

Research on the practice of enhancing the regularization management of government full-time fire brigade

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Abstract. With the development of the social economy, the demand for fire safety among the people is increasing, and the problem of insufficient fire protection forces is becoming increasingly prominent. Therefore, developing a dedicated government fire brigade has become an effective way to solve this problem. This article aims to explore practical methods for improving the standardized management and professional construction of the government's full-time fire brigade. This article first analyzes the current situation of the government's full-time fire brigade, including problems in personnel establishment, salary and benefits, management system, and other aspects. Furthermore, it was discussed how to enhance the standardized management and professional construction of the government's full-time fire brigade, including improving organizational structure, clarifying responsibilities and functions, standardizing duty models, and increasing the level of professionalism. In addition, several considerations were also mentioned to strengthen the construction of the government's full-time fire brigade, including strengthening organizational leadership, improving guarantee mechanisms, and promoting standardized construction.

Keywords. Government full-time; Fire brigade; Standardized management; Professional construction.

1. Introduction

As an important component of China's fire brigade system, the construction and development of government full-time fire brigades play an effective role in supplementing the strength of the national comprehensive fire rescue team to a certain extent, filling the gap in fire forces in most regions. It is an important measure for the construction of a diversified, distinctive, and comprehensive fire force system, and has significant practical significance for establishing a social fire governance system and improving social fire governance capabilities. However, as a new phenomenon in recent years, the formal construction and development of government dedicated firefighting teams are still in the exploratory stage, and a mature and feasible development model has not yet been formed.

On this basis, Zhang Qianlin et al. (2022) studied how to improve the firefighting and rescue capabilities of full-time firefighting teams, emphasizing the importance of professional training and practical experience [1]; He Weihong et al. (2006) explored the strengthening of standardized construction to enhance the combat effectiveness of full-time fire brigades in enterprises, and proposed the establishment of a standardized management system[2]; Tian Feng (2020) analyzed the problems in the construction of full-time firefighting teams and proposed corresponding countermeasures, such as optimizing personnel allocation and improving equipment level[3]; He Weifeng (2015) discussed the strategies for the construction of government full-time fire brigades under the new situation, including strengthening training and updating technical equipment[4]; Xie Rong (2014) analyzed the current situation of legislation on government full-time fire brigades in China and proposed suggestions for improving legislation[5]; Xu Jian (2022) proposed strategies to enhance the practical construction of firefighting and rescue teams, such as simulated practical training and cross regional collaboration[6]. From this, it can be seen that socialization and professionalization of fire management are important trends for future development.

2. The current situation of standardized management practice of government full-time fire brigade

2.1. Team composition and current status of personnel standardization management

The composition of the government's dedicated fire brigade is extremely diverse and complex. The backgrounds of the team members cover multiple fields, including retired soldiers, local recruitment, and demobilized soldiers. According to field survey data, retired soldiers account for about 38% of the team, locally recruited personnel account for 32%, and demobilized soldiers account for 25%. There is also a small group of team members from other industries, which increases the diversity of the team. This team composition not only brings different professional backgrounds, such as chefs, workers, freelancers, etc., but also diverse entry motivations. Some team members joined due to their passion and sense of mission towards firefighting. They are enthusiastic about rescue work and willing to contribute to protecting people's lives and safety. Other team members are attracted by the stability and benefits of firefighting work, viewing it as a career choice. The diversity of this motivation greatly enriches the team's values and motivation, effectively enhancing the team's vitality and enthusiasm.

The personnel management mode of the government's full-time fire brigade includes selection and recruitment standards as well as training and development mechanisms. In terms of selection and recruitment, the team implements strict standards and procedures. For retired soldiers, it is required to have certain physical fitness and discipline to ensure that they can cope with the high intensity and pressure of firefighting work. For locally recruited team members, more emphasis is placed on their professional skills and adaptability to ensure that they can fully utilize their expertise in the field of firefighting. Transferred soldiers usually need to have a certain military background and discipline in order to quickly adapt to the requirements of firefighting work.

2.1. Current Status of Ideological Stability and Discipline Awareness

One of the main problems faced by government full-time firefighting teams is the uncertainty of their career prospects, manifested in the lack of clarity in career planning and promotion pathways, as well as a lack of confidence among team members in the long-term development of the firefighting profession. In terms of career planning, team members are confused about their development path and future career direction in the fire brigade, and lack a clear career development blueprint. This uncertainty reduces the professional motivation and sense of belonging of team members, which in turn affects their work enthusiasm and loyalty. On the other hand, the ambiguity of promotion paths also increases the sense of confusion among team members. The lack of clear promotion criteria and opportunities makes it difficult for team members to understand how to improve their positions, thereby losing confidence in developing their careers in the fire brigade. This situation not only affects the morale and cohesion of individual team members, but may also have a negative impact on the stability and performance of the entire team.

