

表14 全國公務人員獎懲

中華民國110年至112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110年 2021	5,175,773	5,164,559	5,146,752	2,187	171,682	4,972,883
民國111年 2022	5,642,984	5,625,725	5,607,516	2,669	224,486	5,380,361
民國112年 2023	5,925,762	5,912,870	5,895,378	3,395	271,175	5,620,808
民選首長 Elected Chief	157	154	154	-	19	135
政務人員 Political Appointee	1,207	1,144	1,144	8	239	897
簡薦委任(派)雇員 Ranking Servant and Auxiliary Employees	760,713	755,450	753,705	1,633	92,324	659,748
簡任(派) Senior Rank (Detail)	45,978	45,153	45,068	202	6,037	38,829
薦任(派) Junior Rank (Detail)	538,501	535,108	534,063	1,245	66,556	466,262
委任(派) Elementary Rank (Detail)	175,356	174,346	173,737	186	19,697	153,854
雇員 Auxiliary employee	878	843	837	-	34	803
法官、檢察官 Judge、Prosecutor	82	1	-	-	-	-
警察人員 Police Officer	5,070,323	5,065,079	5,050,004	1,619	170,025	4,878,360
分類職位人員 Categorized Position Personnel	11,091	10,563	10,393	7	470	9,916
資位人員 Rank Personnel	16,451	15,956	15,563	9	560	14,994
金融人員 Financial Personnel	6,540	6,035	6,022	-	122	5,900
醫事人員 Medical Personnel	59,198	58,488	58,393	119	7,416	50,858

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

2021 - 2023

Unit : Person-Time

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	
17,685	150	1,453	16,082	122	113	9	
18,152	174	1,688	16,290	57	36	21	
17,426	180	1,777	15,469	66	61	5	
-	-	-	-	-	-	-	
-	-	-	-	-	-	-	
1,718	58	290	1,370	27	24	3	
75	7	23	45	10	10	-	
1,030	33	186	811	15	14	1	
607	16	80	511	2	-	2	
6	2	1	3	-	-	-	
-	-	-	-	1	-	1	
15,038	105	1,409	13,524	37	37	-	
170	4	19	147	-	-	-	
393	5	47	341	-	-	-	
13	1	2	10	-	-	-	
94	7	10	77	1	-	1	

Source : Civil Servants Qualification Review Database and All Civil Database which were 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, 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 pension and Fine were added in the disciplinary sanctions.

表14 全國公務人員獎懲(續)

中華民國110年至112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110年 2021	75	1	14	-	4	21
民國111年 2022	63	1	7	-	12	17
民國112年 2023	68	-	13	-	15	28
民選首長 Elected Chief	1	-	1	-	-	-
政務人員 Political Appointee	-	-	-	-	-	-
簡薦委任(派)雇員 Ranking Servant and Auxiliary Employees	28	-	6	-	7	10
簡任(派) Senior Rank (Detail)	6	-	1	-	2	3
薦任(派) Junior Rank (Detail)	14	-	4	-	2	5
委任(派) Elementary Rank (Detail)	8	-	1	-	3	2
雇員 Auxiliary employee	-	-	-	-	-	-
法官、檢察官 Judge、Prosecutor	-	-	-	-	-	-
警察人員 Police Officer	33	-	3	-	6	18
分類職位人員 Categorized Position Personnel	-	-	-	-	-	-
資位人員 Rank Personnel	4	-	1	-	2	-
金融人員 Financial Personnel	-	-	-	-	-	-
醫事人員 Medical Personnel	2	-	2	-	-	-

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

2021 - 2023

Unit : Person-Time

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				
-	5	10	20	11,050	7	54	28
-	2	9	15	17,107	12	49	28
-	1	8	3	12,723	14	59	28
-	-	-	-	2	-	-	-
-	-	-	-	63	-	-	-
-	-	3	2	5,229	-	4	2
-	-	-	-	819	-	-	-
-	-	2	1	3,377	-	2	-
-	-	1	1	998	-	2	2
-	-	-	-	35	-	-	-
-	-	-	-	81	-	-	-
-	-	5	1	5,118	14	55	24
-	-	-	-	528	-	-	-
-	1	-	-	491	-	-	-
-	-	-	-	504	-	-	1
-	-	-	-	707	-	-	1