

I. Summary and Numbers and Types of National Public Employees

	United States of America	United Kingdom	Germany	France	(Reference) Japan
General: Political systems	Federal system and presidential system Regime changes between two main political parties	United Kingdom, parliamentary system Regime changes between two main political parties	Federal system, parliamentary system (the President is symbolic) Regime changes based on two main political parties	Republic, administrative authority lies with the President and Prime Minister. Regime changes under a multi-party system	Parliamentary system
General: Origin of current public service system	Political appointment has been broadly carried out since foundation. In 1883, the Civil Service Act (Pendleton Act) was enacted and the professional public service system was established, which was based on merit and political neutrality.	A merit-based system for hiring formally qualified people was established, in response to the Northcote-Trevelyan report of 1854.	Bureaucracy developed under an absolute monarchy has been inherited under the democratic parliamentary system, which aids civilian control.	Bureaucracy under the Crown was dismantled by the French Revolution, and the professional civil service system was established in the 19 th century, whose characteristic is human resource development by education institutions for bureaucrats.	Public employees used to be "servants of the Emperor" and now are "servants of the whole community" under the Constitution of Japan. The National Public Service Act was enacted to establish a democratic public service system.
Numbers and types of national public employees	<u>2.64million persons</u> (as of Sep. 2005) Competitive Service 1.32million Appointed based on competitive examination (Classification system is applied) Excepted Service 1.31million Of this number, Postal Service 760,000 Senior employees in executive branch 8,000 of this number, Employees with Executive Schedule applied (EX) (Super director general to under secretary, and secretary) 500 ⇒ Political appointees Senior Executive Service employees (SES) 7,000 (Director to director general) ⇒ 10% are political appointees	<u>550,000persons</u> (as of Apr. 2005) The Civil Service serves the Crown	<u>300,000persons</u> (as of Jan.2006) Civil Servants (Beamte) 130,000 Service and loyalty under public law Involved in sovereignty, exercising public power, etc Employee in the public service (Tarifbeschäftigte) 170,000 Employment contract under private law	<u>1.99million persons</u> (as of Dec. 2003) Civil Service(Titulaires) 1.75million Appointed to permanent government position Civil Service (Non titulaires) and others 0.24 million Employees on probation, assistant employees and temporary employees, etc Note: Education 1.07 million, Police and prison 0.12 million	365,000 persons (the fixed number of personnel, as of end of 2007) National public employees in the regular service 365,000 National public employees subject to the Remuneration Law 300,00 Employees of Specified Independent Administrative Institution 65,000
(Reference) Number of public employees including non-national public employees (non-military personnel)	<p>Total about 21m Federal 2.64m State 5.07m County, city, etc. 13.28m (Total population: 290 million)</p>	<p>Local gov. 2.94m Of this number Teachers 1.45m Police 0.23m Central gov. 2.36m National Health Service 1.55m Civil Service 0.55m Public Corporations 0.34m Total: about 5.6m (Total population: 60 million)</p>	<p>State CS 1.27m (Of this number, teachers 1.10m) Employee: 0.85m Teachers (CS) 1.10m Municipalities CS 0.18m Employee 1.21m Federal CS 130,000 Employee 170,000 Indirect Public Service CS 0.11m Employee 0.55m Total: about 4.50m (Total population: 80 million)</p>	<p>Public hospital 0.97m National gov 1.99m Local gov. 1.52m Total 4.5m (Total population: 60 million)</p>	<p>National Public Employee in special service 302,000 National public Employee in regular service 365,000 Local public Employees 2,998,000 Total 3,665,000 (Total population: 128 million)</p> <p>* National public employees in special service includes 272,000 personnel in the Defense Agency</p>

Reference: Number of National Public Employees by Ministries

United States of America	United Kingdom	Germany	France
<p>President</p> <ul style="list-style-type: none"> Department of State 33,948 Department of the Treasury 107,950 Department of Defense 671,364 Department of Justice 105,458 Department of the Interior 75,973 Department of Agriculture 107,852 Department of Commerce 39,836 Department of Labor 15,383 Dep. of Health and Human Services 60,736 Dep. of Housing and Urban Development 9,941 Department of Transportation 55,559 Department of Energy 15,010 Department of Education 4,321 Department of Veterans Affairs 235,210 Department of Homeland Security 146,670 Independent Agency and Public Corporatio 949,181 <ul style="list-style-type: none"> Environmental Protection Agency 17,824 General Services Administration 12,769 National Aeronautics and Space Administration 18,752 Office of Personnel Management 4,939 Small Business Administration 4,343 Social Security Administratio 66,144 U.S. Postal Service 764,165 Others 60,245 <p>1,693</p> <p>Executive Office of President</p> <p>(as of September 2005)</p> <p>Note: Personnel administrative organs: Office of Personnel Management, Merit Systems Protection Board, Federal Labor Relations Authority and Office of Government Ethics</p>	<p>Office of the Deputy Prime Minister 4,430</p> <p>Cabinet Office <ul style="list-style-type: none"> Cabinet Secretariat 2,130 Central Office of Information 560 Security and Intelligence Services 4,910 </p> <p>Her Majesty's Treasury 1,160 <ul style="list-style-type: none"> HM Customs and Excise 24,350 Inland Revenue 85,540 Office of Government Commerce 650 </p> <p>Cabinet <ul style="list-style-type: none"> Department for Culture, Media and Sport 630 Ministry of Defence 92,990 Department for Education and Skills 4,750 Department for Environment, Food and Rural Affairs 9,950 Foreign and Commonwealth Office 6,000 Department of Health 3,600 Home Office 75,650 (Prison Service (agency) 47,160) Department for International Development 1,930 Law Officers' Departments 8,390 Department for Constitutional Affairs (Land Registry and Public Record Office (agency) 9,140) Department for Work and Pensions 129,460 Department of Trade and Industry 9,590 Department for Transport 17,610 Northern Ireland Office 170 Scotland Office 12,800 Wales Office 3,770 Others 26,240 <p>(as of April 1, 2005)</p> <p>Note: Personnel administrative organs; Cabinet office and Civil Service Commissioners</p> </p>	<p>Chancellor's Office 642</p> <p>Ministry of Foreign Affairs 4,034</p> <p>Ministry of the Interior 40,525</p> <p>Ministry of Justice 2,302</p> <p>Ministry of Finance 38,631</p> <p>Ministry of Economy and Technology 5,054</p> <p>Ministry of Food, Agriculture and Consumer Protection 1,619</p> <p>Ministry of Labour and Social Affairs 1,111</p> <p>Ministry of Defense 28,186</p> <p>Ministry of Health 908</p> <p>Ministry of Family Affairs, Senior Citizens, Women and Youth 689</p> <p>Ministry for Environment, Nature Conservation and Nuclear Safety 1,271</p> <p>Ministry of Economic Cooperation and Development 379</p> <p>Ministry of Transport, Building and Urban Affairs 7,904</p> <p>Ministry of Education and Research 544</p> <p>Others 2,126</p> <p>(as of 2006)</p> <p>Note: Personnel administrative organs; Federal Ministry of the Interior and Federal Personnel Committee</p>	<p>Office of the Prime Minister 1,534 <ul style="list-style-type: none"> DGAFP ENA </p> <p>Ministry of Foreign Affairs 9,797</p> <p>Ministry of Employment and Solidarity 4,130</p> <p>Ministry of Agriculture and Fisheries 32,485</p> <p>Ministry of Culture and Communications 12,101</p> <p>Ministry of Defende 43,446</p> <p>Ministry of Overseas France 1,532</p> <p>Ministry of Economy, Finance and Industry 183,427</p> <p>Ministry of National Education 1,012,059</p> <p>Ministry of Equipment 97,771</p> <p>Ministry of Interior 168,230</p> <p>Ministry of Justice 68,594</p> <p>State Council</p> <p>Aourt of Accounts</p> <p>(as of December 2004)</p> <p>Note: Personnel administrative organs; DGAFP</p>

