

人力資源管理 Human Resources Management



a. 律政司司長鄭若驊在結業會操檢閱結業學員。

The Secretary for Justice, Ms Teresa Cheng, reviews the passing-out parade.

b. 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.

編制

截至二零一八年年底，消防處的人員編制為 10,969 人，包括 10,205 名軍裝人員和 764 名文職人員。

財政

二零一七至一八和二零一八至一九財政年度，部門總開支分別為 58.94 億元和 65.03 億元，各佔有關年度政府總開支的 1.6% 及 1.5%。

招聘

二零一八年，消防處經嚴格甄選後，共聘任 627 名軍裝人員，包括一名助理消防區長（體能訓練）、70 名消防隊長（行動）、10 名救護主任、10 名消防隊長（控制）、28 名消防隊目（控制）、323 名消防員（行動／海務）、八名消防員（工程組）和 177 名救護員。年內亦有兩名臨床心理學家、兩名高級技工、八名技工及一名二級工人受聘。



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

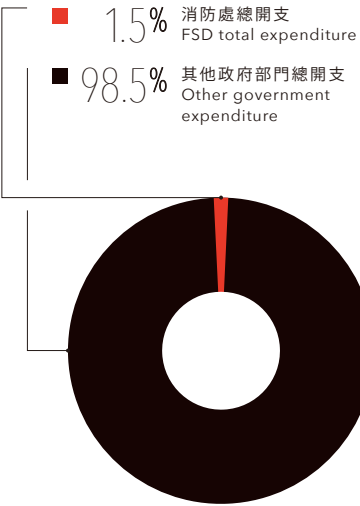
In 2018, a total of 627 uniformed staff were recruited after stringent selection processes, including one Assistant Divisional Officer (Physical Education), 70 Station Officers (Operational), 10 Ambulance Officers, 10 Station Officers (Control), 28 Senior Firemen/

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.



1 開支
Expenditure

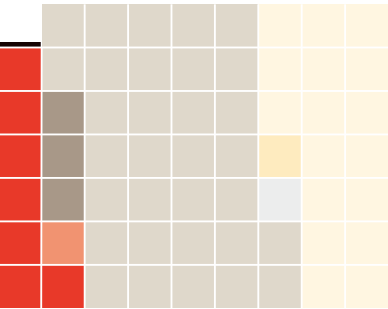
\$65.03 億
\$6,503 million



2 軍裝人員招聘
Uniformed staff recruited

627 人
members

- 1 助理消防區長（體能訓練）
Assistant Divisional Officer (Physical Education)
- 70 消防隊長（行動）
Station Officers (Operational)
- 10 消防隊長（控制）
Station Officers (Control)
- 28 消防隊目（控制）
Senior Firemen/Firewomen (Control)
- 323 消防員（行動／海務）
Firemen (Operational/Marine)
- 8 消防員（工程組）
Firemen (Workshops)
- 10 救護主任
Ambulance Officers
- 177 救護員
Ambulancemen/Ambulancewomen





培訓和發展

消防及救護學院

消防及救護學院於二零一六年年年初正式啟用，二零一七年全面運作，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，也讓消防和救護兩個職系的人員有更多機會一同受訓，藉此提升處理緊急事故的應變和協調能力。學院亦為政府其他部門、私營機構、市民和海外同業提供消防和救護相關訓練課程。

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

學院為消防隊長學員和消防員學員提供為期 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。二零一八年，共有 70 名消防隊長學員、21 名救護主任學員、258 名消防員學員和 175 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 56 名消防隊目(控制)學員和八名消防員(工程組)學員完成訓練。

- c. 消防及救護學院為消防處屬員、本地及海外政府部門和機構，提供消防及救護相關訓練課程。

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.



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.

