



编制和财政
Establishment and finance

编制 Establishment

截至二零二四年年底 As at the end of 2024

10,690 名军装人员
uniformed staff

786 名文职人员
civilian staff

财政 Finance

部门运作开支 Operational expenses of the department amounted

二零二三至二四财政年度：
In the 2023-24 financial year：

84.67 亿元
8,467 million

和
&

二零二四至二五财政年度：
In the 2024-25 financial year：

86.34 亿元
8,634 million

培训和发展
Training and development

消防及救护学院
Fire and Ambulance Services Academy

基础训练
Foundation training

消防及救护学院坐落于将军澳百胜角，为消防及救护学员提供为期26周的留宿基础训练，课程内容广泛，包括：
The Fire and Ambulance Services Academy (FASA), located in Pak Shing Kok, Tseung Kwan O, provides a 26-week foundation residential training programme to fire and ambulance trainees. The wide curriculum encompasses courses including：

- 部门行政 administration
- 基本灭火救援技巧 basic firefighting and rescue techniques
- 管理和领导才能 management and leadership
- 消防学 fire science
- 消防工程学 fire engineering
- 防火和相关法例 fire protection and relevant legislation
- 基本辅助医疗知识和技能 basic paramedic knowledge and skills
- 相关法例 relevant legislation
- 情绪智商 emotional intelligence
- 纪律训练 discipline training
- 救护车随车实习 on-car attachment

所有新入职人员的训练课程亦包括《中华人民共和国宪法》、《基本法》及《香港国安法》的内容。
The Constitution of the People's Republic of China, the Basic Law and the National Security Law are also included in the training curriculum for all new recruits.

对外训练及交流
Training and exchange with external parties

为其他部门和本地机构提供训练课程
Training for other departments and local organisations

学院为政府其他部门和本港公私营机构提供训练课程。二零二四年，学院分别为830名来自公营机构和449名来自私营机构的员工提供与消防及救护相关的训练课程。

The FASA arranges training courses for other government departments as well as public and private organisations in Hong Kong. In 2024, the FASA organised fire-related and ambulance-related training courses for 830 and 449 staff from public and private organisations respectively.

与同业训练和交流
Training for and exchanges with counterparts

作为区内的训练枢纽，学院为内地及海外同业，特别是来自大湾区城市的同业，提供灭火、救援及辅助医疗知识／技巧的训练和交流机会。

二零二四年，学院曾为12名医务人员举行一个面授训练课程、为474名消防和救援人员举行16个面授或网上训练课程，以及举行三场实体或视像交流会，与约1,800名内地同业进行技术交流。学院亦曾安排与新加坡民防部队、曼谷消防救援部门和珠海市卫生健康局交流。

The FASA serves as a regional training hub which offers training and exchange opportunities on firefighting, rescue and paramedic knowledge/techniques for the department's Mainland and overseas counterparts, particularly those from the Greater Bay Area cities.

In 2024, one face-to-face training course for 12 medical personnel, 16 face-to-face or online training courses for 474 fire and rescue personnel, as well as three face-to-face or video technical exchange sessions for approximately 1,800 personnel of Mainland counterparts were conducted. The FASA also arranged exchanges with the Singapore Civil Defence Force, the Bangkok Fire and Rescue Department and the Health Bureau of Zhuhai.



消防处与新加坡民防部队就海上灭火和救援进行交流。
The FSD and the Singapore Civil Defence Force exchange views on maritime firefighting and rescue.

部门支援
Departmental support

装备
Equipment

消防个人防护装备咨询委员会

消防个人防护装备咨询委员会负责统筹各消防单位对个人防护装备的意见，以加强对消防人员的保护。

Fire Personal Protective Equipment
Advisory Committee

The Fire Personal Protective Equipment Advisory Committee collates views from all units in the fire stream on personal protective equipment with the aim to give better protection to the fire personnel.

福利、体育与康乐
Welfare, sports and recreation

福利

福利及建筑物管理组就员工的伤病、住屋、财政和家庭等方面的福利事宜，向他们提供意见和支援。二零二四年，该组曾为179名在职和退休属员及其家属安排会面，就这些方面的事宜提供辅导。此外，该组还安排探访住院的属员、到各单位举行福利讲座，以及筹划和推行各项员工福利支援计划。

Welfare

The Welfare and Premises Management (WPM) gives advice and provides supports to staff members on welfare matters, including injury, sickness, housing, financial and domestic issues. In 2024, the WPM arranged such counselling sessions for 179 serving and retired members and their families. It also arranges visits to hospitalised members, delivers welfare talks to different units, as well as organises and implements staff welfare support schemes.



