

offices, private enterprises, and so forth.

In cooperation with the Ministry of Foreign Affairs, the NPA makes arrangements for the acceptance of fellows into each ministry, plans and implements common programs such as orientation, survey tours, and participating in Administrative Training conducted by NIPA.

In FY2018, 9 fellows were accepted for the 23rd program in Japan for 10 months, starting in Sep.

7. Research Groups from Abroad

To understand personnel management and human resource development in the Japanese public service, in FY2018, a total of 199 foreign government officials visited the NPA.

Chapter 9. Promotion of IT for Personnel Management Duties

The personnel and remuneration duties information system was developed based on the “Optimization Plan for Personnel and Remuneration System”, which was decided by the Chief Information Officers (CIO) Liaison Conference of the Cabinet Office and each Ministry (decided on Feb. 27, 2004 and finalized on Feb. 28, 2017). It is a standard system that integrates various functions for national public employees such as personnel management, remuneration management and mutual aid management, notifications and applications by employees. The NPA is responsible for building and operating this system.

In FY2018, the system at the House of Council went into parallel operation in Apr. and was put into full-scale operation in Sep. As a result, a range of coverage of this system expanded to all the employees of 29 organizations, which totaled approx. 275,000 (full-time employees).

Chapter 10. NPA President’s Award

The NPA President’s Award was established in 1988 on the 40th anniversary of the NPA, for the purpose of rewarding employees or occupational groups that have exercised diligence in duties with awareness as servants of the whole community, and made an outstanding contribution to the enhancement of the public understanding and trust of public service and public employees.

The NPA President organizes the selection committee (In FY2018, the Chair: Kazuo Tsukuda, Senior Executive Advisor of Mitsubishi Heavy Industries, Ltd. with six members) to examine and select employees or occupational groups recommended by the ministries and Agencies Engaged in Administrative Execution. The awardees are decided by the President of the NPA based on the result of impartial examination and selection.

The 31th NPA President’s Award in FY2018 was presented to one employee and four groups. The award ceremony was held in Tokyo on Feb. 14, 2019, and following the ceremony, the awardees and the representatives of the awardee groups had an audience with their Majesties the Emperor and Empress at the Imperial Palace.

A total of 64 individuals and 94 occupational groups have received the NPA President’s Award from FY1988, when this award started, to FY2018.

Column: NPA's 70th Anniversary Memorial Project

The NPA was founded in 1948 and celebrated its 70th anniversary on Dec. 3, 2018.

In 2018, along with the launch of the commemorative page on the NPA's website, the NPA held an international lecture meeting and called for / commended commemorative papers as follows in commemoration of the 70th anniversary of its foundation.

International Lecture Meeting Commemorating the NPA's 70th Anniversary

The NPA held an international lecture meeting on Dec. 18, 2018 targeting intellectuals such as university researchers, those in Japan involved in Japan-France relations and the administrators of the Cabinet Office and each ministry.

Mr. Jean-Baptiste Lesecq, Minister Counsellor of the French Embassy in Japan, was invited to the meeting as a lecturer and gave a lecture to approx. 100 audience members concerning the current state of personnel administration such as personnel allocation and promotion management of the Ministry of Foreign Affairs, as well as the initiatives he had actually worked on as an executive official in the French government. After the lecture, some of the audience asked questions about the mobility of human resources among ministries/agencies and between the public and private sectors, along with the quota system in France.

Papers Commemorating the NPA's 70th Anniversary

The NPA called for "Papers Commemorating the NPA's 70th Anniversary" with the theme of the national public service system or personnel management of public employees from the public under 40 years of age. As a result of selection, the best award (Presidential Award) was given to the following paper, and the award ceremony was held on Dec. 3, 2018. The selection committee evaluated this as an ingenious and valuable paper discussing the remuneration system of national public employees in Japan in comparison to the civil service system in Germany.

[Best Award (Presidential Award)]

"Study on the Remuneration Determination System for National Public Employees

– In Consideration of the Recent Trend in Germany –"

HAYATSU Hirotaka (Graduate School of Law, Nagoya University)