II. Basic Labor Right of National Public Employee in Other Countries

		United States of America	United Kingdom	Germany	France	(Reference) Japan
Basic labor rights in the constitution (employees in private sector)		No provision regarding basic labor rights in the constitution.	No explicitly described constitution.	There is a provision to generally guarantee the right to organize.	There is a provision regarding a labor union.	The right to organize, negotiating right and right to engage in labor disputes are provided in the Article 28 of the constitution.
Basic labor rights of national public employees			Common framework for public and private employees	Civil servants Employee in the public service		
	Right to organize	Granted. However, not granted for military personnel, diplomats and FBI employees, etc.	Granted. However, not granted for military personnel.	Granted.	Granted. However, not granted for military personnel.	Granted. However, not granted for police, employees of the Self-Defense Forces, etc.
	Negotiating right	Granted. However, no right to conclude agreements regarding working conditions designated by law, such as wages. Note: Employees of the Postal Service have the right to conclude agreements.	Granted.	Civil service union involvement is legally guaranteed in the revision of civil servants related laws. No right to conclude agreements. Note: Results of Employee in the public service negotiation are generally reflected on civil servants matters as well.	Granted. However, no right to conclude agreements. Note: If a protocol is prepared as a result of negotiation, it is customary to follow that protocol.	Granted. However, no right to conclude agreements. Note: The right to conclude agreements is granted for employees of government enterprises, Specified Independent Administrative Institutions and Japan Post.
Right to engage in labor disputes	Not granted. Note: Violation including simple participation is subject to criminal penalty.	Although there is no explicit provision, a strike is generally not illegal. However, it is not admitted for military personnel, police, etc. by explicit provision.	In accordance with various principles of the traditional professional civil servants system, it is considered to be obviously prohibited.	Granted. However, not granted for police, prison employees, judicial officers, etc.	Granted. However, not granted for police, prison employees, judicial officers, etc.	Not granted.

【Reference 1】 Major Labor Unions

	United States of America	United Kingdom	Germany	France	(Reference) Japan
	Unions within the public service, cross-ministerial unions	Unions within the public service, cross-ministerial unions	Both unions within the public service, and cross-public and private sector trade unions. Cross-civil servant and non-civil servant unions, cross-ministerial unions.	Cross-public and private sector trade unions	Union within the public service, union by ministry and their federations
Major labor unions (number of members)	<p>American Federation of Government Employees (AFGE) About 220,000</p> <p>National Treasury Employees Union (NTEU) About 150,000</p> <p>National Association of Government Employees (NAGE) About 40,000</p> <p>(Postal Service employees)</p> <p>American Postal Workers Union (APWU) About 330,000</p> <p>National Association of Letter Carriers (NALC) About 210,000</p> <p>(Reference) National Center American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) About 8,400,000 Local government employees American Federation of State, County and Municipal Employees (AFSCME, AFL-CIO) About 1,400,000</p>	<p>Council of Civil Service Unions (CCSU)</p> <p>Public and Commercial Services Union (PCS) About 325,000</p> <p>PROSPECT (trade union for professionals) About 102,000</p> <p>Prison Officers Association (POA) About 35,000</p> <p>Northern Ireland Public Service Alliance (NISPA) About 44,000</p> <p>FDA (trade union for senior managers and professionals in public service) About 16,000</p> <p>(Reference) National Center Trades Union Congress (TUC) About 6,800,000 Local government employees UNISON (public service trade union) About 1,310,000</p>	<p>The German Civil Service Association and wage union(DBB) About 1,280,000 (Civil servants: about 920,000, Employee in the public service: about 360,000)</p> <p>Ver.di (Uniformed service industry labor union) About 2,460,000</p> <p>Christian Trade Union Federation of Germany (CGB) About 310,000</p> <p>Note: Including local government employees</p> <p>(Reference) National Center Confederation of German Trade Unions (DGB) About 6,780,000</p>	<p>French Democratic Confederation of Labor(CFDT)</p> <p>French Confederation of Christian Workers(CFTC)</p> <p>General Confederation of Executives (CGC)</p> <p>Confederation Generale du Travail(CGT)</p> <p>General Confederation of Labor - Workers' Force(FO)</p> <p>United Union Federation(FSU)</p> <p>National Federation of Independent Unions(UNSA)</p> <p>Note: Including local government employees</p>	<p>(Federation)</p> <p>Alliance of Public Services Workers Unions About 1,660,000</p> <p>Liaison of Public Workers' Unions About 430,000</p> <p>Note: Including local government employees</p> <p>(Reference) Japanese Trade Union Confederation About 6,560,000 National Confederation of Trade Unions About 730,000</p>
Collective bargaining practices	<ul style="list-style-type: none"> • Negotiation with each ministry. (Conditions designated by law such as wages are not negotiable) 	<p>General employees</p> <ul style="list-style-type: none"> • Negotiation with each ministry. • Representatives from all related unions participate in negotiations. <p>Senior civil service</p> <p>Negotiation with each ministry, regarding working conditions other than remuneration.</p>	<p>Employee in the public service</p> <ul style="list-style-type: none"> • Collective negotiations with federal, state and municipal organizations. 	<ul style="list-style-type: none"> • Minister in charge of the civil service and representatives from the above seven unions collectively discuss mainly wages. 	<ul style="list-style-type: none"> • Each ministry negotiates with a single union. • The National Personnel Authority conducts interviews with federations, etc.

