramedic Academy of Justice Institute of British Columbia, Canada and the qualified EMA II providers have to be revalidated every three years. Selected EMA II providers will be trained with advance skills by PTC. The Advanced Skill Training includes Advanced Airway Management and Advanced Protocol Treatment. All qualified Advanced Skill Providers will be reassessed in every six months.



1-4 消防及救护教育中心暨博物馆展出不同年代的消防及救护人员工作服、消防和救护车辆、设备和工具等。

The Fire and Ambulance Services Education Centre cum Museum features exhibitions of Fire Services uniforms in different era, fire appliances and ambulances, equipment and tools etc.

5 马鞍山辅助医疗训练中心为各级救护人员提供专门的辅助医疗训练。
Ma On Shan Paramedic Training Centre provides specialised paramedic training to ambulance personnel of different ranks.

人力资源管理 Human Resources Management

管理和发展培训

二零一六年，有1,355名属员修读公务员培训处开办的各项管理、法律、领导才能、沟通和国家事务研习课程，以助发展事业。年内亦有121名属员分别前往英国、美国、法国、西班牙、瑞士、加拿大、澳洲、泰国、新加坡和内地修读不同的训练课程。

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，务求属员保持体格强健。本处属员的周年体能测验由耐力跑和体能测验两部分组成。二零一六年，有8,194名属员接受测验，当中35.8%取得最高的「优异」(1/A或1*/A*)等级，只有约1.15%的属员需要覆试。

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、水运会和越野赛，并在活动中担任裁判。此外，该组人员亦经常获本地和国际慈善团体邀请，于体育活动担任裁判，例如第三届香港器官移植及透析人士运动会、乐施毅行者等。他们又代表本处参与匡智慈善跑楼梯大赛等慈善活动和赛事。

Training on Management and Development

For career development, 1,355 Fire Services members attended various courses on management, law, leadership, communication and China studies organised by the Civil Service Training and Development Institute in 2016. During the year, 121 members attended various training programmes in the United Kingdom, the United States of America, France, Spain, Switzerland, Canada, Australia, Thailand, Singapore and the Mainland China.

Physical Training

The Physical Training Establishment (PTE) provides physical training and promotes sports activities for the Fire Services members 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 8,194 Fire Services members who took part in the assessment in 2016, 35.8% achieved the top grading of 1/A (or 1*/A*) and about 1.15% 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 3rd Hong Kong Transplant and Dialysis Games and the Oxfam Trailwalker competitions. They also represent the Department to participate in charitable events/competitions such as the Hong Chi Climbathon.





- 1-3** 学员在体能训练导师协助下进行各项体能训练。
Recruits undergo various physical training under the supervision of the Physical Training Instructors.
- 4** 伙伴团队成员接受辅导技巧训练。
Members of the Peer Support Team receive training on counseling skills.

专责队伍和兴趣小组

伙伴团队

消防处致力维持高效的工作环境，属员如因工作或日常生活的转变和挑战而情绪受到困扰，处方必定提供协助。为协助同事纾解压力，部门于二零零九年成立压力辅导组。该组于二零一六年六月易名为「伙伴团队」，目前约有80名属员自愿担任伙伴辅导员。二零一六年，伙伴团队处理13宗属员因事故而需要纾解压力的个案。辅导员提供的专业辅导服务，帮助不少本处人员维持安全、健康和积极的工作气氛。由于伙伴团队的成员须于休班时间提供服务，他们乐于助人的热忱深受赞许。

Specialist Teams and Interest Groups

Peer Support Team

The FSD is committed to maintaining a productive workplace and supporting its staff in tackling the emotional stress arose from changes and challenges in their work and everyday lives. To help staff members relief their stress, the Stress Counselling Team has been set up since 2009. The team was renamed as Peer Support Team (PST) in June 2016 and comprised of about 80 volunteer Fire Services members served as stress counselors. In 2016, PST has handled 13 incident-related stress-relieving cases. Professional counseling services offered by PST members have already assisted many FSD personnel in maintaining a safe, healthy and positive working atmosphere. As PST members had to provide service during off-duty time, their enthusiasm was highly appreciated.



