

# *Appendix*

## Appendix 1: Incumbents in Each Salary Schedule

(As of Jan. 15, 2019)

Salary schedule	Definition	The number of incumbents
Administrative service (I)	All employees not subject to any other salary schedules (excluding part-time employees).	152,629 (55.93%)
Administrative service (II)	Guards, office maintenance workers, drivers, machine operators, telephone operators, etc.	2,819 (1.03%)
Professional administrative service	Air traffic control officers, plant quarantine officers, examiners at the Patent Office, etc.	8,034 (2.94%)
Taxation service	Employees in charge of assessing and collecting taxes at the National Tax Agency	52,801 (19.35%)
Public security service (I)	Police officers, imperial guards, immigration security officers and prison guards	23,855 (8.74%)
Public security service (II)	Employees of the Public Prosecutors Office, the Public Security Intelligence Agency, the Reformatories, etc.	24,175 (8.86%)
Maritime service (I)	Captains, mates, engineers, radio operators, etc., aboard ocean-going or coastal vessels	205 (0.08%)
Maritime service (II)	Employees aboard vessels who are not subject to the Maritime Service (I) Salary Schedule	372 (0.14%)
Educational service (I)	Professors, lecturers, etc. at national educational institutions equivalent to universities	93 (0.03%)
Educational service (II)	Teachers, nurse-teachers, etc. at national educational institutions equivalent to college of technology	81 (0.03%)
Research service	Employees in charge of laboratory or research work at national laboratories or research institutes	1,507 (0.55%)
Medical service (I)	Medical doctors and dentists	712 (0.26%)
Medical service (II)	Pharmacists, dieticians, etc.	527 (0.19%)
Medical service (III)	Public health nurses, midwives, nurses, assistant nurses, etc.	2,028 (0.74%)
Welfare service	Employees in charge of guiding or nursing people or children at national social welfare institutions	267 (0.10%)
Specialized staff	Employees in charge of research, etc., with highly professional expertise in specific fields of public administration	258 (0.09%)
Designated service	Administrative vice ministers, heads of external bureaus, etc.	965 (0.35%)
Fixed-term employees	Fixed-term employees providing specialized services through the use of advanced knowledge and experience	1,445 (0.53%)
Fixed-term researchers	Researchers appointed for a fixed-term to engage in advanced studies	96 (0.04%)
<b>Total</b>		<b>272,869 (100.0%)</b>

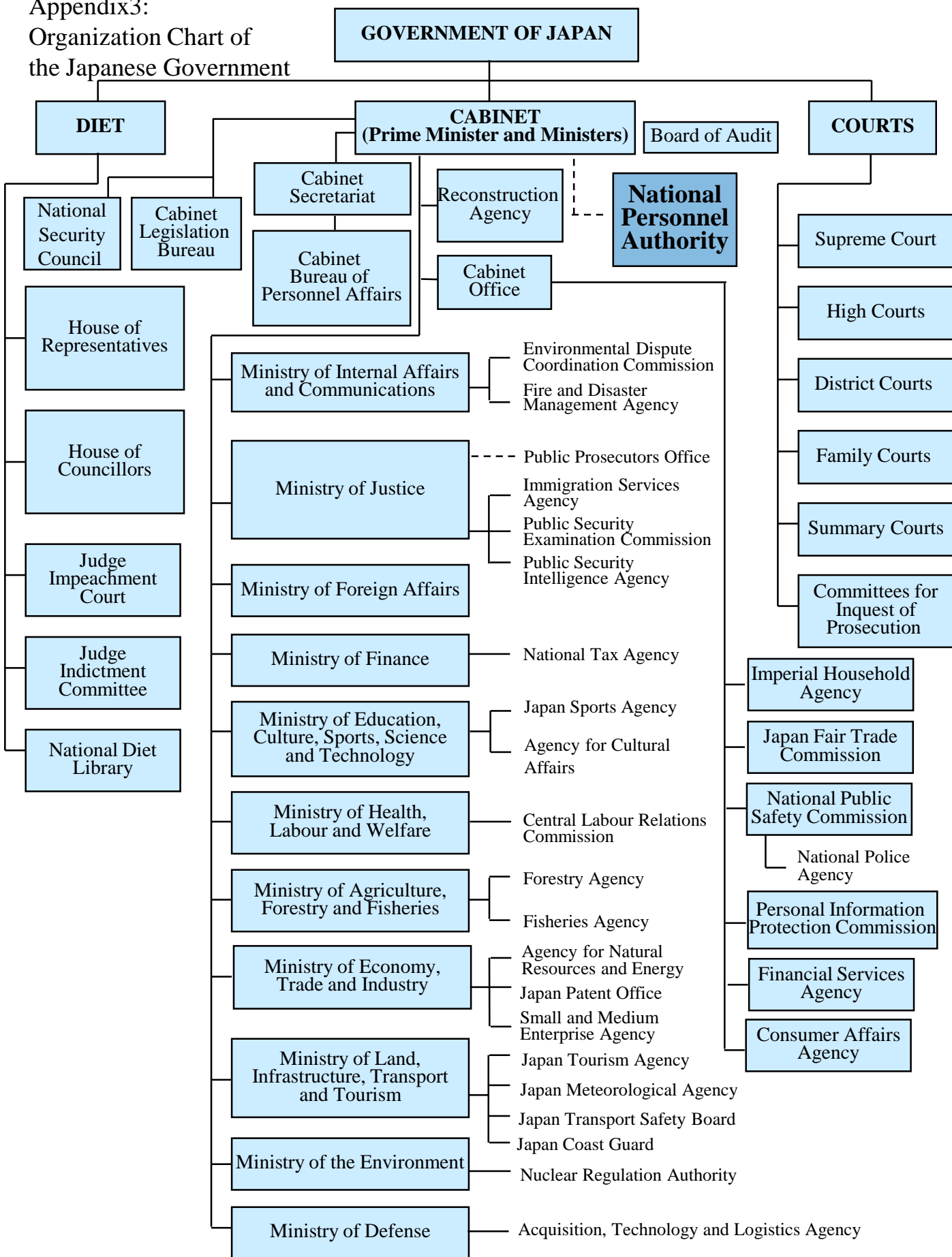
(Source) Survey of Appointment Situation of National Public Employees in Regular Service in FY2018