III. Employment of National Public Employees in Other Countries

	United States of America	United Kingdom	Germany	France
1. Appointment and promotion	<p>In principle, an open competitive examination system for vacancy. Inviting applications from both the public service and non-public service.</p> <p>Promotion is based on applications for upper vacant positions.</p>	<p>In principle, open recruitment by ministries and agencies.</p> <p>Promotion is based on applications for upper vacant positions.</p>	<p>Each ministry conducts a competitive examination depending on the vacancy. Passing the career examination, etc. is required as qualification for life-time civil service.</p> <p>Promotion is based on applications for upper vacant positions in the same career. @Promotion accompanying change to the upper career requires a certain qualification given by a career examination, etc.</p>	<p>Competitive examination by corps (group of personnel) * Internal examination (including non-civil service) and external examination</p> <p>Promotion is based on selection within the same corp.</p>
2. Appointment and promotion of prospective senior officials	<p>Presidential Management Fellows Program</p> <ul style="list-style-type: none"> ○ Applicants with a master or doctorate degree who are nominated by the dean, chairperson, etc. of the graduate school. ○ About 400 personnel are appointed through an open competitive examination. ○ Promotion to assistant director level positions after two years of service and training at the relevant ministry. And then, promoted by competition. <p>(Positions of director general or higher adopt political appointments)</p>	<p>The Fast Stream</p> <ul style="list-style-type: none"> ○ Personnel with good academic records at university ○ About 500 personnel are appointed through an open competitive examination ○ Promotion to the grade just below the senior civil service after four to five years of employment And then, promoted by competition <p>(Positions up to Permanent Secretaries are filled by career civil servants)</p>	<p>Executive service career examination</p> <ul style="list-style-type: none"> ○ Personnel with a bachelor's degree (at least three years of education) who have worked on a preparatory basis in the civil service for at least two years * For those with a bachelor's degree who majored in law, the 2nd stage of the national bar examination (which is held by state) after preparatory work (legal training) is considered to correspond to the Executive service career examination ○ Appointment to assistant director level positions after three years of probation at the relevant ministry And then, promoted by competition <p>(Positions up to administrative vice minister are in the professional civil service)</p>	<p>National School of Administration (ENA) examination</p> <ul style="list-style-type: none"> ○ Personnel who have completed a course of study at an institution of higher education such as universities (under 28 years old) In addition, there are internal examinations for incumbent public employees, and a third type of examination for personnel with working experience in the private sector or local assemblies. ○ About 100 every year ○ Training for two years and three months as an ENA student (public employee) (including lectures and working in local areas or foreign countries) At graduation, personnel choose corps in order of merit, and are assigned to the related ministry (assistant director level) Promotion to director level in several years in general, and to deputy director general level in 10-15 years (Most personnel above director general level are also from ENA)
3. Political appointment	<ul style="list-style-type: none"> ○ Personnel who transfer in accordance with change of administration ~ To promote major policy issues of the President by influencing bureaucracy ○ (1) Director general or higher in ministries (confirmed by the Senate), (2) Assistant to the President, etc., (3) 10% of Senior Executive Service (deputy director general and director level), (4) secretaries and drivers About 3,000 in total ○ Main sources are; the public service, private companies, law firms, educational and research institutions, etc. 	<ul style="list-style-type: none"> ○ About 100 of the ruling members of Parliament have posts in the government, including Ministers of State and Parliamentary Under Secretaries, as well as Ministers ○ A minister can appoint up to two special advisors (In addition, about 25 special advisors work at the Prime Minister's Office) ~ Special advisors support a minister in political issues. In principle, they do not direct career civil servants ○ Career civil servants rarely become special advisors 	<ul style="list-style-type: none"> ○ About 400 personnel including administrative vice ministers of ministries and director generals are referred to as being in the "political civil service" ○ Those in the "political civil service" are also appointed based on a merit system, but it can be temporarily retired 	<ul style="list-style-type: none"> ○ High-ranking positions (about 600 including director generals of ministries, ambassadors, and intendants) and staff of the Cabinet Ministers (about 700) ○ Almost all of the high-ranking positions and 70-80% of staff of the Cabinet Ministers are professional public employees (graduated from ENA) ○ Although many are transferred in accordance with changes in administration, positions in the civil service are guaranteed to professional public employees

