comparable to the monthly amount of new base pay as determined under the provisions of the preceding two paragraphs within the range of base pay applicable to an employee with a particular pay grade of the salary schedule concerned, the amount of new base pay so determined shall be regarded as the monthly amount of new base pay to which the employee should have been entitled on the day of conversion.

5. Any decision pertaining to base pay which has been already made after the day of conversion under the provisions of the old Law concerning Compensation of Employees in the Regular Government Service shall be deemed that it has been made under the provisions of the same law after its revision, except in cases where it is necessary to revise pay grades, names of pay steps or monthly amount of base pay in consequence of this revision.

6. Any compensation already issued to employees after the day of conversion in accordance with the provisions of the old Law concerning Compensation of Employees in the Regular Government Service shall be regarded as part payment of the compensation payable under the provisions of the law, as amended.

7. The Law concerning the Payment of Year-end Allowance to the National Public Service (Law No. 266 of 1950) shall not apply to employees within the purview of the provisions of Article 19-2.

8. Part of the Law for Partial Amendment of the Law concerning Compensation of Employees in the Regular Government Service (Law No. 299, 1950) shall be amended as follows:

Paragraph 10 of the Supplementary Provisions shall be deleted; Paragraph 11 shall be altered to Paragraph 10 and the consecutive numbers of the subsequent paragraphs shall be shifted up by one.

Appendix I of the Supplementary Provisions

Grade of General Salary Schedule	Grade of Salary Schedule for Employees in the Services of Government Enterprises
Grade 2	Grade 1
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	9

Appendix II of the Supplementary Provisions

Table showing Comparison of the New and the Existing Base Pay

Pay Step	Monthly Amount of base pay as of the day preceding the day of the enforcement	New Monthly Amount of Base Pay	Pay Step	Monthly Amount of base pay as of the day preceding the day of the enforcement	New Monthly Amount of Base Pay	Pay Step	Monthly Amount of base pay as of the day preceding the day of the enforcement	New Monthly Amount of Base Pay
1	¥ 3,000	¥ 3,700	28	¥ 6,700	¥ 8,900	55	¥ 15,700	¥ 22,300
2	3,000	3,750	29	6,900	9,200	56	16,200	23,200
3	3,050	3,900	30	7,100	9,500	57	16,700	24,100
4	3,150	4,050	31	7,300	9,800	58	17,200	25,000
5	3,250	4,200	32	7,500	10,100	59	17,700	25,900
6	3,350	4,350	33	7,800	10,500	60	18,300	26,800
7	3,450	4,500	34	8,100	10,900	61	18,900	27,800
8	3,550	4,650	35	8,400	11,300	62	19,500	28,800
9	3,650	4,800	36	8,700	11,700	63	20,100	29,800
10	3,750	4,950	37	9,000	12,100	64	20,800	30,800
11	3,850	5,100	38	9,300	12,550	65	21,500	32,000
12	4,000	5,300	39	9,600	13,000	66	22,200	33,200
13	4,150	5,500	40	9,900	13,450	67	22,900	34,400
14	4,300	5,700	41	10,200	13,900	68	23,600	35,600
15	4,450	5,900	42	10,500	14,350	69	24,300	36,800
16	4,600	6,100	43	10,800	14,800	70	25,000	38,000
17	4,750	6,300	44	11,100	15,350	71	26,000	39,500
18	4,900	6,500	45	11,400	15,900	72	27,000	41,000
19	5,050	6,700	46	11,700	16,450	73	28,000	42,500
20	5,200	6,900	47	12,100	17,000	74	29,000	44,000
21	5,350	7,100	48	12,500	17,550	75	30,000	45,500
22	5,500	7,350	49	12,900	18,100	76	31,000	47,000
23	5,700	7,600	50	13,300	18,800	77	32,000	48,500
24	5,900	7,850	51	13,700	19,500	78	33,000	50,000
25	6,100	8,100	52	14,200	20,200	79	34,000	51,500
26	6,300	8,350	53	14,700	20,900	80	35,000	53,000
27	6,500	8,600	54	15,200	21,600	81	36,000	54,500
						82	37,000	56,000

Maj. Jay file.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

11 October 1951

MEMORANDUM FOR: Chief, Government Section

SUBJECT: NPA and The Administrative Reform

1. The following statistics relating to NPA were derived from information obtained from Mr. Yamaguchi of NPA and are compared to equivalent overall government statistics (see my memorandum 9 Oct 51, Administrative Reform Program):

	NPA	Government
Total No. of positions	1,385	1,522,345
No. of positions to be eliminated	429	123,052
Positions to be eliminated, in percent	30.97%	8.08%
No. of persons on extended sick-leave	30	30,000
Percent of positions to be eliminated now held by persons on extended sick-leave	06.9%	24.3%
No. of positions being eliminated and now vacant	71	27,000
Percent of positions to be eliminated and now vacant	16.5%	21.9%
Positions being eliminated and now filled	328	66,052
Percent of positions to be eliminated and now filled	76.6%	53.8%
Percent of persons now on the job to be discharged (Real reduction in force)	24.9%	04.5%

2. Mr. Sato, Director-General of the NPA, has advised that the reform program will not substantially interfere with NPA accomplishing its mission but economies and increased efficiency would be required.

3. It should be noted from paragraph 1 that under the projected reforms NPA will undergo a real reduction in force substantially more than five times that of the average government reduction. Though the contemplated reduction is substantially less than the 80% previously spoken of, I believe that it nonetheless constitutes a real danger to NPA and the Japanese civil service. In view of Mr. Sato's remarks there appears to be no present danger. On the other hand, it is believed that the future position of NPA will be rather precarious particularly in the event of future reductions in force. The state of development of NPA indicates that it should for some time yet be developing and expanding its activities. Such development will be hampered by this reduction. Future reductions in force, if imposed, will find NPA in a much poorer position to absorb them than the other government agencies as indicated.

4. One measure which should be now stressed more than ever is the indoctrination of the public as well as government officials. It is believed that in the field of public relations NPA must make a major effort to bring home to all levels the value of and the services which may be rendered by an independent and democratic civil service commission or authority.

Edgar N. Jay
EDGAR N. JAY
Major Armor

GS intervention not advisable.
JR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

9 October 1941

MEMORANDUM FOR THE RECORD

SUBJECT: Personnel Classification Program, JLC and NPA

1. Mr. Lanning of JLC Civilian Personnel Section, telephoned this morning to advise that they were having difficulty in Yokohama in connection with the job sheets on approximately 38 high-grade positions, ranging in monthly wages from about ¥25,000 to ¥51,000. The job sheets, as now prepared, called for high-grade engineers; however, there was no certainty that the particular jobs required such high-grade personnel.