## Appendix 2: History of NPA Remuneration Recommendations

NPA Remuneration Recommendations		Diet Decision	
Date	Contents	Date of Implementation	Contents
Dec. 10, 1948	6,307 yen as the standard of remuneration	Dec. 1, 1948	6,307 yen established as the standard of remuneration
Dec. 4, 1949	7,877 yen as the standard of remuneration	—	Recommendation rejected
Aug. 9, 1950	8,058 yen as the standard of remuneration	Jan. 1, 1951	7,981 yen established as the standard of remuneration
Aug. 20, 1951	11,263 yen as the standard of remuneration	Oct. 1, 1951	10,062 yen established as the standard of remuneration
Aug. 1, 1952	13,515 yen as the standard of remuneration	Nov. 1, 1952	12,820 yen established as the standard of remuneration
Jul. 18, 1953	15,480 yen as the standard of remuneration	Jan. 1, 1954	15,483 yen established as the standard of remuneration
Jul. 19, 1954	(No recommendation; report only)	—	—
Jul. 16, 1955	Increase in special allowances	Dec. 14, 1955	End-of-term allowance increased
Jul. 16, 1956	Revision of the salary system, approx. 6% increase in remuneration	Apr. 1, 1957	Implemented with partial amendments
Jul. 16, 1957	Increase in end-of-term allowance Establishment of commuter allowance	Nov. 18, 1957 Apr. 1, 1958	Implemented as recommended by the NPA
Jul. 16, 1958	Increase in initial salary	Apr. 1, 1959	(Same as above)
Jul. 16, 1959	Increase in remuneration for mid-career employees	Apr. 1, 1960	(Same as above)
Aug. 8, 1960	12.4% increase in remuneration	Oct. 1, 1960	Implemented with partial amendments
Aug. 8, 1961	7.3% increase in remuneration	Oct. 1, 1961	Implemented as recommended by the NPA
Aug. 10, 1962	9.3% increase in remuneration	Oct. 1, 1962	Implemented with partial amendments
Aug. 10, 1963	7.5% increase in remuneration	Oct. 1, 1963	Implemented as recommended by the NPA
Aug. 12, 1964	8.5% increase in remuneration	Sep. 1, 1964	(Same as above)
Aug. 13, 1965	7.2% increase in remuneration	Sep. 1, 1965	(Same as above)
Aug. 12, 1966	6.9% increase in remuneration	Sep. 1, 1966	(Same as above)
Aug. 15, 1967	7.9% increase in remuneration	Aug. 1, 1967	(Same as above)
Aug. 16, 1968	8.0% increase in remuneration	Jul. 1, 1968	(Same as above)
Aug. 15, 1969	10.2% increase in remuneration	Jun. 1, 1969	(Same as above)
Aug. 14, 1970	12.67% increase in remuneration	May 1, 1970	(Same as above)
Aug. 13, 1971	11.74% increase in remuneration	May 1, 1971	(Same as above)
Aug. 15, 1972	10.68% increase in remuneration	Apr. 1, 1972	(Same as above)
Aug. 9, 1973	15.39% increase in remuneration	Apr. 1, 1973	(Same as above)
Jul. 26, 1974	29.64% increase in remuneration (including 10% increase in remuneration recommended on May 30, 1974, as a tentative measure)	Apr. 1, 1974	(Same as above)
Aug. 13, 1975	10.85% increase in remuneration	Apr. 1, 1975	(Same as above)
Aug. 10, 1976	6.94% increase in remuneration	Apr. 1, 1976	(Same as above)
Aug. 9, 1977	6.92% increase in remuneration	Apr. 1, 1977	(Same as above)
Aug. 11, 1978	3.84% increase in remuneration	Apr. 1, 1978	(Same as above)
Aug. 10, 1979	3.70% increase in remuneration	Apr. 1, 1979 (Oct. 1, 1979*)	(Same as above) (*for the designated service)
Aug. 8, 1980	4.61% increase in remuneration	Apr. 1, 1980 (Oct. 1, 1980*)	(same as above) (*for the designated service)
Aug. 7, 1981	5.23% increase in remuneration	Apr. 1, 1981 (Apr. 1, 1982*)	Implemented with partial amendment (*for the designated service and managerial officials)
Aug. 6, 1982	4.58% increase in remuneration	—	Recommendation rejected
Aug. 5, 1983	6.47% increase in remuneration	Apr. 1, 1983	Implemented with amendment (2.03%)