IV. Evaluation, Guarantee of Status and Retirement Related Issues of National Public Employees in Other Countries

	United States of America	United Kingdom	Germany	France
1. Evaluation system	<ul style="list-style-type: none"> ○ Assessment of work objectives <ul style="list-style-type: none"> ▪ Conducted annually in principle ▪ Evaluation result is signed by the related personnel member at an interview. ▪ Evaluation result is reflected on assignments, promotion and bonuses. 	<ul style="list-style-type: none"> ○ Assessment of work objectives <ul style="list-style-type: none"> ▪ Conducted annually ▪ The employee and evaluator have interviews regarding setting objectives and achievement level. ▪ The evaluation result is used to identify employees with poor work performance, and id reflected on salary increases and bonuses. 	<ul style="list-style-type: none"> ○ Aptitude, ability and performance are evaluated. <ul style="list-style-type: none"> ▪ Conducted at least every five years ▪ Evaluation result is reflected on promotions, salary increase and bonuses. 	<ul style="list-style-type: none"> ○ Functional skills are evaluated. <ul style="list-style-type: none"> ▪ Conducted every year or every two years ▪ Evaluation result is notified to the employee and personnel management council of the corps to which the employee belongs. ▪ Evaluation result is reflected on salary increases and promotions.
2. Guarantee of status	<ul style="list-style-type: none"> ○ Dismissal is limited to specific reasons such as poor work performance. ○ Explanation opportunity is given before adverse actions, and an appeal to the Merit Systems Protection Board is possible. 	<ul style="list-style-type: none"> ○ Dismissal is limited to specific reasons, such as inefficiency or ill health. ○ Explanation opportunity is given before dismissal, and appeal to the Civil Service Appeal Board is possible. 	<ul style="list-style-type: none"> ○ Dismissal from the civil service is limited to specific reasons such as non-duty status due to physical or mental disorders. ○ Explanation opportunity is given before dismissal, and administrative protest to the relevant ministry is possible. 	<ul style="list-style-type: none"> ○ Dismissal is limited to specific reasons including poor functional skills or walkouts. ○ Explanation opportunity is given before dismissal, and administrative protest to the litigation committee of the supreme civil service system council is possible.
3. Retirement related issues				
a. Retirement age	<p>No retirement age 【Exception】 Air Traffic Controller: 56 years old Diplomat: 65 years old, etc.</p>	<ul style="list-style-type: none"> ○ Senior civil service (director level or higher): 60 (may be extended) ○ General civil service: Each ministry and agency decide the retirement age (staff retired beyond 60 must meet the normal standards of health and efficiency) 	<p>65 years old 【Exception:】 Police officer: 60, Air Traffic Controller: 55</p>	<p>65 years old 【Exception:】 55-60 for employees in corps with duties entailing risks</p>
b. Regulations on employment in the private sector after retirement	<ul style="list-style-type: none"> ○ No general regulations to restrict employment after retirement. <ul style="list-style-type: none"> * There is a regulation that an employee in charge of procurement must decline job offers from bidding companies. ○ There is a regulation that retired employees cannot contact certain national organizations. 	<ul style="list-style-type: none"> ○ The following personnel must obtain government approval before taking up employment within two years after leaving the civil service; <ul style="list-style-type: none"> - Senior officials around at the rank of deputy director generals or higher - Employees who had access to commercially sensitive information of competitors of their prospective employer in the course of their official duties - Employees who have had any official dealings with their prospective employer during the last two years of the civil service, etc. ○ In principle, Permanent secretaries are subject to a minimum waiting period of three months after leaving the civil service. 	<ul style="list-style-type: none"> ○ Personnel must submit application to the ministry where he or she worked, for approval, when he or she is employed by a company within five years after leaving (three years in the case of retirement at the age limit), and the business of which is related to the five-year period of his or her service before leaving. <ul style="list-style-type: none"> * Employment is not admitted in the case there may be a conflict of interests of the ministry. 	<ul style="list-style-type: none"> ○ If a retired employee is employed by a company (including public enterprises) within five years after leaving the service, the ministry where he or she worked reviews the examination result by an independent “ethic examination board,” and provides a decision. <ul style="list-style-type: none"> * Employment in a company where a retired person conducted supervision or had a contract is not allowed, for five years after the relevant work is completed.
c. Pension system	<ul style="list-style-type: none"> ○ Civil Service Retirement System (for personnel employed in or before 1983) <ul style="list-style-type: none"> ▪ Pensionable age: <ul style="list-style-type: none"> 55 (over 30 years of service period) 60 (over 20 years of service period) 62 (over 5 years of service period) ▪ Pension amount <ul style="list-style-type: none"> 72.25% of the average pay of the three consecutive highest years (in the case of a service period of 38 years) 	<ul style="list-style-type: none"> ○ National Insurance and pension for the civil service <ul style="list-style-type: none"> ▪ Pensionable age <ul style="list-style-type: none"> National Insurance: <ul style="list-style-type: none"> 65 for men 60 for women (65 from 2020) Pension for the civil service: 60 ▪ Pension amount <ul style="list-style-type: none"> National Insurance: <ul style="list-style-type: none"> 134.75 pounds per week for a couple Pension for the civil service: <ul style="list-style-type: none"> 47.5% of the salary at the time of retirement in annuity, and amount equal to three years of annuities in lump sum (in the case of a service period of 38 years) 	<ul style="list-style-type: none"> ○ Pension system <ul style="list-style-type: none"> ▪ Pensionable age: <ul style="list-style-type: none"> 65 in principle (payment is reduced for personnel who retired before the age limit or after 63) ▪ Pension amount: <ul style="list-style-type: none"> 71.5% of salary at three years before retirement (in the case of a service period of 40 years) In addition, 2.085% of the annual pension is paid annually, as an annual special payment. 	<ul style="list-style-type: none"> ○ Public employee pension system <ul style="list-style-type: none"> ▪ Pensionable age: 60 ▪ Pension amount: 75% of annual salary of six months before retirement (in case of a service period of 40 years)