The conflict between management style and personal values of members is a major challenge in the government's dedicated firefighting team. Although the team has adopted relatively strict regulations and systems, the personal values of the team members are more inclined towards freedom and individual development. This conflict leads to dissatisfaction and resistance among team members towards the management style, which in turn affects their work enthusiasm and teamwork.

2.2. Current status of funding guarantee and use

The stability and adequacy of financial investment is essential for the sustainable development of the firefighting force. However, the current team is faced with the challenge of financial instability and inadequacy. In this case, the team does not have access to sufficient resources and support, which affects the working conditions, training and equipment of the team members. Unstable financial inputs can also lead to difficulties in the planning and implementation of tasks, which can affect the efficiency and quality of work.

In addition, transparency and efficiency in the allocation and use of funds are also areas that need to be taken into account. The team expects that funds will be used fairly and transparently, ensuring that every penny is used effectively. However, if there is no transparency and irregularity in the process of fund allocation and use, it will cause dissatisfaction and doubts among team members, and may even lead to waste and abuse of resources. Therefore, greater transparency and efficiency in the allocation and use of funds are essential to maintain the trust and morale of the team.

3. Problems in the current practice of regularized management of government full-time fire brigades

3.1. The components are complex, and the ability and quality are uneven

Although the diversity of team members brings different experiences and skills, it also brings different cultural backgrounds, values and living habits, which affects the cohesion and combat effectiveness of the team to a certain extent. In addition, the motivation for joining the team is complex, some may be out of love for firefighting, some may be for stable jobs and good pay, and some may even be out of desperation. This complex motivation leads to differences in professional identity, work enthusiasm and loyalty, affects the balance of the overall ability and quality of the team, and reduces the cohesion and combat effectiveness of the team. This poses certain challenges to the formalization of the team.

In addition, the complexity of management is also reflected in the failure to properly solve the problems of staffing, treatment and promotion, the existence of these problems may lead to low enthusiasm and poor team stability, which in turn affects the overall quality and combat effectiveness. There may also be different degrees of relationship networks and interest patterns within the team, which makes managers need to make trade-offs between multiple interests when dealing with internal relationships, which increases the difficulty of management. The existence of bureaucracy and formalism further reduces the efficiency of management and hinders the normal operation of the team.

3.2. The mind is not stable enough, and the sense of discipline is relatively indifferent

Due to the lack of effective resolution of the problems of staffing, remuneration and promotion mechanism, the team members felt uncertain about the future development of the firefighting profession and lacked sufficient confidence and motivation. This uncertainty may lead to a decrease in the motivation of the team members, which may affect the overall quality and combat effectiveness of the team.

In addition, the diversity of team members' backgrounds – including different educational backgrounds, ages and experiences – led to their different responses to adapting to the strict management. An overly strict management system may make it difficult for some team members to adapt, which not only affects their motivation to work, but also inhibits their creativity. For example, younger players may need a more flexible management style to spark innovation, while senior players may prefer a stable and traditional way of working.

3.3. It is difficult to build a team and maintain a team, and the implementation of funds is not timely enough

The unscientific recruitment system of the government's full-time fire brigade is a prominent problem in the current construction and development of the team. This kind of unscientificity is mainly manifested in the opacity of the recruitment process, the inconsistency of selection standards, and the irrationality of staffing, which has a certain impact on the overall quality and combat effectiveness of the team.

In addition, the imperfect security system has led to the lack of adequate protection for team members in terms of salary, benefits and insurance. This lack of financial and welfare security has a direct

impact on the quality of life and job satisfaction of team members, which in turn affects their performance and long-term commitment.

4. Measures to regularize the government's full-time firefighting team

4.1. Optimize team composition and ability improvement

The key to building an efficient and professional government full-time firefighting team lies in the implementation of a scientific human resources strategy, including the establishment of a sound recruitment and selection mechanism. This mechanism should be designed to attract talents from different backgrounds, and ensure that new members have the right motivation and basic qualities to join the firefighting work. Through a rigorous selection process that includes psychometric testing, professional skills assessments and interviews, we can ensure that selected team members have the skills and qualities necessary to meet the challenges of firefighting. Such measures will bring about structural optimization of the team, and improve the overall professional level and work efficiency.

