

**Existing and planned measures
on the promotion of equality for ethnic minorities**

Fire and Ambulance Services

The mission of the Hong Kong Fire Services Department (FSD) is to protect life and property of Hong Kong citizens from fire and other calamities. To better fulfill our mission to save those in distress and protect the community, we strive for continuous advancement of our firefighting, rescue, ambulance and fire protection services without regard to race and ethnic origins.

A. Employment Opportunity

Service Concerned

- To provide equal employment opportunity to all applicants for jobs of FSD.

Existing Measures

- The job vacancies of FSD are open to all applicants meeting the basic entry requirement.

- For the recruitment of Station Officer (Operational), Ambulance Officer, Senior Fireman/Firewoman (Control), Fireman/Firewoman (Operational/Marine) and Ambulanceman/Ambulancewoman, bilingual approach has been adopted for the Written Aptitude Test since February 2015, so that questions in both Chinese and English will be available to candidates.

- To help the new recruits of EM acclimatise to the foundation training environment, English teaching materials and test papers were introduced for the foundation training at the Fire and Ambulance Services Academy (FASA) in May 2016.

- The language requirement for the posts of Fireman/Firewoman (Workshops), Senior Artisan and Artisan have been revised since January & April 2017

respectively.

Fireman/Firewoman (Workshops)

The requirement of “**be able to speak fluent Cantonese**” has been deleted.

Senior Arisan and Artisan

The language requirement of “**attained a level of proficiency in Chinese and English Languages equivalent to Primary 6 standard**” has been revised as “**written/spoken proficiency in either Chinese or English**”.

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| Assessment of Future Work | <ul style="list-style-type: none">• FSD will continue to enforce the existing measures and work in partnership with educational institutions and schools, including those with ethnic minority students, to inspire interest in joining the FSD. |
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B. Public Education on Fire Safety and Ambulance Services

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| Service Concerned | <ul style="list-style-type: none">• To facilitate equal access to messages on public fire safety and proper use of ambulance services by ethnic minority persons. |
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| Existing Measures | <ul style="list-style-type: none">• Fire safety publicity events for ethnic minority persons are organized in partnership with the non-government organisations (NGOs). Fire safety pamphlets have been translated into various languages and distributed when launching relevant programmes. These pamphlets can also be downloaded from the website of the FSD.• Arrangements have been made to train ethnic minority persons to become Fire Safety Ambassadors and Building Fire Safety Envoys.• School out-reaching programme to schools with ethnic minority students is conducted to highlight the importance of proper use of ambulance services. |
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- Tailor-made exhibitions and seminars are organised for specific ethnic minority groups to cater for their needs.
- Assessment of Future Work
- FSD will review our measures for further enhancement where necessary.

C. Training to Staff

- Service Concerned
- To enhance staff's awareness of racial sensitivity and understanding of racial equality.

- Existing Measures
- Element of racial equality has been incorporated into various in-house staff training programmes.

- Seminars and experience sharing sessions are provided for staff to enhance their racial sensitivity and understanding of racial equality.

- Assessment of Future Work
- FSD regularly assesses and reviews its training programmes. Feedback and comments from staff, other departments and NGOs will be collected for enriching the content of the training programmes for staff to enhance their knowledge on racial equality where appropriate.

Enquiries/complaints

For public enquiries and complaints, please contact Assistant Divisional Officer (Recruitment, Training and Examination)¹ at 2411 8603 or by email: ado_rte_1@hkfsd.gov.hk.

Fire Services Department
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