V. Salaries of National Public Employees in Other Countries

United States of America	United Kingdom	Germany	France																																																																																																																																																																																																																																																																																																																																																																																																																																																						
<p>There are types of salary schedules; the General Schedule for general employees, the schedule for Senior Executive Service and the Executive Schedule for senior officials.</p> <p><u>General Schedule</u> (for director or lower positions) (GS) Washington-Baltimore area (as of January 2006, annual amount, in US dollars)</p> <table border="1"> <thead> <tr> <th rowspan="2">Grade</th> <th colspan="7">Pay step</th> </tr> <tr> <th>1</th> <th>2</th> <th>3</th> <th>...</th> <th>8</th> <th>9</th> <th>10</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>19,214</td> <td>19,855</td> <td>20,494</td> <td>...</td> <td>23,412</td> <td>23,438</td> <td>24,029</td> </tr> <tr> <td>2</td> <td>21,602</td> <td>22,116</td> <td>22,831</td> <td>...</td> <td>25,789</td> <td>26,486</td> <td>27,182</td> </tr> <tr> <td>3</td> <td>23,571</td> <td>24,357</td> <td>25,143</td> <td>...</td> <td>29,073</td> <td>29,859</td> <td>30,645</td> </tr> <tr> <td>~</td> <td>~</td> <td>~</td> <td>~</td> <td>...</td> <td>~</td> <td>~</td> <td>~</td> </tr> <tr> <td>~</td> <td>~</td> <td>~</td> <td>~</td> <td>...</td> <td>~</td> <td>~</td> <td>~</td> </tr> <tr> <td>13</td> <td>77,353</td> <td>79,931</td> <td>82,509</td> <td>...</td> <td>95,398</td> <td>97,976</td> <td>100,554</td> </tr> <tr> <td>14</td> <td>91,407</td> <td>94,454</td> <td>97,500</td> <td>...</td> <td>112,734</td> <td>115,781</td> <td>118,828</td> </tr> <tr> <td>15</td> <td>107,521</td> <td>111,104</td> <td>114,688</td> <td>...</td> <td>132,607</td> <td>136,191</td> <td>139,774</td> </tr> </tbody> </table> <p>* Amount shown is a sum of base pay and regional balance pay.</p> <p>Step-increase periods are; each 52 weeks in steps 1-3, each 104 weeks in steps 4-6, and each 156 weeks after that (for those who have excellent work performance, the period may be shorter).</p> <p>Grade is raised, at the time of promotion to an upper post.</p> <p>Locality-based comparability payments of a certain proportion (12.52% to 28.68%) of the basic pay is paid by region.</p> <p><u>Senior Executive Service</u> (for directors and director generals) (SES) (as of January 2006, annual amount)</p> <table border="1"> <thead> <tr> <th>Maximum</th> <td>\$165,200</td> </tr> <tr> <th>Minimum</th> <td>\$109,808</td> </tr> </thead> </table> <p>Salary for each personnel is determined between a maximum and minimum amount.</p> <p><u>Executive Schedule</u> (for director generals of large bureaus, and under-secretaries) (EX) (as of January 2006, annual amount, in US dollars)</p> <table border="1"> <thead> <tr> <th>Level</th> <th>I</th> <th>II</th> <th>III</th> <th>IV</th> <th>V</th> </tr> </thead> <tbody> <tr> <td>Amount</td> <td>183,500</td> <td>165,200</td> <td>152,000</td> <td>143,000</td> <td>133,900</td> </tr> <tr> <td>Example of positions</td> <td>Secretary</td> <td>Deputy secretary</td> <td>Under-secretary</td> <td>Deputy secretary of an affiliated agency</td> <td>Director general of a large bureau</td> </tr> </tbody> </table>	Grade	Pay step							1	2	3	...	8	9	10	1	19,214	19,855	20,494	...	23,412	23,438	24,029	2	21,602	22,116	22,831	...	25,789	26,486	27,182	3	23,571	24,357	25,143	...	29,073	29,859	30,645	~	~	~	~	...	~	~	~	~	~	~	~	...	~	~	~	13	77,353	79,931	82,509	...	95,398	97,976	100,554	14	91,407	94,454	97,500	...	112,734	115,781	118,828	15	107,521	111,104	114,688	...	132,607	136,191	139,774	Maximum	\$165,200	Minimum	\$109,808	Level	I	II	III	IV	V	Amount	183,500	165,200	152,000	143,000	133,900	Example of positions	Secretary	Deputy secretary	Under-secretary	Deputy secretary of an affiliated agency	Director general of a large bureau	<p>Salary schedule (pay step system or salary band system) is determined by each ministry or agency based on labor bargaining for general employees.</p> <p>Unified salary schedule is applied to all members of the Senior Civil Service.</p> <p><u>General employees</u> Example of the Department of Trade and Industry (as of August 2004, annual amount, in pounds)</p> <table border="1"> <thead> <tr> <th>Salary band</th> <th>Minimum</th> <th>Maximum</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>12,200</td> <td>14,950</td> </tr> <tr> <td>3</td> <td>13,840</td> <td>16,810</td> </tr> <tr> <td>4</td> <td>14,980</td> <td>18,170</td> </tr> <tr> <td>5</td> <td>15,860</td> <td>21,130</td> </tr> <tr> <td>6</td> <td>17,180</td> <td>22,790</td> </tr> <tr> <td>7</td> <td>19,650</td> <td>26,310</td> </tr> <tr> <td>8</td> <td>21,100</td> <td>28,300</td> </tr> <tr> <td>9</td> <td>26,220</td> <td>35,880</td> </tr> <tr> <td>10</td> <td>36,720</td> <td>50,360</td> </tr> <tr> <td>11</td> <td>43,750</td> <td>61,750</td> </tr> </tbody> </table> <p>Upper salary bands are applied when the employees get promoted to upper posts.</p> <p><u>Senior Civil Service</u> (directors or higher) (SCS) (as of April 2005, annual amount, in pounds)</p> <table border="1"> <thead> <tr> <th>Salary band</th> <th>Minimum</th> <th>Maximum</th> <th>Example of positions</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>54,788</td> <td>115,616</td> <td>*</td> </tr> <tr> <td>1 A</td> <td>63,555</td> <td>126,627</td> <td>**</td> </tr> <tr> <td>2</td> <td>75,607</td> <td>159,659</td> <td>**</td> </tr> <tr> <td>3</td> <td>93,139</td> <td>198,197</td> <td>***</td> </tr> <tr> <td>Permanent secretaries</td> <td>130,350</td> <td>264,250</td> <td></td> </tr> </tbody> </table> <p>* Director ** Deputy director general *** Director general</p> <p>Salary for each personnel is determined between the maximum and minimum amount of the relevant band.</p>	Salary band	Minimum	Maximum	2	12,200	14,950	3	13,840	16,810	4	14,980	18,170	5	15,860	21,130	6	17,180	22,790	7	19,650	26,310	8	21,100	28,300	9	26,220	35,880	10	36,720	50,360	11	43,750	61,750	Salary band	Minimum	Maximum	Example of positions	1	54,788	115,616	*	1 A	63,555	126,627	**	2	75,607	159,659	**	3	93,139	198,197	***	Permanent secretaries	130,350	264,250		<p>There are 2 types of salary schedule; salary schedule A applied for general civil servants, and schedule B applied for positions of director of a ministry or higher.</p> <p><u>Schedule A</u> (for positions up to director of a ministry) (as of August 2004, monthly amount, in Euro)</p> <table border="1"> <thead> <tr> <th rowspan="2">Grade</th> <th colspan="12">Pay step</th> </tr> <tr> <th>1</th> <th>...</th> <th>4</th> <th>...</th> <th>7</th> <th>8</th> <th>...</th> <th>11</th> <th>12</th> <th>...</th> <th>...</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>1474.59</td> <td>...</td> <td>1581.42</td> <td>...</td> <td>1688.28</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3</td> <td>1536.09</td> <td>...</td> <td>1649.76</td> <td>...</td> <td>1763.47</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4</td> <td>1570.97</td> <td>...</td> <td>1704.83</td> <td>...</td> <td>1838.66</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>~</td> <td>~</td> <td>...</td> <td>~</td> <td>...</td> <td>~</td> <td>~</td> <td>...</td> <td>~</td> <td>...</td> <td>~</td> <td>...</td> <td>~</td> </tr> <tr> <td>9</td> <td>...</td> <td>...</td> <td>2051.52</td> <td>...</td> <td>2303.15</td> <td>2360.80</td> <td>...</td> <td>2533.80</td> <td>...</td> <td>...</td> <td>...</td> <td>...</td> </tr> <tr> <td>10</td> <td>...</td> <td>...</td> <td>2243.69</td> <td>...</td> <td>2566.10</td> <td>2637.74</td> <td>...</td> <td>2852.65</td> <td>...</td> <td>...</td> <td>...</td> <td>...</td> </tr> <tr> <td>11</td> <td>...</td> <td>...</td> <td>2490.05</td> <td>...</td> <td>2820.40</td> <td>2893.81</td> <td>...</td> <td>3114.05</td> <td>...</td> <td>3187.45</td> <td>...</td> <td>...</td> </tr> <tr> <td>~</td> <td>...</td> <td>...</td> <td>~</td> <td>...</td> <td>~</td> <td>~</td> <td>...</td> <td>~</td> <td>...</td> <td>~</td> <td>...</td> <td>~</td> </tr> <tr> <td>14</td> <td>...</td> <td>...</td> <td>3182.26</td> <td>...</td> <td>3733.76</td> <td>3856.31</td> <td>...</td> <td>4223.99</td> <td>...</td> <td>4346.55</td> <td>...</td> <td>...</td> </tr> <tr> <td>15</td> <td>...</td> <td>...</td> <td>...</td> <td>...</td> <td>4105.89</td> <td>4267.59</td> <td>...</td> <td>4752.68</td> <td>...</td> <td>4914.37</td> <td>...</td> <td>...</td> </tr> <tr> <td>16</td> <td>...</td> <td>...</td> <td>...</td> <td>...</td> <td>4545.34</td> <td>4732.36</td> <td>...</td> <td>5293.38</td> <td>...</td> <td>5480.39</td> <td>...</td> <td>...</td> </tr> </tbody> </table> <p>Promotion periods: 2 years for promotion to the 5th grade, 3 years for promotion to the 9th grade, and 4 years after that (promotion period may be shorter or longer, depending on the work performance).</p> <p>Employee's grade is raised, at the time of promotion to upper post.</p> <p>For employees with excellent work performance, performance bonuses (lump sum) or performance allowances (paid for certain period up to 1 year) are paid.</p> <p><u>Salary schedule B</u> (for directors of a ministry or higher positions) (as of August 2004, monthly amount, in Euro)</p> <table border="1"> <thead> <tr> <th>Grade</th> <th>Amount</th> <th>Example of positions</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>4914.37</td> <td></td> </tr> <tr> <td>2</td> <td>5716.99</td> <td></td> </tr> <tr> <td>3</td> <td>6056.77</td> <td>• Director</td> </tr> <tr> <td>4</td> <td>6412.65</td> <td></td> </tr> <tr> <td>5</td> <td>6820.95</td> <td></td> </tr> <tr> <td>6</td> <td>7206.51</td> <td>• Director general of a department</td> </tr> <tr> <td>7</td> <td>7581.57</td> <td></td> </tr> <tr> <td>8</td> <td>7972.48</td> <td></td> </tr> <tr> <td>9</td> <td>8457.84</td> <td>• Director general of a bureau</td> </tr> <tr> <td>10</td> <td>9965.09</td> <td></td> </tr> <tr> <td>11</td> <td>10353.56</td> <td>• State Secretary</td> </tr> </tbody> </table>	Grade	Pay step												1	...	4	...	7	8	...	11	12	2	1474.59	...	1581.42	...	1688.28								3	1536.09	...	1649.76	...	1763.47								4	1570.97	...	1704.83	...	1838.66								~	~	...	~	...	~	~	...	~	...	~	...	~	9	2051.52	...	2303.15	2360.80	...	2533.80	10	2243.69	...	2566.10	2637.74	...	2852.65	11	2490.05	...	2820.40	2893.81	...	3114.05	...	3187.45	~	~	...	~	~	...	~	...	~	...	~	14	3182.26	...	3733.76	3856.31	...	4223.99	...	4346.55	15	4105.89	4267.59	...	4752.68	...	4914.37	16	4545.34	4732.36	...	5293.38	...	5480.39	Grade	Amount	Example of positions	1	4914.37		2	5716.99		3	6056.77	• Director	4	6412.65		5	6820.95		6	7206.51	• Director general of a department	7	7581.57		8	7972.48		9	8457.84	• Director general of a bureau	10	9965.09		11	10353.56	• State Secretary	<p>Pay salary is defined for each corps, depending on grade, level of position and pay step.</p> <p><u>Example of a high administrative officer</u> (as of July 2006, annual amount, in Euro)</p> <table border="1"> <thead> <tr> <th>Grade</th> <th>Pay step</th> <th>Amount (estimated)</th> </tr> </thead> <tbody> <tr> <td rowspan="9">High administrative officer</td> <td>1</td> <td>24,345</td> </tr> <tr> <td>2</td> <td>26,720</td> </tr> <tr> <td>3</td> <td>29,419</td> </tr> <tr> <td>4</td> <td>31,362</td> </tr> <tr> <td>5</td> <td>33,359</td> </tr> <tr> <td>6</td> <td>35,465</td> </tr> <tr> <td>7</td> <td>37,516</td> </tr> <tr> <td>8</td> <td>39,567</td> </tr> <tr> <td>9</td> <td>42,212</td> </tr> <tr> <td rowspan="4">Senior administrative officer</td> <td>1</td> <td>35,465</td> </tr> <tr> <td>2</td> <td>37,516</td> </tr> <tr> <td>~</td> <td>~</td> </tr> <tr> <td>6</td> <td>51,928</td> </tr> <tr> <td></td> <td>7</td> <td>57,056</td> </tr> </tbody> </table> <p>Promotion period is defined for the pay step of each corps. Promotion period may be shorter, depending on work performance.</p> <p>Employee's grade or level of position is raised, based on selection within the corps.</p> <p><u>Special salary schedule</u> (for high-ranking positions such as deputy director general or higher) (as of January 2004, annual amount, in Euro)</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">Pay step</th> <th rowspan="2">Example of positions</th> </tr> <tr> <th>1</th> <th>2</th> <th>3</th> </tr> </thead> <tbody> <tr> <td>A</td> <td>46425.10</td> <td>48271.56</td> <td>50751.08</td> <td rowspan="3">• Deputy director general</td> </tr> <tr> <td>B</td> <td>50751.08</td> <td>52914.07</td> <td>55762.88</td> </tr> <tr> <td>B2</td> <td>55762.88</td> <td>57240.04</td> <td>58769.96</td> </tr> <tr> <td>C</td> <td>58769.96</td> <td>60036.10</td> <td>61355.00</td> <td rowspan="4">• Director general of State Council</td> </tr> <tr> <td>D</td> <td>61355.00</td> <td>64151.05</td> <td>66947.11</td> </tr> <tr> <td>E</td> <td>66947.11</td> <td>69584.90</td> <td></td> </tr> <tr> <td>F</td> <td>72169.93</td> <td></td> <td></td> </tr> <tr> <td>G</td> <td>79133.70</td> <td></td> <td></td> <td>• Vice president of State Council</td> </tr> </tbody> </table>	Grade	Pay step	Amount (estimated)	High administrative officer	1	24,345	2	26,720	3	29,419	4	31,362	5	33,359	6	35,465	7	37,516	8	39,567	9	42,212	Senior administrative officer	1	35,465	2	37,516	~	~	6	51,928		7	57,056		Pay step			Example of positions	1	2	3	A	46425.10	48271.56	50751.08	• Deputy director general	B	50751.08	52914.07	55762.88	B2	55762.88	57240.04	58769.96	C	58769.96	60036.10	61355.00	• Director general of State Council	D	61355.00	64151.05	66947.11	E	66947.11	69584.90		F	72169.93			G	79133.70			• Vice president of State Council
Grade		Pay step																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	1	2	3	...	8	9	10																																																																																																																																																																																																																																																																																																																																																																																																																																																		
