

An Introduction to the NPA

The National Personnel Authority (NPA) is the 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 policies and measures in response to the situation in society in general aiming to ensure efficient public administrative operations that can be 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 current socio-economic situation;
- Secure and develop competent personnel;
- Advance personnel management that is based on ability and aptitude;
- Secure and promote fair personnel management for public employees;
- Ensure ethics related to the duties of employees, prevent violations of the Ethics Law and other laws, and ensure the trust of the public.

<Responsibilities>

In compliance with the NPSA, the Remuneration Act, etc., the NPA is responsible for matters related to recommendations on the improvement of working conditions and personnel administration, examinations, appointments and dismissals, remunerations, training, changes-in-status, disciplinary actions, complaint management, maintaining ethics in relation to duties, and so forth.

<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 then approved by His Imperial Majesty the Emperor. The appointment of significant NPA authorities must be approved at a Commissioners' Meeting. Commissioners' Meetings were held 66 times in FY2007.

The NPA Secretariat is the organization responsible for performing NPA duties. Overall supervision is carried out 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 679 at the end of FY2007.

The National Public Service Ethics Board, comprised of a chairman and four board members, was established for matters concerning the maintenance of ethics related to

employee duties. The Secretariat is established under the National Public Service Ethics Board to perform administrative and clerical functions. The fixed number of employees of the Secretariat was 12 as of the end of FY 2007.