

designated service officials. In response this, the Prime Minister provided a separate operation according to the view submitted by the NPA.

(2) Examination of Decision on Grades of Duty

Regarding the remuneration decision at the time of initial appointment, grade increase and pay step increase, the Cabinet Office and each ministry can make decisions by themselves in accordance with the standards set in Rule 9-8. However, consultation with the NPA is required for the exceptional cases where a remuneration decision is not based on the standards in deciding grade increase to Grade 7 or above of Admin (I), which are the grades for standard duty of Directors of office at the HQ; and the cases where a special decision is made in deciding initial salary of those who have extremely useful knowledge and experience in the private sector. Thus, the NPA responded to individual cases of consultation from the Cabinet Office and each ministry and conducted examinations.

3. Disclosure of Remuneration Levels of Incorporated Administrative Agencies, etc.

The remuneration levels of incorporated administrative agencies, national university corporations, special corporations and authorized corporations are disclosed based on the guidelines for the remuneration level disclosure established by the Minister of Internal Affairs and Communications. As a specialized agency, the NPA provided these corporations (192 corporations in FY2018) disclosing the remuneration levels with necessary cooperation for instance through creating and providing the indexes to compare remuneration of each corporation with that of national public employees.

Chapter 4. Life Planning for Public Employees

In response to the full-fledged aging of Japanese society, the NPA has promoted measures to ensure smooth implementation of the reappointment system and provide the information necessary to enable public employees to plan their post-retirement lives.

Section 1. Situation of Mandatory Retirement and Reappointment System

1. Situation of Mandatory Retirement and Employment Extension

The National Public Service Act stipulates the mandatory retirement age to be 60 as a general rule with some exceptions. In cases of positions that do not conform to the mandatory retirement age of 60 due to the particularity of duties and responsibilities, the Act provides the range of 61 to 65 as an alternative (special mandatory retirement age) (e.g. doctors: 65, administrative vice-ministers: 62).

In addition, for exceptional cases of mandatory retirement, where it is recognized that the employee's retirement would have a significant adverse effect on the administration of public service, the employment extension system is provided to enable employees to continue to work. In this system, the employment period can be extended up to one year. It can be extended again up to a total of three years.

The situation of mandatory retirement and employment extension are shown in Table 7 and Table 8 respectively.

Table 7 The Number of Employees Mandatorily Retired in FY2017

(Unit: persons)

Total	Employees Subject to the Remuneration Act	Employees of the Agencies Engaged in Administrative Execution
4,578	4,400	178

Table 8 Number of Employees Who Continued to Work in FY2018 by Employment Extension

(Unit: persons)

	Total	First-time Extension	Second-time Extension	Third-time Extension
Employees Subject to the Remuneration Act	990	964	19	7

(Note) No employees at the agencies engaged in administrative execution continued to work in FY2018 by employment extension.

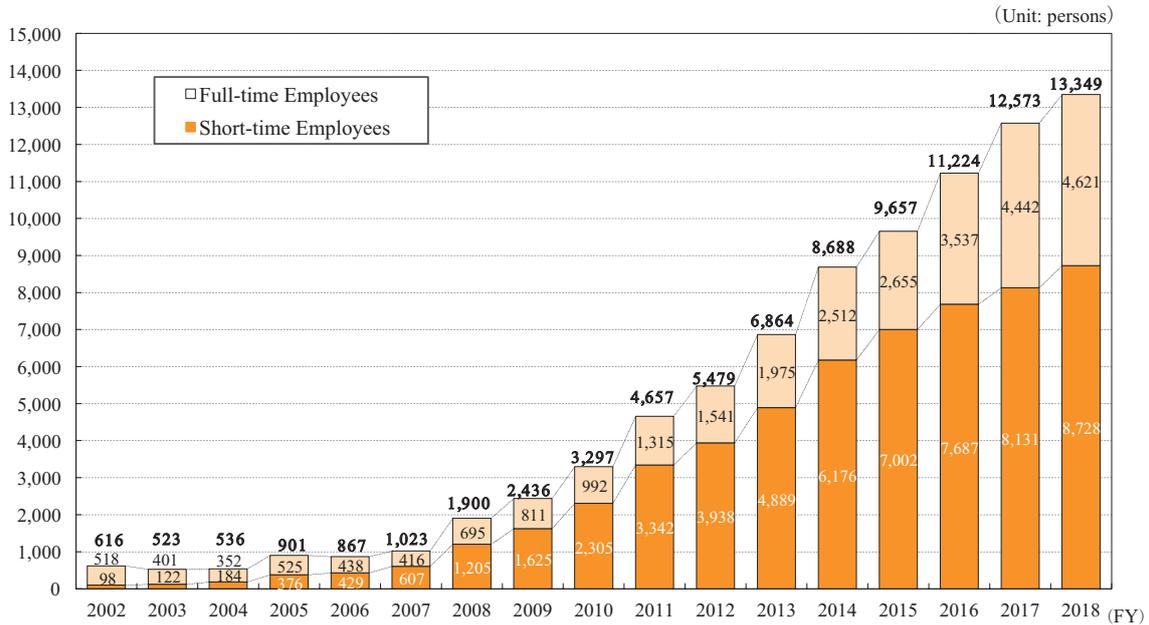
2. Implementing the Reappointment System