1	19,214	19,855	20,494	...	23,412	23,438	24,029																																																																																																																																																																																																																																																																																																																																																																																																																																																		
2	21,602	22,116	22,831	...	25,789	26,486	27,182																																																																																																																																																																																																																																																																																																																																																																																																																																																		
3	23,571	24,357	25,143	...	29,073	29,859	30,645																																																																																																																																																																																																																																																																																																																																																																																																																																																		
~	~	~	~	...	~	~	~																																																																																																																																																																																																																																																																																																																																																																																																																																																		
~	~	~	~	...	~	~	~																																																																																																																																																																																																																																																																																																																																																																																																																																																		
13	77,353	79,931	82,509	...	95,398	97,976	100,554																																																																																																																																																																																																																																																																																																																																																																																																																																																		
14	91,407	94,454	97,500	...	112,734	115,781	118,828																																																																																																																																																																																																																																																																																																																																																																																																																																																		
15	107,521	111,104	114,688	...	132,607	136,191	139,774																																																																																																																																																																																																																																																																																																																																																																																																																																																		
Maximum	\$165,200																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Minimum	\$109,808																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Level	I	II	III	IV	V																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Amount	183,500	165,200	152,000	143,000	133,900																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Example of positions	Secretary	Deputy secretary	Under-secretary	Deputy secretary of an affiliated agency	Director general of a large bureau																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Salary band	Minimum	Maximum																																																																																																																																																																																																																																																																																																																																																																																																																																																							
2	12,200	14,950																																																																																																																																																																																																																																																																																																																																																																																																																																																							
3	13,840	16,810																																																																																																																																																																																																																																																																																																																																																																																																																																																							
4	14,980	18,170																																																																																																																																																																																																																																																																																																																																																																																																																																																							
5	15,860	21,130																																																																																																																																																																																																																																																																																																																																																																																																																																																							
6	17,180	22,790																																																																																																																																																																																																																																																																																																																																																																																																																																																							
7	19,650	26,310																																																																																																																																																																																																																																																																																																																																																																																																																																																							
8	21,100	28,300																																																																																																																																																																																																																																																																																																																																																																																																																																																							
9	26,220	35,880																																																																																																																																																																																																																																																																																																																																																																																																																																																							
10	36,720	50,360																																																																																																																																																																																																																																																																																																																																																																																																																																																							
11	43,750	61,750																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Salary band	Minimum	Maximum	Example of positions																																																																																																																																																																																																																																																																																																																																																																																																																																																						
1	54,788	115,616	*																																																																																																																																																																																																																																																																																																																																																																																																																																																						
1 A	63,555	126,627	**																																																																																																																																																																																																																																																																																																																																																																																																																																																						
2	75,607	159,659	**																																																																																																																																																																																																																																																																																																																																																																																																																																																						
3	93,139	198,197	***																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Permanent secretaries	130,350	264,250																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Grade	Pay step																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	1	...	4	...	7	8	...	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	1474.59	...	1581.42	...	1688.28																																																																																																																																																																																																																																																																																																																																																																																																																																																				
3	1536.09	...	1649.76	...	1763.47																																																																																																																																																																																																																																																																																																																																																																																																																																																				
4	1570.97	...	1704.83	...	1838.66																																																																																																																																																																																																																																																																																																																																																																																																																																																				
~	~	...	~	...	~	~	...	~	...	~	...	~																																																																																																																																																																																																																																																																																																																																																																																																																																													
9	2051.52	...	2303.15	2360.80	...	2533.80																																																																																																																																																																																																																																																																																																																																																																																																																																													
10	2243.69	...	2566.10	2637.74	...	2852.65																																																																																																																																																																																																																																																																																																																																																																																																																																													
