

ITEM FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE

HEAD 45 – FIRE SERVICES DEPARTMENT Subhead 000 Operational expenses

Members are invited to recommend to Finance Committee the creation of the following supernumerary post in the Fire Services Department with effect from 1 April 2021 or upon approval of the Finance Committee (whichever is later) for five years –

- 1 Chief Fire Officer
(GDS(C)2) (\$179,350 - \$196,050)

PROBLEM

The Fire Services Department (FSD) needs to strengthen its strategic resource planning and operational capability for coping with the rapidly increasing demand for emergency services in the New Territories. To this end, FSD needs to strengthen the support by directorate staff, so as to enhance the supervision, direction and management of the New Territories Command (NT Command) in an overall sense.

PROPOSAL

2. We propose to create a supernumerary Chief Fire Officer (CFO) (GDS(C)2 or D2 equivalent) post in FSD, designated as Assistant Director (New Territories South) (AD(NT/S)), to strengthen the supervision, direction and support to the operation in NT Command with effect from 1 April 2021 or upon approval of the Finance Committee (whichever is later) for five years.

/JUSTIFICATION

JUSTIFICATION

3. FSD is currently comprised of seven commands, including three operational Fire Commands, the Fire Safety Command, the Licensing and Certification Command, the Ambulance Command¹ and the Headquarters Command. These seven commands, along with an Administration Division, are each headed by one directorate officer at a D2-equivalent rank. The three operational Fire Commands (i.e. Hong Kong Command (H Command), Kowloon Command (K Command) and NT Command), each under the supervision of one CFO, are responsible for planning firefighting and saving lives and property on land and at sea, handling complaints of imminent fire hazards posing potential danger to public safety, conducting inspections of fire service installations and equipment (FSIs) in buildings, and promoting public fire safety in the local community, etc. As at now, H Command, with an establishment of about 1 900 posts, consists of four geographical divisions and the Marine and Diving Division; K Command, with an establishment of about 1 600 posts, consists of four geographical divisions and the Breathing Apparatus Unit; NT Command, the largest among the three with an establishment of over 2 600 posts, consists of five geographical divisions and the Airport Fire Contingent. The existing organisation chart of FSD is shown at Enclosure 1.

Encl. 1

4. FSD is facing challenges in various fronts –

- (a) Amid the continuous development of society, a number of large-scale cross-boundary and inter-district infrastructures and mass transit systems have been completed, coupled with the increasingly complex structure of new infrastructures and buildings, our fire personnel are facing greater challenges in various aspects including firefighting, rescue and ambulance service with more complicated and difficult operations. Different operational divisions and fire stations are required to cooperate more strategically in their operations and resource deployment with a view to handling emergencies efficiently and effectively. When dealing with large-scale emergencies, fire and ambulance personnel are required to work closely with other government departments and organisations for better synergy. Hence, there is a need for FSD to constantly review the direction, strategy and planning for regulatory work, operation and public education.
- (b) The scope, level and quality of fire and ambulance services have to advance with time, in tandem with the continuous increase and ageing of Hong Kong's population. Apart from planning for

/the

¹ The Ambulance Command, led by a Chief Ambulance Officer (designated as Assistant Director (Ambulance)), is responsible for the management and control of all ambulance resources to ensure an efficient and effective delivery of paramedic ambulance service to the community.

the establishment of sufficient fire stations and ambulance depots for providing essential services in the aspect of hardware, the Department also needs to review and optimise the services provided to the general public continuously. For instance, the current ambulance service has grown beyond the provision of basic first aid treatment and has evolved to include sophisticated pre-hospital paramedical service.

- (c) As regards fire safety regulatory work, given the rapid and ever-evolving developments in society and continuous ageing of buildings, FSD has been reviewing the need to update legislation, so as to dovetail with the latest safety regulatory direction and strategy. FSD has also proactively optimised various arrangements and procedures of related work, including vetting of building plans; acceptance inspections of FSIs; assessment of fire safety requirements; inspections and law enforcement on different licensed premises; regulation of dangerous goods and FSIs; as well as promotion on fire prevention and public education on disaster prevention, etc.
- (d) FSD also needs to keep pace with the infrastructure developments of Hong Kong proactively, ensuring their compliance with fire safety standard. These projects are massive in scale with complex designs and construction. FSD manages to streamline relevant acceptance inspections and administrative procedures on the one hand, while organising large-scale seminars for the trade to deepen their understanding of the relevant technical requirements through case studies on the other hand. FSD also urges the trade to ensure that their construction works are in compliance with stipulated requirements, thereby forging a win-win situation. Moreover, there are often limitations in installing FSIs in individual buildings due to possible structural or spatial restrictions. FSD needs to maintain close coordination with relevant government departments to handle each case in a flexible and pragmatic manner based on the unique situation of each building.
- (e) At the same time, with the rapid development in firefighting, rescue and ambulance techniques, FSD personnel need to keep abreast of the application of the latest technology and communications equipment in handling firefighting and rescue work. As the level of professional knowledge and skills required are higher than before, FSD has to provide suitable training and update the training contents in due course.

To cope with the above challenges and increasingly complex tasks, FSD's establishment has increased by 9.7% in recent years, from around 10 300 posts in 2017 to around 11 300 posts at present. We will continue to

review the manpower and resources having regard to factors such as FSD's workload, etc., and additional resources will be sought in accordance with established mechanism when necessary.