2. Mr. Lanning requested that we secure the services of a qualified analyst from NPA as soon as possible. This analyst would rewrite job sheets and in some instances it would be necessary to select a proper basic wage.

3. It was arranged with Mr. Onouchi, NPA, to send an analyst to work in Mr. Lanning's office starting Thursday, 11 October.

Edgar N. Jay
Edgar N. Jay
Major Armd

Noted
ZR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

9 October 1951

MEMORANDUM FOR RECORD

SUBJECT: Job Classification Program, JLC and NPA

1. In a telephone conversation today Mr. Lanning of Civilian Personnel Section, JLC, advised that the NPA people with whom he conferred yesterday, were of great assistance.

2. Mr. Lanning concluded from his conference with the NPA personnel that his office is on the right track in insisting on job criteria rather than individual personal backgrounds as the basis for job classifications.

Edgar N. Jay
Major Armd

Noted
JR

22

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

8 October 1951

MEMORANDUM FOR: The Record

SUBJECT: Salary and Wage Survey Concerning Personnel Paid by Non-appropriated Funds

1. In a telephone conversation with Mr. Lanning of the Japan Logistical Command Personnel Section in Yokohama, the undersigned was advised that his office again needed the assistance of NPA. Apparently, the Japan Central Exchange had run a salary and wage survey of fourteen concerns in Japan in order to determine the proper wage alignment for their non-appropriated fund people. Mr. Lanning now has the results of the survey on hand and finds that although it contains a great deal of information, it appears to be based upon a classification which JLC would prefer not to use. This survey indicates that salary and wages are distributed in accordance with individual background rather than job specifications or the work being performed. What Mr. Lanning's office is after is to determine whether or not it is possible to conduct a survey so as to shed light on the wage situation in Japan according to the job being performed rather than on the background of the individual doing the work. He believed it was highly urgent that they immediately determine whether he and his people are on the right track in thinking in terms of job only in order to determine wage standards rather than taking into consideration the background of the individuals that may happen to be on a particular job.

2. He requested that we arrange for a suitable group of people from NPA to come down to Yokohama and confer there in connection with the above referred to survey. It was arranged for Mr. Onouchi, Chief of the Classification Section in the Compensation Bureau, Mr. Kanazashi, Chief, Interpreter Section, and two other specialists from the Compensation Research Section to be at Mr. Lanning's office in Yokohama at 1300 today.

3. Mr. Lanning stated that he felt this conference was of the highest priority and although at the present time would only affect non-appropriated fund personnel, the policies settled upon would eventually affect also appropriated fund personnel. The information gathered from the conference was intended for use at a policy wage board meeting tomorrow afternoon. He further stated that this classification operation was being conducted under the express direction of General Weible.

Edgar N. Jay

EDGAR N. JAY
Major, Armor

Noted
JR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

8 October 1951

MEMORANDUM FOR: Mr. Rizzo

SUBJECT: Compensation and Allowance Increase for Government Service Workers

On Friday, the undersigned conferred with Albert DeAngelis, ESS/Finance Section, and received the following information:

1. a. Sometime in August 1951 the Japanese Government put through an increase in the coal allowance which raised the allowance for a householder to ¥14,100 and to all others it was raised to ¥4,700. The total annual increase represented by this change is ¥139,000,000. Mr. DeAngelis stated emphatically that his office had not previously been aware of this change and first learned of it on Friday, 5 October.

b. The cold area allowance was decreased at the same time - that is, in August of 1951. The annual reduction represented by this decrease is ¥13,600,000.

2. The figures received from the Finance Ministry in connection with the wage increase indicated a six-month increase in cost of 7.381 billion yen to the General Account and 7.829 billion yen to the Special Account. The specific details on the wage raise include a ¥1,500 monthly increase to the wage base.

Base Pay	¥7,904
Family Allowance	876
Area Allowance	1,062
	9,842
Work Allowance	220
New Average Wage	¥10,062

3. It was learned through the Finance Ministry that NPA was recommending an increase which would raise the wage to ¥11,260 per month or ¥1,198 more than the recommended new wage submitted by the Finance Ministry.

4. Mr. DeAngelis asked that these figures concerning both the Finance Ministry and the NPA not be disseminated to Japanese Government officials.

5. The Cabinet presumably had both wage recommendations submitted to it. It was expected that the recommendations of the Finance Ministry would be adopted although definite information has not yet been received.

Edgar N. Jay
EDGAR N. JAY
Major, Armor

Noted
JR

20

Government Section

4 October 1951

MEMORANDUM FOR: Chief, Government Section

SUBJECT : Government Service Wage Increase

Mr. DeAngelis of ESS advised that:

1. The present wage base is ¥7,981. However, this actually means an average wage of ¥8,500. This base has been in effect since 1 January 1951.

2. Specific information and details concerning proposed wage base revision are still being gathered. At this writing, Mr. DeAngelis had been advised by the members of the Japanese Government concerned that they desired a postponement of a conference from this afternoon to 0930 hours, 5 October. At this conference it was proposed to discuss the wage increase.

3. As advised by Mr. MASAKI, the question of the wage increase had not yet been submitted to the Cabinet.

4. Mr. DeAngelis estimated the cost of a ¥1,500 increase based on a general group of 500,000 employees, at ¥7,300,000,000 per year.

5. To date, the wage increase figures are the only items which have not, as yet, been submitted to ESS in connection with the current supplementary budget.

ENJ

7981
1500
¥9481

Government Section

4 October 1951

MEMORANDUM FOR: Chief, Government Section

SUBJECT : Cold Weather and Coal Allowances

Mr. Albert DeAngelis advised today that during May 1951, upward revision of the subject allowances was submitted to his office. The proposed revision was not approved at that time since it had not been provided for in the budget, and therefore, there were no funds available.

It was suggested that provision be made in the next budget for a revision of the subject allowances. Then, there would be no problem in ESS giving its approval to such a revision of the allowances.

Mr. DeAngelis estimated the total additional cost of the revision, as contemplated in May 1951 and believed to be substantially similar to that now under consideration, as being ¥250,000,000. Mr. DeAngelis went on to say that in accordance with a survey conducted by Compensation Research it was found that the differential between one area and another was narrowing in spread. However, it was not known whether the current revision was based on economic statistics or merely politics. In any case, he believed that ESS would go along so long as the budget would stand the increase.

which?

