

Chapter 10. Planning Life after Retirement

The NPA is working to develop and take various personnel administration measures to respond to the full-scale aging society.

1. Implementing the Re-employment System

With respect to the raising of the starting age for receiving Mutual Aid Pension payments, coordination between employment and pensions is being sought so that employees can devote themselves to their duties without any anxiety about life after compulsory retirement. In addition, it is necessary to enable them to make effective use of their capabilities and experience cultivated over many years For these purposes, the

new Re-employment System was introduced in April 2001 and has been implemented at full scale at the Cabinet Office and each Ministry since FY 2002.

In order to ensure the smooth implementation of the Re-employment System, the NPA held Liaison Conferences for Personnel in Charge of Dealing with Aging at the headquarters of the Cabinet Office and each Ministry, etc. The NPA also distributed pamphlets that provide an overview of the Re-employment System and necessary information to all employees scheduled for compulsory retirement in FY 2006 and officers in charge of personnel management, and continued its efforts to familiarize and promote understanding of the Re-employment System and provide necessary information on the system. In addition, the NPA assisted the efforts of the Cabinet Office and each Ministry by such means as exchanging opinions with officers in charge of personnel management at headquarters and offices where re-employed employees actually worked, to gain an understanding of ideas to develop environments where the elderly can work without difficulty and provide information to the Cabinet Office and each Ministry.

The number of employees newly re-employed in FY 2005 was 2,712, of whom the number of employees under the NPA pay scheme was 901 from 23 Office and Ministries and the number of employees at Specified Independent Administrative Institutions and the Japan Post was 1,811 from 29 institutions.

2. Support for Planning Life after Retirement

The NPA produced and distributed booklets, the “How to Take the Next Step,” which contains specific information useful for household finances and health management after retirement, and the “Selection of Work after Retirement” which summarizes attitudes and know-how related to proactive re-employment in the non-public sector, utilizing ability, knowledge and experience of public employees, and points to found a private company. The NPA held the “Life Planning Seminar,” designed for employees in their fifties to gain knowledge and information on the Re-employment System and the Retirement Mutual Aid Pension System and to consider life planning after retirement through discussions among participants. The NPA also held the “Re-employment Support Seminar” which provides lectures by employment agency, etc., and individual consultations to those who seek consultation.

The NPA operates the “Information Provision System for Re-employment outside Public Service” which provides information on a website (<http://johonet.jinji.go.jp>).

3. Status of Compulsory Retirement

The National Public Service Act stipulates the retirement age to be 60 as a general principle. In cases for those positions that do not conform to the retirement age of 60, the Act provides a range of 61 to 65 as an alternative retirement age.

For exceptional cases where it is recognized that the employee's retirement would have a significant adverse effect on the administration of public services, an Employment Extension System is provided to enable employees to continue to work.

In FY 2005, 5,098 employees retired upon reaching the compulsory retirement age. Of these, 2,843 were employees under the NPA pay scheme, 170 were employees under the Special Remuneration Law, and 2,085 were employees of the Specified Independent Administrative Institutions, etc.

In FY 2006, 36 employees were granted employment extensions. Of these, 12 employees at four Office and Ministries under the NPA pay scheme and 9 employees at two Specified Independent Administrative Institutions, etc., were newly subject to employment extension, while 7 employees (extension: 2, re-extension: 5) at three Office and Ministries under the NPA pay scheme and 8 employees (extension: 5, re-extension: 3) at two Specified Independent Administrative Institutions, etc., had their employment extended again.