學院開辦各種室內煙火特性訓練課程，讓本處屬員掌握室內煙火特性理論及滅火技巧，確保他們能夠在不同情況下，安全有效處理室內煙火。二零一八年，有 328 名新聘人員完成初級課程，87 名見習消防隊長完成室內煙火特性訓練中級課程，另有 1,727 名和 23 名行動組屬員分別參加了為期一天的室內煙火特性訓練一天課程和煙火特攻員課程。此外，煙火特性訓練組亦舉辦了為期三天的熱能顯像機技術研討會暨工作坊，共有 568 名前線屬員參加。

室內煙火特性訓練組亦為其他地區的同業和機構提供滅火技巧訓練。二零一八年，有 16 名台灣消防人員、3 名新加坡消防人員、13 名香港警務處人員和 125 名內地人員完成各類室內煙火特性訓練課程。

學院亦為其他地區的同業和機構提供滅火技巧訓練。二零一八年，

有 184 名內地消防人員、25 名澳門消防人員，以及 398 名私營機構和其他政府部門的僱員完成有關基本滅火技巧、呼吸器操作、火警調查及消防安全的課程。

除了基礎訓練外，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、管理、溝通、顧客服務和處理大型事故方面的技能和知識。部門會挑選和培訓資深隊目級人員成為教官，並安排他們修讀救護總區教官資格檢定課程，提升他們的教學和心理動作技巧，以及對成人學習理論的知識。二零一八年，有 145 名救護人員完成特種救援隊(救護)覆檢課程，48 名救護人員完成隊目級人員指揮才能訓練課程，另有 50 名具備二級急救醫療助理資格的救護員參加了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。

輔助醫療訓練中心

輔助醫療訓練中心於二零一八年由馬鞍山遷往消防及救護學院，大大提升了學習環境及輔助醫療訓練質素。中心設有模擬救護車廂、模擬流動數據終端機和模擬病人監護儀等多項新訓練設施，讓訓練環境更加逼真。

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、高級技術訓練及持續醫療教育課程等。部門會挑選有潛質的救護人員修讀為期 21 周的二級急救醫療助理訓練課程，修畢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司法學院的輔助醫療學校認可，每三年須重新評審一次。



e. 輔助醫療訓練中心設有模擬救護車廂，為救護人員提供處理傷者的基礎訓練。
The Paramedic Training Centre, equipped with a simulated ambulance compartment, provides foundation training for ambulance personnel in the handling of injured persons.

3 為屬員提供的室內煙火特性訓練課程
CFBT courses for the FSD members

初級課程 Induction course	328 ^人 persons
中級課程 Intermediate course	87 ^人 persons
室內煙火特性訓練一天課程 One-day CFBT course	1,727 ^人 persons
煙火特攻員課程 Compartment Fire Attacker course	23 ^人 persons
熱能顯像機技術研討會暨工作坊 Technical Seminar cum Workshop on Thermal Imaging Camera	568 ^人 persons

4 為其他機構提供的滅火技巧訓練
Firefighting technique training for other organisations

內地 Mainland	309 ^人 persons
澳門 Macau	25 ^人 persons
台灣 Taiwan	16 ^人 persons
新加坡 Singapore	3 ^人 persons
本港私營機構和其他政府部門的僱員 Employees of private organisations and other government departments of Hong Kong	411 ^人 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.

部門又會挑選部分二級急救醫療助理接受包括高級氣道處理課程和高級治理程序的高級技術訓練。有關人員取得資格後，每六個月須重新接受評核一次。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。

駕駛訓練中心

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。要在香港人煙稠密的環境履行上述承諾，緊急駕駛訓練必須以安全操控消防和救護車輛為重。位於消防及救護學院的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，讓學員有更多駕駛體驗。

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，提供在模擬隧道和迷宮進行的搜救訓練，以及不同情況的實火訓練。二零一八年，共有 5,162 名屬員接受訓練。

管理和發展培訓

二零一八年，有 2,092 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 112 名屬員分別前往澳洲、加拿大、法國、韓國、內地、荷蘭、新加坡、泰國、英國和美國修讀不同的訓練課程。

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。二零一八年有 8,371 名屬員接受測驗，當中 31.79% 取得最高的「優異」（1/A 或 1*/A*）等級，只有 0.86% 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、水運會和龍舟賽，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，例如香港器官移植及透析人士運動會和樂施毅行者。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。

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. 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 the supervision of physical training instructors.

