

人力资源 管理

Human Resources Management







编制

截至二零一七年年底，消防处的人员编制为10,650人，包括9,914名军装人员和736名文职人员。

财政

二零一六至一七和二零一七至一八财政年度，部门总开支分别为55.64亿元和59.05亿元，各占有关年度政府总开支的1.6%。

招聘

二零一七年，消防处经严格甄选后，共聘任649名军装人员，包括101名消防队长(行动)、35名救护主任、三名消防队长(控制)、40名消防队目(控制)、303名消防员(行动／海务)、两名消防员(工程组)和165名救护员。年内亦有三名二级工人、六名高级技工和一名技工受聘。

培训和发展

消防及救护学院

于二零一六年年初正式启用，二零一七年全面运作的消防及救护学院，大大提升了部门整体的专业培训能力。学院座落于将军澳百胜角，占地158,000平方米，为新聘和现职的消防和救护人员提供526个训练宿位，让他们有更多机会一同受训，以提升处理紧急事故的应变和协调能力。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。

学院有一系列先进的模拟训练设施，提升属员处理涉及铁路、隧道、船只、飞机和燃料库等事故的专业知识和救援技巧；高空拯救、坍塌搜救和室内烟火特性等专门训练，亦有助加强属员应付大型事故的能力。



Establishment

The Department has an establishment of 10,650 at the end of 2017, comprising 9,914 uniformed and 736 civilian staff.

Finance

In the 2016-17 and 2017-18 financial years, the total expenditure of the Department amounted to \$5,564 million and \$5,905 million respectively, both representing 1.6% of the total government expenditure of the corresponding years.

Recruitment

In 2017, a total of 649 uniformed staff were recruited after stringent selection processes, including 101 Station Officers (Operational), 35 Ambulance Officers, three Station Officers (Control), 40 Senior Firemen/Firewomen (Control), 303 Firemen (Operational/Marine), two Firemen (Workshops) and 165 Ambulancemen/Ambulancewomen. Three Workmen II, six Senior Artisans and one Artisan were also recruited during the year.

Training and Development

Fire and Ambulance Services Academy

Opened in early 2016 and fully commissioned in 2017, the Fire and Ambulance Services Academy has significantly enhanced the Department's overall professional training capability. Occupying an area of 158,000 square metres in Pak Shing Kok, Tseung Kwan O, the Academy provides 526 residential training places for both newly recruited and serving fire and ambulance personnel. It provides more opportunities for the fire and ambulance personnel to be trained together, thereby enhancing their response and co-ordination capability in emergencies. The Academy also offers fire and ambulance related training courses for other government departments, private sectors, members of the public and overseas counterparts.

Equipped with a wide range of advanced simulated training facilities, the Academy provides the FSD members with professional knowledge and rescue techniques in handling incidents involving railway, tunnel, vessel, aircraft and fueling facility. Specialised training in high angle rescue, urban search and rescue and compartment fire behaviour are also given to strengthen their capability in dealing with large-scale incidents.

① 政务司司长张建宗在消防及救护学院结业会操检阅结业学员。

The Chief Secretary for Administration, Mr Matthew Cheung Kin-chung, reviews the passing-out parade at the Fire and Ambulance Services Academy.

② - ③ 消防处人员在职业博览会向参观者介绍部门的工作。

Visitors are briefed on the work of the FSD at a career expo.



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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、基本灭火救援技巧、管理和领导才能、消防学、消防工程学、消防车辆和装备应用、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能、法例、情绪智商、顾客服务、步操、纪律训练、体能训练和救护车随车实习。二零一七年，共有74名消防队长学员、九名救护主任学员、294名消防员学员和158名救护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。年内有九名消防队目(控制)学员和两名消防员(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，以提高他们的专业知识和灭火技能。二零一七年，有七名属员取得室内烟火特性训练教官资格，370名新聘人员完成初级课程，48名见习消防队长参加室内烟火特性训练中级课程；另外，共有811名行动组属员参加室内烟火特性训练一天课程，以及61名行动组属员参加烟火特攻员一天复习课程。