11	2490.05	...	2820.40	2893.81	...	3114.05	...	3187.45																																																																																																																																																																																																																																																																																																																																																																																																																																													
~	~	...	~	~	...	~	...	~	...	~																																																																																																																																																																																																																																																																																																																																																																																																																																													
14	3182.26	...	3733.76	3856.31	...	4223.99	...	4346.55																																																																																																																																																																																																																																																																																																																																																																																																																																													
15	4105.89	4267.59	...	4752.68	...	4914.37																																																																																																																																																																																																																																																																																																																																																																																																																																													
16	4545.34	4732.36	...	5293.38	...	5480.39																																																																																																																																																																																																																																																																																																																																																																																																																																													
Grade	Amount	Example of positions																																																																																																																																																																																																																																																																																																																																																																																																																																																							
1	4914.37																																																																																																																																																																																																																																																																																																																																																																																																																																																								
2	5716.99																																																																																																																																																																																																																																																																																																																																																																																																																																																								
3	6056.77	• Director																																																																																																																																																																																																																																																																																																																																																																																																																																																							
4	6412.65																																																																																																																																																																																																																																																																																																																																																																																																																																																								
5	6820.95																																																																																																																																																																																																																																																																																																																																																																																																																																																								
6	7206.51	• Director general of a department																																																																																																																																																																																																																																																																																																																																																																																																																																																							
7	7581.57																																																																																																																																																																																																																																																																																																																																																																																																																																																								
8	7972.48																																																																																																																																																																																																																																																																																																																																																																																																																																																								
9	8457.84	• Director general of a bureau																																																																																																																																																																																																																																																																																																																																																																																																																																																							
10	9965.09																																																																																																																																																																																																																																																																																																																																																																																																																																																								
11	10353.56	• State Secretary																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Grade	Pay step	Amount (estimated)																																																																																																																																																																																																																																																																																																																																																																																																																																																							
High administrative officer	1	24,345																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	2	26,720																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	3	29,419																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	4	31,362																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	5	33,359																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	6	35,465																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	7	37,516																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	8	39,567																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	9	42,212																																																																																																																																																																																																																																																																																																																																																																																																																																																							
Senior administrative officer	1	35,465																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	2	37,516																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	~	~																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	6	51,928																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	7	57,056																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	Pay step			Example of positions																																																																																																																																																																																																																																																																																																																																																																																																																																																					
	1	2	3																																																																																																																																																																																																																																																																																																																																																																																																																																																						
A	46425.10	48271.56	50751.08	• Deputy director general																																																																																																																																																																																																																																																																																																																																																																																																																																																					
B	50751.08	52914.07	55762.88																																																																																																																																																																																																																																																																																																																																																																																																																																																						
B2	55762.88	57240.04	58769.96																																																																																																																																																																																																																																																																																																																																																																																																																																																						
C	58769.96	60036.10	61355.00	• Director general of State Council																																																																																																																																																																																																																																																																																																																																																																																																																																																					
D	61355.00	64151.05	66947.11																																																																																																																																																																																																																																																																																																																																																																																																																																																						
E	66947.11	69584.90																																																																																																																																																																																																																																																																																																																																																																																																																																																							
F	72169.93																																																																																																																																																																																																																																																																																																																																																																																																																																																								
G	79133.70			• Vice president of State Council																																																																																																																																																																																																																																																																																																																																																																																																																																																					