5. Furthermore, to handle the increasingly complex and specialised scope of work, FSD has established multiple professional teams in recent years. In this regard, FSD has formulated strategies and plans in various aspects including training, equipment, deployment, support and inter-departmental co-operation, etc., to ensure that its members are better equipped with operational and response capabilities for effective handling of various types of incidents. Such specialised teams and programme include –

- (a) the High Angle Rescue Team responsible for carrying out rescue operations at high angle locations with special features such as cable cars, tower cranes, bridge towers, scaffoldings at construction sites and suspended working platforms of high-rise buildings;
- (b) the Mountain Search and Rescue Team provided with special equipment to quickly locate and secure persons in need of assistance in mountains;
- (c) the Hazardous Materials (HazMat) Team which offers advice on operational strategies, tactics and safety measures to Incident Commanders in HazMat incidents. Its members also monitor and assess the situation at the scene, and carry out appropriate mitigation measures to contain and minimise impact to the public and environment in HazMat incidents;
- (d) the Operational Team of the Tactical Support Unit whose members are temporarily attached to the Fire and Ambulance Services Academy for core training and relevant specialist revalidations, with a view to maintaining their skill standards. They provide round-the-clock operational support to meet the firefighting and rescue needs in major and prolonged operational incidents;
- (e) the Special Support Unit which turns out during special festivals or at multiple casualties incidents and major incidents to help alleviate the workload of other ambulance units and meet service exigencies, so as to enhance the responsiveness and operational efficiency of the emergency ambulance services; and
- (f) the Advanced Ambulance Aid Training Programme which aims to enable all frontline firefighters to become first responders to provide basic life support to casualties and patients before the arrival of an ambulance crew.

/NT

NT Command

6. The past decades saw the continuous growth of population in Hong Kong. New facilities and major infrastructures have been built and put into operation one after another across the territory. These changes give rise to the growing demand for emergency services and their increasing complexity. NT Command has been particularly busy as an operational Command. Covering more than half of Hong Kong's population and 60% of its area, NT Command has the heaviest workload among the three operational Fire Commands. Although NT Command has two Deputy Chief Fire Officer (DCFO) (GDS(C)1 or D1 equivalent) posts², its responsibilities have grown much in terms of complexity and scope due to the rapid growth of population and successive commissioning of major infrastructures in the New Territories over the past 20 years. If NT Command continues to be headed by only one CFO, the effectiveness and efficiency of its firefighting and rescue services will be greatly affected. In this connection, FSD proposes to add one supernumerary CFO post with an aim to strengthen the operational capability so as to cope with the surging demand for emergency services in the New Territories region. The details are as follows.

Ongoing Developments in the New Territories

7. Hong Kong is densely populated. Our population has grown by 690 000 (some 10%) to over 7.5 million in the past two decades. Of the increased population, about 660 000 is attributed to the New Territories, which represents a sharp increase of 20%. According to the latest population projection by the Planning Department, the population in the New Territories will increase by more than 360 000 to over 4.36 million in 2028. The projected figures are tabulated as follows –

Year	Tuen Mun/ Yuen Long Other Area	North/Tai Po Other Area	North Lantau New Town	Other New Towns/ Area	Total
2020	201 800	92 700	114 100	3 589 800	3 998 400
2028 (Projected figure)	272 100	168 000	166 200	3 756 600	4 362 900
Increase	+70 300 (+34.8%)	+75 300 (+81.2%)	+52 100 (+45.7%)	+166 800 (+4.6%)	+364 500 (+9.0%)

/8.

² Approval was given in 1998 for the creation of one additional DCFO post under CFO in NT Command, providing two DCFO posts in the Command (the post titles are DCFO(New Territories North) and DCFO(New Territories South) respectively). Each of H and K Commands has one DCFO post only.

8. With growing population and traffic flow (particularly in northern New Territories, Tuen Mun/Yuen Long and northern Lantau areas) and increasingly frequent business and recreational activities, the fire risk level in the New Territories will rise. We therefore expect that the demand for FSD's emergency services in these areas will grow significantly in the coming years, thereby posing even greater challenges to NT Command in the planning and management of operational resources.

Ambit of Control

9. NT Command's workload has grown significantly due to more complex operational duties. In the past three years (i.e. 2018 to 2020), for example, nearly 39% of fire and special service incidents and about 78% of major fire incidents (i.e. no. 3 or above alarm fires) occurred within the boundary of NT Command. Around 820 additional posts were established in the three operational Fire Commands since 2000, and about 500 of which have been allocated to NT Command, resulting in a sharp increase of 23.7% in its establishment. The increase in the number of fire stations in NT Command is also greater than those of H and K Commands (please see the table below for details). At present, NT Command's establishment is greater than those of H and K Commands by 36% and 61% respectively. There is therefore an operational need to create the CFO post. Otherwise, the efficiency of firefighting and rescue services in the New Territories will be seriously affected.

