

人力资源管理 Human Resources Management



a. 律政司司长郑若骅在结业会操检阅结业学员。
The Secretary for Justice, Ms Teresa Cheng, reviews the passing-out parade.

b. 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.



编制

截至二零一八年年底，消防处的人员编制为 10,969 人，包括 10,205 名军装人员和 764 名文职人员。

财政

二零一七至一八和二零一八至一九财政年度，部门总开支分别为 58.94 亿元和 65.03 亿元，各占有关年度政府总开支的 1.6% 及 1.5%。

招聘

二零一八年，消防处经严格甄选后，共聘任 627 名军装人员，包括一名助理消防区长(体能训练)、70 名消防队长(行动)、10 名救护主任、10 名消防队长(控制)、28 名消防队目(控制)、323 名消防员(行动／海务)、八名消防员(工程组)和 177 名救护员。年内亦有两名临床心理学家、两名高级技工、八名技工及一名二级工人受聘。

Establishment

The department has an establishment of 10,969 at the end of 2018, comprising 10,205 uniformed and 764 civilian staff.

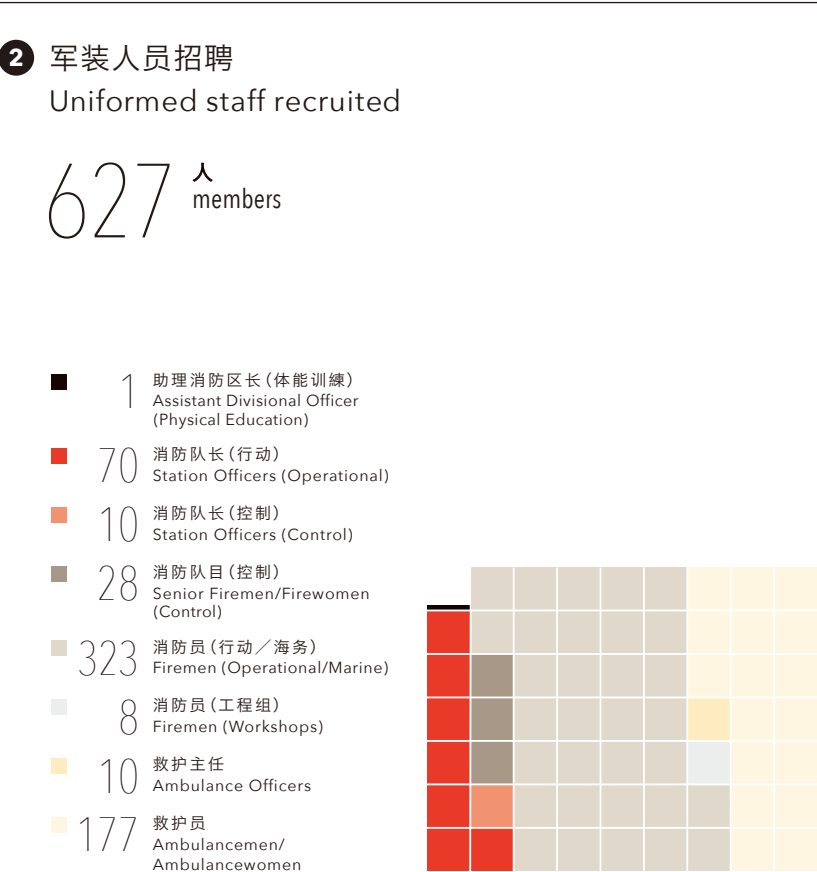
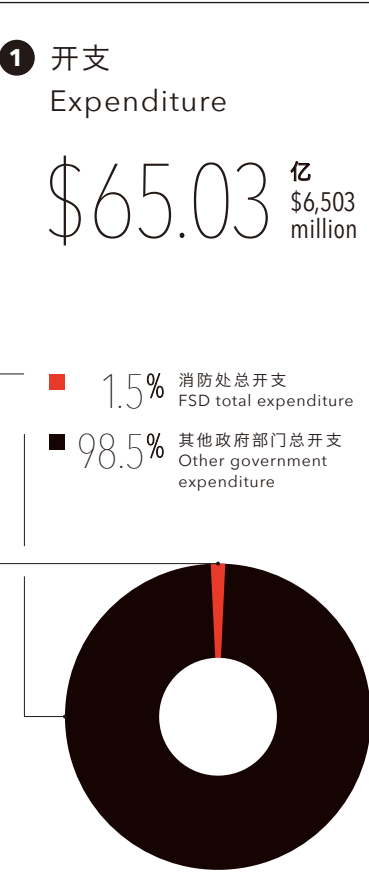
Finance

In the 2017-18 and 2018-19 financial years, the total expenditure of the department amounted to \$5,894 million and \$6,503 million respectively, representing 1.6% and 1.5% of the total government expenditure of the corresponding years.

