

人力資源管理

Human Resources Management







編制

截至二零一七年年底，消防處的人員編制為10,650人，包括9,914名軍裝人員和736名文職人員。

財政

二零一六至一七和二零一七至一八財政年度，部門總開支分別為55.64億元和59.05億元，各佔有關年度政府總開支的1.6%。

招聘

二零一七年，消防處經嚴格甄選後，共聘任649名軍裝人員，包括101名消防隊長(行動)、35名救護主任、三名消防隊長(控制)、40名消防隊目(控制)、303名消防員(行動／海務)、兩名消防員(工程組)和165名救護員。年內亦有三名二級工人、六名高級技工和一名技工受聘。

培訓和發展

消防及救護學院

於二零一六年年初正式啟用，二零一七年全面運作的消防及救護學院，大大提升了部門整體的專業培訓能力。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526個訓練宿位，讓他們有更多機會一同受訓，以提升處理緊急事故的應變和協調能力。學院亦為其他政府部門、私營機構、市民和海外同業提供消防和救護相關訓練課程。

學院有一系列先進的模擬訓練設施，提升屬員處理涉及鐵路、隧道、船隻、飛機和燃料庫等事故的專業知識和救援技巧；高空拯救、坍塌搜救和室內煙火特性等專門訓練，亦有助加強屬員應付大型事故的能力。



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.

1 政務司司長張建宗在消防及救護學院結業會操檢閱結業學員。

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

2 - 3 消防處人員在職業博覽會向參觀者介紹部門的工作。

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

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.



學院為新聘的消防隊長和消防員提供為期26周的留宿基礎訓練。訓練課程內容廣泛，涵蓋部門行政、基本滅火救援技巧、管理和領導才能、消防學、消防工程學、消防車輛和裝備應用、室內煙火特性訓練、呼吸器操作、基本救護學、體能訓練、防火和法例。新聘的救護主任和救護員亦須在學院接受為期26周的基礎訓練，內容包括基本輔助醫療知識和技能、法例、情緒智商、顧客服務、步操、紀律訓練、體能訓練和救護車隨車實習。二零一七年，共有74名消防隊長學員、九名救護主任學員、294名消防員學員和158名救護員學員完成基礎訓練。

學院亦為消防隊目(控制)和消防員(工程組)提供基礎訓練。年內有九名消防隊目(控制)學員和兩名消防員(工程組)學員完成訓練。

本處又為屬員開辦各種室內煙火特性訓練課程，以提高他們的專業知識和滅火技能。二零一七年，有七名屬員取得室內煙火特性訓練教官資格，370名新聘人員完成初級課程，48名見習消防隊長參加室內煙火特性訓練中級課程；另外，共有811名行動組屬員參加室內煙火特性訓練一天課程，以及61名行動組屬員參加煙火特攻員一天複習課程。

此外，學院亦為其他地區的同業和私營機構提供滅火技巧訓練。二零一七年，有25名澳門消防人員、104名

內地消防人員和406名私營機構僱員完成有關基本滅火技巧；呼吸器操作；火警調查；高空拯救；以及油庫、樓宇構築物和高樓大廈滅火的課程。

救護訓練

除了基礎訓練，學院亦為在職救護人員開辦專門訓練課程。因應救護員晉升為隊目級人員後，須擔任救護車主管，學院為隊目級人員提供指揮才能訓練課程，以提高他們在領導才能、管理、溝通、顧客服務和處理大型事故方面的技能和知識。部門又會挑選有教學潛質的資深隊目級人員，訓練他們成為教官，並安排他們修讀救護總區教官資格檢定課程，透過各種課堂講授和實踐環節，提升教學和心理動作技巧，增進有關成人學習理論的知識。二零一七年，有64名救護人員完成特種救援隊(救護)覆檢課程，69名救護人員完成隊目級人員指揮才能訓練課程，以及95名具備二級急救醫療助理資格的救護員參加為期一天的領袖訓練課程。另外，學院亦為消防人員開辦救護訓練課程，例如供新入職人員修讀的基本救護學課程，以及為在職人員而設的先遣急救員救護學進階課程。

學院也為政府不同部門的員工提供自動心臟除顫法訓練及其後的重新考核訓練。二零一七年，分別有771名和19名來自政府其他部門的員工，接受自動心臟除顫法訓練及重新考核訓練。

- 1 - 2 室內煙火特性訓練有助提高行動組屬員的專業知識和滅火技能。
Compartment fire behaviour training enhances operational members' professional knowledge and firefighting skills.
- 3 救護學員接受處理傷者的基礎訓練。
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.