ENJ

4 October 1951

FOR INFORMATION:

Not answered.

C
O
P
Y

JAPANESE GOVERNMENT
NATIONAL PERSONNEL AUTHORITY

Jinji-In, Kasumigaseki, Chiyoda-ku,
Tokyo

October 3, 1951

To:

Mr. Frank Rizzo,

Chief of Government Section,

General Headquarters, SCAP

Dear Sir:

I beg to report that the National Personnel Authority has today submitted a recommendation suggesting the partial revision of the area eligible for the Cold District Allowance as provided for, inter alia, in Article 3 of the Law for Payment of the Cold District Allowance and Coal Allowance for the National Public Service Personnel (Law No. 200 of 1949) and the classification thereof. A copy of the recommendation is appended herewith for your information.

Yours faithfully

/s/Asai Kiyoshi)
(ASAI Kiyoshi)

President
of
National Personnel Authority

Not answered
EJ

17A

C
O
P
Y

Appendix

National Personnel Authority

October 3, 1951

To:

Mr. Yoshida Shigeru,

Prime Minister

As we consider it advisable to effect a partial revision as shown in the enclosires attached hereto with respect to the areas eligible for the cold district allowance as provided for in Article 3 of the Law for Payment of the Cold District Allowance and Coal Allowance to the National Public Service Personnel and the classification thereof, I have the honor to submit a recommendation therefor in accordance with the provision of Paragraph 2, Article 3 of the same law.

Asai Kiyoshi

President
of
National Personnel Authority

C
O
P
Y

Recommendation

1. Of the areas not eligible for the cold district allowance now in force, the following areas shall be classified as the 1st class district eligible for the cold district allowance:

Gifu Prefecture:
Kitakata-mura and Tanikumi-mura of Ibi-gun;

Aichi Prefecture:
Toyama-mura and Danmine-mura of Kitashidara-gun.

2. Of the areas in the 1st class districts eligible for the cold district allowance now in force, the following areas shall be classified as the 2nd class district:

Yamanashi Prefecture:
Kawaguchi-mura, Oishi-mura and Nishihama-mura of Minamitsuru-gun;

Shiga Prefecture:
Yogo-mura, Takatoki-mura and Kinomoto-machi of Ika-gun;
Kamikusano-mura and Higashikusano-mura of Higashiasai-gun; and
Ibuki-mura of Sakata-gun.

3. Of the areas in the 2nd class district eligible for the cold district allowance now in force, the following areas shall be classified as the 3rd class district:

Yamanashi Prefecture:
Kobushizawa-mura, Koizumi-mura, Oizumi-mura and Kiyosato-mura of Kitakoma-gun; and

Nagano Prefecture:
Areas of Shimoina-gun which are included in the 2nd class district.

4. Of the areas in the 3rd class district eligible for the cold district allowance now in force, the following areas shall be classified as the 4th class district:

Miyagi Prefecture:
Kurikoma-mura of Kuribara-gun;
Naruko-machi of Tamazukuri-gun;
Kawasaki-machi of Shibata-gun;
Shichigayado-mura of Katta-gun;

Niigata Prefecture:
Sado-gun;

Nagano Prefecture:
Tatsuno-machi, Asahi-mura, Kawashima-mura and Ono-mura of Kamiina-gun;
and Fukushima-machi and Kamimatsu-machi of Nishichikuma-gun.

C
O
P
Y

Recommendation

1. Of the areas not eligible for the cold district allowance now in force, the following areas shall be classified as the 1st class district eligible for the cold district allowance:

Gifu Prefecture:
Kitakata-mura and Tanikumi-mura of Ibi-gun;

Aichi Prefecture:
Toyama-mura and Danmine-mura of Kitashidara-gun.

2. Of the areas in the 1st class districts eligible for the cold district allowance now in force, the following areas shall be classified as the 2nd class district:

Yamanashi Prefecture:
Kawaguchi-mura, Oishi-mura and Nishihama-mura of Minamitsuru-gun;

Shiga Prefecture:
Yogo-mura, Takatoki-mura and Kinomoto-machi of Ika-gun;
Kamikusano-mura and Higashikusano-mura of Higashiasai-gun; and
Ibuki-mura of Sakata-gun.

3. Of the areas in the 2nd class district eligible for the cold district allowance now in force, the following areas shall be classified as the 3rd class district:

Yamanashi Prefecture:
Kobushizawa-mura, Koizumi-mura, Oizumi-mura and Kiyosato-mura of Kitakoma-gun; and

Nagano Prefecture:
Areas of Shimoina-gun which are included in the 2nd class district.

4. Of the areas in the 3rd class district eligible for the cold district allowance now in force, the following areas shall be classified as the 4th class district:

Miyagi Prefecture:
Kurikoma-mura of Kuribara-gun;
Naruko-machi of Tamazukuri-gun;
Kawasaki-machi of Shibata-gun;
Shichigayado-mura of Katta-gun;

Niigata Prefecture:
Sado-gun;

Nagano Prefecture:
Tatsuno-machi, Asahi-mura, Kawashima-mura and Ono-mura of Kamiina-gun;
and Fukushima-machi and Kamimatsu-machi of Nishichikuma-gun.

5. Of the areas in the 4th class district eligible for the cold district allowance now in force, the following areas shall be classified as the 5th class district:

Yamagata Prefecture:
Shinjo-shi;
Areas of Mogami-gun which are included in the 4th class district;
Otakane-mura of Kitamurayama-gun;
Toyokawa-mura of Nishiokitama-gun;
Tamaniwa-mura, Misawa-mura, Minamihara-mura and Yamanoe-mura of Minami-Okitama-gun;
Higashi-mura and Hongo-mura of Higashitagawa-gun; and

Fukushima Prefecture:
Azuma-mura, Inawashiro-machi, Bandai-mura, Okinajima-mura, Chisato-mura, Nagase-mura and Tsukinowa-mura of Yama-gun.

6. The classification as revised in accordance with the preceding five paragraphs shall be applicable to the areas eligible for the cold district allowance enumerated therein as from the last day of August, 1951.

