

Maintenance of Discipline

Service Discipline as Servant of Whole Community

The service discipline of national public employees is much stricter than that of private sector workers as they serve the public interest as servants of the whole community. Their disciplinary obligations and restrictions are stipulated by law.

Obligation of Service Discipline

- Taking an oath of service
- Obligation to comply with laws and orders of superiors
- Prohibition of strikes or other disputes
- Prohibition of acts causing discredit
- Obligation to preserve secrecy
- Obligation to devote attention to one's duties
- Restriction on political activities
- Exclusion from private enterprises
- Restriction on participation in other undertakings or business

Violation of these rules can result in disciplinary action. Furthermore, criminal penalties may be imposed, for example, in the case of violation of the obligation to preserve secrecy.

Examples of Disciplinary Actions

Reasons for disciplinary actions

- (1) When an official has violated the National Public Service Act, the National Public Service Ethics Act or orders issued pursuant to these acts
- (2) When an official has violated his/her obligations in the course of his/her duties or has neglected his/her duties
- (3) When an official is guilty of such malfeasance rendering himself/herself unfit to fulfill his/her role as a servant of all citizens

Types and Effect of Disciplinary Actions

- (1) Dismissal
- (2) Suspension from duty (Not allowed to engage in duties and no remuneration is paid for a period of more than one day and less than one year)
- (3) Reduction in pay (Amount equivalent to one-fifth or less of the monthly salary is deducted from the remuneration for a period of one year or less.)
- (4) Reprimand (to make an official confirm responsibility and to warn him/her of the future)

Behavior corresponding to Disciplinary Action	Dismissal	Suspension from Duty	Reduction in Pay	Reprimand
Intentionally Divulging Secrets	●	●		
Falsification of Finalized Documents	●	●		
Power Harassment causing Significant Psychological or Physical Distress		●	●	●
Embezzling Public Money	●			
Traffic Accident involving Human Injury due to Intoxicated Driving	●			
Hiding or Tolerating Malfeasance by a Subordinate		●	●	