The current reappointment system was introduced in FY2001 with the expectation that it would enable employees to devote themselves to their duties without any anxiety regarding their life after mandatory retirement. The system combines employment and pension to allow employees to make effective use of the capabilities and experience they have cultivated over many years, and helps them deal with the gradual raising of the starting age for receiving the portion of public pension equivalent to the basic pension.

The number of employees newly reappointed in FY2017 was 13,340. (The number of employees under the Remuneration Act was 12,573 and the number of employees at the agencies engaged in administrative execution was 767.) The number of employees who were to be reappointed in FY2018 was 14,022. (The number of employees under the Remuneration Act was 13,349 and the number of employees at the agencies engaged in administrative execution was 673.)

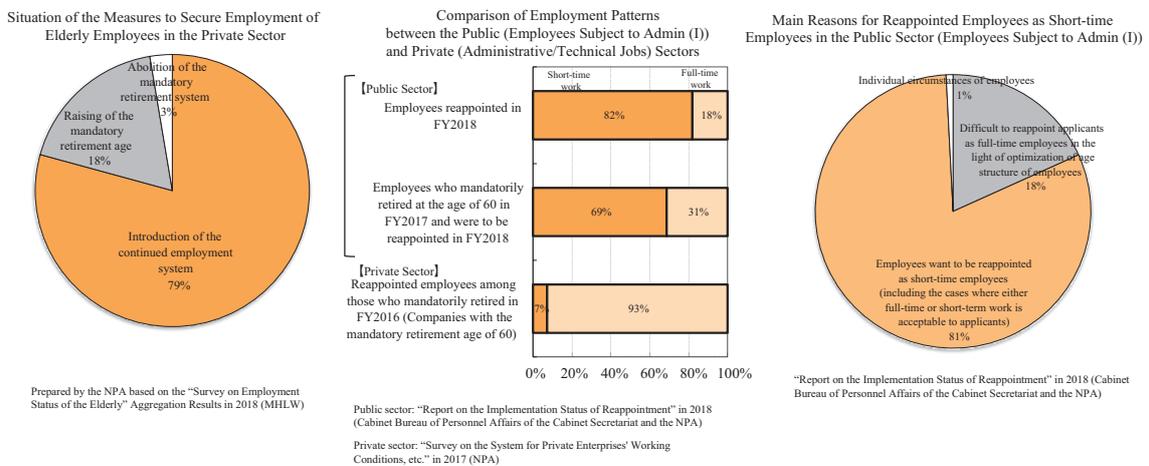
As a recent trend, employees are reappointed mainly as short-time work employees, which is very different from the situation in the private sector, where reemployment is based on full-time employment.

**Figure 12 The Number of Reappointed Employees by Fiscal Year
(Employees Subject to the Remuneration Act)**



※ The figures of FY2018 are those as of May 2018 and include the number of employees to be reappointed in FY2018.

Figure 13 The Current Status of Employment of Elderly Employees in the Public and Private Sectors



Section 2. Implementation of Life Planning Seminar

The NPA holds the "life planning seminars" to consider life planning through providing participants with knowledge and information on the reappointment system and the pension system, as well as carrying out discussions among the participants. The seminars are designed for employees in their 40s and 50s.

In FY2018, "Life planning Seminars" were held 29 times with 1,408 participants.

In addition, the NPA produced and distributed a booklet, titled "How to Take the Next Step (FY2018 edition)," which contains specific information useful for household finances and health management after retirement and so on.