	Year	H Command	K Command	NT Command
Establishment (as at 1 January of the year)	2000	1 805	1 436	2 126
	2021	1 929	1 636	2 629
	Increase	+124 (+6.9%)	+200 (+13.9%)	+503 (+23.7%)
No. of Fire Stations (as at 1 January of the year)	2000	29	17	32
	2021	32 + 1 Diving Base	21	37
	Increase	+4	+4	+5

Three-Runway System of the Hong Kong International Airport

10. The Hong Kong International Airport (HKIA) is one of the busiest airports in the world. It not only consolidates Hong Kong's position as a commercial hub, but also plays a very important role in the development of Hong Kong as a logistics centre. The provision of fire and emergency rescue services for HKIA is always a challenging area of work requiring substantial steer by the CFO of NT Command. To cater for the air traffic demand ahead,

/the

the Airport Authority Hong Kong is implementing the Three-Runway System (3RS) project at HKIA which involves, among others, construction of a new third runway with associated taxiways, aprons and aircraft stands, and construction of a new passenger building, etc. To ensure that aircraft rescue and firefighting services can be delivered in line with the International Standards³ and Recommended Practices of the International Civil Aviation Organization subsequent to the expansion of HKIA into a 3RS, three additional fire stations with ancillary facilities will be set up under the 3RS project in the next few years. Given the significance and complexity of the 3RS project, the CFO of NT Command has to undertake extra duties related to the project in addition to his existing ones. These extra duties include, among others, personally steering the implementation process of the project, monitoring FSD's resources allocation plans, and making strategic operational plans for the project.

Lok Ma Chau Loop (LMCL) Development

11. The LMCL will be developed into the Hong Kong-Shenzhen Innovation and Technology Park (HSITP). HSITP will be completed by phases and LMCL, upon full development, will accommodate a planned working and student population of about 53 000.

12. The research and development work in areas such as healthcare technologies, new materials and microelectronics undertaken by companies at HSITP are likely to involve various types of dangerous goods and chemicals. To tie in with the development of LMCL and cope with the potential HazMat incidents in connection with the industrial activities there, a fire station cum ambulance depot will be established by FSD in HSITP. In tandem with the development programme of the first batch of buildings, it is scheduled for completion in 2024 for provision of emergency services. The extra yet essential work will overload NT Command and its CFO that have long been burdened by an increasingly heavy workload.

Incidents Related to Extreme Weather Conditions

13. Hong Kong has been affected more frequently by tropical cyclones of greater power in recent years. In the past decade, the number of No. 3 or above tropical cyclone warning signals issued by the Hong Kong Observatory is on an upward trend while the occurrence of more devastating super typhoons (i.e. with wind speed reaching the levels that call for the issue of tropical cyclone warning

/signal

³ The response times of the Airport Fire Contingent to any point of each runway and any other part of the movement area within HKIA in optimum visibility and surface conditions are two minutes and three minutes respectively.

signal No. 9 or No. 10) striking the city has also become more frequent. Taking the case of Super Typhoon Mangkhut as an example, when it hit Hong Kong on 16 September 2018, special service calls related to tree failure, shut-in-lift and trapped-by-flood cases in various areas of the city came one after another. During its passage (i.e. the period from hoisting tropical cyclone warning signal No. 8 to lowering all typhoon signals), FSD handled a total of over 620 tree failure cases and 400 shut-in-lift cases. Such service demand put enormous strain on FSD's emergency services. FSD frontline staff had to work non-stop, rushing to incident scenes to help and save those in distress. During that period, a six-fold increase in the number of calls was recorded and FSD's operational resources were under great strain. Command posts were set up in the operational Fire Commands with their respective CFOs being very busy monitoring frontline operations and strategically deploying resources to cope with the surging service demand. For NT Command, it was a particularly challenging task to carry out operational management and deployment duties owing to its coverage of a complicated topography and vast area.

Large Scale Infrastructure Facilities at Ports

14. At present, there are nine major land crossings in Hong Kong and seven of them come under the ambit of NT Command⁴. With the successive commissioning of various new facilities at ports in the past years, such as the Shenzhen Bay Port and Lok Ma Chau Spur Line in 2007, Hong Kong-Zhuhai-Macao Bridge in 2018 and Liantang/Heung Yuen Wai Boundary Control Point in 2020, there are increasingly frequent activities at nearby areas. As traffic and patronage flow in the boundary areas is increasing, we expect that the demand for FSD's emergency services will continue to grow.

15. To cope with emergencies like fires or traffic accidents which may involve significant casualties in the facilities at ports, there is a need for FSD to work out a mechanism for the provision of firefighting and rescue services in the light of the conditions of each facility at ports having regard to FSIs therein and the operation procedures. As most of the facilities at ports fall into the purview of NT Command, its CFO is required to give steer to formulate and coordinate arrangements for emergency rescue services, as well as organising relevant drills and exercises.

Community Emergency Preparedness

16. Besides, for better coordination in the delivery of emergency services and provision of professional advice for the formulation of contingency plans, FSD also performs tasks related to counter-terrorism, including inspecting high-risk

/places

⁴ There are five road-based (Shenzhen Bay Port, Lok Ma Chau, Man Kam To, Sha Tau Kok and Hong Kong-Zhuhai-Macao Bridge) and four rail-based (Lo Wu, Lok Ma Chau Spur Line, Hung Hom Intercity Through Train Station and Hong Kong West Kowloon High Speed Rail Station) land crossings.

places and formulating operational plans for emergency. Since many major infrastructures such as boundary control points and the airport are located in the New Territories, and they are susceptible to attacks, it is necessary for the CFO of NT Command to carry out high-level strategic planning on an on-going basis to enhance the response capability of the personnel of the Command and maintain close collaboration with the senior management of other government bureaux/departments, so as to ensure full preparedness for these tasks. It is expected that the workload of NT Command and its CFO on this front will be increasingly heavy.

