

表14 全國公務人員獎懲

中華民國106年至108年

單位：人次

項目別 Item	總計 Grand Total	平時考核及專業考績				
		計 Total	獎 勵 Rewards			
			小計 Sub-Total	記大功 Major Merits	記功 Merits	嘉獎 Commendations
民國106年 2017	4 151 916	4 139 163	4 116 189	2 472	143 356	3 970 361
民國107年 2018	4 386 281	4 374 643	4 354 071	2 199	148 125	4 203 747
民國108年 2019	5 051 433	5 036 852	5 015 381	2 830	197 494	4 815 057
民選首長 Elected Chief	72	67	67	-	28	39
政務人員 Political Appointee	1 063	999	986	8	211	767
簡薦委任(派)雇員 Ranking Servant and Auxiliary Employees	698 729	693 512	692 039	1 513	83 028	607 498
簡任(派) Senior Rank (Detail)	37 281	36 652	36 565	188	5 058	31 319
薦任(派) Junior Rank(Detail)	480 633	477 466	476 626	1 088	58 132	417 406
委任(派) Elementary Rank(Detail)	179 093	177 756	177 222	237	19 773	157 212
雇員 Auxiliary employee	1 722	1 638	1 626	-	65	1 561
法官、檢察官 Judge、Prosecutor	79	-	-	-	-	-
警察人員 Police Officer	4 264 613	4 258 072	4 238 795	1 277	110 041	4 127 477
分類職位人員 Categorized Position Personnel	9 552	8 609	8 510	2	321	8 187
資位人員 Rank Personnel	16 623	15 944	15 471	11	712	14 748
金融人員 Financial Personnel	4 368	3 985	3 955	1	54	3 900
醫事人員 Medical Personnel	56 334	55 664	55 558	18	3 099	52 441

資料來源：銓敘部銓審資料檔、全國公務人力資料庫。

- 註：1. 「平時考核及專業考績」之資料，擷取自全國公務人力資料庫，且以獎懲發生時仍在職之人員計算。  
 2. 「懲戒處分」、「復職」、「停職」及「免職」係採用銓敘部銓審資料檔，且以發生當年統計計算之。  
 3. 104年5月20日修正公布之公務員懲戒法，自105年5月2日施行。為因應現制，懲戒處分新增「免除職務」、「剝奪、減少退休(職、伍)金」及「罰款」。

## Table 14 Civil Servants' Incentive Awards & Punishments

2017 - 2019

Unit : Person-Times

<b>Routine Evaluations &amp; Special Performance Ratings</b>							
懲 處		Penalties			專案考績	Special Performance Ratings	
小計	記大過	記過	申誡	小計	一次記 二大功	一次記 二大過	
Sub- Total	Major Demerits	Demerits	Warnings	Sub- Total	Two Major Merits at One Time	Two Major Demerits at One Time	
22 852	258	1 847	20 747	122	117	5	
20 526	107	1 687	18 732	46	37	9	
21 443	144	1 690	19 609	28	23	5	
-	-	-	-	-	-	-	
13	1	5	7	-	-	-	
1 461	46	244	1 171	12	7	5	
84	2	11	71	3	3	-	
833	25	125	683	7	4	3	
532	18	105	409	2	-	2	
12	1	3	8	-	-	-	
-	-	-	-	-	-	-	
19 261	68	1 339	17 854	16	16	-	
99	2	6	91	-	-	-	
473	18	60	395	-	-	-	
30	4	7	19	-	-	-	
106	5	29	72	-	-	-	

Source : Civil Servants Qualification Review Database and All Civil Database which was built by Ministry of Civil Service and Directorate-General of Personnel Administration, Executive Yuan.

Note : 1.The data of "Routine Evaluations & Special Performance Ratings" was extracted from All Civil Database and calculated based on the incentive awards & punishments of the on-the-job civil servants.

2.The data of "Disciplinary Sanctions", "Rein-statement", "Suspension During Investigation" and "Removal" was extracted from Civil Servants Qualification Review Database and calculated based on the year of occurrence.

3. The amended Public Functionary Disciplinary Sanction Act was promulgated on May 20, 2015 and entered into force on May 2, 2016. In compliance with the current system, "Removed from office", "Deprivation or reduction of pension" and "Fine" were added in the disciplinary sanctions.

表14 全國公務人員獎懲（續）

中華民國106年至108年

單位：人次

項目別 Item	懲戒處分					
	計 Total	免除 職務 Removed from office	撤職 Revocation of Office	剝奪、減少 退休(職、伍 )金 Deprivation or reduction of pension	休職 Suspension	降級 Demotion
民國106年 2017	440	-	48	-	12	89
民國107年 2018	182	2	58	-	13	16
民國108年 2019	284	42	20	-	124	18
民選首長 Elected Chief	-	-	-	-	-	-
政務人員 Political Appointee	-	-	-	-	-	-
簡薦委任(派)雇員 Ranking Servant and Auxiliary Employees	202	30	20	-	90	10
簡任(派) Senior Rank (Detail)	22	6	-	-	6	2
薦任(派) Junior Rank(Detail)	130	24	12	-	56	8
委任(派) Elementary Rank(Detail)	50	-	8	-	28	-
雇員 Auxiliary employee	-	-	-	-	-	-
法官、檢察官 Judge、Prosecutor	-	-	-	-	-	-
警察人員 Police Officer	54	12	-	-	26	2
分類職位人員 Categorized Position Personnel	-	-	-	-	-	-
資位人員 Rank Personnel	8	-	-	-	6	2
金融人員 Financial Personnel	-	-	-	-	-	-
醫事人員 Medical Personnel	20	-	-	-	2	4

**Table 14 Civil Servants' Incentive Awards & Punishments (Cont.)**

2017 - 2019

Unit : Person-Times

Disciplinary Sanctions				獎章 Medals	復職 Rein- statement	停職 Suspension During Investigation	免職 Removal
減俸 Reduction in Salary	罰款 Fine	記過 Demerit	申誡 Reprimand				
-	-	37	254	12 029	65	119	100
-	1	29	63	10 961	9	117	369
18	-	16	46	14 041	64	91	101
-	-	-	-	5	-	-	-
-	-	-	-	64	-	-	-
12	-	14	26	4 901	22	27	65
2	-	4	2	582	-	1	24
8	-	8	14	2 982	14	14	27
2	-	2	10	1 253	8	12	14
-	-	-	-	84	-	-	-
-	-	-	-	77	-	1	1
6	-	-	8	6 356	38	61	32
-	-	-	-	943	-	-	-
-	-	-	-	670	-	-	1
-	-	-	-	383	-	-	-
-	-	2	12	642	4	2	2