Recruitment

In 2018, a total of 627 uniformed staff were recruited after stringent selection processes, including one Assistant Divisional Officer (Physical Education), 70 Station Officers (Operational), 10 Ambulance Officers, 10 Station Officers (Control), 28 Senior Firemen/

Firewomen (Control), 323 Firemen (Operational/Marine), eight Firemen (Workshops) and 177 Ambulancemen/Ambulancewomen. Two Clinical Psychologists, two Senior Artisans, eight Artisans and one Workman II were also recruited during the year.





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初正式启用，二零一七年全面运作，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，也让消防和救护两个职系的人员有更多机会一同受训，借此提升处理紧急事故的应变和协调能力。学院亦为政府其他部门、私营机构、市民和海外同业提供消防和救护相关训练课程。

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

学院为消防队长学员和消防员学员提供为期 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。二零一八年，共有 70 名消防队长学员、21 名救护主任学员、258 名消防员学员和 175 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 56 名消防队目（控制）学员和八名消防员（工程组）学员完成训练。

c. 消防及救护学院为消防处属员、本地及海外政府部门和机构，提供消防及救护相关训练课程。

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

d. 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.



Training and Development

Fire and Ambulance Services Academy

Opened in early 2016 and fully commissioned in 2017, the Fire and Ambulance Services Academy (FASA) 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.

The Academy provides 26-week foundation residential training to Recruit Station Officers and Firemen. The wide curriculum 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 have to 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 2018, 70 Recruit Station Officers, 21 Recruit Ambulance Officers, 258 Recruit Firemen and 175 Recruit Ambulancemen completed the training.

Foundation training is also provided for Senior Firemen/Firewomen (Control) and Firemen (Workshops) by the Academy. During the year, 56 Recruit Senior Firemen/Firewomen (Control) and eight Recruit Firemen (Workshops) completed the training.

To ensure safe and effective operations against compartment fires in different scenarios, various kinds of CFBT courses are designed to enhance the fire personnel’s knowledge of compartment behaviour theories and compartment firefighting techniques. In 2018, 328 new recruits completed the induction course and 87 Probationary Station Officers completed the CFBT intermediate course. The one-day CFBT course and Compartment Fire Attacker course were attended by 1,727 and 23 operational members respectively. The three-day Technical Seminar cum Workshop on Thermal Imaging Camera was also attended by 568 front-line members.

学院开办各种室内烟火特性训练课程，让本处属员掌握室内烟火特性理论及灭火技巧，确保他们能够在不同情况下，安全有效处理室内烟火。二零一八年，有 328 名新聘人员完成初级课程，87 名见习消防队长完成室内烟火特性训练中级课程，另有 1,727 名和 23 名行动组属员分别参加了为期一天的室内烟火特性训练一天课程和烟火特攻员课程。此外，烟火特性训练组亦举办了为期三天的热能显像机技术研讨会暨工作坊，共有 568 名前綫属员参加。

室内烟火特性训练组亦为其他地区的同业和机构提供灭火技巧训练。二零一八年，有 16 名台湾消防人员、三名新加坡消防人员、13 名香港警务处人员和 125 名内地人员完成各类室内烟火特性训练课程。

学院亦为其他地区的同业和机构提供灭火技巧训练。二零一八年，

有 184 名内地消防人员、25 名澳门消防人员，以及 398 名私营机构和其他政府部门的雇员完成有关基本灭火技巧、呼吸器操作、火警调查及消防安全的课程。

除了基础训练外，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、管理、沟通、顾客服务和处理大型事故方面的技能和知识。部门会挑选和培训资深队目级人员成为教官，并安排他们修读救护总区教官资格检定课程，提升他们的教学和心理动作技巧，以及对成人学习理论的知识。二零一八年，有 145 名救护人员完成特种救援队(救护)覆检课程，48 名救护人员完成队目级人员指挥才能训练课程，另有 50 名具备二级急救医疗助理资格的救护员参加了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。