- g. 消防人員在西九龍救援訓練中心進行實火訓練，以提升處理不同類型火警的能力。

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



專責隊伍和興趣小組

行為與紀律

誠信管理委員會 ——

誠信管理委員會負責制訂《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 2018 是年內重點推廣活動之一。其他活動包括誠信管理競技大賽、誠信年曆卡設計比賽、八達通卡套設計比賽和海報設計比賽，均獲屬員踴躍參與。

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，委員可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。

紀律專責隊伍 ——

紀律專責隊伍由超過 270 名已受訓的主任級人員組成。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，以促進成員之間的知識交流，並給予指導。二零一八年，管理組為成員籌辦了兩場簡介會。

專業發展

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外，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、總區火警調查員及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，而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進行期間，為前線人員提供支援。二零一八年，有兩名總區火警調查員被派協助調查火警源頭和成因。

二零一八年，共有七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，另有 10 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，有三名消防主任分別前往美國和泰國，參加各類與火警和縱火調查有關的海外課程。

消防工程學興趣小組 ——

為豐富本處屬員的消防工程學知識，並持續發展和應用消防工程學設計，本處成立消防工程學興趣小組。小組亦與香港理工大學合辦消防工程學研究先鋒計劃，促進成員這方面的專業知識。

二零一八年，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，並在美國及英國的國際會議上發表和分享研究成果。由小組成員撰寫，題為「使用固定水基滅火系統撲滅都市隧道大火表現評估」的論文亦將於二零一九年在《隧道及地下空間科技》期刊刊載。

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. 助理處長（總部）楊恩健在「醫院管理局研討大會」上，就消防處的訓練策略及專業發展作專題演講。
Assistant Director (Headquarters) Yeung Yan-kin delivers a keynote speech on the FSD's training strategy and professional development at the Hospital Authority Convention.

車輛及裝備

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，務使本處人員得到更好的保護。委員會成員來自採購及物流組和職業安全健康分組，並包括來自消防職系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、體育康樂

福利

消防福利主任就本處屬員的傷病、住屋、財政和家庭等方面的福利事宜，向他們提供意見。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。二零一八年，福利組人員曾與 126 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。

體育康樂

本處一向鼓勵屬員在工作與家庭生活之間取得平衡，務求他們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屬大力支持，深受歡迎。此外，各興趣小組和體育隊成員亦參加外間舉辦的體育和文化活動，成績美滿，令人鼓舞。

員工關係及支援

伙伴團隊

伙伴團隊由 120 名來自本處各紀律部隊職系的人員組成，他們在休班時間義務為同袍提供輔導服務。在發生危急事故後，團隊會即時為屬員提供心理急救，紓解他們的壓力，以及協助識辨易受心理創傷或已出現創傷徵狀的屬員，讓他們得到適當治療。二零一八年，伙伴團隊為 48 名曾參與嚴重事故行動的屬員提供八次心理支援服務，另舉辦了五次壓力管理研討會，約有 500 名屬員參加。

員工關係

本處設有妥善的溝通途徑，讓管職雙方就共同關注的事宜定期交流。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。

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。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，並因應職方關注的事項提供資料。



i-j. 本處透過不同渠道諮詢屬員對消防車輛車廂和工具儲物櫃設計、裝備等意見，以提升行動效率及保障屬員的安全。
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.



消防處的龍舟隊健兒在比賽中發揮團隊精神，
誓奪佳績。
The FSD Dragon Boat Team paddles prowess
and team spirit in the competition.

消防處派出 118 人代表團參加在韓國忠州舉行的
「第 13 屆世界消防競技大賽」，勇奪 248 金、
115 銀和 82 銅，榮登大賽獎牌榜總冠軍。
圖示單車隊在比賽中全力爭勝。
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.



消防處游泳隊在「第 13 屆世界消防競技大賽」中，
合共奪得 125 金、51 銀和 22 銅的驕人成績。
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.

足球代表隊的精彩表現，
助香港消防處蟬聯港澳消防埠際賽總冠軍。
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. ■