Creation of One Additional Supernumerary Post of AD(NT/S)

17. There is a need to maintain appropriate management and control over the firefighting and rescue services in the New Territories to ensure their efficiency and effectiveness. To this end, FSD considers it necessary to strengthen the support by directorate staff, so as to enhance the supervision, direction and management of NT Command in an overall sense. While NT Command is currently provided with one CFO who is already fully engaged by a very heavy portfolio with lots of work requiring his full commitment and follow-up. Having considered the continuous development of the New Territories region and the workload so arises, and also the need to cope with the increasingly complex and continuously broadening tasks mentioned above, we propose to create one supernumerary CFO post, to be designated as AD(NT/S), to enhance the overall supervision, direction and management of NT Command. The supernumerary post has to be pitched at the level of CFO (GDS(C)2 or D2 equivalent), as the post holder should possess the required organisational and leadership skills, coupled with rich managerial experience and a strategic mindset, in order to make context-based judgment to head, supervise, direct and manage NT Command via effective and efficient means. This is important for enhancing the operational capability in firefighting and rescue services to cope with the surging demand for emergency services in the New Territories region. The CFO will be responsible for heading 16 fire stations under the purview of NT Command². Upon creating the abovementioned post, the existing Assistant Director (New Territories) will be designated as Assistant Director (New Territories North) (AD(NT/N)). The CFO will be responsible for heading 21 fire stations under the purview of NT Command³. The two ADs

/directing

² These fire stations are distributed in New Territories South (NT/S) Division, New Territories South-west Division and Airport Fire Contingent, involving an establishment of about 1 200 non-directorate posts (including the establishment in operational Divisions, Command Headquarters, Tactical Support Unit and Fire Safety Inspection Teams). It is anticipated that with the commissioning of the three fire stations for 3RS by 2024, the number of fire stations under AD(NT/S) will increase to 19.

³ These fire stations are distributed in New Territories East Division, New Territories West Division and New Territories North (NT/N) Division, involving an establishment of about 1 400 non-directorate posts (including the establishment in operational Divisions, Command Headquarters, Tactical Support Unit and Fire Safety Inspection Teams). It is anticipated that with the commissioning of the fire station at LMCL by 2024, the number of fire stations under AD(NT/N) will increase to 22.

directing and managing NT/N and NT/S of NT Command will each be underpinned by one DCFO⁴. With the aid of the DCFOs, the ADs will be able to focus more on, in their respective purviews, the above new developments and increasingly complex operational matters, conduct strategic resource planning, step up training to enhance firefighting and rescue techniques as well as the safety of frontline personnel. Through these areas of work, the operational capability in firefighting and rescue services can be strengthened to cope with the surging demand for emergency services in the New Territories region in future.

NON-DIRECTORATE SUPPORT

18. The proposed AD(NT/S) will be supported by a total of 1 177 non-directorate posts, including 1 174 existing permanent posts and two time-limited posts, and one new permanent post of Divisional Officer (DO) proposed to be created.

Encl. 2 19. The job description of the proposed AD(NT/S) post is at Enclosure 2.
 Encl. 3 After creating the AD(NT/S) post, the job description of AD(NT/N) is at Enclosure 3. The proposed organisation chart of FSD and the locations of the fire stations headed respectively by AD(NT/N) and AD(NT/S) are shown at
 Encls. 4 & 5 Enclosure 4 and Enclosure 5.

ALTERNATIVES CONSIDERED

20. We have critically examined the possibility of redeploying the existing directorate officers of the Department to take up the work of the proposed post. In view of the population growth, commissioning of new facilities and major infrastructures, and heightened demands and expectations on fire safety and rescue services from the public, the workload of the Department on the whole is constantly on a rise, and so are the difficulty, challenges and complexity of the work. While there are currently six CFO posts in the Department, established in the Headquarters Command, three operational Fire Commands, the Fire Safety Command and the Licensing and Certification Command respectively (their duties are set out at Enclosure 6), all the existing CFOs are now hard pressed by increasing workload requiring their long-term full commitment and follow-up as set out below –

- (a) The **CFO of the Headquarters Command** is responsible for overseeing the resource planning of FSD and administrative matters on the deployment of personnel in different commands. To cope with

/the

⁴ The two DCFOs are the existing DCFO(New Territories South) and DCFO(New Territories North).

the development of new towns and various infrastructures, FSD has increased its establishment, augmented staff training and added new fire stations, ambulance depots and other related facilities. Apart from overseeing the operation of Fire Services Communications Centre to ensure that all firefighting and ambulance resources can be mobilised effectively, the CFO is also responsible for monitoring the development of the Fourth Generation Mobilising System. Added with other work such as operational support, procurement and logistics, information technology, procurement, repair and maintenance of appliances, information dissemination, etc., the CFO has been overstretched with the continuously increasing workload in recent years;

- (b) The continuous growth of population in Hong Kong has called for greater demand on new buildings, altered buildings, food premises and places of public entertainment, etc. Therefore, the workload of the **CFO of the Licensing and Certification Command** to formulate, approve and examine the fire safety standard of these buildings has become more onerous. These changes have also greatly increased the workload of the **CFO of the Fire Safety Command** in formulating, implementing and reviewing fire safety policies for railway developments, commercial buildings, domestic buildings, composite buildings, industrial buildings, etc. Besides, the CFO will also assist in the planning for the enactment of legislation on enhancing fire safety in old buildings⁵; and
- (c) As to the two **CFOs** overseeing **H Command** and **K Command** respectively, they have to plan, coordinate and control the deployment of command resources of manpower and appliances, take personal command for fire services operations in serious incidents occurred within the areas served by the Commands, etc. The operation duties and workload are already very onerous and daunting. In respect of the **CFO** currently overseeing **NT Command**, we have elaborated above on his increasingly heavy

