

## Outline of Report

### ○ Main Points of Report

No revision of monthly remuneration

Monthly remuneration should not be revised because the difference with the private-sector remuneration (minus 0.04%) is very small, and it is difficult to revise the salary schedule and allowances appropriately.

## 1. Comparison with Private-Sector Remuneration

On-site survey was conducted of approximately 430,000 individual remunerations in about 12,000 private sector offices. (Survey completion rate: 80.2%)

The NPA examined remuneration for April 2020 in both the public and private sectors and compared the remunerations of personnel with the equivalent position level, work area, educational background, and age, which are the major factors to determine remuneration.

### ○ **Difference from private-sector remuneration** :minus 164 yen, minus 0.04%

(Administrative Service (I): Current remuneration 408,868 yen; average age 43.2 years old)

## 2. Revision Policy

Monthly remuneration should not be revised because the difference with the private-sector remuneration is very small, and it is difficult to revise the salary schedule and allowances appropriately.

### **(Reference) Revision of Bonus (Recommendation of October 7, 2020)**

The Bonuses should be reduced (from 4.50 to 4.45 times as much as the monthly remuneration) to match the payment rate of the private sector (4.46 months).

The decrement should be allocated to the payment rate of the End-of-term allowance considering the payment situation in the private sector, etc.