

# Summary of the NPA Annual Report FY2023

June 2024

National Personnel Authority

# Major developments in personnel administration over the past year

Aiming for public services where each employee can be dynamic and employees' well-being can be realized.

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

- Review the method of conducting recruitment examinations
- Respond to the expansion of recruitment of private sector personnel, etc.
- Realize a remuneration system that contributes to securing excellent human resources, such as improving the compensation of new graduates, young, and mid-career employees

## Policy measures to improve organizational performance through the growth of individual employees

- Promote self-reliance in career development and proactive learning of employees
- Consider how dual employment should be treated
- Realize treatment appropriate for roles and contributions, such as reviewing the remuneration system for Division directors/Directors of office in ministry HQs, to place more emphasis on job responsibilities

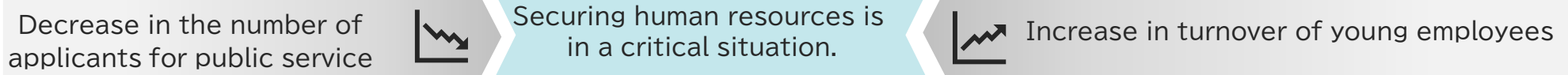
## Realize diverse work styles and lifestyles and improve working environments that serve as a foundation for employees' well-being

- Expansion and increased flexibility of flextime systems
- Introduce obligation to ensure intervals between working hours
- Create measures to reduce overtime work
- Establish a new teleworking allowance

Furthermore, in order to realize public employee personnel management suitable for the new era, the Civil Service HRM Advisory Board was held to discuss issues cross-sectionally without exceptions. (An interim report was submitted in May 2024. Final proposal will be submitted by the end of the year.)

# Toward the Realization of Public Service Human Resources Management in the New Era – the Civil Service HRM Advisory Board

- ✓ In May 2024, the Civil Service HRM Advisory Board published an interim report.
- ✓ NPA will swiftly implement measures that can be initiated ahead of time, without waiting for the final proposal.



## 1. Clarify the “Code of Conduct”

Clarify the “Code of Conduct” for proactive and motivated work, not just as a prohibition

## 2. Establish job-based compensation, and thorough implementation of ability- and performance-based treatment

- ✓ Clarify job descriptions and required skills
- ✓ Set compensation levels according to job duties
- ✓ Break away from seniority-based treatment

## 3. Support proactive career development and growth

- ✓ Develop employees through convincing personnel evaluations and appropriate feedback
- ✓ Enable employees to take on the jobs they want

Create an attractive working environment

Improve recruitment methods

\*Introduce policy measures in a sequential and flexible manner based on the needs of each ministry.

Maximize the value of human resources and enhance organizational performance to deliver world-class government services