此外，学院亦为其他地区的同业和私营机构提供灭火技巧训练。二零一七年，有25名澳门消防人员、104名



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内地消防人员和406名私营机构雇员完成有关基本灭火技巧；呼吸器操作；火警调查；高空拯救；以及油库、楼宇构筑物和高楼大厦灭火的课程。

救护训练

除了基础训练，学院亦为在职救护人员开办专门训练课程。因应救护员晋升为队目级人员后，须担任救护车主管，学院为队目级人员提供指挥才能训练课程，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。部门又会挑选有教学潜质的资深队目级人员，训练他们成为教官，并安排他们修读救护总区教官资格检定课程，透过各种课堂讲授和实践环节，提升教学和心理动作技巧，增进有关成人学习理论的知识。二零一七年，有64名救护人员完成特种救援队(救护)覆检课程，69名救护人员完成队目级人员指挥才能训练课程，以及95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。另外，学院亦为消防人员开办救护训练课程，例如供新入职人员修读的基本救护学课程，以及为在职人员而设的先遣急救员救护学进阶课程。

学院也为政府不同部门的员工提供自动心脏除颤法训练及其后的重新考核训练。二零一七年，分别有771名和19名来自政府其他部门的员工，接受自动心脏除颤法训练及重新考核训练。

1 - 2 室内烟火特性训练有助提高行动组属员的专业知识和灭火技能。

Compartment fire behaviour training enhances operational members' professional knowledge and firefighting skills.

3 救护学员接受处理伤者的基础训练。

Recruit ambulancemen practice casualty handling during their foundation training.

The Academy provides 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 (CFBT), breathing apparatus operation, basic ambulance aid, physical fitness training, fire protection and legislation. Likewise, newly recruited Ambulance Officers and Ambulancemen/Ambulancewomen will undergo 26-week foundation training at the Academy, which comprises basic paramedic knowledge and skills, legislation, emotional intelligence, customer service, foot drills, discipline training, physical fitness training and on-car attachment. In 2017, 74 Recruit Station Officers, nine Recruit Ambulance Officers, 294 Recruit Firemen and 158 Recruit Ambulancemen completed the training.

Foundation training is also provided for Senior Firemen/Firewomen (Control) and Firemen (Workshops) by the Academy. During the year, nine Recruit Senior Firemen/Firewomen (Control) and two Recruit Firemen (Workshops) completed the training.

The Department organises various kinds of CFBT to enhance members' professional knowledge and firefighting skills. In 2017, seven members attained the CFBT Instructor qualification, 370 new recruits completed the induction course and 48 Probationary Station Officers attended the CFBT intermediate course. The one-day CFBT course and one-day Compartment Fire Attacker refresher course were attended by 811 and 61 operational members respectively.

The Academy also provides training in firefighting techniques to its counterparts and private organisations in other regions. In 2017, 25 Fire Officers from Macau, 104 Fire Officers from the Mainland and 406 employees of private organisations completed courses on basic firefighting, breathing apparatus operation, fire investigation, high angle rescue and firefighting in oil tank, building structure and high-rise building.

Ambulance Training

Apart from ambulance foundation training, other specialised training courses are also offered for serving



ambulance personnel. The Academy provides the Non-Commissioned Officer (NCO) (Ambulance) Command Course to ambulance personnel, who have been promoted to the rank of NCO and hence required to perform the role of an Ambulance Supervisor, to enhance their skills and knowledge of leadership, management, communication, customer service and handling of major incidents. Some experienced NCOs with potential for performing instructional duties will be selected and trained to be instructors. The Ambulance Command Instructor Qualifying Course will also be provided to enhance their instructional techniques, psychomotor skills and knowledge of adult learning theory through various lectures and practical sessions. In 2017, 64 ambulance personnel completed the Special Rescue Squad (Amb) Recertification Course, 69 ambulance personnel completed the NCO (Ambulance) Command Course, and 95 Ambulancemen with the Emergency Medical Assistant II (EMA II) qualification received the One-day Leadership Training Course. Meanwhile, training courses for fire personnel such as Basic Ambulance Aid training for recruit fire personnel, and Advanced Ambulance Aid training at First Responder Level for serving fire personnel are also provided.

