



人力資源管理

HUMAN RESOURCES MANAGEMENT

03

編制和財政
Establishment and finance

編制 Establishment

截至二零二四年年底 As at the end of 2024

10,690 名軍裝人員
uniformed staff

786 名文職人員
civilian staff

財政 Finance

部門運作開支 Operational expenses of the department amounted

二零二三至二四財政年度：
In the 2023-24 financial year：

84.67 億元
8,467 million

和
&

二零二四至二五財政年度：
In the 2024-25 financial year：

86.34 億元
8,634 million

培訓和發展
Training and development

消防及救護學院
Fire and Ambulance Services Academy

基礎訓練
Foundation training

消防及救護學院坐落於將軍澳百勝角，為消防及救護學員提供為期26周的留宿基礎訓練，課程內容廣泛，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：

- 部門行政 administration
- 基本滅火救援技巧 basic firefighting and rescue techniques
- 管理和領導才能 management and leadership
- 消防學 fire science
- 消防工程學 fire engineering
- 防火和相關法例 fire protection and relevant legislation
- 基本輔助醫療知識和技能 basic paramedic knowledge and skills
- 相關法例 relevant legislation
- 情緒智商 emotional intelligence
- 紀律訓練 discipline training
- 救護車隨車實習 on-car attachment

所有新入職人員的訓練課程亦包括《中華人民共和國憲法》、《基本法》及《香港國安法》的內容。
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.

對外訓練及交流
Training and exchange with external parties

為其他部門和本地機構提供訓練課程
Training for other departments and local organisations

學院為政府其他部門和本港公私營機構提供訓練課程。二零二四年，學院分別為830名來自公營機構和449名來自私營機構的員工提供與消防及救護相關的訓練課程。

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.

與同業訓練和交流
Training for and exchanges with counterparts

作為區內的訓練樞紐，學院為內地及海外同業，特別是來自大灣區城市的同業，提供滅火、救援及輔助醫療知識／技巧的訓練和交流機會。

二零二四年，學院曾為12名醫務人員舉行一個面授訓練課程、為474名消防和救援人員舉行16個面授或網上訓練課程，以及舉行三場實體或視像交流會，與約1,800名內地同業進行技術交流。學院亦曾安排與新加坡民防部隊、曼谷消防救援部門和珠海市衛生健康局交流。

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.



消防處與新加坡民防部隊就海上滅火和救援進行交流。
The FSD and the Singapore Civil Defence Force exchange views on maritime firefighting and rescue.

部門支援
Departmental support

裝備
Equipment

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，以加強對消防人員的保護。

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、體育與康樂
Welfare, sports and recreation

福利

福利及建築物管理組就員工的傷病、住屋、財政和家庭等方面的福利事宜，向他們提供意見和支援。二零二四年，該組曾為179名在職和退休屬員及其家屬安排會面，就這些方面的事宜提供輔導。此外，該組還安排探訪住院的屬員、到各單位舉行福利講座，以及籌劃和推行各項員工福利支援計劃。

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.



香港消防處體育福利會舉辦「消防處愛心跑2024」。
The Hong Kong Fire Services Sports and Welfare Club organises the FASA Charity Run 2024.

體育與康樂

香港消防處體育福利會積極舉辦各類體育賽事、興趣班和康樂聯誼活動。二零二四年九月，該會派出179人的代表團，前往丹麥奧爾堡參加第15屆世界消防競技大賽，奪得141金、115銀和78銅，合共334面獎牌。

二零二四年，該會舉辦「消防處愛心跑2024」，為兒童癌病基金、兒童心臟基金會和香港天使綜合症基金會籌得超過120萬元善款。

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.



消防處代表團參加在丹麥奧爾堡舉行的第15屆世界消防競技大賽。
The FSD delegation participates in the 15th World Firefighters Games in Aalborg, Denmark.

員工關係及支援 Staff relations and support

心理服務組

心理服務組照顧本處所有屬員對心理服務的需求，除了在危急事故中提供臨床心理服務和支援外，還舉辦心理學相關主題的培訓和教育活動。

為從正向心理的角度向所有屬員推廣本處的核心價值，心理服務組設計並實行消防處價值導向計劃（簡稱「VdA」）。繼之前的VdA 1.0後，該組在二零二三年九月至二零二四年四月期間，舉辦了共30場以互動話劇形式進行的VdA 2.0工作坊，超過6,400名本處屬員和其家人參與其中。工作坊配合「使命與超越」的訓練主題，尤其有助參加者深入了解本處的價值觀。

此外，心理服務組在二零二四年為屬員舉辦九場心理急救訓練，藉以減低屬員應對危急事故後的初期情緒壓力，並提升他們適應及應對這些事故的能力。

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.



心理服務組推出消防處價值導向計劃2.0，製作配合訓練主題「使命與超越」的互動話劇。

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".



心理服務組為屬員舉辦心理急救訓練。

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

伙伴團隊

伙伴團隊由超過180名來自本處各紀律職系的人員組成，義務為面對創傷或危急事故的屬員提供重要支援，目的是增強他們的心理韌力和適當地應對這些事故的能力。二零二四年，伙伴團隊與心理服務組緊密合作，為超過300名屬員提供哀傷輔導和創傷事件後支援等心理支援。團隊亦為其他紀律部隊人員提供心理支援，以幫助他們面對同袍不幸離世的事件。

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.



伙伴團隊定期舉辦工作坊，協助屬員處理源自工作的壓力。

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