Reference: Remuneration Revision Principle

United States of America	United Kingdom	Germany	France
<ul style="list-style-type: none"> Remuneration revision principle is provided in detail in the US Code. Right to conclude agreement is not granted in legally designated items such as salary. 	<ul style="list-style-type: none"> Salary revision of general employees (outside the Senior Civil Service: SCS) is determined based on negotiation between the related ministry or agency and the employees' organization. Salary revision of SCS is determined based on the recommendations of the Senior Salaries Review Body. 	<ul style="list-style-type: none"> Right to conclude agreement is not granted to the civil servants, and generally, salaries of civil servants are determined in consideration of the settlement of the agreement of employee in public service. Salaries of employee in the public service are determined based on the collective bargaining of federal, state and municipal organizations at the central authority. 	<ul style="list-style-type: none"> Salary is determined based on negotiation between major unions and the relevant minister.
<p>< General employees (General Schedule is applied) ></p> <p>Basic pay Locality-based comparability payment</p> <pre> graph TD A[Result of survey of the Employment Cost Index (ECI)] --> B[Federal Salary Council (appointed by the President) recommendation ----- 3 experts in labor and salaries 6 representatives from employee organizations] C[Survey of non-federal employee salaries] --> B B --> D[President's Pay Agent Director of Office of Personnel Management Secretary of Labor, Director of Office of Management and Budget] D --> E[Draft revision is submitted to the President (Change in area classification, percentage of change in locality payments)] E --> F[Alternative proposal is prepared by the President (If it is considered inappropriate due to national emergency or serious economic conditions)] E --> G[Transmit to the congress] F --> G G --> H[Establishment of the Appropriations Act (providing percentage of change in salary)] H --> I[Updated through revision of relevant legislation] </pre> <p>< Executive Schedule and Senior Executive Service > Revision of the Executive schedule and rates of pay for Senior Executive Service are according to General Schedule.</p>	<p>< General employees ></p> <pre> graph TD A[Collective bargaining between the head of the related ministry or agency and union] --> B[Agreement Collective arrangements concluded] A --> C[Unsuccessful Arbitration Civil Service Arbitration Tribunal] B --> D[Salary updated] C --> D </pre> <p>< Senior civil service ></p> <pre> graph TD A[Review Body on Senior Salaries ----- 10 members including private corporate managers, lawyers and scholars, etc.] --> B[Prime Minister] C[Unions] -- Evidence --> A B --> D[Salary updated through revision of provisions] </pre>	<p>< Civil servants ></p> <pre> graph TD A[Settlement of employee in the public service bargaining] --> B[Government] B --> C[Hearing from civil servants' unions] C --> D[Amendment bill of civil servants' Remuneration Act] D --> E[Diet] E --> F[Salary updated] E -.-> G[When opinions of unions are not incorporated, the reason must be described in the bill] </pre> <p>< Employee in the public service ></p> <pre> graph TD A[Salary increase demand] --> B[Collective bargaining] B --> C[Arbitration board] C --> D[Agreement concluded] D --> E[Salary updated] </pre> <p>Note: A state representative cannot participate in the existing new public service labor agreement; thus, only federal and municipality representatives conclude the agreement. Subsequently, state representatives conclude a "state public service labor agreement."</p>	<pre> graph TD A[Collective bargaining] --> B[Protocol prepared] B --> C[Salary updated through revision of relevant legislation] </pre>

VI. Restriction on Political Activities of National Public Employees in Other Countries

	United States of America	United Kingdom			Germany		France
		Senior Civil Service	General employee	Employees of Government Enterprises, (including personnel engaged in job placements, and social security benefit payments) etc.	Civil servants	Employee in the public service	
Becoming a lawmaker candidate or becoming a lawmaker	<p>○ Cannot become a candidate for an official position attained through public election.</p>	<p>○ Cannot become a candidate for Parliament or the European-Parliament. Needs permission from the relevant department or agency for local authorities.</p> <p>* Even if he or she is qualified to be a candidate, he or she must resign if they give their consent to nomination, etc. * Must resign before becoming a lawmaker.</p>	<p>Same as on the left</p>	<p>○ Can become a candidate to be a Member of the House, Euro-parliamentarian, or local assembly member.</p>	<p>○ Cannot double as a federal diet member. Can double as a state assembly member, depending on the state. Can double as a municipality assembly member.</p>		<p>○ Can become a National Assembly Member while keeping position as a public employee (as dispatched) • Judicial officers are not allowed to be selected within the jurisdiction.</p>
Election campaign	<p>○ Cannot exercise the authority or influence of his or her position for the purpose of interfering with an election.</p> <p>○ Can play an active role in an election campaign outside of his or her official hours.</p>	<p>○ Cannot take part in national political activities ; needs permission from the relevant department or agency to take part in local political activities.</p>	<p>○ Needs approval from the relevant ministry.</p>	<p>○ Free to undertake activities outside of their official hours.</p>	<p>* In conducting political activities, personnel are required to consider the position in relation with others, to exercise moderation and behave with restraint.</p>	<p>* In principle, there are no restrictions on political activities.</p>	
Taking an official position in a political party	<p>○ Can do administrative work for a political party outside of his or her official hours.</p>	<p>Same as above</p>	<p>Same as above</p>	<p>Same as above</p>			<p>○ Can work in a political party as a member, outside of his or her official hours.</p>
Expressing political opinions	<p>○ Can express political opinions outside of his or her official hours.</p>	<p>Same as above</p>	<p>Same as above</p>	<p>Same as above</p>			<p>○ Expressing political opinions are permitted, but stating opinions utilizing his or her duties should be avoided.</p>
Others	<p>○ Cannot request or receive donations for political purposes.</p> <p>○ Cannot request a party over whom the relevant ministry exercises public authority, to participate or not participate in political activity.</p>						<p>*Moderation and courtesy are required, even outside of their official hours.</p>
Reference: Local public employee	<p>*Each State implements different measures concerning this matter.</p>	<p>* Same as national public employees. However, managerial personnel are not allowed to take part in local-level activities, in addition to measures for national senior civil service employees.</p>			<p>* The same as the federal civil servants and employee in the public service.</p>		<p>* Same as national public employees.</p>