70,000 WILL LOSE GOVERNMENT JOBS

13 Oct 51 Nippon Times

Original Figure of 170,000 Is Pared; Vocational Training Planned

Only 70,000 Government employes will actually be dismissed when the administrative personnel retrenchment program is enforced, a Labor Ministry official revealed Friday.

Original plans called for dismissal of 170,000 persons.

Kunichi Saito, director of the Employment Stabilization Bureau, told the Lower House Cabinet Committee that 10,000 of the 70,000 employes to be dismissed will be sent to vocational centers.

There, he revealed, the men will be given technical training and the women will be taught Japanese and foreign-style sewing and Japanese and English typing.

Mr. Saito also disclosed that ¥40,000,000 has been appropriated for vocational training.

17.

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

October 4, 1951

To:

Mr. Frank Rizzo,

Chief of Government Section,

General Headquarters, SCAP

I am writing to inform you of the later developments concerning the problem of the National Personnel Authority.

The question of the structual organization of all agencies of government including the National Personnel Authority came up before the ministers' round-table conference of September 27, which decided that this question be kept in abeyance as a "future problem". Therefore, as regards the Authority, it was decided to consider its personnel reduction program without making any change in its existing status,

Regarding the personnel reduction of the Authority, State Minister Hashimoto strongly advocated a reduction of 80% or 50%, but, since the Authority is under the jurisdiction of the Cabinet, its personnel reduction program was drawn up by Chief Cabinet Secretary Okazaki and informally decided at the ministers' round-table conference of October 3. In all probability, this program will be formally approved as originally drawn up at a regular Cabinet meeting.

The program envisages a reduction of 32.6 per cent, and the Cabinet will present a request therefor as a strong desire to simplify personnel administration and reduce the working force of the Authority as well as of the various ministries and agencies without changing the existing National Public Service Law and the Position Classification Law. Upon receipt of the official request from the Cabinet, the Authority will proceed to study whether it will be able to perform its duties with the contemplated reduction of staff.

ASAI Kiyoshi

President
of
National Personnel Authority

No. 4

NPA PREPARING ADVICE ON
REVISION OF PENSION SYSTEM (Noon Edition)

Kyodo

TOKYO, October 1.---The National Personnel Authority is preparing an advice on revision of the pension system for public servants to be made to the Government and the Diet.

The advice will be made on the basis of recommendations by Robert Myers, adviser to SCAP's Government Section.

The aim of the revision is to add social security to the pension system by abolishing the discrimination existing between public officials and minor employes such as janitors.

According to the projected revision, minor officials, who are now given retirement allowances from the mutual relief associations, will be benefited by the pension system now being enjoyed by regular public officials.

---ooo---

15A

4 October 1951

FOR INFORMATION:

Not answered.

File

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

October 3, 1951

To:

Mr. Frank Rizzo,

Chief of Government Section,

General Headquarters, SCAP

Dear Sir,

I beg to report that the National Personnel Authority has today submitted a recommendation suggesting the partial revision of the area eligible for the Cold District Allowance as provided for, inter alia, in Article 3 of the Law for Payment of the Cold District Allowance and Coal Allowance for the National Public Service Personnel (Law No. 200 of 1949) and the classification thereof. A copy of the recommendation is appended herewith for your information.

Yours faithfully

(ASAI Kiyoshi)

President
of
National Personnel Authority

Not answered
Enf

Appendix

National Personnel Authority

October 3, 1951

To:

Mr. Yoshida Shigeru,

Prime Minister

As we consider it advisable to effect a partial revision as shown in the enclosures attached hereto with respect to the areas eligible for the cold district allowance as provided for in Article 3 of the Law for Payment of the Cold District Allowance and Coal Allowance to the National Public Service Personnel and the classification thereof, I have the honor to submit a recommendation therefor in accordance with the provision of Paragraph 2, Article 3 of the same law.

Asai Kiyoshi

President
of
National Personnel Authority

Recommendation

1. Of the areas not eligible for the cold district allowance now in force, the following areas shall be classified as the 1st class district eligible for the cold district allowance:

Gifu Prefecture:

Kitakata-mura and Tanikumi-mura of Ibi-gun;

Aichi Prefecture:

Toyama-mura and Danmine-mura of Kitashidara-gun.

2. Of the areas in the 1st class districts eligible for the cold district allowance now in force, the following areas shall be classified as the 2nd class district:

Yamanashi Prefecture:

Kawaguchi-mura, Oishi-mura and Nishihama-mura of Minamitsuru-gun;

Shiga Prefecture:

Yogo-mura, Takatoki-mura and Kinomoto-machi of Ika-gun;

Kamikusano-mura and Higashikusano-mura of Higashiasai-gun; and

Ibuki-mura of Sakata-gun.

3. Of the areas in the 2nd class district eligible for the cold district allowance now in force, the following areas shall be classified as the 3rd class district:

Yamanashi Prefecture:

Kobushizawa-mura, Koizumi-mura, Oizumi-mura and Kiyosato-mura of Kitakoma-gun; and

Nagano Prefecture:

Areas of Shimoina-gun which are included in the 2nd class district.

4. Of the areas in the 3rd class district eligible for the cold district allowance now in force, the following areas shall be classified as the 4th class district:

Miyagi Prefecture:

Kurikoma-mura of Kuribara-gun;

Naruko-machi of Tamazukuri-gun;

Kawasaki-machi of Shibata-gun;

Shichigayado-mura of Katta-gun;

Niigata Prefecture:

Sado-gun;

Nagano Prefecture:

Tatsuno-machi, Asahi-mura, Kawashima-mura and Ono-mura of Kamiina-gun; and Fukushima-machi and Kamimatsu-machi of Nishichikuma-gun.

5. Of the areas in the 4th class district eligible for the cold district allowance now in force, the following areas shall be classified as the 5th class district:

Yamagata Prefecture:

Shinjo-shi;

Areas of Mogami-gun which are included in the 4th class district;

Otakane-mura of Kitamurayama-gun;

Toyokawa-mura of Nishiokitama-gun;

Tamaniwa-mura, Misawa-mura, Minamihara-mura and Yamanoe-mura of Minami-Okitama-gun;

Higashi-mura and Hongo-mura of Higashitagawa-gun; and

Fukushima Prefecture:

Azuma-mura, Inawashiro-machi, Bandai-mura, Okinajima-mura, Chisato-mura, Nagase-mura and Tsukinowa-mura of Yama-gun.

6. The classification as revised in accordance with the preceding five paragraphs shall be applicable to the areas eligible for the cold district allowance enumerated therein as from the last day of August, 1951.

