

## 第四章：

### 開設新職級和首長級職位

#### 在消防處開設一個新的消防總長職位

4.1. 一九九九年一月，政府當局提議在消防處開設一個新的消防總長職位[一般紀律人員薪級表(指揮官級)第2點]，掌管現有防火總區改組後新成立的消防安全總區。當局就此事徵詢我們的意見。

4.2. 當局曾於一九九八年一月建議增設一個副消防總長職位掌管防火總區內正設立的特別職務隊，並就此事徵詢本委員會的意見。該建議是把當時一個副消防總長的職務一分為二，以應付顯著增加的工作量，我們同意開設這個職位是必需的，以便統籌推行消防安全改善措施的工作，這項工作在嘉利大廈火災慘劇發生後尤其重要。我們也接納該項工作的繁複程度和職責水平足以支持該職位的職級審訂。我們其後在一九九八年二月向行政長官提交我們支持上述建議的意見(請參閱第三號報告書第4.24至4.27段)。

4.3. 當局最新的建議，是把現時由一名消防總長掌管的防火總區改組為兩個總區(即消防安全總區和牌照及管制總區)，各由一名消防總長主管。

4.4. 簡言之，當局就新的消防總長職位提出的理據，是環繞着兩點：即防火工作激增和有需要在下列範疇採取新措施：

## CHAPTER 4 :

### CREATION OF NEW RANKS AND DIRECTORATE POSTS

#### Creation of a new Chief Fire Officer post in Fire Services Department

4.1. In January 1999, the Administration sought our advice on their proposal to create a new Chief Fire Officer (CFO) post (GDS(C) Pay Scale Point 2) in Fire Services Department to head the new Fire Safety Command, on the reorganisation of the existing Fire Protection Command.

4.2. The Administration had earlier, in January 1998, sought our advice on the proposed creation of an additional post of Deputy Chief Fire Officer to head a new task force which was being established in the Fire Protection Command. This proposal involved dividing the duties of an existing Deputy Chief Fire Officer post to cope with a marked increase in workload. We agreed that the new post was necessary in order to co-ordinate the implementation of fire safety improvement measures, particularly in the wake of the tragic Garley Building fire. We were satisfied that the complexity of the work and the level of responsibility involved justified the ranking of the post, and we advised the Chief Executive of our support for the new post in February 1998 (see paragraphs 4.24 - 4.27 of our Third Report).

4.3. The Administration's new proposal involved reorganising the existing Fire Protection Command, headed by a Chief Fire Officer, into two new Commands - the **Fire Safety Command** and the **Licensing and Control Command**, each to be headed by a Chief Fire Officer.

4.4. In summary, the justification advanced for the new CFO post revolved around the substantial increase in workload in relation

- (a) 提高私人非商業樓宇的消防安全標準；
- (b) 檢討《消防條例》；
- (c) 改善有關運送危險品的管制措施；
- (d) 加強對註冊消防裝置承辦商服務的管制；
- (e) 為防火總區中央電腦資料系統的發展事宜提供政策指引；以及
- (f) 檢討對電影業使用爆炸品的管制並協助影視及娛樂事務管理處草擬有關法例。

to fire prevention and protection and, in particular, the need to take on initiatives in the following areas -

- (a) upgrading fire safety in private non-commercial buildings;
- (b) reviewing the Fire Services Ordinance;
- (c) improving the control measures governing the conveyance of dangerous goods;
- (d) enhancing control over the performance of registered fire service installation contractors;
- (e) providing policy guidance on the development of a Fire Protection Information System; and
- (f) reviewing control over the use of pyrotechnics in the film industry and assisting the Television and Entertainment Licensing Authority in drawing up the relevant legislation.



