

# Major Issues We Are Working On Currently

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## Fundamental Philosophy

Protecting people's interests, providing world-leading administrative services, and building a vibrant society, in the midst of drastically changing socioeconomic and international circumstances.

- ➡ It is essential to enhance the business management capabilities of government and to attract and develop talented people at all levels of public service organizations.

It is necessary to create an environment in which each employee can be dynamic, and employees' well-being can be realized.

01



Comprehensive efforts to secure diverse and talented human resources to support public service organizations

02



Measures to improve organizational performance through the growth of individual employees

03



Realizing diverse work styles and lifestyles and improving working environment that serves as a foundation for employees' well-being

Furthermore, in order to realize public employee personnel management suitable for the new era, an expert panel will be set up to discuss issues cross-sectionally without exceptions.

## Challenges and Responses

### Recognized Challenges

### Main Responses

1

#### Securing Human Resources

(Refer to pages 7 and 21)

- Not only securing and training new graduates through recruitment examination, **attracting and securing more human resources with diverse experience and advanced expertise outside of the public sector** is also essential.
- To realize this, it is necessary to promote integrated efforts in terms of **recruitment methods, human resources development, and salaries**.

- ✓ Actively attracting private sector personnel (Enhancement of recruitment of experienced personnel and public-private personnel exchange, expansion of onboarding training)
- ✓ Reviewing the method of conducting recruitment examination
- ✓ Improving remuneration level upon recruitment, and expanding the extent of remuneration raise reflecting their roles and contributions etc.

2

#### Growth of individual employees and improvement of organizational performance

(Refer to pages 11, 17 and 21)

- In order to motivate each employee to grow and improve the performance of the entire organization, **it is important to clarify the career goals of each employee**, and it is also essential to **improve the management skills of executives and managers** who support employees' growth.
- To develop employees, it is also important to **support the independent learning of individual employees** and **promote appointments based on abilities and performance**.

- ✓ Promoting career support initiatives such as career support training
- ✓ Reflecting appropriately the results of personnel evaluations in appointments and realizing well-balanced treatment in remuneration
- ✓ Treating employees appropriately based on their roles and contributions and remuneration measures facilitating personnel rotation etc.

3

#### Improving Working Environment

(Refer to pages 13 and 21)

- To improve employees' motivation and attractiveness of the public service as a workplace, **the development of personnel and remuneration systems enabling employees to work in a manner that respects their individual circumstances** and efforts promoting more flexible work styles are required.
- It is an urgent issue **to improve the work environment as a foundation for employees' well-being, such as by reducing overtime work**.

- ✓ Review of flextime system, ensuring intervals between working hours, establishment of telework guidelines, support for balancing work and family life
- ✓ Reduction of overtime work, improvement of employees' health, efforts toward zero harassment
- ✓ Establishment of telework-related allowance etc.