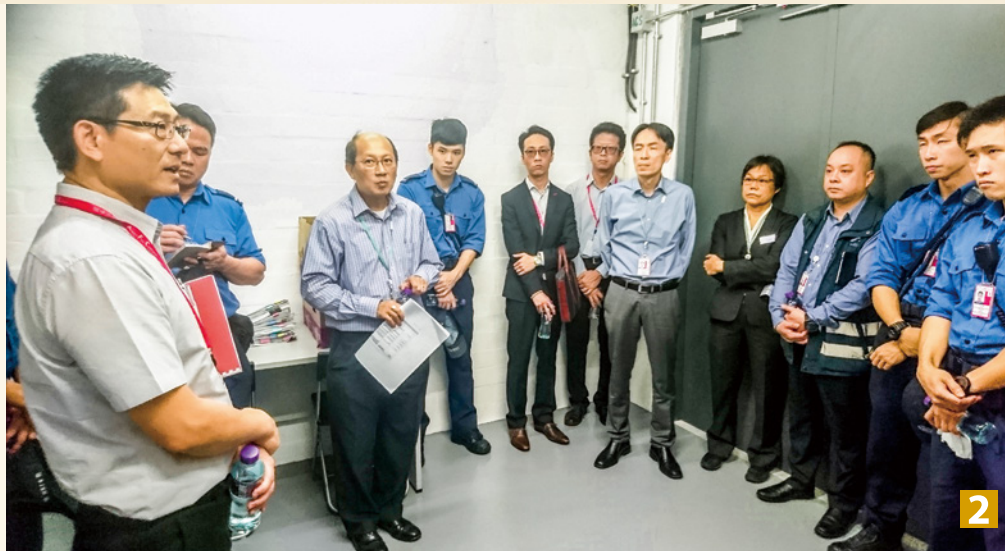
- 1** 火警调查组人员于油塘茶果岭村二级火警现场协助火警调查。
Members of the Fire Investigation Group assist in the fire investigation of a no. 2 alarm fire at Cha Kwo Ling Tsuen in Yau Tong.
- 2** 消防工程学兴趣小组参观香港国际机场中场客运廊，了解该处的消防工程学设计。
The Fire Engineering Interest Group visit the Mid Field Concourse of the Hong Kong International Airport to learn about the application of fire engineering design there.
- 3** 消防工程研究先锋计划成员在韩国出席国际研讨会，并简述有关摩天大楼通风系统防火策略的研究结果。
Mentees of the mentorship programme present their research findings on natural ventilation to fire protection strategy for supertall buildings at an international conference in South Korea.

火警调查组

火警调查组就火警调查工作提供技术和后勤支援，并为本处属员提供火警调查的专门训练。该组成员有国际纵火调查人员协会认可火警调查员、火警调查训练专家、总区火警调查员和其他有兴趣的消防主任。火警调查训练专家义务为本处各级属员提供相关训练；国际纵火调查人员协会认可火警调查员和总区火警调查员则负责于火警调查期间，为前线人员提供支援。二零一六年，有九总区火警调查员获委派协助调查火警源头和成因。此外，年内两名消防主任取得国际纵火调查人员协会认可火警调查员资格；25名消防主任响应招募，担任总区火警调查员。本处又为属员举办研讨会、训练课程和工作坊等一连串培训活动，加强他们在火警调查方面的知识和才能。年内，有13名消防主任前往美国、新加坡和泰国，参加各类与火警和纵火调查有关的海外课程和见习计划。

Fire Investigation Group

The Fire Investigation Group provides technical and logistic support for matters related to fire investigations, as well as specialised training on fire investigation to Fire Services members. The group is composed of International Association of Arson Investigators Inc. Certified Fire Investigators (IAAI-CFI®), Specialists of Fire Investigation Training, Command Fire Investigators and other interested fire officers. Amongst all, the Specialists voluntarily conduct relevant training to Fire Services members of different ranks, while the IAAI-CFI® and Command Fire Investigators take up the responsibility to support frontline officers during fire investigations. In 2016, nine Command Fire Investigators were turned out to assist in fire investigations into the origins and causes of fires. Besides, two fire officers attained the qualification of IAAI-CFI® and 25 fire officers were recruited as Command Fire Investigators during the year. A series of training including seminars, training courses and workshops were also organised for Fire Services members to enhance their knowledge and competency on fire investigations. During the year, 13 fire officers had attended various overseas courses and attachment programmes on fire and arson investigation in the United States of America, Singapore and Thailand.



消防工程学兴趣小组

为丰富本处属员的消防工程学知识，并为持续发展和应用消防工程设计，部门在二零一零年十一月成立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，促进成员的专业知识。

二零一六年，四名参与计划的成员就消防安全设施对摩天大厦自然通风的影响、住宅花洒系统的物理特性，以及长隧道的消防安全管理进行研究，并在澳洲、台湾、南韩和广州的国际会议上进行四次简介会，简述研究结果。年内，部门还举办了一次技术考察，安排成员及其他属员参观香港国际机场的中场客运廊，增进各人在应用消防工程学设计方面的知识。

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.

In 2016, four mentees of this programme conducted researches on fire safety provisions' effect on natural ventilation in supertall buildings, physical characteristic of domestic sprinklers and fire safety management in long tunnels. The mentees also conducted four presentations of their research findings at international conferences in Australia, Taiwan, South Korea and Guangzhou. Furthermore, a technical visit to Midfield Concourse of the Hong Kong International Airport was organised to broaden the members' knowledge on application of fire engineering design.