/workload

⁵ The Chief Executive promulgated at the Legislative Council Chief Executive's Question and Answer Session held on 4 February 2021 that, having taken into account the Buildings Department (BD)'s experience in the work of building safety, the Government agrees that there is a need to improve the existing legal framework of the Fire Safety (Buildings) Ordinance (the Ordinance). Therefore, we would consider amending the Ordinance to empower FSD and BD to carry out fire safety improvement works for owners of old buildings who are incapable of complying with the requirements of the Ordinance, and to recover the costs incurred from such owners upon completion of the works. The Government will make reference to a similar mechanism and its implementation under the prevailing Buildings Ordinance, and will do our best to resolve the legal and enforcement issues involved, with a view to launching public consultation in the second half of this year in order to formulate a suitable mechanism and amend the legislation to empower relevant departments to carry out the related work.

workload over the years. It is far from ideal for the overall operation of NT Command if he continues to shoulder additional complex and onerous duties.

21. In view of the above, it is operationally not feasible to have the duties of the proposed AD(NT/S) post shouldered by them without adversely affecting the discharge of their own schedules of duties. As to the **Chief Ambulance Officer** (CAO) leading the **Ambulance Command** (his duties are set out at Enclosure 6), he is currently responsible for the management and control of all ambulance resources to ensure an efficient and effective delivery of paramedic ambulance service to the community. He is also responsible for handling the increasing demand on emergency ambulance service. More importantly, it is not feasible to have the duties of the proposed AD(NT/S) post shouldered by CAO since the firefighting and rescue work is beyond his scope of professional knowledge and purview. As such, the only option is to add one supernumerary CFO post (i.e. the abovementioned new AD(NT/S)) to strengthen the support to the supervision, direction and management of operation in NT Command.

FINANCIAL IMPLICATIONS

22. The proposed supernumerary CFO post in FSD will involve a notional annual salary cost at mid-point of \$2,283,600. The full annual average staff cost of the proposed CFO post, including salaries and staff on-cost, is around \$3,336,000.

23. The proposed permanent DO (non-directorate) post will involve a notional annual salary cost at mid-point of \$1,518,780. The full annual average staff cost of the proposed DO post including salaries and staff on-cost is \$2,236,000.

24. We have included the necessary provision in the 2021-22 draft Estimates of FSD to meet the cost of the proposal and will reflect the resources required in the Estimates of subsequent years.

PUBLIC CONSULTATION

25. We consulted the Legislative Council Panel on Security (the Panel) at its meeting held on 3 November 2020 on the above proposal. The Panel supported the creation of the new AD(NT/S) post. At the meeting, the Panel noted that the proposed creation of the new AD(NT/S) post would certainly help enhance the supervision, direction and management of NT Command in overall sense.

/ESTABLISHMENT

ESTABLISHMENT CHANGES

26. The establishment changes in FSD for the past three years are as follows –

Establishment (Note)	Number of posts			
	Existing (as at 1 March 2021)	As at 1 April 2020	As at 1 April 2019	As at 1 April 2018
A*	19 [#]	19	19	19
B	1 449	1 435	1 432	1 332
C	9 832	9 682	9 523	9 313
Total	11 300	11 136	10 974	10 664

Note:

A – ranks in the directorate pay scale or equivalent

B – non-directorate ranks, the maximum pay point of which is above MPS Point 33 or equivalent

C – non-directorate ranks, the maximum pay point of which is at or below MPS Point 33 or equivalent

