

Chapter 14. Policy Evaluation

The Cabinet Office and each Ministry evaluates its policies based on the Government Policy Evaluations Act (GPEA) (2001 Law No. 86). The NPA is exempt from the application of the GPEA because it is a highly independent specialized agency. However, the NPA established the “NPA Basic Plan for Policy Evaluation” and carries out policy evaluations in accordance with the plan.

This basic plan requires the NPA to carry out policy evaluations using a 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 obtains opinions from the “Meeting on Policy Evaluation in the NPA” (Chair: Professor Shigeru Takahashi, Graduate School of Law, Hitotsubashi University), composed of intellectuals from various fields, and publicizes the implementation plan, evaluation results, etc., to ensure

objectivity of the evaluations and enhance the quality of the evaluations.

In FY 2006, the NPA validated the status of implementation of 28 major measures that were taken to achieve the four policy goals (subdivided into 12 goals) in major fields of activities, based on the “NPA Policy Evaluation Implementation Plan for FY 2005” established in April 2005, and evaluated the status of achievement of each policy goal based on the validation results. As a result, the NPA found that, although some measures require further efforts, the policy goals set for FY 2005 were largely achieved.

Furthermore, the NPA conducted comprehensive, in-detail evaluation of development of senior personnel and complaint handling from various angles as a comprehensive evaluation for FY 2004 and FY 2005. As a result, the NPA found problems in each issue and how they should be reflected in future policies.

Policy goals in personnel administration incorporated in the “NPA Policy Evaluation Implementation Plan for FY 2006” specified in March 2006 follow.

Policy Goals in Personnel Administration (FY 2006) (Summary)

Policy Goal 1: To achieve appropriate working conditions suited to socioeconomic circumstances

- 1-1 To make recommendations to the Diet and the Cabinet concerning the remuneration for the national public employees so that the remuneration will be suited to socioeconomic circumstances, to improve the system concerning the remuneration, and to ensure appropriate operation of the system, as compensatory measures for restrictions of employees’ basic labor rights
- 1-2 To implement steady reforms of the remuneration structure to ensure appropriate remuneration for duties, responsibilities, and work performance
- 1-3 To realize appropriate working hours, working environment, etc., and to promote employees’ health maintenance

Policy Goal 2: To secure, foster, and promote diverse and competent personnel

- 2-1 To secure diverse and competent personnel stably and continuously, and to utilize competent human resources in the private sector
- 2-2 To develop competent personnel who have a broad perspective and can respond to the demands of the times
- 2-3 To facilitate promotion of personnel based on ability and performance

Policy Goal 3: To promote personnel management based on ability and performance

3-1 To develop a personnel evaluation system to evaluate employees' ability and work performance appropriately (new personnel evaluation system)

3-2 To improve the appointment system and utilization of the system for personnel management based thorough on ability and performance

3-3 To improve the remuneration system and utilization of the system for personnel management based thorough on ability and performance

Policy Goal 4: To ensure and promote fair and transparent public employee management

4-1 To support life planning of public employees suitable for the aging society

4-2 To enforce rules regarding the re-employment in the private sector appropriately to ensure fairness of public services

4-3 To implement equity process and grievance procedures appropriately and smoothly

4-4 To promote understanding of public employees and personnel administration among citizens

4-5 To promote streamlining of personnel management operations utilizing IT

4-6 International cooperation to developing countries in the field of personnel administration

Policy Goal 5: To maintain ethics related to duties of public employees and to secure public trust

5-1 To establish systems to develop and maintain ethics of public employees

5-2 To promote understanding of public employee ethics among and to obtain opinions from citizens, private enterprises, etc.