NPA Remuneration Recommendations		Diet Decision	
Date	Contents	Date of Implementation	Contents
Aug. 10, 1984	6.44% increase in remuneration	Apr. 1, 1984	Implemented with amendment (3.37%)
Aug. 7, 1985	5.74% increase in remuneration	Jul. 1, 1985	Implemented as recommended by the NPA
Aug. 12, 1986	2.31% increase in remuneration	Apr. 1, 1986	(Same as above)
Aug. 6, 1987	1.47% increase in remuneration	Apr. 1, 1987	(Same as above)
Aug. 4, 1988	2.35% increase in remuneration	Apr. 1, 1988	(Same as above)
Aug. 4, 1989	3.11% increase in remuneration	Apr. 1, 1989	(Same as above)
Aug. 7, 1990	3.67% increase in remuneration	Apr. 1, 1990	(Same as above)
Aug. 7, 1991	3.71% increase in remuneration	Apr. 1, 1991	(Same as above)
Aug. 7, 1992	2.87% increase in remuneration	Apr. 1, 1992	(Same as above)
Aug. 3, 1993	1.92% increase in remuneration	Apr. 1, 1993	(Same as above)
Aug. 2, 1994	1.18% increase in remuneration	Apr. 1, 1994	(Same as above)
Aug. 1, 1995	0.90% increase in remuneration	Apr. 1, 1995	(Same as above)
Aug. 1, 1996	0.95% increase in remuneration	Apr. 1, 1996	(Same as above)
Aug. 4, 1997	1.02% increase in remuneration	Apr. 1, 1997 (Apr. 1, 1998*)	(Same as above) (*for the designated service)
Aug. 12, 1998	0.76% increase in remuneration	Apr. 1, 1998	Implemented as recommended by the NPA
Aug. 11, 1999	0.28% increase in remuneration	Apr. 1, 1999	(Same as above)
Aug. 15, 2000	0.12% increase in remuneration	Apr. 1, 2000	(Same as above)
Aug. 8, 2001	0.08% increase in remuneration	Apr. 1, 2001	(Same as above)
Aug. 8, 2002	2.03% decrease in remuneration	Dec. 1, 2002	(Same as above)
Aug. 8, 2003	1.07% decrease in remuneration	Nov. 1, 2003	(Same as above)
Aug. 6, 2004	(No recommendation on the standard of remuneration)	—	—
Aug. 15, 2005	0.36% decrease in remuneration	Dec. 1, 2005	(Same as above)
Aug. 8, 2006	(No recommendation on the standard of remuneration)	—	—
Aug. 8, 2007	0.35% increase in remuneration	Apr. 1, 2007	Implemented with partial amendments
Aug. 11, 2008	(No recommendation on the standard of remuneration)	—	—
Aug. 11, 2009	0.22% decrease in remuneration	Dec. 1, 2009	Implemented as recommended by the NPA
Aug. 10, 2010	0.19% decrease in remuneration	Dec. 1, 2010	(Same as above)
Sep. 30, 2011	0.23% decrease in remuneration	Mar. 1, 2012	Implemented with partial amendments (+ further reduction)
Aug. 8, 2012	(No recommendation on the standard of remuneration)	—	—
Aug. 8, 2013	(No recommendation on the standard of remuneration)	—	—
Aug. 7, 2014	0.27% increase in remuneration	Apr. 1, 2014	Implemented as recommended by the NPA
Aug. 6, 2015	0.36% increase in remuneration	Apr. 1, 2015	(Same as above)
Aug. 8, 2016	0.17% increase in remuneration	Apr. 1, 2016	(Same as above)
Aug. 8, 2017	0.15% increase in remuneration	Apr. 1, 2017	(Same as above)
Aug. 10, 2018	0.16% increase in remuneration	Apr. 1, 2018	(Same as above)
Aug. 7, 2019	0.09% increase in remuneration	Apr. 1, 2019	(Same as above)

Appendix3:  
Organization Chart of  
the Japanese Government



# Appendix 4: Organization Chart of the NPA