駕駛訓練

本處承諾處理樓宇火警召喚的召達時間，樓宇密集地區為六分鐘，樓宇分散和偏遠地區為9至23分鐘。至於緊急救護服務，目標召達時間為12分鐘。香港人煙稠密，要履行上述承諾，緊急駕駛訓練亦須以安全操控消防和救護車輛為重。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。此外，學院內的道路網絡設計亦模擬香港的道路系統，以加強學員的緊急駕駛經驗。

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能。中心設有多種先進訓練設施，透過模擬隧道和迷宮作搜救訓練，以及進行不同情況的實火訓練。二零一七年，共有3,605名屬員接受訓練。

馬鞍山輔助醫療訓練中心

馬鞍山輔助醫療訓練中心為各級救護人員提供專門的

輔助醫療訓練，包括二級急救醫療助理訓練、二級急救醫療助理重新考核課程、高級技術訓練和持續醫療教育課程等。在二級急救醫療助理訓練方面，部門會挑選有潛質的救護人員修讀訓練中心開辦的課程，為期21周，修畢課程後可取得二級急救醫療助理資格。該項資格獲加拿大卑詩省同濟專科學院輔助醫療學校認可，並須每三年重新評審一次。部門又會挑選部分二級急救醫療助理接受訓練中心提供的高級技術訓練，包括高級氣道處理課程和高級治理程序課程。有關人員取得資格後可應用高級技術提供救護服務，其資格每六個月重新評核一次。另外，所有二級急救醫療助理和具備高級技術的救護人員均須每年修讀持續醫療教育課程兩次。

管理和發展培訓

二零一七年，有1,182名屬員修讀公務員培訓處開辦的各項管理、法律、領導才能、溝通和國家事務研習課程，以助發展事業。年內亦有109名屬員分別前往英國、美國、西班牙、加拿大、澳洲、泰國、新加坡和內地修讀不同的訓練課程。



- 1 消防人員在西九龍救援訓練中心進行實火訓練，以提升處理不同火警的能力。
Fire personnel undergo live fire training at the West Kowloon Rescue Training Centre to strengthen their skills in tackling different types of fires.
- 2 位於消防及救護學院的駕駛訓練中心備有全天候的緊急駕駛訓練設施。
The Driving Training Centre, located at the Fire and Ambulance Services Academy, provides all weather facilities for emergency driving training.
- 3 馬鞍山輔助醫療訓練中心為各級救護人員提供專門的輔助醫療訓練。
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.

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，務求屬員保持體格強健。本處屬員的周年體能測驗分為耐力跑和體能測驗兩部分。二零一七年有8,043名屬員接受測驗，當中40.13%取得最高的「優異」(1/A或1*/A*)等級，只有1.26%需要複試。

體能訓練組人員經常獲委派協助籌辦部門體育活動，例如陸運會、水運會和越野賽跑，並在活動中擔任裁判。此外，該組人員亦經常獲本地和國際慈善團體邀請，於體育活動擔任裁判，例如樂施毅行者。他們又代表本處參與匡智慈善跑樓梯大賽等慈善活動和賽事。



1 - 2 學員在體能訓練導師指導下進行各項體能訓練。

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

3 消防處水運會參賽者在觀眾的熱烈打氣聲中，力爭上游，角逐殊榮。

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

專責隊伍和興趣小組

伙伴團隊

消防處致力維持高效的工作環境，員工如因工作或日常生活的轉變和挑戰令情緒受到困擾，處方必定提供協助。本處明白壓力處理不善，除了影響屬員的身體情況，損害他及其同事的心理精神健康，亦可能因而對部門的運作效率、員工士氣和服務構成影響。本處的伙伴團隊(前稱壓力輔導組)於二零零九年成立，為屬員提供紓解壓力的平台。由志願服務屬員組成的團隊，成員由二零一六年的80人增至二零一七年的120人。年內，伙伴團隊處理了八宗屬員因事故而需要紓解壓力的個案。團隊成員的熱忱深受讚許，處方會繼續支持他們協助同事維持積極的工作態度和建立互信。二零一七年，伙伴團隊邀請心理學家為屬員舉辦了四次壓力管理研討會。處方亦已把工作壓力管理納入為新聘人員而設的基礎訓練當中。

火警調查組

火警調查組除了就火警調查工作提供技術和後勤支援，亦為本處屬員提供火警調查的專門訓練。該組成員包括國際縱火調查人員協會認可火警調查員、火警調查訓練專家、總區火警調查員和其他有興趣的消防主任。火警調查訓練專家義務為本處各級屬員提供相關訓練；國際縱火調查人員協會認可火警調查員和總區火警調查員則負責於火警調查期間，為前線人員提供支援。二零一七年，有八名總區火警調查員獲委派協助調查火警源頭和成因。

截至二零一七年年底，共有九名消防主任取得國際縱火調查人員協會認可火警調查員資格；年內，16名消防主任響應招募，擔任總區火警調查員。本處又為屬員舉辦研討會、訓練課程和工作坊等一連串培訓活動，加強他們在火警調查方面的知識和才能。年內，有12名消防主任分別前往美國、英國和泰國，參加各類與火警和縱火調查有關的海外課程。

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.