辅助医疗训练中心

辅助医疗训练中心于二零一八年由马鞍山迁往消防及救护学院，大大提升了学习环境及辅助医疗训练质素。中心设有模拟救护车厢、模拟流动数据终端机和模拟病人监护仪等多项新训练设施，让训练环境更加逼真。

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、高级技术训练及持赓医疗教育课程等。部门会挑选有潜质的救护人员修读为期 21 周的二级急救医疗助理训练课程，修毕后可取得 二级急救医疗助理资格。该项资格获加拿大卑诗省司法学院的辅助医疗学校认可，每三年须重新评审一次。



e. 辅助医疗训练中心设有模拟救护车厢，为救护人员提供处理伤者的基础训练。
The Paramedic Training Centre, equipped with a simulated ambulance compartment, provides foundation training for ambulance personnel in the handling of injured persons.

The CFBT Unit also provides training on firefighting techniques to its counterparts and organisations in other regions. In 2018, 16 Fire Officers from Taiwan, three Fire Officers from Singapore, 13 officers from the Hong Kong Police Force and 125 officers from the Mainland completed various type of CFBT courses.

The Academy also provides training on firefighting techniques to its counterparts and organisations in other regions. In 2018, 184 Fire Officers from the Mainland, 25 Fire Officers from Macau and 398 employees of private organisations and other government departments completed courses on basic firefighting, breathing apparatus operation, fire investigation and fire safety.

Apart from ambulance foundation training, other specialised training courses are also offered for serving ambulance personnel. The FASA provides the Non-Commissioned Officer (NCO) (Ambulance) Command Course to NCOs, who are 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. The Ambulance Command Instructor Qualifying Course is also provided to some experienced NCOs who are selected and trained to be instructors, with a view to enhancing their instructional techniques, psychomotor skills and knowledge of adult learning theory. In 2018, 145 ambulance personnel completed the Special Rescue Squad (Amb) Recertification Course, 48 ambulance personnel completed the NCO (Ambulance) Command Course, and 50 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, were also provided.

Paramedic Training Centre

The Paramedic Training Centre was relocated from Ma On Shan to the FASA in 2018, representing a great improvement in the learning environment and paramedic training quality. New training facilities such as simulated ambulance compartment, mobile data terminal simulators and patient monitor simulators were deployed to facilitate a high fidelity training environment.

The 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). Ambulance personnel with great potential will be selected to attend a 21-week EMA II training course. 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 including 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.

3 为属员提供的室内烟火特性训练课程
CFBT courses for the FSD members



4 为其他机构提供的灭火技巧训练
Firefighting technique training for other organisations



本港私营机构和其他政府部门的雇员
Employees of private organisations and other government departments of Hong Kong

部门又会挑选部分二级急救医疗助理接受包括高级气道处理课程和高级治理程序的高级技术训练。有关人员取得资格后，每六个月须重新接受评核一次。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赓医疗教育课程两次。

驾驶训练中心

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。要在香港人烟稠密的环境履行上述承诺，紧急驾驶训练必须以安全操控消防和救护车辆为重。位于消防及救护学院的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，让学员有更多驾驶体验。

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，提供在模拟隧道和迷宫进行的搜救训练，以及不同情况的实火训练。二零一八年，共有5,162名属员接受训练。

管理和发展培训

二零一八年，有2,092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112名属员分别前往澳洲、加拿大、法国、韩国、内地、荷兰、新加坡、泰国、英国和美国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分为耐力跑和体能测验两部分。二零一八年有8,371名属员接受测验，当中31.79%取得最高的「优异」（1/A或1*/A*）等级，只有0.86%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、水运会和龙舟赛，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，例如香港器官移植及透析人士运动会和乐施毅行者。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。

Driving Training Centre

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 at the FASA 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 5,162 members received the training in 2018.

Training on Management and Development

For career development, 2,092 members attended various courses on management, law, leadership, communication and Mainland studies organised by the Civil Service Training and Development Institute in 2018. During the year, 112 members attended various training programmes in Australia, Canada, France, Korea, the Mainland, the Netherlands, Singapore, Thailand, the United Kingdom and the United States of America.

