

表14 全國公務人員獎懲

中華民國108年至110年

單位：人次

項目別 Item	總計 Grand Total	平時考核及專案考績				
		計 Total	獎 勵 Rewards			
			小計 Sub-Total	記大功 Major Merits	記功 Merits	嘉獎 Commendations
民國108年 2019	5 051 433	5 036 852	5 015 381	2 830	197 494	4 815 057
民國109年 2020	5 289 226	5 266 058	5 246 169	2 999	203 422	5 039 748
民國110年 2021	5 175 773	5 164 559	5 146 752	2 187	171 682	4 972 883
民選首長 Elected Chief	318	318	318	-	80	238
政務人員 Political Appointee	1 211	1 196	1 193	14	272	907
簡薦委任(派)雇員 Ranking Servant and Auxiliary Employees	607 011	602 814	601 240	803	48 956	551 481
簡任(派) Senior Rank (Detail)	37 254	36 647	36 533	167	4 929	31 437
薦任(派) Junior Rank(Detail)	425 585	422 981	422 054	579	35 476	385 999
委任(派) Elementary Rank(Detail)	143 200	142 263	141 737	57	8 539	133 141
雇員 Auxiliary employee	972	923	916	-	12	904
法官、檢察官 Judge、Prosecutor	65	-	-	-	-	-
警察人員 Police Officer	4 482 415	4 478 080	4 462 560	1 349	117 028	4 344 183
分類職位人員 Categorized Position Personnel	11 338	10 255	10 043	7	487	9 549
資位人員 Rank Personnel	12 382	11 825	11 455	5	544	10 906
金融人員 Financial Personnel	8 309	7 879	7 872	6	116	7 750
醫事人員 Medical Personnel	52 724	52 192	52 071	3	4 199	47 869

資料來源：銓敘部銓審資料檔、全國公務人力資料庫。

- 註：1. 「平時考核及專案考績」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

2019 - 2021

Unit : Person-Times

Routine Evaluations & Special Performance Ratings						
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
21 443	144	1 690	19 609	28	23	5
19 777	146	1 530	18 101	156(r)	151 (r)	5(r)
17 685	150	1 453	16 082	122	113	9
-	-	-	-	-	-	-
3	1	-	2	-	-	-
1 543	31	255	1 257	31	23	8
106	4	22	80	8	7	1
907	16	144	747	20	15	5
523	11	85	427	3	1	2
7	-	4	3	-	-	-
-	-	-	-	-	-	-
15 430	100	1 088	14 242	90	90	-
212	7	28	177	-	-	-
370	7	56	307	-	-	-
7	-	2	5	-	-	-
120	4	24	92	1	-	1

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108年至110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108年 2019	284	42	20	-	124	18
民國109年 2020	73	18	-	-	-	4
民國110年 2021	75	1	14	-	4	21
民選首長 Elected Chief	-	-	-	-	-	-
政務人員 Political Appointee	1	-	-	-	-	-
簡薦委任(派)雇員 Ranking Servant and Auxiliary Employees	29	1	7	-	2	7
簡任(派) Senior Rank (Detail)	1	-	1	-	-	-
薦任(派) Junior Rank(Detail)	20	1	4	-	2	5
委任(派) Elementary Rank(Detail)	8	-	2	-	-	2
雇員 Auxiliary employee	-	-	-	-	-	-
法官、檢察官 Judge、Prosecutor	3	-	-	-	-	-
警察人員 Police Officer	32	-	4	-	2	13
分類職位人員 Categorized Position Personnel	-	-	-	-	-	-
資位人員 Rank Personnel	4	-	2	-	-	1
金融人員 Financial Personnel	-	-	-	-	-	-
醫事人員 Medical Personnel	6	-	1	-	-	-

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

2019 - 2021

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				
18	-	16	46	14 041	64	91	101
18	1	8	24	23 027	3	30	35
-	5	10	20	11 050	7	54	28
-	-	-	-	-	-	-	-
-	1	-	-	14	-	-	-
-	-	3	9	4 159	-	1	8
-	-	-	-	606	-	-	-
-	-	1	7	2 579	-	-	5
-	-	2	2	925	-	1	3
-	-	-	-	49	-	-	-
-	3	-	-	62	-	-	-
-	-	6	7	4 228	7	53	15
-	-	-	-	1 083	-	-	-
-	1	-	-	552	-	-	1
-	-	-	-	427	-	-	3
-	-	1	4	525	-	-	1