The Academy also organises Public Access Defibrillation (PAD) training and subsequent recertification training to staff of different government departments. In 2017, 771 and 19 members of other departments received PAD and recertification training respectively.

驾驶训练

本处承诺处理楼宇火警召唤的召达时间，楼宇密集地区为六分钟，楼宇分散和偏远地区为9至23分钟。至于紧急救护服务，目标召达时间为12分钟。香港人烟稠密，要履行上述承诺，紧急驾驶训练亦须以安全操控消防和救护车辆为重。驾驶训练中心特设全天候训练场地，备有先进的驾驶训练模拟设施和内置完备视听器材的讲习室，供属员进行紧急驾驶训练。此外，学院内的道路网络设计亦模拟香港的道路系统，以加强学员的紧急驾驶经验。

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能。中心设有多种先进训练设施，透过模拟隧道和迷宫作搜救训练，以及进行不同情况的实火训练。二零一七年，共有3,605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课程，为期21周，修毕课程后可取得二级急救医疗助理资格。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接受训练中心提供的高级技术训练，包括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。另外，所有二级急救医疗助理和具备高级技术的救护人员均须每年修读持续医疗教育课程两次。

管理和发展培训

二零一七年，有1,182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109名属员分别前往英国、美国、西班牙、加拿大、澳洲、泰国、新加坡和内地修读不同的训练课程。



- 1 消防人员在西九龙救援训练中心进行实火训练，以提升处理不同火警的能力。
Fire personnel undergo live fire training at the West Kowloon Rescue Training Centre to strengthen their skills in tackling different types of fires.
- 2 位于消防及救护学院的驾驶训练中心备有全天候的紧急驾驶训练设施。
The Driving Training Centre, located at the Fire and Ambulance Services Academy, provides all weather facilities for emergency driving training.
- 3 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 offers specialised paramedic training to ambulance personnel of different ranks.

Driving Training

The Department's pledged response times for calls to fires in buildings are six minutes for built-up areas and nine to 23 minutes for areas of dispersed risks and isolated developments. For emergency ambulance services, the target response time is 12 minutes. To meet the targets in such a densely populated environment in Hong Kong, it is crucial that emergency driving training focuses on safe control of fire appliance and ambulance. The Driving Training Centre provides a designated all weather training ground, an advanced driving training simulator and lecture rooms with full built-in audio/visual equipment for emergency driving training. The road network at the Academy is also designed to simulate the road system in Hong Kong to enrich trainees' driving experience.

West Kowloon Rescue Training Centre

The West Kowloon Rescue Training Centre provides continuous training programmes to strengthen skills of fire personnel in tackling different types of fires and incidents. Equipped with a wide variety of advanced training facilities, the Centre provides search and rescue training at a simulated tunnel and maze, as well as live fire training in different situations. A total of 3,605 members received the training in 2017.

Ma On Shan Paramedic Training Centre

Ma On Shan Paramedic Training Centre provides specialised paramedic training to ambulance personnel of different ranks, including Emergency Medical Assistant II (EMA II) training, EMA II Recertification, Advanced Skill Training and Continuing Medical Education (CME). For the EMA II training, ambulance personnel with great potential will be selected to attend a 21-week training course provided by the Centre. Successful candidates will be qualified as EMA II providers. The qualification is accredited by the Paramedic Academy of the 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 advanced skills by the Centre. The Advanced Skill Training includes Advanced Airway Management and Advanced Protocol Treatment. All qualified Advanced Skill Providers will be reassessed every six months. All EMA II and Advanced Skill Providers will attend CME twice a year.



Training on Management and Development

For career development, 1,182 members attended various courses on management, law, leadership, communication and Mainland studies organised by the Civil Service Training and Development Institute in 2017. During the year, 109 members attended various training programmes in the United Kingdom, the United States of America, Spain, Canada, Australia, Thailand, Singapore and the Mainland.

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分为耐力跑和体能测验两部分。二零一七年有8,043名属员接受测验，当中40.13%取得最高的「优异」(1/A或1*/A*)等级，只有1.26%需要复试。

体能训练组人员经常获委派协助筹办部门体育活动，例如陆运会、水运会和越野赛跑，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，例如乐施毅行者。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。



① - ② 学员在体能训练导师指导下进行各项体能训练。

Recruits undergo various physical training activities under supervision of Physical Training Instructors.

