

1 Role of NPA

Public employees are stipulated as “servants of the whole community” in the Constitution and are strictly required to perform their duties with neutrality and fairness. For this reason, based on the National Public Service Act which aims to assure the democratic and efficient administration of public service, the National Personnel Authority (NPA) was established under the jurisdiction of the Cabinet as a neutral and third-party organization responsible for ensuring fairness in personnel administration and protecting the interests of national public employees.

Ensuring Fairness in Personnel Administration

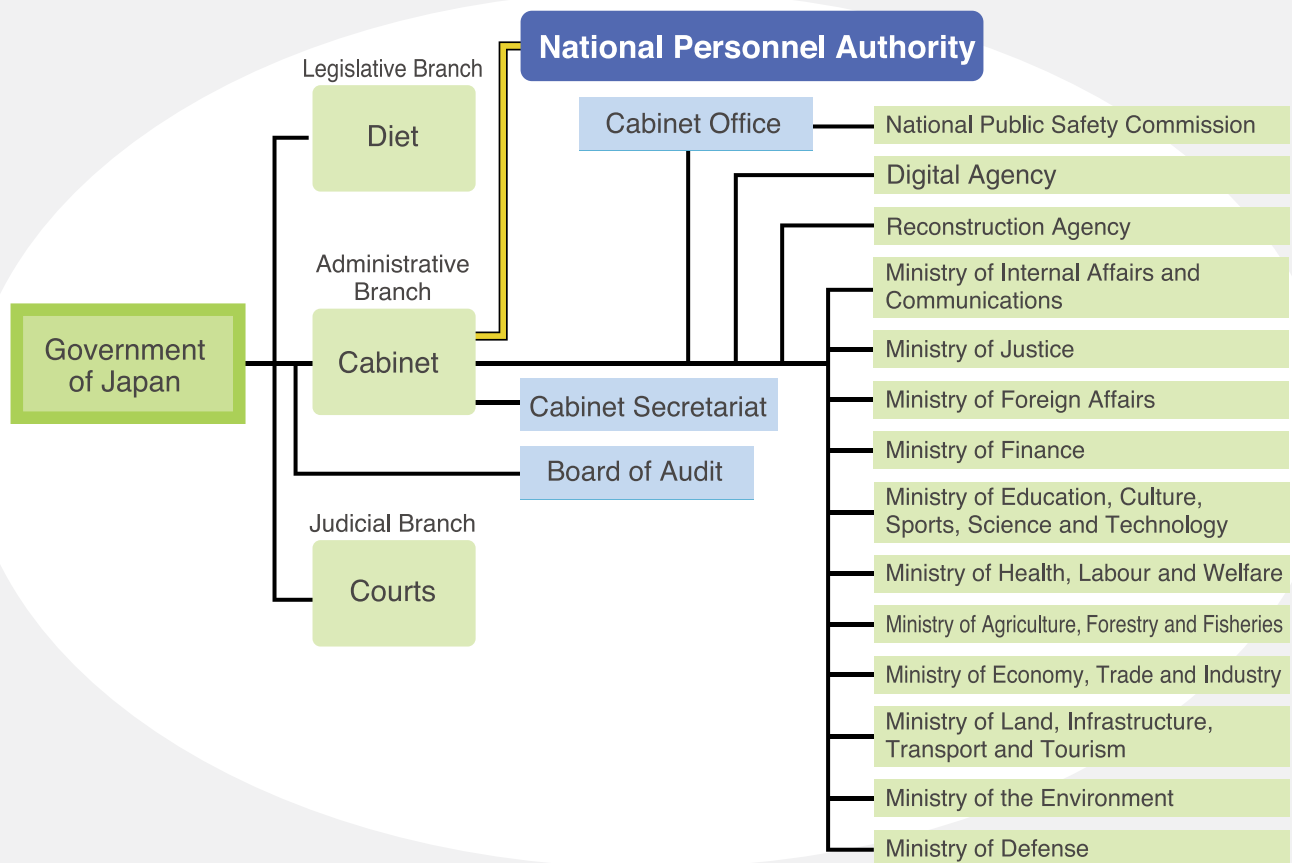
The NPA conducts recruitment examinations, sets appointment and dismissal standards, implements training, etc., to ensure fairness in personnel management of national public employees.

Compensatory Function for Restriction of Basic Labor Rights

In compensation for restriction of basic labor rights, the NPA makes recommendations for the revision of working conditions including remuneration to the Diet and the Cabinet.

Professional Organization in Personnel Administration

As a professional organization for personnel administration, the NPA aims to secure efficient administrative management that is trusted by the people through promoting measures that properly respond to the general conditions of society.



(Reference)

National Personnel Authority

Establishment of standards, etc. with the aim of ensuring fairness in personnel administration and a compensatory function for restriction of basic labor rights

Cabinet Secretariat

Cabinet Bureau of Personnel Affairs

In charge of administrating centralized personnel management of senior officials, etc. and responsible for planning/drafting, policy decision and operation concerning the personnel management system with the aim of promoting personnel strategies as the government

Each Ministry (Minister)

Exercise of individual authority over personnel matters based on the laws and regulations