* – excluding supernumerary posts created under delegated authority

– as at 1 March 2021, there was no unfilled directorate post in FSD

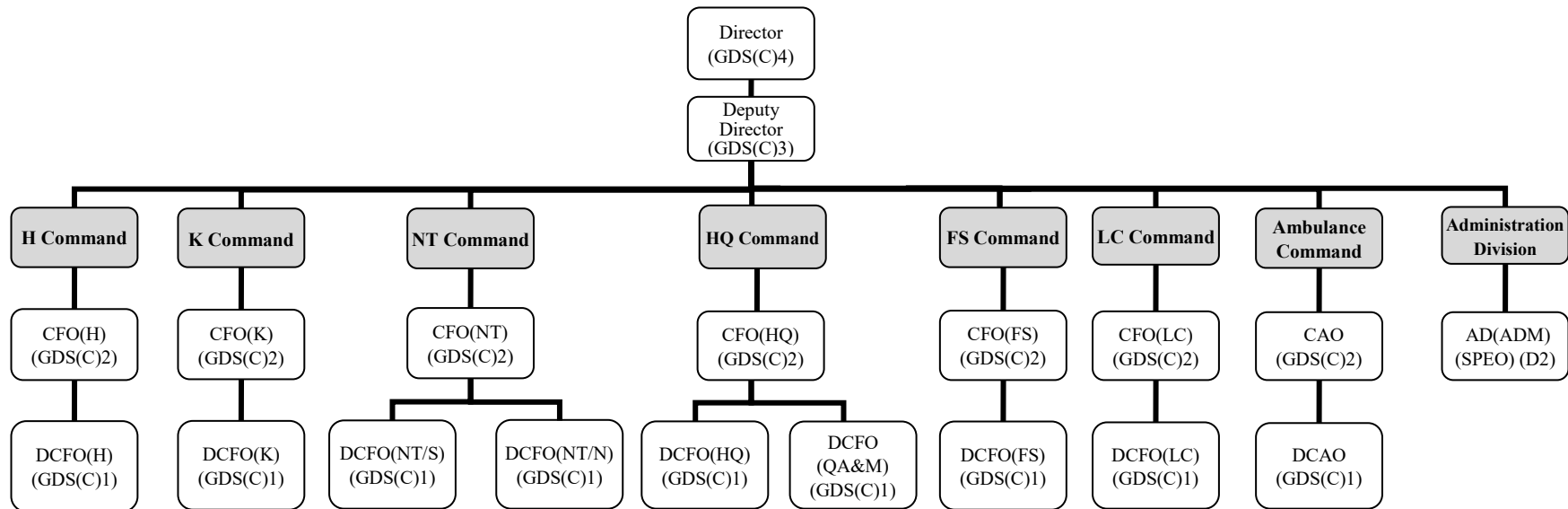
CIVIL SERVICE BUREAU COMMENTS

27. The Civil Service Bureau supports the proposed creation of one supernumerary CFO post for five years. The grading and ranking of the post are considered appropriate having regard to the level and scope of responsibilities required.

ADVICE OF THE STANDING COMMITTEE ON DISCIPLINED SERVICES SALARIES AND CONDITIONS OF SERVICE

28. As the post is proposed on a supernumerary basis, its creation, if approved, will be reported to the Standing Committee on Disciplined Services Salaries and Conditions of Service in accordance with the agreed procedure.

Existing Organisation Chart of the Fire Services Department



Legend

- ADM - Administration Division
- AD - Assistant Director
- CAO - Chief Ambulance Officer
- CFO - Chief Fire Officer
- DCAO - Deputy Chief Ambulance Officer
- DCFO - Deputy Chief Fire Officer
- D - Directorate Pay Scale
- FS - Fire Safety
- GDS (C) - General Disciplined Services (Commander)

- HQ - Headquarters
- H - Hong Kong
- K - Kowloon
- LC - Licensing and Certification
- NT - New Territories
- NT/N - New Territories North
- NT/S - New Territories South
- QA&M - Quality Assurance and Management
- SPEO - Senior Principal Executive Officer

Job Description
Proposed Post of Assistant Director (New Territories South)

Rank : Chief Fire Officer (GDS(C)2)

Responsible to : Deputy Director of Fire Services (GDS(C)3)

Main Duties and Responsibilities –

- (i) To plan, coordinate and control the deployment of resources (including manpower and fire appliances) for the New Territories South (NT/S) of the New Territories Command (NT Command);
 - (ii) To take personal command of fire services operations at serious fires and other calamities of similar magnitude occurred within the areas served by NT/S of NT Command;
 - (iii) To handle all fire protection matters in NT/S of NT Command other than those assigned to the two fire protection Commands;
 - (iv) To monitor staff, administrative and disciplinary matters in NT/S of NT Command; and
 - (v) To keep close liaison with other government departments/District Councils/local organisations on the provision of fire and rescue services under his purview.
-

Job Description
Assistant Director (New Territories North)^{Note}

Rank : Chief Fire Officer (GDS(C)2)

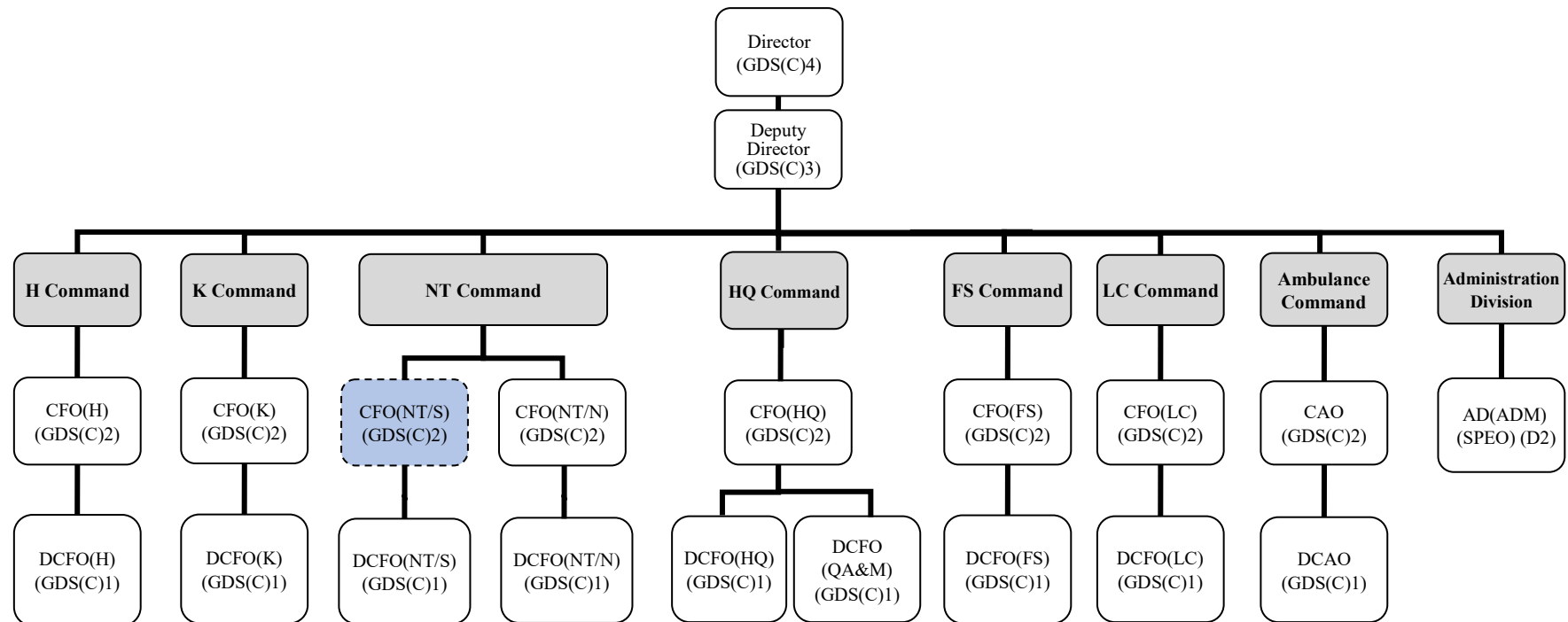
Responsible to : Deputy Director of Fire Services (GDS(C)3)