香港消防处体育福利会举办「消防处爱心跑2024」。
The Hong Kong Fire Services Sports and Welfare Club organises the FASA Charity Run 2024.

体育与康乐

香港消防处体育福利会积极举办各类体育赛事、兴趣班和康乐联谊活动。二零二四年九月，该会派出179人的代表团，前往丹麦奥尔堡参加第15届世界消防竞技大赛，夺得141金、115银和78铜，合共334面奖牌。

二零二四年，该会举办「消防处爱心跑2024」，为儿童癌病基金、儿童心脏基金会和香港天使综合症基金会筹得超过120万元善款。

Sports and recreation

The Hong Kong Fire Services Sports and Welfare Club proactively organises various sports events, interest groups, as well as recreational and social activities. In September 2024, the Club sent a 179-member delegation to participate in the 15th World Firefighters Games in Aalborg, Denmark and won 334 medals, including 141 gold, 115 silver and 78 bronze medals.

In 2024, the Club organised the FASA Charity Run 2024 and raised over \$1.2 million for the Children's Cancer Foundation, the Children's Heart Foundation and the Hong Kong Angelman Syndrome Foundation.



消防处代表团参加在丹麦奥尔堡举行的第15届世界消防竞技大赛。
The FSD delegation participates in the 15th World Firefighters Games in Aalborg, Denmark.

员工关系及支援
Staff relations and support

心理服务组

心理服务组照顾本处所有属员对心理服务的需求，除了在危急事故中提供临床心理服务和支援外，还举办心理学相关主题的培训和教育活动。

为从正向心理的角度向所有属员推广本处的核心价值，心理服务组设计并实行消防处价值导向计划（简称「VdA」）。继之前的VdA 1.0后，该组在二零二三年九月至二零二四年四月期间，举办了共30场以互动话剧形式进行的VdA 2.0工作坊，超过6,400名本处属员和其家人参与其中。工作坊配合「使命与超越」的训练主题，尤其有助参加者深入了解本处的价值观。

此外，心理服务组在二零二四年为属员举办九场心理急救训练，借以减低属员应对危急事故后的初期情绪压力，并提升他们适应及应对这些事故的能力。

Psychological Services Unit

The Psychological Services Unit (PSU) addresses the needs for psychological services among all members through providing clinical psychological services and support in critical incidents, as well as offering training and education on psychology-related topics.

To promote departmental core values among all members from a positive psychological perspective, the PSU designed and implemented the Value-Driven-Actions (VdA) Campaign. Further to previous VdA 1.0, the PSU held a total of 30 VdA 2.0 workshops in the form of an interactive drama from September 2023 to April 2024 with over 6,400 FSD members and their families participated. Specifically, the workshops had deepened the participants' understanding on departmental values which echoed with the training theme "Mission and Transcendence".

In addition, the PSU conducted nine sessions of Psychological First Aid training for staff members in 2024 which is designed to reduce the initial distress and to foster adaptive functioning and coping capacity following critical incidents.



心理服务组推出消防处价值导向计划2.0，制作配合训练主题「使命与超越」的互动话剧。

The Psychological Services Unit launches Value-Driven-Actions Campaign 2.0 and produces an interactive drama which echoes with the training theme "Mission and Transcendence".



心理服务组为属员举办心理急救训练。

The Psychological Services Unit conducts Psychological First Aid training for staff members.

伙伴团队

伙伴团队由超过180名来自本处各纪律职系的人员组成，义务为面对创伤或危急事故的属员提供重要支援，目的是增强他们的心理韧力和适当地应对这些事故的能力。二零二四年，伙伴团队与心理服务组紧密合作，为超过300名属员提供哀伤辅导和创伤事件后支援等心理支援。团队亦为其他纪律部队人员提供心理支援，以帮助他们面对同袍不幸离世的事件。

Peer Support Team

The Peer Support Team (PST) comprises over 180 members of disciplined services grades from all streams. It offers crucial volunteer assistance to colleagues facing trauma or critical incidents and aims to foster resilience and adaptive coping among them. In 2024, the PST collaborated closely with the PSU to provide psychological support to over 300 staff members through bereavement counselling and post-traumatic event support sessions. The team also offered psychological support to other disciplinary services for the loss of their members.



伙伴团队定期举办工作坊，协助属员处理源自工作的压力。

The Peer Support Team conducts regular workshops to help colleagues cope with stress arising from their duties.