

表14 全國公務人員獎懲

中華民國109年至111年

單位

| 項 目 別<br>Item  | 總計<br>Grand Total | 平時考核及專案考績  |                 |                     |              |
|--|-------------------|------------|-----------------|---------------------|--------------|
|  |                   | 計<br>Total | 獎 勵 Rewards     |                     |              |
|  |                   |            | 小計<br>Sub-Total | 記大功<br>Major Merits | 記功<br>Merits |
| 民國109年 2020  | 5,289,226         | 5,266,058  | 5,246,169       | 2,999               | 203,422      |
| 民國110年 2021  | 5,175,773         | 5,164,559  | 5,146,752       | 2,187               | 171,682      |
| 民國111年 2022  | 5,642,964         | 5,625,705  | 5,607,516       | 2,669               | 224,486      |
| 民選首長<br>Elected Chief                                | 264               | 263        | 262             | 5                   | 81           |
| 政務人員<br>Political Appointee                          | 1,368             | 1,303      | 1,294           | 14                  | 333          |
| 簡薦委任（派）雇員<br>Ranking Servant and Auxiliary Employees | 735,347           | 726,836    | 725,373         | 1,475               | 91,202       |
| 簡任(派)<br>Senior Rank (Detail)                        | 42,359            | 40,667     | 40,591          | r211                | r5,511       |
| 薦任(派)<br>Junior Rank (Detail)                        | 518,176           | 512,982    | 512,131         | r1,093              | r65,931      |
| 委任(派)<br>Elementary Rank (Detail)                    | 173,699           | 172,160    | 171,627         | r171                | r19,711      |
| 雇員<br>Auxiliary employee                             | 1,113             | 1,027      | 1,024           | -                   | 49           |
| 法官、檢察官<br>Judge、Prosecutor                           | 124               | 2          | 2               | -                   | -            |
| 警察人員<br>Police Officer                               | 4,813,231         | 4,808,246  | 4,792,096       | 1,055               | 123,890      |
| 分類職位人員 Categorized<br>Position Personnel             | 7,863             | 6,923      | 6,819           | 5                   | 328          |
| 資位人員<br>Rank Personnel                               | 17,048            | 15,976     | 15,666          | 2                   | 571          |
| 金融人員<br>Financial Personnel                          | 7,383             | 6,751      | 6,710           | 2                   | 68           |
| 醫事人員<br>Medical Personnel                            | 60,336            | 59,405     | 59,294          | 111                 | 8,013        |

資料來源：銓敘部銓審資料庫、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 and Penalties**

單位：人次

2020 - 2022

| Routine Evaluations & Special Performance |               |                   |          |          |               |
|---|---------------|-------------------|----------|----------|---------------|
|   | 懲 處           |                   |          |          | 專案考績          |
| 嘉 獎                                       | 小 計           | 記大過               | 記過       | 申 誡      | 小 計           |
| Commen-<br>dations                        | Sub-<br>Total | Major<br>Demerits | Demerits | Warnings | Sub-<br>Total |
| 5,039,748                                 | 19,777        | 146               | 1,530    | 18,101   | 112           |
| 4,972,883                                 | 17,685        | 150               | 1,453    | 16,082   | 122           |
| 5,380,361                                 | 18,152        | 174               | 1,688    | 16,290   | 37            |
| 176                                       | 1             | -                 | 1        | -        | -             |
| 947                                       | 7             | -                 | 1        | 6        | 2             |
| 632,696                                   | 1,448         | 40                | 231      | 1,177    | 15            |
| r34,869                                   | 71            | r1                | r15      | r55      | 5             |
| r445,107                                  | 843           | r20               | r143     | r680     | 8             |
| r151,745                                  | 531           | r18               | r73      | r440     | 2             |
| 975                                       | 3             | 1                 | -        | 2        | -             |
| 2   | -             | -                 | -        | -        | -             |
| 4,667,151                                 | 16,135        | 111               | 1,346    | 14,678   | 15            |
| 6,486                                     | 104           | 6                 | 19       | 79       | -             |
| 15,093                                    | 310           | 12                | 52       | 246      | -             |
| 6,640                                     | 36            | 2                 | 2        | 32       | 5             |
| 51,170                                    | 111           | 3                 | 36       | 72       | -             |

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

- Note :
- 1.The data of Routine Evaluations & Special Performance Ratings was extracted from All Civil Database & on the incentive awards & punishments of the on-the-job civil servants.
  - 2.The data of Disciplinary Sanctions, Reinstatement, 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 Fine were added in the disciplinary sanctions.