③ 消防处水运会参赛者在观众的热烈打气声中，力争上游，角逐殊荣。

Swimmers immerse in a friendly yet competitive atmosphere at the FSD Swimming Gala.

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，员工如因工作或日常生活的转变和挑战令情绪受到困扰，处方必定提供协助。本处明白压力处理不善，除了影响属员的身体情况，损害他及其同事的心理精神健康，亦可能因而对部门的运作效率、员工士气和 service 构成影响。本处的伙伴团队(前称压力辅导组)于二零零九年成立，为属员提供纾解压力的平台。由志愿服务属员组成的团队，成员由二零一六年的80人增至二零一七年的120人。年内，伙伴团队处理了八宗属员因事故而需要纾解压力的个案。团队成员的热忱深受赞许，处方会继续支持他们协助同事维持积极的工作态度和建立互信。二零一七年，伙伴团队邀请心理学家为属员举办了四次压力管理研讨会。处方亦已把工作压力管理纳入为新聘人员而设的基础训练当中。

火警调查组

火警调查组除了就火警调查工作提供技术和后勤支援，亦为本处属员提供火警调查的专门训练。该组成员包括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。二零一七年，有八名总区火警调查员获委派协助调查火警源头和成因。

截至二零一七年年底，共有九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；年内，16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12名消防主任分别前往美国、英国和泰国，参加各类与火警和纵火调查有关的海外课程。

Physical Training

The Physical Training Establishment (PTE) provides physical training and promotes sports activities for the FSD personnel, with the aim of maintaining their good physical condition. The annual Physical Fitness Assessment for the members consists of two parts: aerobic run and strength test. Out of the 8,043 members who took part in the assessment in 2017, 40.13% achieved the top grading of 1/A (or 1*/A*) and only 1.26% needed to be reassessed.

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

Specialist Teams and Interest Groups

Peer Support Team

The Department is committed to maintaining a productive workplace and supporting its staff in handling emotional stress arising from changes and challenges in their work and everyday lives. It realises that stress, if not properly handled, can hamper one's physical well-being, undermine psychological and mental health of an individual and his/her colleagues, and may subsequently affect operational efficiency, staff morale as well as services of the Department. The Peer Support Team (formerly named as the Stress Counselling Team) has been set up since 2009 to serve as a platform for relieving stress of the FSD members. The number of volunteer service members increased from 80 in 2016 to 120 in 2017. Eight incident-related stress-relieving cases were handled by the Team during the year. The enthusiasm of the volunteers is highly appreciated and the Department will continue to support them in maintaining a positive working attitude and building trust among colleagues. The Team organised four seminars on stress management, with psychologists as guest speakers, for all service members in 2017. A session on job stress management has also been introduced to foundation training for new recruits.



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 the FSD 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. Among all, the Specialists voluntarily conduct relevant training to fire personnel of different ranks, while the IAAI-CFI® and the Command Fire Investigators take up the responsibility to support front-line officers during fire investigations. In 2017, eight Command Fire Investigators were turned out to assist in fire investigations into the origins and causes of fires.

By the end of 2017, a total of nine fire officers have attained the qualification of IAAI-CFI® and 16 fire officers were recruited as Command Fire Investigators during the year. A series of training including seminars, courses and workshops were also organised for members to enhance their knowledge of and competence in fire investigation. During the year, 12 fire officers attended various overseas courses on fire and arson investigation in the United States of America, the United Kingdom 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，以及持续发展和应用消防工程设计，部门在二零一零年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。

二零一七年，四名参与计划的成员就消防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、长隧道及岩洞的消防安全管理进行研究，并在香港和英国的国际会议上分享研究成果。

年内，兴趣小组联同消防工程训练专队合办四场持续进修讲座，以增进参加者的应用消防工程知识。

诚信管理委员会

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，以巩固消防处持廉守正的文化。

「廉直守纪 奉公以诚」短片创作比赛2017是年内其中一个重点推广项目。得奖短片已上载部门内联网，供属员作为自学教材；这些教材充满创意，有助传达持廉守正的信息，以及提醒属员时刻秉持廉直守纪、奉公以诚的工作态度。其他活动包括诚信管理竞技大赛、标语创作比赛和宣传短片创作比赛，均获属员踊跃参与。

