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人力資源管理

HUMAN RESOURCES MANAGEMENT

## 軍裝人員招聘 Uniformed staff recruitment

**541** 名  
members

消防隊長(行動)  
Station Officers (Operational)

**48**

消防隊長(控制)  
Station Officers (Control)

**3**

消防員(行動/海務)  
Firemen (Operational/Marine)

**357**

消防員(工程組)  
Firemen (Workshops)

**5**

救護員  
Ambulancemen/Ambulancewomen

**128**



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消防處於二零二三年十二月調整四個職系的入職視力測試及體能測驗要求。  
The Fire Services Department adjusts the eye-sight test and physical fitness test requirements for entry to four grades in December 2023.

消防處於二零二三年十二月調整了消防隊長(行動)、救護主任、消防員(行動/海務)及救護員四個職系的入職視力測試及體能測驗要求。

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.

招聘安排經調整後：  
After the recruitment adjustment:

入職申請人數：  
Number of applicants for entry:

增加  
Increased **126%** (與二零二二年十二月相比)  
(compared to December 2022)



視力測試：  
Eye-sight test:

**12%**

投考者佩戴眼鏡，  
並全部通過測試  
of the candidates  
wore glasses and  
all passed the test

女性投考者人數：  
Female applicants:

增加  
Increased **163%** (與二零二二年十二月相比)  
(compared to December 2022)



體能測驗：  
Physical fitness test:

通過測驗的投考者百分比：由 **60%** (二零二三年一月至十一月的平均百分比)  
(average of January to November in 2023)

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

編制  
Establishment

截至二零二三年年底  
As at the end of 2023

**10,729** 名軍裝人員  
uniformed staff

**758** 名文職人員  
civilian staff

財政  
Finance

部門運作開支  
Operational expenses of the department amounted

二零二二至二三財政年度：  
In the 2022-23 financial year:

**79.18** 億元  
**7,918** million

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  
&

## 消防及救護學院 Fire and Ambulance Services Academy

### 基礎訓練 Foundation training

消防及救護學院座落於將軍澳百勝角，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 include:

- 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涵《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.

### 二零二三年完成基礎訓練的學員 Trainees who completed foundation training in 2023

消防隊長學員  
Recruit Station Officers

45 名 members

消防員(工程組)學員  
Recruit Firemen (Workshops)

5 名 members

消防員學員  
Recruit Firemen

293 名 members

救護員學員  
Recruit Ambulancemen/Ambulancewomen

139 名 members

消防隊目(控制)學員  
Recruit Senior Firemen/Firewomen (Control)

12 名 members

## 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。二零二三年，學院分別為712名來自公營機構和258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 2023, the FASA organised fire-related and ambulance-related training courses for 712 and 258 staff from public and private organisations respectively.

### 與同業訓練和交流

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。二零二三年，學院曾為400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14場實體或視像交流會，與約2,200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和珠海市衛生健康局交流。

### 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.



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消防處高空拯救專隊與中國消防救援學院代表團進行技術交流。  
Technical exchange between the High Angle Rescue Team of the FSD and the delegation from the China Fire and Rescue Institute.

## 部門支援 Departmental support

### 裝備 Equipment

#### 消防個人防護裝備諮詢委員會 Fire Personal Protective Equipment Advisory Committee

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。

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 福利

福利組就員工的傷病、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。二零二三年，該組曾與166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，福利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, 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.

### 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。二零二三年，該會曾在消防及救護學院舉辦名為「消防處愛心跑2023」的慈善活動，為兒童癌病基金和香港天使綜合症基金會籌款。

### 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 香港消防處體育福利會舉辦「消防處愛心跑2023」。  
The Hong Kong Fire Services Sports and Welfare Club organises the FASA Charity Run 2023.



## 員工關係及支援

### 心理服務組

心理服務組的目標是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心理支援外，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，該組與香港話劇團合作，於二零二三年九月推出VdA 2.0並製作互動話劇，配合「使命與超越」的訓練主題，旨在讓參加者更加深入了解本處的價值觀。

此外，心理服務組的臨床心理學家於二零二三年取得心理急救導師資格。心理急救可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。二零二三年，心理服務組曾為屬員提供四場心理急救訓練。

### 伙伴團隊

伙伴團隊由160名來自本處各紀律職系的人員組成，他們義務為情緒受困擾的人員提供實際協助，減低創傷事件或危急事故行動所引發的初期情緒壓力，並提升他們適應及應對這些事件的能力。二零二三年，伙伴團隊曾為屬員提供支援，以助面對一名屬員不幸離世的事件。

## 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.



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心理服務組與香港話劇團合作，推出消防處價值導向計劃2.0並製作互動話劇。  
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.