

An Introduction to the NPA

The National Personnel Authority (NPA) is a central personnel administrative organization that was established in December 1948 under the National Public Service Act (NPSA). As its primary duties, the NPA: (1) ensures fairness in the personnel management of public employees; (2) protects public employees' welfare and interests in compensation for certain restrictions on their labor rights; and (3) as the organization specializing in personnel administration, advances appropriate policy and measures in response to the situation in society in general, and ensures efficient public administrative operations that are trusted by the public. For these purposes, although operating under the jurisdiction of the Cabinet, the NPA is given strong independence and neutrality.

To fulfill its duties and realize personnel administration that meets the demands of the times, the NPA has the following aims:

- Realize appropriate remuneration and other working conditions that are fair and adjusted to the socio-economic situation;
- Secure develop and promote diverse and competent personnel;
- Advance personnel management that is based on ability and aptitude;
- Secure and promote fair and transparent personnel management for public employees;
- Ensure ethics related to the duties of employees and ensure the trust of the public.

<Function and Responsibilities>

In compliance with the NPSA, Remuneration Act, etc. the NPA is responsible for matters related to Recommendation on improvement of working conditions and personnel administration, Examination, Appointment and Dismissal, Remuneration, Training, Change-in-Status, Disciplinary Action, Complaint Management, Maintaining Ethics in relation to the duties, etc.

<Organizational Structure>

The NPA has three Commissioners, one of whom is designated as President. The appointment of these Commissioners is made by the Cabinet with the consent of the Diet, and is attested to by His Imperial Majesty the Emperor. The exercise of significant NPA authorities must be approved at a Commissioners' Meeting, which was held 60 times in FY2006.

The NPA Secretariat is the organization responsible for performing NPA duties. Supervised overall by a Secretary-General, the Secretariat is divided into four Divisions (General Affairs, Planning and Legal Affairs, Personnel, and Financial Affairs) , four Bureaus (Employee Welfare, Human Resources, Remuneration, and Equity and Investigation) , the National Institute of Public Administration, eight Regional Bureaus (Hokkaido, Tohoku, Kanto, Chubu, Kinki, Chugoku, Shikoku and Kyushu) and the Okinawa Local Office. The fixed number of posts in the NPA was 685 as of the end of FY2006.

The National Public Service Ethics Board, comprised of a chairman and four board members, is established in the NPA for matters concerning the maintenance of ethics related to employee duties. The Secretariat is established under the National Public Service Ethics Board for administrative and clerical functions. The fixed number of employees of the Secretariat was 11 as of the end of FY 2006.