诚信管理委员会

消防处致力时刻秉持高的操守，为公众提供优质服务。诚信管理委员会于二零零七年成立，负责制订《行为与纪律守则》、订定预防措施，以及举办各项推广活动，推动属员持廉守正。

自二零一四年起，各总区亦成立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。属员的意见和建议可由总区的委员会处理，总区的委员会因此可因应总区的工作性质和需要，安排适合的研讨会、学习教材和活动。

在二零一六年举办的各项推广活动中，「诚信短片创作比赛2016」是年度的重点项目。得奖短片已上载部门内联网，提醒属员须时刻秉持廉直守纪、奉公以诚的工作态度。其他活动还包括诚信管理竞技大赛、诚信管理海报设计比赛和诚信管理广播剧比赛，本处属员均踊跃参与。

其他专责队伍和兴趣小组

其他专责队伍和兴趣小组包括纪律专责队伍、消防车辆车厢及工具储物柜设计／装置改良兴趣小组、消防车辆兴趣小组及消防个人防护装备谘询委员会，详情可扫描以下二维码查阅。



Integrity Management Committee

The Department aims to uphold high standards of integrity and provide quality services to the public at all times. The Integrity Management Committee, established in 2007, formulates Code of Conducts and Discipline, sets up preventive measures and organises various promotional events to promote integrity among members.

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. Opinions and ideas from members can be addressed by the Committee at Command level. Therefore, corresponding seminars, learning materials and activities will be made available to tie in with the Command's job nature and needs.

Among various promotional activities organised in 2016, the Integrity Management Video Clip Competition 2016 was the highlighted event of the year. The winning video clips, uploaded to departmental online platform, remind Fire Services members of the need to uphold their integrity and honesty in serving the public at all times. Other activities including Integrity Games Day, Integrity Poster Design Competition and Integrity Radio Drama Competition were also well received.

Other Specialist Teams and Interest Groups

For information about other specialist teams and interest groups including Service Disciplinary Team, Fire Appliance Cabin and Locker Design / Modification Interest Group, Fire Appliance Interest Group and Fire Personal Protective Equipment Advisory Committee, please scan the QR code below.





- 1** 为推广部门诚信管理，本处邀请廉政公署社区关系处人员定期为消防处员工提供肃贪倡廉讲座。
To promote integrity management to FSD members, staff from ICAC's Community Relations Department has been invited to provide seminars on prevention of bribery and corruption regularly.



- 2** 消防处诚信管理委员会举办「诚信短片创作比赛2016」，首长级人员与一众参赛者及得奖者于颁奖典礼上合照。
A group photo of directorate officers and the winners and participants at the prize presentation ceremony of the Integrity Management Video Clip Competition 2016.

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。除了为属员福利与政府部门和其他机构联络外，消防福利主任亦会安排探访住院的属员，并筹划和推行员工福利计划。二零一六年，消防福利主任与217名在职或退休属员及其家属面谈，并就他们的个人和家庭事务提供辅导。

Welfare

The Fire Services Welfare Officer (FSWO) gives advices to FSD 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 2016, the FSWO interviewed and counselled 217 serving and retired members and their families on personal and domestic affairs.

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。各委员会和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、服务条件和福祉的事宜。在有需要时，处长和副处长亦会与员工进行磋商，就新的管理措施搜集职方意见和因应职方关注的事项提供资料。

体育康乐

部门一向鼓励属员在工作家庭生活之间取得平衡，务求在体能和心理素质两方面，均能符合应对紧急事故的严格要求。因此，香港消防处体育福利会积极举办各类体育赛事、兴趣小组和康乐社交活动。这些活动深受欢迎，获在职和退休属员及其家人大力支持，踊跃参与。此外，各兴趣小组和体育队成员亦参加其他机构举办的体育和文化活动，成绩美满，令人鼓舞。

「2016/17年度消防处周年竞跑暨家庭同乐日」于二零一六年十二月十七日在消防及救护学院圆满举行。超过600名属员报名参加周年竞跑；逾1,600名属员家属在轻松愉快的气氛下欢度家庭日。

Staff Relations

There are well-established channels of communication within the Department to encourage regular dialogue between the management and staff. These communication channels include the Fire Services Departmental Consultative Committee, 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 staff members, the Director and Deputy Director pay visits to frontline units 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. With the full and active support from both serving and retired members as well as their families, the activities were welcomed by the members. In addition, members of various interest groups and sports groups also participate in external sports and cultural activities with encouraging and fruitful results.

The FSD Annual Run cum Family Day 2016/17 was successfully held at the Fire and Ambulance Services Academy on December 17, 2016. Over 600 staff members had signed up for the annual run and over 1,600 staff members and their family members enjoyed a relaxing and joyful family day.



1 消防处龙舟健儿英姿飒飒。
FSD Dragonboat Team in action.

2 消防处单车队参加香港单车节。
FSD Cycling Team participating in the Hong Kong Cyclothon.

3 属员踊跃参与消防处周年竞跑。
Many members participate in the FSD Annual Run.

4-5 消防处陆运会比赛激烈。
Keen competition at the Fire Services Athletic Meet.

6 消防处人员参与消防处水运会。
FSD members participating in the FSD Swimming Gala.