消防工程學興趣小組

為豐富本處屬員的消防工程學知識，以及持續發展和應用消防工程設計，部門在二零一零年成立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，促進成員的專業知識。

二零一七年，四名參與計劃的成員就消防設施對摩天大廈自然通風的影響、住宅花灑系統的物理特性、長隧道及岩洞的消防安全管理進行研究，並在香港和英國的國際會議上分享研究成果。

年內，興趣小組聯同消防工程訓練專隊合辦四場持續進修講座，以增進參加者的應用消防工程知識。

誠信管理委員會

誠信管理委員會於二零零七年成立，負責制訂《行為與紀律守則》、訂定預防措施，以及舉辦各項推廣活動，以鞏固消防處持廉守正的文化。

「廉直守紀 奉公以誠」短片創作比賽2017是年內其中一個重點推廣項目。得獎短片已上載部門內聯網，供屬員作為自學教材；這些教材充滿創意，有助傳達持廉守正的信息，以及提醒屬員時刻秉持廉直守紀、奉公以誠的工作態度。其他活動包括誠信管理競技大賽、標語創作比賽和宣傳短片創作比賽，均獲屬員踴躍參與。

自二零一四年起，各總區亦成立總區誠信管理委員會，由副消防總長或副救護總長領導，讓委員就其總區的相關事務交流意見，提出建議，以及處理和提醒屬員注意個別工作範疇的潛在漏洞和不當行為。總區誠信管理委員會亦可因應其總區需要，安排適合的廉政公署研討會、學習教材和活動。

1 - 2 部門透過誠信管理競技大賽提醒屬員時刻秉持廉直守紀、奉公以誠的工作態度。

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

3 為推廣部門誠信管理，本處邀請廉政公署社區關係處人員定期為消防處員工提供肅貪倡廉講座。

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.



其他專責隊伍和興趣小組

紀律專責隊伍

紀律專責隊伍於二零零九年成立，由受過訓練的主任級人員組成。為維持高水平的紀律研訊工作，隊伍轄下設有紀律聆訊諮詢小組，向成員分享知識並給予指導。

消防車輛車廂及工具儲物櫃設計／裝置改良興趣小組

消防車輛車廂及工具儲物櫃設計／裝置改良興趣小組於二零一一年成立，旨在鼓勵屬員就如何改良車廂和工具儲物櫃的設計，以及改良設計對行動效率的影響提出意見。小組現有25名成員，定期聚會分享心得與最新技術。

消防車輛興趣小組

消防車輛興趣小組旨在提高屬員對消防車輛的興趣，讓他們掌握消防車輛的最新設計。小組現有50名成員，定期聚會就新購置車輛提出寶貴意見。

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，藉以加強保障本處人員。委員會成員來自採購及物流組和職業安全健康分組，並包括消防組的總區安全協調主任和相關員工協會的代表。委員會整合在每季定期會議上所得的意見和結論後，會交予職業安全健康分組審議，再由採購及物流組跟進。

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。除了就屬員福利與政府部門和其他機構聯絡外，消防福利主任亦會安排探訪住院的屬員，並籌劃和推行員工福利計劃。二零一七年，消防福利主任與156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。



- 1 - 2 消防車輛興趣小組，以及消防車輛車廂及工具儲物櫃設計／裝置改良興趣小組，不時就新購置車輛、車廂和工具儲物櫃的設計提出寶貴意見。
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 消防個人防護裝備諮詢委員會統籌各單位對個人防護裝備的意見，以加強保障本處人員。
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 福利組人員就傷病、住屋、財政和家庭等方面的福利事宜，向屬員提供意見。
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.



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。各委員會和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。副處長又會與員工協會定期會面，商討關乎屬員工作、福利、服務條件和福祉的事宜。在有需要時，處長和副處長亦會與員工磋商，就新的管理措施蒐集職方意見和因應職方關注的事項提供資料。

體育康樂

部門一向鼓勵屬員在工作與家庭生活之間取得平衡，務求在體能和心理質素兩方面，均符合應對緊急事故的嚴格要求。因此，香港消防處體育福利會積極舉辦各類體育賽事、興趣小組和康樂社交活動。這些活動獲在職和退休屬員及其家人大力支持，深受歡迎。此外，各興趣小組和體育隊成員亦參加其他機構舉辦的體育和文化活動，成績美滿，令人鼓舞。

由體育福利會舉辦的「2017/18年度消防處周年競跑暨家庭同樂日」於二零一七年十二月十六日在消防及救護學院圓滿舉行。超過480名屬員報名參加周年競跑；逾1,970名屬員和家屬在輕鬆愉快的氣氛下歡度家庭日。





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



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 屬員踴躍參與消防處周年競跑。
The FSD Annual Run is well received by the members.
- ② 消防處陸運會比賽激烈。
Keen competition at the Fire Services Athletic Meet.
- ③ 香港消防處籃球代表隊(紅衣)在第33屆港澳消防埠際賽中勝出。
The HKFSD Basketball Team (in red) wins the game in the 33rd Hong Kong-Macau Interport Competition.
- ④ 消防處龍舟隊健兒英姿颯颯。
The FSD Dragon Boat Team in action.
- ⑤ 消防處單車會隊員發揮團隊精神，奮力向前。
Members of the FSD Cycling Club powers team spirit.