紀常會委員訪問機場消防隊  
*Committee Members visit the Airport Fire Contingent*

4.5. 改組之後，現有消防總長(防火)會改稱為消防總長(牌照及管制)，掌管牌照及管制總區，並負責新發展樓宇的消防安全和防火事宜、牌照管制，以及監督工作日益繁重的三個防火區辦事處。新設的消防總長職銜則為消防總長(消防安全)，掌管消防安全總區，負責的工作包括：提高市民對消防安全的意識、維持現時樓宇的消防安全標準、以及確保舊式樓宇的消防安全措施逐步提升。

4.6. 我們對當局所提建議的初步反應是，這項建議可惜沒有在一九九八年一月開設副消防總長(防火)<sup>2</sup>的建議以一套方案的形式一併提出。不過，據消防處處長解釋，現時的建議是基於該處在一九九八年二月就非商業樓宇進行調查的結果而制定。該項調查顯示了該些樓宇的整體消防安全問題的範圍和複雜程度——百分之七十二的建築物不符規定的安全標準。

4.7. 我們也關注到，把一個性質統一的總區分割為二，可能引起協調問題。消防處處長則不表同意，認為該兩名消防總長在工作上會緊密合作，如需要政策指引，處長或副處長均會給予指示。

4.8. 基於消防處處長作出的保證，我們接納了當局的論點，即防火總區有需要改組，以及開設消防總長常額職位是有充分理據的，該消防總長須應付在推行防火改善措施時所激增的首長級工作量。就有關工作的繁複程度和所涉及的職責而言，我們認為有需要增設上述職級的職位。

4.5. With this reorganisation, the existing CFO (Protection) would be re-designated **CFO (Licensing and Control)**, heading the Licensing and Control Command with responsibility for fire safety and protection matters pertaining to new developments, licensing control, and overseeing the expanding operations of the three Fire Protection Regional Offices. The new CFO, designated **CFO (Fire Safety)**, would head the Fire Safety Command and would be responsible for enhancing public awareness of fire safety, maintaining fire safety standards in existing buildings, and ensuring that fire safety measures in old buildings were progressively upgraded.

4.6. Our initial reaction to the Administration's proposal was that it was a pity that it had not been presented as a package with the proposal for the new Deputy Chief Fire Officer (Protection)<sup>2</sup> post in January 1998. However, the Director of Fire Services explained that it was only as a result of the survey carried out in February 1998 on non-commercial buildings that the full scope and complexity of the fire safety problem became apparent - 72% of the buildings falling below the required standards.

4.7. We were also concerned as to whether splitting what was a very homogeneous command might lead to problems of coordination. The Director, though, did not believe that there would be such problems - the two CFOs would work 'hand in glove' and where policy direction was required it would be provided by the Director himself or his deputy.

4.8. With these assurances from the Director, we were persuaded by the Administration's arguments that the reorganisation of the Fire Protection Command was necessary, and that the creation of the new permanent post of CFO was justified in order to cope with the substantial increase in directorate workload involved in enforcing fire safety

4.9. 一九九九年二月，我們向行政長官提交我們支持上述建議的意見。建議於同年五月獲財務委員會通過。我們其後將意見內容通知消防處處長。

improvement measures. We were satisfied that the complexity of the work and the level of responsibility justified the ranking of the post.

4.9. We advised the Chief Executive of our support for the new post in February 1999. The proposal was approved by Finance Committee in May 1999 and the Director of Fire Services was informed accordingly.

#### 空勤員職系和空勤主任職系的合併建議

#### Amalgamation of the Air Crewman Grade and Air Crewman Officer Grade

4.10. 一九九九年五月，政府當局建議把政府飛行服務隊(服務隊)現時的空勤員職系和空勤主任職系合併為新的空勤主任職系，並就此事徵詢我們的意見。

4.10. In May 1999, the Administration sought our views on their proposal to amalgamate the Air Crewman and Air Crewman Officer grades in the Government Flying Service into a new Air Crewman Officer grade.

