

Management of China's Emergency Team: The Perspective of Human Resources

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Abstract

The Chinese emergency response team is a national comprehensive fire rescue team, and has the dual professional role of preventing and resolving major safety risks and responding to and handling various disasters and accidents. With the transformation of the responsibility of fire rescue teams, the professional exploration of national emergency teams has become an important research topic. Based on the perspective of human resources management, this article discusses the role of the national emergency response team and analyzes the internal construction and external environment of the national emergency response team through the SWOT model. This article puts forward effective countermeasures to strengthen the management and construction of national emergency teams from the perspectives of selection, use, education and retention of human resources.

Keywords

human resources; emergency team; management.

1. Introduction

According to a decision adopted by the Fourth Plenary Session of the 19th CPC Central Committee, China will improve its national security system, increase its ability to prevent and resist national security risks, build an emergency management system with unified command, specialization, and responsiveness, and linkage from top to bottom[1], highlighting the construction of a strong national comprehensive fire rescue team[2]. Among them, strengthening the construction of rescue teams is a major theoretical and practical issue related to the overall and long-term development of emergency management, which is a task that needs to be focused on in the future.

2. The Role of the National Emergency Team

The national emergency team is the comprehensive fire rescue team of the People's Republic of China. It is managed by the Emergency Management Department of the State Council. The public security fire brigade and the Armed Police Forest Force are retired from service. After the formation system is placed under the Emergency Management Department, a national comprehensive fire rescue team is formed.[3] On November 9, 2018, General Secretary Xi Jinping gave a flag and delivered a speech to the national comprehensive fire rescue team. This was the day when the national comprehensive fire rescue team was formed.[4] The responsibility of the fire rescue team has shifted from fire rescue to comprehensive fire rescue, from the original single disaster response to the overall rescue responsibility of preventing and resolving major safety risks and dealing with various disasters.[5] Over the past year since the establishment of the comprehensive fire rescue team of the People's Republic of China, based on the positioning of the main emergency rescue team and the national team, focusing on the needs of the "all disasters" and "big emergency" tasks, we have focused on the rescue concept, function, capability, equipment, methods and mechanisms. 6 aspects to promote the

transformation and upgrading of the team.[6]With the evolution of China's national emergency response system, the connotation of the national emergency response team has been continuously enriched, and the roles assumed have become increasingly diversified, and it has gradually developed into a dual professional role of both preventing and resolving major security risks and responding to various types of disasters.

2.1. The Resolver of Major Security Risks

After the outbreak of SARS, an emergency management system with unified leadership, comprehensive coordination, classified management, hierarchical responsibility, and territorial management was basically established throughout the country.[7]However, the outbreak cannot be predicted.Because public safety incidents are harmful to individuals, society, and the country, the government needs to mobilize various effective resources urgently after the incidents to deal with them with the fastest efficiency to minimize the harm.As the main force, the emergency team can stop the development of the situation in time, prevent the expansion of the situation, and provide guarantees for maintaining public safety.

2.2. Dispersers of Various Disasters

In recent years, China 's emergencies have shown some new characteristics: First, the total amount is large, with large casualties, large losses, and large social impact. The second is the increasing complexity of public safety issues.[8]The third is the increase of various types of potential hazards, the increase of hidden safety hazards, and the difficulty of prevention and control. Fourth, the disaster-causing factors themselves are local, but disasters and impacts are large-scale, even global.In order to deal with all kinds of disasters and accidents, the fire rescue team continuously improves emergency rescue capabilities, continuously improves efficiency in handling all kinds of disasters and accidents, provides protection for the safety of people's lives and property, and plays a major role in handling all kinds of disasters and accidents in the country.

3. SWOT Analysis of National Emergency Team Management

3.1. Strength

In the past year, the fire brigade quickly adapted to the new situation and requirements, and built a comprehensive rescue team around the needs of all disasters and major emergencies.[4]The national emergency team, as the main force, has a good resource base and can command in a unified manner, which is conducive to concentrating forces on major affairs. The predecessors of the national emergency response team, the public security fire brigade and the armed police forestry, have extensive disaster relief experience, strict discipline, and strong execution. The Emergency Management Department issued relevant documents on guaranteeing the treatment of the national comprehensive fire rescue team.

