

## **Outline of the 2010 NPA Report on Public Employee Personnel Management**

### **I .Toward Discussion on Basic Labor Right Issues of Public Employees**

In order to review the restriction on basic labor rights, it is necessary to clarify the purposes of the review; to present the entire image of new schemes including costs benefits, etc; to have thorough discussions with various parties; and to come up with a definite plan which wins the understanding of citizens.

#### **1. Basic Framework and Features of Basic Labor Right Issues in Public Service**

Basic labor right issues in the public service need to be considered on the basis of the basic framework of the Government (both the Cabinet and national public employees have responsibilities of executing public administration for the citizens and yet oppose each other during labor discussions) and its unique features (it is widely different from the private sector due to the lack of control by market mechanisms, etc.).

#### **2. Autonomous Industrial Relations System ~ Patterns according to the extent of the restriction of basic rights, etc. ~**

Pattern 1: Employees are given the right to conclude collective agreements and the right to dispute. Other kind of restriction such as budget limitations exist.

Pattern 2: Employees are given the right to conclude collective agreements but not the right to dispute. In this case, compensation (a mediation system) would be necessary.

Pattern 3: Employees are given neither the right to conclude collective agreements nor the right to dispute. A recommendation system by a third-party organization is established in compensation for restricted labor rights; and a new system is introduced featuring the involvement of employee organizations in each process of determining working conditions.

Pattern 4: Apply pattern 1 ~ 3 differently according to the level of positions, the contents of duties, the types of duties, etc.

#### **3. The Main Points in Discussing Autonomous Industrial Relations System**

- How to involve the Diet (legislation and budget) and how to delegate authority over labor negotiations
- The scope of employees to be given labor rights
- The scope of matters open for negotiations and matters determined in collective agreement
- Principles applied and matters taken into consideration in determining remuneration standards
- Preparation of organizations that have the authority to negotiate on the side of employers

- How to secure the authenticity of employee organizations' representation

#### 4. The Consideration Process

It is necessary to present the entire image of new schemes, including costs and benefits, have thorough discussions with various parties, and come to conclusions after promoting fundamental discussions, determining the basic direction of the review and arguing out the details of each point toward the establishment of a new system.

## II. Efforts to Tackle Issues Addressed in the Basic Act for National Civil-Service Reform

### 1. Fundamental Review of the Recruitment Examinations

- In order to secure superior and diverse personnel, in addition to aggressive recruitment activities, the fundamental review of recruitment examinations such as those aimed at professional graduate school students is an urgent issue.
- The NPA presented the entire image of a new recruitment examination system after undertaking public comment procedures this June.
  - Abolish current Level I, II and III examinations and reorganize the examination scheme.

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| } | <ul style="list-style-type: none"> <li>* Examination for Comprehensive Service:           <ul style="list-style-type: none"> <li>Examination for Graduate Students,</li> <li>Examination for Undergraduate-Level</li> </ul> </li> <li>* Examination for General Service:           <ul style="list-style-type: none"> <li>Examination for Undergraduate-Level,</li> <li>Examination for High School Graduate Level, etc.</li> </ul> </li> <li>* Examination for Specialists</li> <li>* Examination for Mid-career Recruitment</li> </ul> |
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- The NPA will publicize the contents, etc. of the new recruitment examination and make necessary preparations toward its implementation from fiscal year 2012, while making adjustments in consultation with various parties.

### 2. Developing Public Employees that Fit Contemporary Needs

- The NPA will systematize necessary training at each position level and enrich the contents of training courses.
- The NPA will consider implementing new training for the development of young employees and taking measures to have trainees on the Long-term Overseas Fellowship Program get Ph.D degrees.

### 3. Promotion of Public-Private Personnel Exchange, etc.

- Based on the policy on retirement administration, while maintaining fairness in the Civil Service, the NPA will soon amend exchange standards concerning Deputy

Director-General level employees.

- The NPA will consider dispatching employees to public service corporations based on the Cabinet's views and policies concerning the significance and appropriateness of dispatch, the selection of target corporations, etc.

#### **4. Review of the Guideline concerning the Expansion of the Recruitment and Promotion of Female National Public Employees, etc.**

The NPA will enhance policies that have practical effects such as a review of the guidelines for this by the end of this year, while soliciting opinions from various parties.

### **III. Efforts to Tackle Other Issues**

#### **1. Improvement of the Personnel Management System for Part-Time Employees**

##### **(1) Review of the Appointment and Working Style for Part-Time Employees who are Employed on a Daily Basis**

The NPA will abolish the daily basis employment system and establish a system to appoint part-time employees to temporary positions for a certain period of time within a fiscal year. This shall be implemented from October 2010.

##### **(2) Child Care Leave, etc. for Part-Time Employees**

The NPA expressed opinions to amend the Act on Child Care Leave, etc. of National Public Officers so that part-time employees can take child care leave, etc. The NPA will also take measures to introduce nursing care leave systems for part-time employees.

#### **2. Reduction of Overtime Work**

It is necessary for the entire government to make concrete efforts such as grasping the amount of time that employees work over regular work hours at the Cabinet Office and each Ministry and to give necessary direction concerning a reduction of overtime work. It is important that Ministers, Senior Vice-Ministers and Parliamentary Secretaries take the initiative in reducing overtime work under the leadership of the Ministers.

#### **3. Appropriate Management of Employees' Health and Promotion of Smooth Returns to Work**

- The NPA will present a system that allows employees who have been taking sick leave for a long period of time due to mental health problems to return to their office utilizing a limited work schedule before fully returning to work.
- The NPA will review the sick leave system, and consider establishing a limit concerning the period of the leave employees can take at a time, among other things.