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，让委员就其总区的相关事务交流意见，提出建议，以及处理和提醒属员注意个别工作范畴的潜在漏洞和不当行为。总区诚信管理委员会亦可因应其总区需要，安排适合的廉政公署研讨会、学习教材和活动。

1 - 2 部门透过诚信管理竞技大赛提醒属员时刻秉持廉直守纪、奉公以诚的工作态度。

The Department reminds the members to uphold integrity and honesty in serving the public through the Integrity Games Day.

3 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 the FSD staff, staff from ICAC's Community Relations Department has been invited to provide seminars on prevention of bribery and corruption on a regular basis.

Fire Engineering Interest Group

To enrich the knowledge of fire engineering among the FSD members, and sustain the development and application of fire engineering design, the Fire Engineering Interest Group was established in 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 2017, four mentees of the programme conducted researches into effects of fire facilities on natural ventilation in supertall buildings, physical characteristics of domestic sprinklers, and fire safety management in long tunnels and rock caverns, the findings of which were presented and shared at international conferences in Hong Kong and the United Kingdom.

During the year, the Group organised four continuing education talks, jointly with the Fire Engineering Training Team, to broaden participants' knowledge of the application of fire engineering.

Integrity Management Committee

To consolidate the integrity culture in the Department, the Integrity Management Committee, established in 2007, formulates the Code of Conduct and Discipline, sets up

preventive measures and organises various promotional events to promote integrity among members.

The Integrity Management Video Clip Competition 2017 was one of the key highlights of promotional activities organised in 2017. The winning video clips were uploaded to the departmental online platform to serve as self-learning materials for all members. Disseminating messages of integrity in such a creative way helps remind the members to uphold integrity and honesty in serving the public at all times. Other activities including the Integrity Games Day, the Integrity Slogan Competition and the Promotional Video Clip Competition were also well received.

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 are exchanged in the respective Command Committee. Potential pitfalls and malpractice which related to specific work areas could also be addressed and given further attention. Seminars conducted by the Independent Commission Against Corruption, learning materials and activities will be made available to tie in with the needs of individual Commands.



其他专责队伍和兴趣小组

纪律专责队伍

纪律专责队伍于二零零九年成立，由受过训练的主任级人员组成。为维持高水平的纪律研讯工作，队伍辖下设有纪律聆讯谘询小组，向成员分享知识并给予指导。

消防车辆车厢及工具储物柜设计／装置改良兴趣小组

消防车辆车厢及工具储物柜设计／装置改良兴趣小组于二零一一年成立，旨在鼓励属员就如何改良车厢和工具储物柜的设计，以及改良设计对行动效率的影响提出意见。小组现有25名成员，定期聚会分享心得与最新技术。

消防车辆兴趣小组

消防车辆兴趣小组旨在提高属员对消防车辆的兴趣，让他们掌握消防车辆的最新设计。小组现有50名成员，定期聚会就新购置车辆提出宝贵意见。

消防个人防护装备谘询委员会

消防个人防护装备谘询委员会负责统筹各消防单位对个人防护装备的意见，藉以加强保障本处人员。委员会成员来自采购及物流组和职业安全健康分组，并包括消防组的总区安全协调主任和相关员工协会的代表。委员会整合在每季定期会议上所得的意见和结论后，会交予职业安全健康分组审议，再由采购及物流组跟进。

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。除了就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。二零一七年，消防福利主任与156名在职或退休属员及其家属面谈，就他们的个人和家庭事务提供辅导。



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①-② 消防车辆兴趣小组，以及消防车辆车厢及工具储物柜设计／装置改良兴趣小组，不时就新购置车辆、车厢和工具储物柜的设计提出宝贵意见。

The Fire Appliance Interest Group and the Fire Appliances Cabin and Locker Design/Modification Interest Group offer valuable views on newly procured fire appliances, as well as cabin and locker designs from time to time.