DECLASSIFIED EO. 12958 SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

No. 2
GOVT WORKERS FORMALLY DEMAND
RETRACTION OF PERSONNEL CUT PLAN

(Morning Edition)

Kyodo

TOKYO, September 29 --- Immediate retraction of the proposed administrative reform and personnel cut plans and pay improvements were demanded by the Japan Federation of Government Workers Unions (Kanro) in an official letter submitted to the Cabinet secretariat Friday.

Seventeen representatives of the federation handed the letter to Chief Cabinet Secretary Matsuo Okazaki at the Prime Minister's official residence.

The wage demands included payment of a new family allowance of ¥1,500 per dependent and a livelihood subsidy of ¥5,000.

The federation represented only Government clerical workers.

---ooo---

p/26 matsuo/cm

14A

EXCLUDED FROM AUTO SEC. 3(E) AND 3(B) OR (E) NNDG # 775 072

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

30 September, 1951

MEMORANDUM FOR RECORD:

SUBJECT : Future of the National Personnel Authority.

1. At a conference in Mr. Rizzo's office at 1400 hrs. 27 September 1951, called at the urgent request of Dr. Asai, Chairman of the National Personnel Authority, and attended by Dr. Asai, Mr. Yamashita and the undersigned, Dr. Asai stated as follows:

The proposed administrative reorganization plan would abolish the National Personnel Authority in its present form. It contemplates the replacement of the N.P.A. by a new Commission with limited powers, the establishment of a personnel bureau in the Prime Minister's Office, and administration of personnel matters by Prime Minister's ordinances or regulations. This would destroy the original objective in establishing the National Personnel Authority which was to break up the old bureaucratic system of personnel administration. It is contemplated that the personnel will be reduced from 80% to 70% which would mean a drop from the present strength of 1300 to 200 or 300. With this number it would be impossible to complete the position classification program. It is expected that at the Cabinet meeting of 27 September the authorized strength of the National Personnel Authority will be decided.

The National Personnel Authority's position is as follows:

a. They cannot agree to the change in organization and any amendments to the National Public Service Law.

b. They would like to cooperate with the government in personnel reduction but feel that they cannot reduce their forces to such a level that it would be impossible for them to carry out their responsibilities as established by law.

c. It may be possible to reduce the number of bureaus.

2. Mr. Yamashita made the following statements:

At the present time the trend is to destroy the constructive efforts of the United States in the past few years to establish a democratic system to go back to the old form. This stems from the lack of knowledge and the fact that Japan is in its infant stage of democracy. Should

GS Files

14

5493

it be found proper and feasible, he would like to see an announcement by SCAP that no reorganization should take place until such time as basic organizations developed under the Occupation are fully developed and understood. He felt embarrassed in asking for such a statement but the tendency being so strong to revert to the old, such organizations as the National Personnel Authority which established a basis for a democratic civil service should remain until such time as the fruits of the organization can be seen and understood.

3. Mr. Rizzo stated as follows:

Any advice to the Government at the present stage could not be specific because G.H.Q. has not been presented with any concrete plan. Public statements by G.H.Q. at this time might prove embarrassing to the Japanese Government and the Headquarters. So far as he knew, all the plans were still in the discussion stage and as such, direct intervention by the Headquarters would be construed as detailed direction of Japanese affairs. When a plan is submitted by the Government to the Headquarters, it will be examined for consistency and U.S. Government and Allied directives and policies which the Supreme Commander is charged to implement. Proposals which clearly violate specific directives or policies will be disapproved. There is a certain area of interpretation and leeway. Such area is wide and flexible and until a concrete plan is presented, it is not possible to anticipate the G.H.Q. decision.

In the meantime, he urged Dr. Asai to do his best in educating members of the Diet and Government in the merits of the National Public Service Law and the N.P.A. In the long run, the only guarantee of survival of both the law and the N.P.A. is the support of the people as represented by the Diet.

MAKOTO MATSUKATA
Special Assistant

No.16,

NRWU PROTESTS AGAINST
PERSONNEL CUT PLAN

(Noon Edition)

Kyodo

TOKYO, September 28---The National Railway Workers Union today filed a protest with various Ministers concerned against the projected personnel cut plan for the National Railway corporation.

The union also protested against the delayed settlement of its wage hike demand.

The union at the same time issued a statement expressing its firm determination to fight it out against the personnel slash plan.

---ooo---

p/6 Kobayashi/cs

13A

DECLASSIFIED EXC. POST SEC. 3(E) AND 3(D) OR (E) NNDG 775 012

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

September 25, 1951

To:

Major Walter E. Monagan,

Government Section, GHQ, SCAP

In edotorial comments of the Nippon Times of the September 25 issue, the following article appears under the caption "Administrative Reform":

"JIJI SHIMPO--Government employees' unions are reportedly resolved to launch an opposition drive against the administrative reform and the personnel curtailment plans of the Government. The opposition will be strong and other labor unions, as well as the Socialist Party, will come to their aid.

In the face of such oppositions, the Cabinet ministers appear hesitant. But they must have expected the difficulty beforehand, so they should have been prepared for it. They should have confidence, because the people at large support the administrative reform plan. It is of utmost urgency for us to alleviate the financial burden with a view to achieving economic independence in the post-treaty period. The National Personnel Authority has stressed the necessity of its existence, mentioning the name of chief of the Government Section, GHQ, Such officials who want to shelter themselves under the influence of foreigners should first of all be fired".

The article is a translation of the synopsis of the Jiji Shimpo edorial of the evening issue of Monday, September 24, but the following is the accurate translation of what the Jiji Shimpo stated in that edorial in connection with the National Personnel Authority:

"The National Personnel Authority which speaks of " ... in view of foreign relationships ....." took pains to publicize, in March of this year, the necessity of its continued existence even after the peace treaty under the cloak of the Chief of the Government Section, GHQ, SCAP then in office. This is a most elaborate device made by

Not answered

bureaucrats against the projected administrative reorganization program. However, it is not only the National Personnel Authority that resorts to such action. It is a trend common to all Occupation-sponsored government organizations. Independence which the peace treaty has brought to us just means the emancipation of Japan from such yoke. It could never be the friendly policy of the Allied nations to keep the Japanese people suffering from heavy burdens in order to satisfy the desire of bureaucrats to hold their positions. Any bureaucrat mean enough to take advantage of "foreign relationships" for his safety deserves to be eliminated first."

