

NPA Policy Evaluation (FY2009)

The NPA has established the “NPA Basic Plan for Policy Evaluation” by itself and carries out policy evaluations in accordance with this plan. This basic plan requires the NPA to carry out policy evaluations using performance evaluation and overall evaluation methods, and evaluation results are reflected in policy planning, budget requests, etc. In formulating the policy evaluation implementation plan and compiling the evaluation results for each year, the NPA hears opinions from the “Board on Policy Evaluation in the NPA,” composed of intellectuals from various fields, and publicizes the implementation plan, evaluation results, etc., to ensure the objectivity of evaluations made and enhance the quality of such evaluations.

In FY 2009, the NPA examined the implementation status of 48 major policy measures that were taken to achieve the seven policy goals (which were divided into 18 sub-goals) in major fields of activity, based on the “NPA Policy Evaluation Implementation Plan for FY 2008,” and evaluated the degree to which each policy goal had been achieved based on the examination results. As a result, the NPA found that the policy goals set for FY 2008 were largely achieved although some policy measures are still in progress towards achievement.

The “NPA Policy Evaluation Implementation Plan for FY 2009” was formulated in March 2009. The following are the personnel administration policy goals for FY 2009:

Personnel Administration Policy Goals (FY 2009)

[Policy Field 1] Maintenance of fairness in personnel administration; Protection of employees’ interests, etc.

Policy Goal 1: Maintenance of efficient management of public duties through improvement of the working environment etc.

1-1 Realization of appropriate working hours, working environments, etc., and maintenance and promotion of employees’ health;

1-2 Promotion of rationalization of personnel management utilizing IT;

1-3 International cooperation to developing countries in the field of personnel administration.

Policy Goal 2: Securing, developing and promoting diverse and competent

personnel

- 2-1 Securing diverse and competent personnel stably and continuously and utilizing diverse and competent personnel in the private sector
- 2-2 Development of competent personnel with a broad perspective and ability to respond to demands of the times;
- 2-3 Facilitation of personnel promotion based on competency and performance.

Policy Goal 3: Realization of appropriate remuneration adaptable to the social and economic conditions

- 3-1 As compensatory measures for the denial of labor rights to national public employees, making recommendations to the Diet and the Cabinet, improving the systems, and ensuring appropriate operation of the systems so that the remuneration of national public employees will be adapted to social and economic conditions;
- 3-2 Steady reform of the remuneration structure to ensure appropriate remuneration in accordance with duties, responsibilities and performance on duty;
- 3-3 Support for employees' life planning responding to an ageing society; Promotion of job security for elderly employees.

Policy Goal 4: Securing of fair personnel management through protection of employees' interests

- 4-1 Ensuring appropriate and smooth implementation of the equity process;
- 4-2 Ensuring appropriate and smooth implementation of grievance procedures;

Policy Goal 5: Promotion of personnel management based on competency and performance

- 5-1 Development and smooth introduction of a performance appraisal system to evaluate employees' ability to accomplish duties and performance on duties accurately (a new personnel evaluation system);
- 5-2 Improvement of the appointment system and its utilization for thorough personnel management based on competency and performance;
- 5-3 Improvement of the remuneration system and its utilization for thorough personnel management based on competency and performance.

Policy Goal 6: Promotion of public understanding toward public employees and personnel administration

6-1 Promotion of understanding as to the national public employee system and public duties, NPA policies, etc. through public relations and information-gathering activities.

[Policy Field 2] Maintaining ethics related to duties

Policy Goal 7: Maintaining ethics related to the duties of national public employees and securing the people's trust

7-1 Establishment of a system to cultivate and maintain employees' ethical sense and maintain ethics;

7-2 Promotion of understanding of public employees' ethics and collecting opinions among citizens, private enterprises, etc.