4.11. 空勤員職系包括兩個職級：空勤員和高級空勤員。服務隊當時有21名空勤員和六名高級空勤員。這個職系的人員擔任觀察員和直升機拯救員，空勤職責包括執行緊急撤離行動、客貨運載服務及搜索監察任務。他們在飛機上負責通訊任務和操作搜索及拯救工具，以及在飛機升降時及在拯救和接載任務中，協助機師。在救援行動中，空勤員負責操作絞車，以接載生還者或傷者。在飛行指揮控制中心，空勤員是行動人員，處理緊急飛行任務的要求及使用無線電與機師通訊。高級空勤員除執行上述職務外，還須肩負更艱巨的夜間搜索及拯救任務。他們須督導空勤員、協助訓練他們、就購買和保養設備提供意見、編訂飛行時間表，並與使用服務的部門和服務隊內其他人員協調任務和工作需要。

4.11. The Air Crewman grade comprised two ranks - Air Crewman (AC) and Senior Air Crewman (SAC). There were then 21 ACs and six SACs in the department. Members of the grade operated as observers and winchmen. Their aircrew duties included emergency evacuation operations, passenger and cargo flights, and search and surveillance missions. They operated communications and search and rescue equipment on the aircraft, and assisted the pilot during take-off and landing and on rescue and load-carrying missions. In the course of rescue missions, ACs operated the winch to pick up survivors or injured persons. In the Air Command and Control Centre, ACs were the operations officers dealing with requests for emergency flying services, and communicating with pilots by radio. SACs, in addition, carried out the more difficult search and rescue tasks at night. They supervised the ACs, assisted in their training, advised on equipment acquisition and serviceability, scheduled flights and co-ordinated tasking and operational requirements with client departments and other GFS staff.

4.12. 空勤主任職系也包括兩個職級：

4.12. The Air Crewman Officer grade

空勤主任和高級空勤主任。服務隊現時有四名空勤主任和兩名高級空勤主任。這個職系的人員是內部飛行審核員、教官和考核人員。他們負責訓練及考核空勤員和高級空勤員，以及安排人手應付飛行任務。高級空勤主任更須負責屬下組別的策劃工作。此外，他們也須制定人手安排、培訓及工作政策，設計培訓計劃、監察訓練和考試標準及分類系統，並確保飛行任務符合民航處及國際標準化組織第9002條規定的標準。

also comprised two ranks - Air Crewman Officer (ACO) and Senior Air Crewman Officer (SACO). There were four ACOs and two SACOs in GFS. Members of the grade were internal flight auditors, instructors and examiners. They instructed and examined ACs and SACs and scheduled manpower to meet flying commitments. In addition, SACOs were responsible for the planning work of the Sections under their charge. They were also required to formulate staffing, training and operational policies, devise training programmes, monitor training and examination standards and categorization systems, and ensure that flight operations were in compliance with Civil Aviation Department and International Organisation for Standardization 9002 standards.



紀常會委員訪問位於赤鱸角的政府飛行服務隊總部  
Committee Members visit the Government Flying Service Headquarters at Chek Lap Kok

4.13. 新的空勤主任職系將包括以下四個職級：三級空勤主任、二級空勤主任、一級空勤主任和高級空勤主任。

4.14. 我們贊同當局的意見，認為確有理由將該兩個職系合併。合併不會導致編制擴大，而有關人員的職務也沒有任何改變——簡單來說，純粹是更改一些職級名稱。鑑於服務隊內現時有足夠的合資格人員可受聘擔任空勤主任職級，因此毋須再在海外進行招聘，合併是合理的安排。

4.15. 一九九九年七月，我們向行政長官提交我們支持上述建議的意見。建議於二零零零年二月獲財務委員會通過。我們其後將意見內容通知政府飛行服務隊總監。

#### 在消防處開設一個副救護總長的新職級及新常額職位

4.16. 一九九九年八月，政府當局建議把消防處一個高級助理救護總長的職位取消，以開設一個副救護總長的新職級及新常額職位，並就此事徵詢我們的意見。

4.17. 當局的建議是把現時的高級助理救護總長(行動)一職升格，然後重新分配救護總長和高級助理救護總長(行政)的職責。

4.13. The new Air Crewman Officer Grade would comprise four ranks - Air Crewman Officer III (ACO III), Air Crewman Officer II (ACO II), Air Crewman Officer I (ACO I) and Senior Air Crewman Officer (SACO).