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 8,371 members who took part in the assessment in 2018, 31.79% achieved the top grading of 1/A (or 1*/A*) and only 0.86% 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 dragon boat race. In addition, they are often invited by local and international charitable associations to act as referees for sports events such as the Hong Kong Transplant and Dialysis Games and the Oxfam Trailwalker competitions. They also represent the department in charitable events and competitions such as Hong Chi Climathon.



f. 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 the supervision of physical training instructors.

g. 消防人员在西九龙救援训练中心进行实火训练，以提升处理不同类型火警的能力。

Fire personnel undergo live fire training at the West Kowloon Rescue Training Centre to enhance their skills in tackling different types of fires.



专责队伍和兴趣小组

行为与纪律

诚信管理委员会 ——

诚信管理委员会负责制订《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 2018 是年内重点推广活动之一。其他活动包括诚信管理竞技大赛、诚信年历卡设计比赛、八达通卡套设计比赛和海报设计比赛，均获属员踊跃参与。

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，委员可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。

纪律专责队伍 ——

纪律专责队伍由超过 270 名已受训的主任级人员组成。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，以促进成员之间的知识交流，并给予指导。二零一八年，管理组为成员筹尝了两场简介会。

专业发展

火警调组 ——

火警调查组除了就火警调查工作提供技术和后勤支援外，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、总区火警调查员及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，而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进行期间，为前线人员提供支援。二零一八年，有两名总区火警调查员被派协助调查火警源头和成因。

二零一八年，共有七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，另有 10 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，有三名消防主任分别前往美国和泰国，参加各类与火警和纵火调查有关的海外课程。

消防工程学兴趣小组 ——

为丰富本处属员的消防工程学知识，并持赓发展和应用消防工程学设计，本处成立消防工程学兴趣小组。小组亦与香港理工大学合办消防工程学研究先锋计划，促进成员这方面的专业知识。

二零一八年，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，并在美国及英国的国际会议上发表和分享研究成果。由小组成员撰写，题为“使用固定水基灭火系统扑灭都市隧道大火的表现评估”的论文亦将于二零一九年在《隧道及地下空间科技》期刊刊载。

Specialist Teams and Interest Groups

Conduct and Discipline

Integrity Management

Committee ——

The Integrity Management Committee formulates the Code of Conduct and Discipline, sets up preventive measures and organises various events to promote integrity among members, with a view to reminding them to uphold integrity and honesty in serving the public at all times.

The Integrity Management Video Clip Competition 2018 was one of the key highlights of promotional activities in 2018. Other activities including the Integrity Games Day, Calendar Design Competition, Octopus Card Holder Design Competition and the Poster Design 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. Opinions and ideas from members are exchanged in the respective Command Committee. Potential pitfalls and malpractice 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 also be made available to tie in with the needs of individual commands.

Service Discipline Team ——

The Service Discipline Team comprises more than 270 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. Two briefing sessions were organised by the Management Group in 2018.

Professional Development

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 2018, two Command Fire Investigators were turned out to assist in fire investigations into the origins and causes of fires.

In 2018, seven fire officers have attained the qualification of IAAI-CFI® and 10 fire officers were recruited as Command Fire Investigators. 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, three fire officers attended various overseas courses on fire and arson investigation in the United States of America and Thailand.

Fire Engineering Interest Group ——

The Fire Engineering Interest Group aims to enrich the knowledge of fire engineering among the FSD members as well as sustaining the development and application of fire engineering design. In collaboration with the Hong Kong Polytechnic University, the group has organised a joint mentorship programme to foster professionalism in fire engineering.

In 2018, 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 the United States of America and the United Kingdom. A journal paper on the Performance Evaluation on Fixed Water-based Firefighting System in Suppressing Large Fire in Urban Tunnels will also be published in “Tunnelling and Underground Space Technology” in 2019.

h. 助理处长（总部）杨恩健在「医院管理局研讨大会」上，就消防处的训练策略及专业发展作专题演讲。
Assistant Director (Headquarters) Yeung Yan-kin delivers a keynote speech on the FSD's training strategy and professional development at the Hospital Authority Convention.