Insofar as the National Personnel Authority is concerned, Commissioner Yamashita had forwarded a letter to Major-General Whitney some time ago and it had published his reply in the NPA Monthly Bulletin No. 13 (April 1951 issue). Apart from this, the Authority has no knowledge whatever that it had ever used the name of the Government Section.

It would be appreciated if you would be so good as to take note of the above and transmit the information herein conveyed to Mr. Rizzo.

T. Sato

SATO Tomoo

Director-General
of
National Personnel Authority

No. 4
LOCAL ADMINISTRATIVE PERSONNEL
CUT TO AFFECT 140,000 OFFICIALS (Noon Edition)

Kyodo

TOKYO, September 21.---The proposed local administrative personnel cut to go with a similar cut in the central government system will affect about 140,000 local officials, circles close to the Local Administrative Simplification headquarters predicted yesterday.

The figure is far less than 196,000 recommended by the Ordinance Review Committee recently.

The headquarters, recently set up with State Minister Kiyohide Okano as its head, will hold its first session about September 30 to start major discussions of the local administrative personnel cut program.

The final decision by the headquarters, scheduled for the middle of October, will chiefly concern teachers, firemen as well as general administrative workers in various localities.

-more-

12A

Local administrative 2

The reason the headquarters' estimate of the personnel reduction is so much smaller than the plan of the Ordinance Review Committee is the generally minor scale of each local government and importance of local administrations as the first-line organs, observers explained.

The reduction of the number of local assemblymen is expected to be left to a new local system investigation council to be established in the Cabinet shortly.

Observers believe the actual personnel cut will be carried out within half a year to one year from next April with the retirement allowances depending on the central Government's financial situation.

Meanwhile, various local non-administrative public bodies will also be asked by the central Government to cut down their staff, they said.

P/23 Matsuo/kk ---ooo---

DECLASSIFIED EXCEPT PARAS SEC. 3(E) AND 3(D) OR (E) NARA # 775 012

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

20 Sept. 1951

MEMORANDUM FOR RECORD

SUBJECT: NPA Supplementary Budget

1. At a conference with Mr. Gotschall and Mr. DeAngelis, ESS, the supplementary budget for NPA was reviewed. The original amount of ¥314,764,000 was to be reduced by ¥6,812,000 to ¥307,952,000, or approximately 2%. NPA has requested no additional appropriation. This reduction is in line with similar cuts taken by all other governmental agencies. Mr. Gottschall advised that this budget assumes no change in personnel and no change in the basic wage rate. He believed these matters would be taken up later.

2. Mr. Gotschall stated that he had been tentatively advised that the Government employee force would be reduced by approximately 171,000, or 11%. Part of this reduction is to be effective 1 January and the remainder 1 April 1952.

3. Mr. Gotschall, who handles the NPA budget at ESS, agreed to advise this office whenever any matter concerning the NPA budget comes to his attention.

Edgar N. Jay

EDGAR N. JAY
Major Armor

DECLASSIFIED EO 12958 SEC 3(E) AND 3(D) OR (E) NNDG # 775 012

MORNING

LOCAL GOVERNMENT EMPLOYES
TO BE FIRED IN NEXT APRIL

JIJI PRESS

TOKYO, Sept 13. - Dismissal of employes of local public entities will be carried out in all prefectures simultaneously in April next year, according to the administrative reform policy decided on at a meeting of the Local Autonomous Board Thursday, it was learned.

Retirement allowances for dismissed employes will be paid at the rate almost the same as that for the outgoing employes of the central government, it was said.

The L.A.B. also decided at the same meeting to set up a special committee to be changed - with the task of studying the "local system"

The committee will be manned by some 30 persons each representing every stratum of society and operated on a budget of some 2,700,000 yen.

L/t

.....

End Morning Edition

Friday, September 14, 1951

11A

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

September 6, 1951

To:

Mr. Frank Rizzo,

Chief of Government Section,

General Headquarters, SCAP

Under my letter dated August 31, 1951, I reported to you on the problem of the future of the National Personnel Authority. In this connection, the recommendations of the Potsdam Ordinances Reviewing Committee have been confidentially referred to this Authority by the Cabinet, and a reply giving our views on the recommendations has been presented to the Cabinet. Our reply is enclosed herewith for your information.

ASAI Kiyoshi

President
of
National Personnel Authority

Not answered

Views on "The Recommendations For Administrative Reorganization"

National Personnel Authority

(Attached to letter from NPA to Mr. Frank Rizzo,
dtd Sept 6, 1951, in Mr. Rizzo's working file)

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

Strictly Confidential

August 31, 1951

To: Mr. Frank Rizzo,

Chief of Government Section,

General Headquarters, SCAP

On August 18 I talked with you on the problem of the future of the National Personnel Authority, but, subsequently, on August 14, a plan for administrative reorganization was decided upon by the Ordinances Reviewing Committee and submitted to the Prime Minister. The following are the salient points of the proposed plan insofar as it relates to the National Personnel Authority, but this plan has not as yet been formally shown to the National Personnel Authority:

(1) That the National Personnel Authority be superseded by a Personnel Bureau which will be newly created in the Prime Minister's Office.

This is designed to deprive the central personnel agency of its independent character, thus negating the basic spirit of the National Public Service Law.

(2) That a reduction of 80 percent be made in the working force of the National Personnel Authority.

This is designed to make impracticable from another angle the administration of the National Public Service Law.

Three bureaucratic groups are participating in the activity of the Ordinances Reviewing Committee. First, the Budget Bureau of the Ministry of Finance which constitutes the backbone of the old bureaucratic force after the dissolution of the former Ministry of Home Affairs. They are working hard to the end that the Ministry of Finance recover the authority pertaining to compensation now in the hands of the National Personnel Authority. Second, the bureaucrats of the former Cabinet Bureau of Legislation (the present Legislation and Opinion Bureaus of the Attorney General's Office) which was

Not answered

dissolved by the will of the General Headquarters, SCAP, and despite the fact that legislation is being made primarily the function of the Diet, they are now planning the rebirth of the former Bureau of Legislation in the Cabinet and the transfer of the National Personnel Authority to the Prime Minister's Office so as to preclude any other leading agency being set up in the Cabinet. Third, the bureaucrats of the Administrative Management Agency who are dissatisfied that their own authority does not extend to the National Personnel Authority and who are attempting to lower the National Personnel Authority to the status of a commission referred to in the National Government Organization Law. In addition to these groups, the bureaucrats of the former Ministry of Home Affairs (the present Local Autonomy Agency) which was dissolved by the will of the General Headquarters, SCAP, taking advantage of the present opportunity, are trying to bring about the revival of a Ministry of Home Affairs. This can be seen in the projected abolition, etc. of the Local Finance Commission and the Local Administrative Research Committee. Moreover, acting in concert with the movements of these bureaucratic groups, the Democratic Liberal Party is working for the abolition of the National Personnel Authority which it considers constitutes a stumbling-block in promoting a "spoils" system at its own sweet will - a situation with which you are already familiar.

