



03

人力资源管理
HUMAN RESOURCES MANAGEMENT

军装人员招聘 Uniformed staff recruitment

541 名
members

消防队长(行动)
Station Officers (Operational)

48

消防队长(控制)
Station Officers (Control)

3

消防员(行动 / 海务)
Firemen (Operational/Marine)

357

消防员(工程组)
Firemen (Workshops)

5

救护员
Ambulancemen/Ambulancewomen

128



1 消防处于二零二三年十二月调整四个职系的入职视力测试及体能测验要求。
The Fire Services Department adjusts the eye-sight test and physical fitness test requirements for entry to four grades in December 2023.

消防处于二零二三年十二月调整了消防队长(行动)、救护主任、消防员(行动/海务)及救护员四个职系的入职视力测试及体能测验要求。

The FSD adjusted the eye-sight test and physical fitness test requirements for entry to four grades, including Station Officer (Operational), Ambulance Officer, Fireman/Firewoman (Operational/Marine) and Ambulanceman/Ambulancewoman, in December 2023.

招聘安排经调整后：
After the recruitment adjustment:

入职申请人数：
Number of applicants for entry:

增加 **126%** (与二零二二年十二月相比)
Increased (compared to December 2022)



视力测试：
Eye-sight test:

12%

投考者佩戴眼镜，
并全部通过测试
of the candidates
wore glasses and
all passed the test

女性投考者人数：
Female applicants:

增加 **163%** (与二零二二年十二月相比)
Increased (compared to December 2022)



体能测验：
Physical fitness test:

通过测验的投考者百分比：由 **60%** (二零二三年一月至十一月的平均百分比)
Candidates passed the test: from (average of January to November in 2023)

增至 **90%** (二零二三年十二月)
to (December in 2023)

编制 Establishment

截至二零二三年年底
As at the end of 2023

10,729 名军装人员
uniformed staff

758 名文职人员
civilian staff

财政 Finance

部门运作开支
Operational expenses of the department amounted

二零二二至二三财政年度：
In the 2022-23 financial year:

79.18 亿元
7,918 million

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
&

消防及救护学院
Fire and Ambulance Services Academy

基础训练
Foundation training

消防及救护学院座落于将军澳百胜角，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 include:

- 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涵《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.

二零二三年完成基础训练的学员
Trainees who completed foundation training in 2023



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。二零二三年，学院分别为712名来自公营机构和258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 2023, the FASA organised fire-related and ambulance-related training courses for 712 and 258 staff from public and private organisations respectively.

与同业训练和交流

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。二零二三年，学院曾为400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14场实体或视像交流会，与约2,200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和珠海市卫生健康局交流。

Training for and exchanges with counterparts

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 2023, 16 face-to-face or online training courses for 400 fire and rescue personnel, as well as 14 face-to-face or video technical exchange sessions for approximately 2,200 personnel of Mainland counterparts were conducted. The FASA also arranged exchanges with Singapore Civil Defence Force and Health Bureau of Zhuhai.



2 消防处高空拯救专队与中国消防救援学院代表团进行技术交流。
Technical exchange between the High Angle Rescue Team of the FSD and the delegation from the China Fire and Rescue Institute.

装备
Equipment

消防个人防护装备咨询委员会
Fire Personal Protective Equipment Advisory Committee

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。

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
福利

福利组就员工的伤病、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。二零二三年，该组曾与166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，福利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, sports and recreation
Welfare

The Welfare Section gives advices and provides supports to staff members on welfare matters, including injury, sickness, housing, financial and domestic issues. In 2023, the section arranged such counselling sessions for 166 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.

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。二零二三年，该会曾在消防及救护学院举办名为「消防处爱心跑2023」的慈善活动，为儿童癌病基金和香港天使综合症基金会筹款。

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 2023, the Club organised a charity event at the FASA, FASA Charity Run 2023, to raise funds for the Children's Cancer Foundation and the Hong Kong Angelman Syndrome Foundation.

3 香港消防处体育福利会举办「消防处爱心跑2023」。
The Hong Kong Fire Services Sports and Welfare Club organises the FASA Charity Run 2023.



员工关系及支援

心理服务组

心理服务组的目标是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心理支援外，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，该组与香港话剧团合作，于二零二三年九月推出VdA 2.0并制作互动话剧，配合「使命与超越」的训练主题，旨在让参加者更加深入了解本处的价值观。

此外，心理服务组的临床心理学家于二零二三年取得心理急救导师资格。心理急救可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。二零二三年，心理服务组曾为属员提供四场心理急救训练。

伙伴团队

伙伴团队由160名来自本处各纪律职系的人员组成，他们义务为情绪受困扰的人员提供实际协助，减低创伤事件或危急事故行动所引发的初期情绪压力，并提升他们适应及应对这些事件的能力。二零二三年，伙伴团队曾为属员提供支援，以助面对一名属员不幸离世的事件。

Staff relations and support

Psychological Services Unit

The Psychological Services Unit (PSU) targets to address the needs for psychological services among all members through providing clinical psychological services and psychological 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 launched VdA 2.0 in September 2023 in co-operation with the Hong Kong Repertory Theatre and produced an interactive drama. The drama aimed at deepening the participants' understandings on departmental values which echoed with the training theme "Mission and Transcendence".

In addition, the PSU clinical psychologists attained the qualification of Trainers in Psychological First Aid (PFA) in 2023. PFA is designed to reduce the initial distress and to foster adaptive functioning and coping capacity following critical incidents. In 2023, four PFA trainings were provided for staff members.

Peer Support Team

The Peer Support Team (PST) comprises 160 members of disciplined services grades from all streams. Their volunteer service provides practical assistance to colleagues in reducing the initial distress caused by traumatic events or critical operations and fosters adaptive functioning and coping. In 2023, the team provided support to colleagues after the loss of a staff member.



4



4

心理服务组与香港话剧团合作，推出消防处价值导向计划2.0并制作互动话剧。
The Psychological Services Unit launches the Value-Driven-Actions (VdA) Campaign 2.0 and produces an interactive drama in co-operation with the Hong Kong Repertory Theatre.