4.14. We shared the Administration's view that there was a case for amalgamation. There would be no increase in the establishment, nor any alteration in the duties of staff - simply, in essence, some modifications to rank titles. The amalgamation made sense now that there were sufficient qualified candidates within the Government Flying Service for appointment to the rank of Air Crewman Officer, and overseas recruitment was, therefore, no longer necessary.

4.15. We advised the Chief Executive of our support for the amalgamation in July 1999. The proposal was approved by Finance Committee in February 2000 and the Controller, Government Flying Service was informed accordingly.

#### Creation of a new rank and a new permanent post of Deputy Chief Ambulance Officer in Fire Services Department

4.16. In August 1999, the Administration sought our advice on their proposal to create a new rank and a new permanent post of Deputy Chief Ambulance Officer in Fire Services Department offset by the deletion of one post of Senior Assistant Chief Ambulance Officer.

4.17. The Administration's proposal involved upgrading the existing post of Senior Assistant Chief Ambulance Officer (Operations) and consequently redistributing the work schedules of the Chief Ambulance Officer (CAO) and the Senior Assistant Chief Ambulance Officer (Administration).

4.18. 簡言之，當局就這個新職級和新職位提出的理據，是爲了加強救護總區的管理架構，以及因應緊急救護服務需求大增而需要安排一名適當職級的人員擔任救護總長的副手。

4.19. 建議的副救護總長一職，也會協助救護總長發展完備的輔助醫療緊急救護服務。此外，在一九九八年五月考慮消防處向醫療輔助救護車主管發放特別津貼時，本委員會提出了若干建議，並指出發放該項津貼應視作一項過渡安排。我們認爲，輔助醫療救護服務成績斐然，且對市民非常重要，因此，消防處的目標應是在可行情況下盡快把輔助醫療技能納入救護員職系的一般訓練和職務內（請參閱第三號報告書第5.14段）。本委員會樂於得悉，副救護總長其中一項工作範疇是制定有關的訓練計劃。

4.20. 在審慎研究這項建議後，本委員會接納了當局提出的理據，即開設副救護總長的新職級和新職位是必需的，以便在首長級層面上有足夠人力支援，進一步發展緊急救護服務，並將這項服務保持在現代化和有效率的水平上。就有關工作的繁複程度和所涉及的職責而言，我們確信有需要開設上述新職位。

4.21. 一九九九年九月，我們向行政長官提交我們支持上述建議的意見。建議於同年十一月獲財務委員會通過。我們其後將意見內容通知消防處處長。

4.18. In brief, the justification advanced for the new rank, and the new post, revolved around the need to strengthen the management structure of the Ambulance Command and to provide an officer at the appropriate level to serve as a deputy to the CAO in view of the substantial increase in demand for emergency ambulance services.

4.19. The proposed Deputy Chief Ambulance Officer (DCAO) would also assist the CAO in enhancing the paramedic emergency ambulance service. When considering the Special Allowance for Paramedic Ambulance Supervisors in May 1998, besides making a number of recommendations, we observed that the grant of the allowance should be regarded as a transitional arrangement and that the aim should be that, given the undoubted success of the Paramedic Ambulance Service and its importance to the public, paramedic skills should be incorporated in the general training and duties of the Ambulanceman Grade as soon as practicable (see paragraph 5.14 of our Third Report). We were therefore pleased to note that formulating training plans to this end would be one of the DCAO's duties.

4.20. Having examined carefully the case put forward by the Administration, we were well persuaded by the argument that the new rank and the new post of Deputy Chief Ambulance Officer were necessary in order to provide adequate staff support at the directorate level further to develop the emergency ambulance service and to ensure that it remained modern and efficient. We were satisfied that the complexity of the work and the level of responsibility justified the ranking of the post.

4.21. We advised the Chief Executive of our support for the new rank, and the new permanent post, in September 1999. The proposal was subsequently approved by Finance Committee in November 1999 and the Director of Fire Services was informed accordingly.



紀常會委員在赤鱘角機場消防隊救援西局的指揮及救援船上  
*Members aboard the Airport Fire Contingent's Command and Rescue Boat at the West Sea Rescue Berth, Chek Lap Kok*