If the raison d'être of the National Personnel Authority is to carry out reforms of the feudalistic bureaucracy of old Japan on the one hand and to prevent the introduction of a "spoils" system by political parties on the other, the united attacks from these two quarters all the more prove the necessity of the National Personnel Authority and the National Public Service Law. The National Personnel Authority of Japan is faced with the same situation that the Federal Civil Service Commission of the United States had experienced in the course of its development.

The final plan which will be developed by the Government is not yet clear, but I venture to think that it will be something like the following:

(1) That the National Personnel Authority be renamed "the National Personnel Commission" and transferred from the Cabinet to the Prime Minister's Office:

This is not a mere change in name. For the change of name involves change of agency, and, as the present commissioners

will automatically retire from their office, the Cabinet and the Democratic Liberal Party will be at liberty to appoint individuals of their own choosing to fill those posts. Moreover, if the new agency is made a "commission", it will be governed by the National Government Organization Law.

(2) That the powers of the National Personnel Authority be reduced and its independent character weakened.

This is based on the argument that the National Personnel Authority is not adapted to the "present conditions of Japan" and is being advocated by the bureaucrats of the former Cabinet Bureau of Legislation. We believe, however, that precisely the "present conditions of Japan", particularly those "present conditions of Japan" in which is left intact the existence of these bureaucratic groups which are composed of the privileged "kōbun" bureaucrats (the successful candidates of the higher civil service examination), should be reformed by the National Personnel Authority.

(3) That a reduction of 80 percent be made in the working force of the National Personnel Authority.

This is being strongly advocated by the bureaucrats of the Ministry of Finance.

The foregoing statement describes the present status of the problem relative to the revision or abolition of our National Personnel Authority.

At this juncture, I cannot but recall that, at the time of making a draft of the National Public Service Law, Mr. Blaine Hoover asked us whether or not the projected reforms could be implemented single-handed by the Japanese themselves. We then pointed out that, since the top levels of our government were monopolized by the so-called priviledged "kōbun" Bureaucrats, it would be utterly impossible for the Japanese alone to institute such epochal reforms under those conditions and answered that it might perhaps be possible to carry out the project with the assistance of the United States. While apparently the abolition of old bureaucratic organization has been partially achieved by the dissolution of what might be considered its main bastions - the Ministry of Home Affairs and the Cabinet Bureau of Legislation -, the bureaucrats of the Ministry of Finance still exist as a strong group and dominate the government having in its hands all authority pertaining to budget. Also, we must not lose sight of the fact that of late the uncleus of the old bureaucrats has assumed

DECLASSIFIED E.O. 12356 SEC. 3(E) AND 3(D) OR (E) NNDG # 775 072

leadership in the Democratic Liberal Party and other political parties. This is because the leading figures of the political parties left the positions of influence in the political parties due to the implementation of the "purge" directive. Under these circumstances, it is only natural that, taking advantage of the recent relaxation of controls by the General Headquarters to enable Japan to gradually regain her sovereignty, all these bureaucratic elements should try to retrieve their lost powers. If, at a time like this, the administrative reorganization be allowed to proceed at their own sweet will, we greatly fear that the strenuous effort made by the United States over a long period of the post-war years towards the democratization of Japan might be brought to naught in a brief space of time. Aside from the problem of the National Personnel Authority, if, as the proposed plan of the Ordinances Reviewing Committee envisages, the National Public Safety Commission be abolished and police power directed at the will of the Cabinet, would it not really shake our democratic form of government from its very foundation?

The points I have mentioned in the foregoing are not only a proglem affecting the National Personnel Authority alone but also are an extremely vital problem for the future of Japan as well as for the family of democratic nations, and I sincerely solicit your valuable assistance again in clarifying the right path for the purpose of maintaining our democratic structure.

It may be added that the ministers, encouraged by the bureaucratic group in their respective ministries, will strongly oppose any contraction of their organizational setup and reduction of force at a Cabinet meeting, but that the National Personnel Authority is not represented at such a meeting by a spokesman who will air its views regarding the problems of the National Personnel Authority.

ASAI Kiyoshi

President
of
National Personnel Authority

DECLASSIFIED EXCEPTIONS SEC. 3(E) AND 3(D) OR (E) AND 4 775 012

Mainichi

Evening

EARLIER PAY
DAY DECIDED

JIJI PRESS

TOKYO, Sept. 18. - The National Personnel Board today decided to have wages and salaries for Government employes, issued in two instalments monthly, paid a week earlier than at present beginning the latter part of this month, it was learned.

A regulation regarding this will be issued tomorrow.

Under the new measure, Government employes from now on will be paid wages and salaries on the first, second, or third days of the month instead of the seventh, eighth or ninth as before and the 16th, 17th or 18th of the month instead of the 23rd, 24th or 25th as before.

.....

lam/sf

QA

DECLASSIFIED EXC. FROM SEC. 3(E) AND 3(D) OR (E) NMDG # 775 012

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

17 Sept. 1951

MEMORANDUM FOR RECORD

SUBJECT: Conference with JLC and NPA Officials, Yobas Building, Yokohama

1. Time and Date: 1000 hours, 17 Sept. 1951

2. Attendance:

Major Jay, GS
Mr. Suzuki, GS
Mr. Freehous, JLC/G-1
Mr. Lanning, JLC/Civ. Pers.
Mr. Takimoto, NPA, Chief Compensation Bureau
Mr. Ounouchi, NPA, Chief, Classification Section
Mr. Kanazashi, NPA, Chief, Transportation Sect.
Mr. Tajima, NPA

3. At this, the third conference, plans for the exchange of thirteen classification analysts by NPA to JLC were discussed. 1 October 1951 was set as the target date on which work space in the Yobas Building would be made available. Mr. Freehous raised the question of compensation. Mr. Takimoto suggested that at least in the case of such personnel only loaned on a temporary basis to JLC, that NPA continue to pay such individuals; JLC only defraying such additional expenses as such individuals may incur by reason of the exchange.