车辆及装备

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，务使本处人员得到更好的保护。委员会成员来自采购及物流组 and 职业安全健康分组，并包括来自消防职系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、体育康乐

福利

消防福利主任就本处属员的伤病、住屋、财政和家庭等方面的福利事宜，向他们提供意见。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。二零一八年，福利组人员曾与 126 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。

体育康乐

本处一向鼓励属员在工作与家庭生活之间取得平衡，务求他们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属大力支持，深受欢迎。此外，各兴趣小组和体育队成员亦参加外间举办的体育和文化活动，成绩美满，令人鼓舞。

员工关系及支援

伙伴团队

伙伴团队由 120 名来自本处各纪律部队职系的人员组成，他们在休班时间义务为同胞提供辅导服务。在发生危急事故后，团队会即时为属员提供心理急救，纾解他们的压力，以及协助识辨易受心理创伤或已出现创伤征状的属员，让他们得到适当治疗。二零一八年，伙伴团队为 48 名曾参与严重事故行动的属员提供八次心理支援服务，另举办了五次压力管理研讨会，约有 500 名属员参加。

员工关系

本处设有妥善的沟通途径，让管职双方就共同关注的事宜定期交流。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。

为加深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。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，并因应职方关注的事项提供资料。



i-j. 本处透过不同渠道谘询属员对消防车辆车厢和工具储物柜设计、装备等意见，以提升行动效率及保障属员的安全。
The department collects members' views on the design of fire appliances' cabin and locker, as well as fire services equipment through various channels and take follow-up actions to enhance operational efficiency and members' safety.



消防处的龙舟队健儿在比赛中发挥团队精神，
誓夺佳绩。
The FSD Dragon Boat Team paddles prowess
and team spirit in the competition.



消防处派出 118 人代表团参加在韩国忠州举行的
「第 13 届世界消防竞技大赛」，勇夺 248 金、
115 银和 82 铜，荣登大赛奖牌榜总冠军。
图示单车队在比赛中全力争胜。
The 118-strong HKFSD delegation to the 13th World
Firefighter Games held in Chungju, Korea ranks
first in the medal tally with a total of 248 gold,
115 silver and 82 bronze medals.



消防处游泳队在「第 13 届世界消防竞技大赛」中，
合共夺得 125 金、51 银和 22 铜的骄人成绩。
The FSD Swimming Team achieves impressive
results in the 13th World Firefighter Games, winning
a total of 125 gold, 51 silver and 22 bronze medals.



足球代表队的精彩表现，
助香港消防处蝉联港澳消防埠际赛总冠军。
The HKFSD Football Team's brilliant performance
helps the department successfully defend the title of
overall champion in the Hong Kong and Macau
Fire Services Interport Competition.



Appliances and Equipment

Fire Appliances Cabin and Locker Design/Modification Interest Group

The Fire Appliances Cabin and Locker Design/Modification Interest Group aims to encourage members to share their views about improving cabin and locker designs as well as their effects on operational efficiency. The group currently comprises 25 members and meets periodically to share thoughts and information on the latest technologies.

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 to enhance protection for the FSD personnel. It comprises members from the Procurement and Logistics (P&L) Group, the Occupational Safety and Health (OSH) Unit, Command Safety Co-ordinators in the fire stream and representatives from corresponding staff side associations. Comments and findings consolidated in quarterly meetings are forwarded to the OSH Unit for evaluation and the P&L Group for follow-up actions.

Welfare, Sports and Recreation

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 2018, staff of the Welfare Section interviewed and counselled 126 serving and retired members as well as their families on personal and domestic affairs.

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 have been well received. Members of various interest groups and sports groups have also participated in external sports and cultural activities with encouraging and fruitful results.

Staff Relations and Support

Peer Support Team

The Peer Support Team comprises 120 members of disciplined service grades from all streams who volunteer to provide peer-counseling services during their off-duty periods. Through the provision of psychological first-aid to relieve stress of staff members in the immediate aftermath of critical incidents, those prone to or with symptoms of psychological trauma could be identified and referred to suitable treatment. In 2018, the team conducted eight psychological support sessions for 48 members who had attended critical operations, and organised five seminars on stress management which were attended by about 500 personnel.

Staff Relations

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

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 on a regular basis to discuss issues concerning 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. ■