In order to improve the overall ability and quality of the team members, personalized training plans can be developed to meet the different development needs of the team members and help them continuously improve their professional skills and knowledge level; Establish a career development path and motivate team members to spontaneously improve their abilities and qualities, which can improve the overall team's work efficiency and ability to respond to unexpected situations. By providing a full range of training and development opportunities, it can stimulate the learning motivation of team members, enhance their comprehensive quality and vocational skills, and then drive the comprehensive development and improvement of the whole team. This will help to enhance the professionalism of the team members, enhance their ability to cope with various challenges and tasks, and improve the overall level of work. Therefore, the development of personalized training plans and the establishment of career development paths will play a positive role in improving the overall quality of team members and the efficiency of the team.

4.2. Enhance the ideological stability and discipline awareness of team members

In order to ensure the stability and development of the government's full-time fire brigade, it is essential to provide its members with a clear career orientation and prospects. Develop a clear career roadmap for firefighters to help them plan their future based on their interests and abilities, thereby increasing their career satisfaction and loyalty. At the same time, strengthen the career counseling and guidance of team members, so that they can better understand the trends and needs of the fire protection industry, so as to better adjust their career planning. In addition, strengthening discipline education and establishing correct professional behavior norms are very important for maintaining the discipline and image of the team. Through these comprehensive strategies, it is possible to ensure that the government's dedicated fire brigade can maintain its operational efficiency while continuously improving its professionalism and overall performance.

Improving the discipline awareness and execution of team members is the key to the regularization of the government's full-time fire brigade, and through case analysis, role play and other diversified training methods, the team members' awareness of the importance of discipline can be strengthened, so that they can deeply understand the intrinsic value and external performance of discipline. At the same time, establish a fair reward and punishment mechanism, give appropriate rewards to disciplined behaviors, and impose reasonable penalties for violations, so as to motivate team members to actively abide by discipline. In addition, discipline education and rectification activities are carried out on a regular basis, and strict discipline education and assessment are carried out to ensure the overall improvement of team members' sense of discipline. These measures will help establish a good professional code of conduct, improve the overall execution and combat effectiveness of the team, and ensure that the government full-time fire brigade can make a rapid, orderly and effective response when responding to various fire safety incidents.

4.3. Improve the funding guarantee and team development environment

In order to ensure the sustainable and healthy development of the government's full-time fire brigade, it is necessary to improve the financial guarantee and overall development environment of the team. This first involves optimizing the recruitment and security system, and revising the recruitment process to ensure that the recruitment process is fair and transparent, so that the team can attract more outstanding talents. At the same time, improve the welfare and security system of team members, improve the attractiveness and stability of work, so as to enhance the job satisfaction and loyalty of team members. Establish an occupational health security system for team members, pay attention to the physical and mental health of team members, and provide them with adequate safety protection when performing tasks. In addition, it is necessary to strengthen the improvement of the development environment of the team. This includes providing ample learning and development opportunities for team members to grow and improve in their career paths. At the same time, create a positive, united and cooperative atmosphere, encourage communication and cooperation between team members, and work together to improve the overall performance and execution ability of the team.

To strengthen cooperation with the financial department to ensure the timely and full allocation of team funds, it is necessary to reasonably budget and allocate funds according to the actual needs and workload of the team, so as to ensure that the needs of team members' salary and welfare, equipment renewal, training and development are met. At the same time, a mechanism for supervising and controlling funds should be established to strictly supervise and manage the use of funds to ensure the rational use and effective supervision of funds. This not only helps to improve the efficiency of the use of funds and reduce waste, but also prevents the misuse of funds and misconduct. Through these measures, it can be ensured that the government's full-time fire brigade has sufficient resources and support to effectively respond to various fire safety incidents and challenges. At the same time, strengthening financial support and financial guarantee can also improve the job satisfaction and loyalty of team members, enhance the cohesion and combat effectiveness of the team, and provide a strong guarantee for social fire safety.

5. Epilogue

The practice of regularized management of the government's full-time fire brigade is a long-term and arduous task, which requires comprehensive measures from multiple levels. The study found that there are problems in the composition, ideological stability, and financial guarantee of the current government full-time fire brigade, which originate from many reasons such as social level, internal team and individual team members. Through the guidance of party building and equal emphasis on construction and management, the foundation of standardized management can be comprehensively consolidated; By focusing on combat power and improving quality and strengthening, we can continue to enhance our professional ability and quality. Through policy-driven and strengthened guarantees, the momentum of professional development can be fully condensed; By strengthening the mission and clarifying rights and responsibilities, we can focus on improving the cohesion and centripetal force of the team. These measures will help improve the overall quality and combat effectiveness of the government's full-time fire brigade and make greater contributions to China's fire safety cause.

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