Main Duties and Responsibilities –


- (i) To plan, coordinate and control the deployment of resources (including manpower and fire appliances) for the New Territories North (NT/N) of the New Territories Command (NT Command);
- (ii) To take personal command of fire services operations at serious fires and other calamities of similar magnitude occurred within the areas served by NT/N of NT Command;
- (iii) To handle all fire protection matters in NT/N of NT Command other than those assigned to the two fire protection Commands;
- (iv) To monitor staff, administrative and disciplinary matters in NT/N of NT Command; and
- (v) To keep close liaison with other government departments/District Councils/local organisations on the provision of fire and rescue services under his purview.

^{Note} After creating the Assistant Director (New Territories South) post, the existing Assistant Director (New Territories) will be designated as Assistant Director (New Territories North).

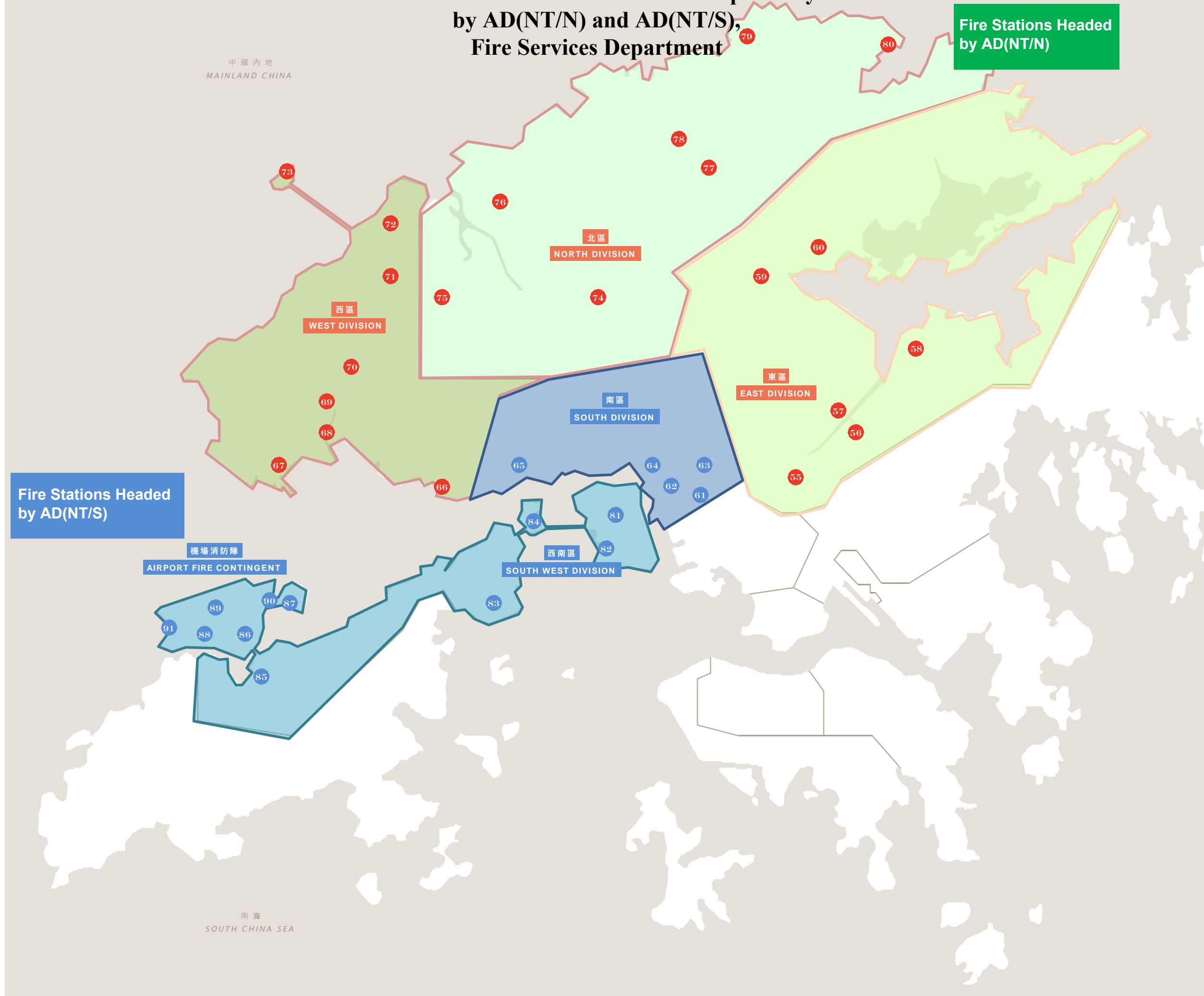
Proposed Organisation Chart of the Fire Services Department



