

Outline of the 2019 NPA Report on Public Employee Personnel Management

The NPA will make further efforts, such as encouraging employees to develop a sense of ethics and mission and to be aware of responsibility for duties so as to remind them of the mission of public employees as servants of the whole community, in order to regain and further enhance the people's trust in the public service.

The number of young employees who have a strong interest in career development has been growing. In addition, it has been realized that employees face various situations such as childcare and nursing care. Under these circumstances, the NPA will promote the measures to attract diverse and competent human resources to the public service and to create workplaces in the public service where such human resources can be active.

1. Human Resources Securement and Development

(1) Human Resources Securement

Amid a decrease in applicants for the recruitment examination, the NPA will develop the measures to secure diverse and competent human resources in accordance with each segment of examinees in cooperation with the ministries. It is also necessary to consider a wide range of issues related to securement of human resources.

(2) Human Resources Development

The NPA will continue to conduct training leveraging specialized knowledge in order to improve the management skills of managerial personnel and to support the career development of young and female employees.

(3) Promotion of Personnel Management Based on Ability and Performance

The NPA will support the ministries to properly utilize the personnel evaluation in the light of its objectives including human resources development; and to ensure the personnel management based on ability and performance. The NPA will also take necessary measures, such as enforcing strict operations in the ministries related to demotion and dismissal, etc.

2. Improvement of Working Environment

(1) Measures for Working Hours, etc.

- The upper limit of maximum overtime working hours, etc. has been set since April this year. The NPA will review the status of the implementation by ministries and provide guidance to them as necessary. The NPA will also support efforts to rectify long working hours in the ministries in cooperation with related organizations.

- The NPA will publicize the system to support work-life balance and create a working environment where employees can take infertility treatment easily
- The NPA will promote mental health care of employees and the measures to prevent Karoshi, etc.

(2) Preventive Measures against Harassment

The NPA will take new preventive measures against "power harassment" taking into account the results of on-going discussion at the "Study Group on the Preventive Measures for Power Harassment at Workplace in the Public Service", which is comprised of intellectuals. The NPA is also going to enhance and strengthen the measures against sexual harassment.

(3) Ensuring Proper Working Conditions of Part-time Employees

The NPA will continuously work to ensure a balance between the remuneration of part-time employees and that of full-time employees. With regard to the leaves for part-time employees, the NPA has decided to newly establish summer leave for such employees taking the situation in the private sector into consideration.

3. Measures for Employment of Persons with Disabilities

The NPA has conducted the selection examination for persons with disabilities; issued the Guidelines for Reasonable Accommodation; and enhanced flexibility of the flextime system. In addition to conducting the selection examination in this fall, the NPA will continue support to enable the ministries to implement appropriate selection, etc.

4. Raising of the Mandatory Retirement Age

The NPA requests again to implement measures promptly to realize a gradual raising of the mandatory retirement age to 65 based on the opinion submitted by the NPA last August.