③ 消防个人防护装备谘询委员会统筹各单位对个人防护装备的意见，以加强保障本处人员。

The Fire Personal Protective Equipment Advisory Committee collates comments on personal protective equipment from all units in the fire stream to enhance personnel's protection.

④ 福利组人员就伤病、住屋、财政和家庭等方面的福利事宜，向属员提供意见。

The Welfare Section gives advice to the FSD personnel on welfare matters, including injury, sickness, housing, financial and domestic issues.



Other Specialist Teams and Interest Groups

Service Disciplinary Team

The Service Disciplinary Team, established in 2009, comprises trained officers in the Department. 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 team members.

Fire Appliances Cabin and Locker Design/Modification Interest Group

To encourage members to share views about improving cabin and locker designs and their effects on operational efficiency, the Fire Appliances Cabin and Locker Design/Modification Interest Group was established in 2011. The Group currently comprises 25 members. They meet periodically to share thoughts and information on updated technologies.

Fire Appliance Interest Group

The Fire Appliance Interest Group aims to develop members' interest in fire appliances and help them keep abreast of the latest designs. The Group comprises 50 members and meets regularly to offer valuable views on newly procured appliances.

Fire Personal Protective Equipment Advisory Committee

The Fire Personal Protective Equipment Advisory Committee collates comments on personal protective equipment from all units in the fire stream with a view to enhancing protection for the FSD personnel. It comprises members from the Procurement and Logistics Group, the Occupational Safety and Health Unit, Command Safety Co-ordinators in the fire stream and representatives from corresponding staff side associations. Comments and findings consolidated in quarterly meetings are forwarded to the Occupational Safety and Health Unit for evaluation and the Procurement and Logistics Group for follow-up actions.

Welfare

The Fire Services Welfare Officer gives advice to 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, the Officer also arranges visits to hospitalised members, as well as organising and implementing staff welfare schemes. In 2017, the Officer interviewed and counselled 156 serving and retired members as well as 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、总区联谊会和分区联谊会，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。

为加深入了解前线人员的需要，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。副处长又会与员工协会定期会面，商讨关乎属员工作、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与家庭生活之间取得平衡，务求在体能和心理质素两方面，均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。这些活动获在职和退休属员及其家人大力支持，深受欢迎。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。

由体育福利会举办的「2017/18年度消防处周年竞跑暨家庭同乐日」于二零一七年十二月十六日在消防及救护学院圆满举行。超过480名属员报名参加周年竞跑；逾1,970名属员和家属在轻松愉快的气氛下欢度家庭日。





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Staff Relations

Various channels of communication have been well established within the Department to encourage regular dialogue between the management and staff. The channels include the Fire Services Departmental Consultative Committee, Staff Relations Units of Commands and Divisions, and the Civilian Staff Consultative Committee. These committees and staff relations units provide useful forums for exchanging views between the management and staff on matters of common interest.

To better understand the needs of front-line members, the Director and the Deputy Director pay visits to front-line units to communicate with staff of different ranks directly. The Deputy Director also meets with staff associations regularly to discuss issues concerning their work, benefits, as well as 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 has strived to encourage its members to strike a balance between work and family life in order to meet demanding requirements for physical fitness and mental strength as emergency responders. In this regard, the Hong Kong Fire Services Sports and Welfare Club



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proactively 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 well received. 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 2017/18 organised by the Club was successfully held at the Fire and Ambulance Services Academy on December 16, 2017. Over 480 staff members signed up for the Run and over 1,970 personnel and their family members enjoyed a relaxing and joyful family day.

- ① 属员踊跃参与消防处周年竞跑。
The FSD Annual Run is well received by the members.
- ② 消防处陆运会比赛激烈。
Keen competition at the Fire Services Athletic Meet.
- ③ 香港消防处篮球代表队(红衣)在第33届港澳消防埠际赛中胜出。
The HKFSD Basketball Team (in red) wins the game in the 33rd Hong Kong-Macau Interport Competition.
- ④ 消防处龙舟队健儿英姿飒飒。
The FSD Dragon Boat Team in action.
- ⑤ 消防处单车会队员发挥团队精神，奋力向前。
Members of the FSD Cycling Club powers team spirit.