Legend

- | | | | |
|---|--|------|--------------------------------------|
| ADM | - Administration Division | HQ | - Headquarters |
| AD | - Assistant Director | H | - Hong Kong |
| CAO | - Chief Ambulance Officer | K | - Kowloon |
| CFO | - Chief Fire Officer | LC | - Licensing and Certification |
| DCAO | - Deputy Chief Ambulance Officer | NT | - New Territories |
| DCFO | - Deputy Chief Fire Officer | NT/N | - New Territories North |
| D | - Directorate Pay Scale | NT/S | - New Territories South |
| FS | - Fire Safety | QA&M | - Quality Assurance and Management |
| GDS (C) | - General Disciplined Services (Commander) | SPEO | - Senior Principal Executive Officer |
|  | - Proposed new CFO post | | |

Locations of fire stations headed respectively by AD(NT/N) and AD(NT/S), Fire Services Department



Legend

New Territories North

East Division

55 Tin Sum Fire Station
56 Siu Lek Yuen Fire Station
57 Sha Tin Fire Station
58 Ma On Shan Fire Station
59 Tai Po Fire Station
60 Tai Po East Fire Station

West Division

66 Tai Lam Chung Fire Station
67 Pillar Point Fire Station
68 Castle Peak Bay Fire Station
69 Tuen Mun Fire Station
70 Fu Tei Fire Station
71 Tin Shui Wai Fire Station
72 Lau Fau Shan Fire Station
73 Shenzhen Bay Fire Station

North Division

74 Pat Heung Fire Station
75 Yuen Long Fire Station
76 Mai Po Fire Station
77 Fanling Fire Station
78 Sheung Shui Fire Station
79 Heung Yuen Wai Fire Station
80 Sha Tau Kok Fire Station

New Territories South

South Division

61 Lai King Fire Station
62 Kwai Chung Fire Station
63 Lei Muk Shue Fire Station
64 Tsuen Wan Fire Station
65 Sham Tseng Fire Station

South West Division

81 Tsing Yi Fire Station
82 Tsing Yi South Fire Station
83 Penny's Bay Fire Station
84 Ma Wan Fire Station
85 Tung Chung Fire Station
86 Chek Lap Kok Fire Station
87 Hong Kong-Zhuhai-Macao Bridge Fire Station

Airport Fire Contingent

88 Main Airport Fire Station
89 Sub Airport Fire Station
90 East Sea Rescue Berth
91 West Sea Rescue Berth

**Current Duties of Chief Fire Officer (CFO)s and
Chief Ambulance Officer (CAO) of the Fire Services Department**

Currently, there are 19 permanent directorate posts in the Fire Services Department. Among them, six are CFO posts established in six different Commands, namely the Headquarters Command, the three operational Fire Commands, Licensing and Certification Command, and the Fire Safety Command. Further, there is one CAO post established in the Ambulance Command. The distribution and major responsibilities of the CFO and CAO posts are as follows –

(A) *Headquarters Command (1 CFO)*

There is one CFO post in the Headquarters Command responsible for the supervision of resource planning, fire services training, procurement and logistics, mobilising and communications, information technology, works project, recruitment and training, special projects, staff welfare, as well as complaints handling and public relations.

(B) *The three operational Fire Commands (3 CFOs)*

There are three CFO posts in the three operational Fire Commands (one in Hong Kong Command, one in Kowloon Command and one in New Territories Command) responsible for planning, coordinating and controlling the deployment of Command resources of manpower and appliances, taking personal command for fire services operations in serious incidents occurred within the areas served by the Command, and also monitoring staff, administrative and disciplinary matters within the Command.

(C) *Licensing and Certification Command (1 CFO)*

There is one CFO post in the Licensing and Certification Command responsible for formulating, approving and examining the fire safety standards for new buildings, altered buildings, food premises and places of public entertainment, etc.; monitoring the licensing control for timber stores and the use, storage, manufacture and conveyance of dangerous goods; ensuring the effective implementation of policies and procedures for fire service installations and registration of contractors; and enforcing laws on the abatement of fire hazards.

(D)

(D) *Fire Safety Command (1 CFO)*

There is one CFO post in the Fire Safety Command responsible for formulating, implementing and reviewing fire safety policies; ensuring the effective implementation of relevant policies and procedures to improve fire safety measures for prescribed commercial premises, specified commercial buildings, railway developments, new building developments, domestic and composite buildings, and other premises; liaising with public and private organisations on fire protection matters; and promoting fire safety to the public. Besides, he also assists in the planning for the enactment of legislation on enhancing fire safety in old buildings.

(E) *Ambulance Command (1 CAO)*

There is one CAO post in the Ambulance Command responsible for managing, coordinating and developing efficient emergency ambulance service; overseeing the operation and work efficiency of the two operational regions of the Ambulance Command; planning, coordinating and controlling the deployment of ambulance resources throughout the territory; and formulating and reviewing policies and operational procedures on ambulance services, etc.