3.2. Weakness

Firefighters are generally not highly educated, lack theoretical literacy, and lack professional technical knowledge.The rotation of firefighters is too fast, and there is a fear of fire protection in society. In the history of fireman management in China, the rotation system was adopted, and the speed of firefighter rotation was too fast, which also hindered the improvement of the professional quality of the firefighter team.The policies and regulations for the professionalization of firefighters are not yet perfect, and the firefighters have not compiled them. At present, the policies and regulations concerning the vacation, treatment and previous demobilization fees of firefighters are fully implemented.

3.3. Opportunity

In China, the establishment of a national comprehensive fire rescue team reflects the direction of fire protection reform towards professionalism and specialization. The occupational system is conducive to retaining professional backbones, accumulating experience and improving efficiency. Specialization is conducive to training knowledge-based talents and improving the overall quality of firefighters. The establishment of the China Fire Rescue Academy and the implementation of the PRC Fire and Rescue Title Regulations have become an opportunity for the professional development of emergency teams.

3.4. Threat

The national combat team's actual combat training is not professional, and professional training is not scientific and systematic enough. There is a lack of professional theoretical knowledge, and a lack of theoretical knowledge that sums up practical combat experience and forms a system. The base's specialized training facilities are incomplete, most of the detachment training bases lack simulation site facilities, and the content of professional training is not true.

4. Countermeasures to Strengthen the Management of the National Emergency Team

4.1. Selection

The recruitment of the first batch of firefighters has started. The firefighters plan to recruit 30,000 people, including 18,000 for the society, and recruit more than 10,000 conscripts retired from the public security fire brigade and armed police forestry.[2] First, enhance professionalism. To clarify the employment conditions and formulate occupational access standards, we must pay attention not only to the academic level, professional background, and knowledge structure, but also to post recognition, career identification, career planning, and "person-post" matching. Second, encourage communication. Experts and excellent staff in related fields are encouraged to communicate with the emergency team. Third, scientific selection. When choosing firefighters, we should insist on openness, fairness and transparency, and give full play to our professional expertise. Fourth, enhance social recognition of the firefighter profession. Encourage everyone to recognize the profession of firefighters by improving treatment security, clarifying career prospects, and enhancing the sense of honor of firefighters.

4.2. Use

First, improve the promotion mechanism and learn from the training and promotion mechanism in the United States in terms of professional ability training and talent selection. Second, improve assessment management. To improve the assessment method, the assessment system should be improved and the application of results should be strengthened.[9] Third, build an honor system, actively improve the evaluation mechanism of outstanding firefighter awards, establish advanced models, and give full play to the role of demonstration and leadership. Fourth, make full use of the strength of the expert group to guide expert talents in an orderly way to provide consulting guidance.

4.3. Education

As a special ambulance occupation, firefighters need to undergo special physical, technical and psychological training to ensure that they have special physical, technical and psychological requirements. First, cultivate a comprehensive team of emergency management talents, integrate the resources of emergency management departments and agencies in personnel training, and cooperate with universities, professional training institutions and

other systems to scientifically formulate emergency management professional training programs. Second, improve the education and training mechanism. Drawing on advanced experience and practices of education and training and human resource development in developed countries abroad, strengthening internal professional personnel training, focusing on the role of external think tanks, and innovating training models. Third, improve the actual combat training system and promote scientific and systematic training.

4.4. Retention

First, mobility and transfer. Create conditions to support firefighters to take part in local party and government organs, enterprises, grassroots and other positions to exercise, and the firefighter team as a source of training and selection of party and government backup cadres. Second, promote the transformation of "specialists" of firefighters into "all-round talents", and cultivate compound technical backbones with professional proficiency and diverse capabilities. Third, increase political care. Break the distribution of benefits, solve the problem of due diligence and filial piety, and increase spiritual motivation.[9] Fourth, perfect laws and regulations on professional construction.

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