## & Punishments

Unit : Person-Time

| Ratings  |  |
|--|--|
| Special Performance Ratings                      |  |
| 一次記<br>二大功<br>Two Major<br>Merits<br>at One Time | 一次記<br>二大過<br>Two Major<br>Demerits<br>at One Time |
| 96   | 16   |
| 113  | 9  |
| 22   | 15   |
| -  | -  |
| 2  | -  |
| 11   | 4  |
| 5  | -  |
| r6   | 2  |
| -  | 2  |
| -  | -  |
| -  | -  |
| 9  | 6  |
| -  | -  |
| -  | -  |
| -  | 5  |
| -  | -  |

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and calculated based

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red into force on  
pension and

表14 全國公務人員獎懲(續)

中華民國109年至111年

單位

| 項 目 別<br>Item   | 懲戒處分       |                                    |                               |  |                  |
|---|------------|------------------------------------|-------------------------------|--|------------------|
|   | 計<br>Total | 免除<br>職務<br>Removed<br>from office | 撤職<br>Revocation<br>of Office | 剝奪、減少退<br>休(職、伍)金<br>Deprivation<br>or reduction of<br>pension | 休職<br>Suspension |
| 民國109年 2020   | 73         | 18                                 | -                             | -  | -                |
| 民國110年 2021   | 75         | 1                                  | 14                            | -  | 4                |
| 民國111年 2022   | 63         | 1                                  | 7                             | -  | 12               |
| 民選首長<br>Elected Chief                                   | -          | -                                  | -                             | -  | -                |
| 政務人員<br>Political Appointee                             | -          | -                                  | -                             | -  | -                |
| 簡薦委任(派)雇員<br>Ranking Servant and Auxiliary<br>Employees | 36         | 1                                  | 6                             | -  | 4                |
| 簡任(派)<br>Senior Rank (Detail)                           | 4          | -                                  | -                             | -  | 1                |
| 薦任(派)<br>Junior Rank (Detail)                           | 21         | 1                                  | 4                             | -  | -                |
| 委任(派)<br>Elementary Rank (Detail)                       | 11         | -                                  | 2                             | -  | 3                |
| 雇員<br>Auxiliary employee                                | -          | -                                  | -                             | -  | -                |
| 法官、檢察官<br>Judge、Prosecutor                              | 3          | -                                  | 1                             | -  | -                |
| 警察人員<br>Police Officer                                  | 20         | -                                  | -                             | -  | 5                |
| 分類職位人員 Categorized<br>Position Personnel                | -          | -                                  | -                             | -  | -                |
| 資位人員<br>Rank Personnel                                  | 2          | -                                  | -                             | -  | 2                |
| 金融人員<br>Financial Personnel                             | -          | -                                  | -                             | -  | -                |
| 醫事人員<br>Medical Personnel                               | 2          | -                                  | -                             | -  | 1                |

**Table 14 Civil Servants Incentive Awards & Punishment**

單位：人次

2020 - 2022

| Disciplinary Sanctions |                                  |                |                   |                     | 獎章<br><br>Medals | 復職<br><br>Rein-<br>statement |
|------------------------|----------------------------------|----------------|-------------------|---------------------|------------------|------------------------------|
| 降級<br><br>Demotion     | 減俸<br><br>Reduction<br>in Salary | 罰款<br><br>Fine | 記過<br><br>Demerit | 申誡<br><br>Reprimand |                  |                              |
| 4                      | 18                               | 1              | 8                 | 24                  | 23,027           | 3                            |
| 21                     | -                                | 5              | 10                | 20                  | 11,050           | 7                            |
| 17                     | -                                | 2              | 9                 | 15                  | 17,107           | 12                           |
| -                      | -                                | -              | -                 | -                   | 1                | -                            |
| -                      | -                                | -              | -                 | -                   | 65               | -                            |
| 4                      | -                                | -              | 8                 | 13                  | 8,470            | -                            |
| 1                      | -                                | -              | 1                 | 1                   | 1,687            | -                            |
| 2                      | -                                | -              | 5                 | 9                   | 5,170            | -                            |
| 1                      | -                                | -              | 2                 | 3                   | 1,527            | -                            |
| -                      | -                                | -              | -                 | -                   | 86               | -                            |
| -                      | -                                | 1              | -                 | 1                   | 119              | -                            |
| 13                     | -                                | 1              | 1                 | -                   | 4,887            | 12                           |
| -                      | -                                | -              | -                 | -                   | 940              | -                            |
| -                      | -                                | -              | -                 | -                   | 1,070            | -                            |
| -                      | -                                | -              | -                 | -                   | 627              | -                            |
| -                      | -                                | -              | -                 | 1                   | 928              | -                            |

## nents (Cont.)

Unit : Person-Time

| 停職<br><br>Suspension<br>During<br>Investigation | 免職<br><br>Removal |
|---|-------------------|
| 30  | 35                |
| 54  | 28                |
| 49  | 28                |
| -   | -                 |
| -   | -                 |
| 1   | 4                 |
| -   | 1                 |
| 1   | 2                 |
| -   | 1                 |
| -   | -                 |
| -   | -                 |
| 47  | 19                |
| -   | -                 |
| -   | -                 |
| -   | 5                 |
| 1   | -                 |