Mr. Takimoto further advised that in view of current plans to reduce the NPA classification force he would undertake to determine whether any volunteers could be found to transfer to JLC on a permanent basis. Mr. Lanning, at the next conference, will be prepared to give the necessary information such as compensation, etc., in connection with this.

4. The next conference was set for Tuesday, 25 Sept. at the NPA offices. Mr. Lanning acknowledged the indebtedness of JLC for NPA's cooperation and his belief that JLC's program would be accelerated some six months.

5. The question as to whether JLC or NPA should pay the salaries of the personnel on loan to JLC may raise questions of policy and if so, a decision should be made as to the course to be followed.

Edgar N. Jay
EDGAR N. JAY
Major Armor

YR

DECLASSIFIED EXCEPT PARS SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

No. 1

ADMINISTRATIVE REFORM PLAN
TO BE STUDIED BY CABINET SEPT. 18

(Morning Edition)

Kyodo

TOKYO, September 18 --- A Cabinet subcommittee will study an administrative reform program as well as a personnel cut plan September 18.

Welfare Minister Ryogo Hashimoto is now making a preliminary study of these plans.

The administrative reform plan Hashimoto will present to the subcommittee will be roughly as follows, according to well-informed quarters:

(1) Reorganization of administrative agencies to suit independent Japan.

(2) Appointment of a State Minister in charge of public peace directly under the Prime Minister.

(3) Abolition of the National Personnel Authority and establishment of a Personnel Commission to handle appointment and complaints of public service personnel. Payroll business of NPA will be transferred to the Cabinet.

-more-

8A

Administrative reform plan 2

(4) Reorganization of the Special Procurement board and other Government agencies directly related with the Occupation will be considered separately.

---ooo---

man/em

DECLASSIFIED EXT PROC SECT 3(E) AND 3(D) OR (E) NNDD # 775 012

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

12 Sept. 1951

MEMORANDUM FOR RECORD

SUBJECT: JLC and NPA Conference on Classification and Compensation

1. Time: 1400 hours, 11 Sept. 1951

2. Present: Major Jay, GS
Mr. Suzuki, GS
Maj. Enquist, Civilian Personnel, JLC
Mr. Lanning, " " "
Mr. Freehous, G-1, JLC
Mr. Tropp, G-1, GHQ (Management)
Mr. Takimoto, NPA, Chief Compensation Bureau
Mr. Onouchi, NPA, Chief, Classification Sect.
Mr. Fujimaki, NPA, Chief, Compensation Admin. Sect.
Mr. Maruo, NPA, Chief, Administration Bureau
Mr. Yamaguchi, NPA, Chief, Examination Section, Records Bureau
Mr. Kanazashi, NPA, Chief, Translation Section (Interpreter)

3. Mr. Lanning pointed out that immediate interest was in the Japan Central Exchange (JCE). They are interested in setting up classification and compensation schedules to cover approximately 7,000 jobs. They are interested in becoming familiar with the classification work done by NPA as well as the procedures utilized. Adequate compensation for a classification analyst was discussed. When Mr. Lanning pointed out a requirement for 13 analysts, Mr. Takimoto made the following suggestions:

(a) NPA would be pleased to arrange for untrained people to receive training at a local NPA course conducted in Kanagawa Prefecture.

(b) NPA would also lend JLC 13 analysts while the training referred to in (a) was being accomplished.

To facilitate access to reference material, studies in progress as well as those completed, NPA suggested that the next conference be held at NPA. Arrangements for the loan of the analysts are to be discussed in addition to classification and compensation standards in detail. Major Enquist suggested that the NPA people visit their offices in Yokohama. It was agreed that a brief tour there would facilitate NPA understanding of JLC procedures and problems. NPA readily agreed to this; the date was set for Monday, 17 Sept.

9

188

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

12 Sept. 1951

MEMORANDUM FOR RECORD

SUBJECT: JLC and NPA Conference on Classification and Compensation

1. Time: 1400 hours, 11 Sept. 1951

2. Present: Major Jay, GS
Mr. Suzuki, GS
Maj. Enquist, Civilian Personnel, JLC
Mr. Lanning, " " "
Mr. Freehous, G-1, JLC
Mr. Tropp, G-1, GHQ (Management)
Mr. Takimoto, NPA, Chief Compensation Bureau
Mr. Onouchi, NPA, Chief, Classification Sect.
Mr. Fujimaki, NPA, Chief, Compensation Admin. Sect.
Mr. Maruo, NPA, Chief, Administration Bureau
Mr. Yamaguchi, NPA, Chief, Examination Section, Records Bureau
Mr. Kanazashi, NPA, Chief, Translation Section (Interpreter)

3. Mr. Lanning pointed out that immediate interest was in the Japan Central Exchange (JCE). They are interested in setting up classification and compensation schedules to cover approximately 7,000 jobs. They are interested in becoming familiar with the classification work done by NPA as well as the procedures utilized. Adequate compensation for a classification analyst was discussed. When Mr. Lanning pointed out a requirement for 13 analysts, Mr. Takimoto made the following suggestions:

(a) NPA would be pleased to arrange for untrained people to receive training at a local NPA course conducted in Kanagawa Prefecture.

(b) NPA would also lend JLC 13 analysts while the training referred to in (a) was being accomplished.

To facilitate access to reference material, studies in progress as well as those completed, NPA suggested that the next conference be held at NPA. Arrangements for the loan of the analysts are to be discussed in addition to classification and compensation standards in detail. Major Enquist suggested that the NPA people visit their offices in Yokohama. It was agreed that a brief tour there would facilitate NPA understanding of JLC procedures and problems. NPA readily agreed to this; the date was set for Monday, 17 Sept.

Memorandum for Record 12 Sept. 1951

4. Mr. Lenning spoke briefly to Mr. Meruo and Mr. Yamaguchi in connection with their projected trip to the Civil Service Convention at Detroit.

5. Major Jay advised the JLC people that in connection with this matter JLC could now carry on direct contact with NPA, keeping GS advised as to when meetings were to take place and the progress being made.

Edgar N. Jay

EDGAR N. JAY
Major Armor

Noted
FR

DECLASSIFIED E.O. 11652 SEC. 3(E) AND 5(D) OR (E) NND ⁿ 775 012

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

7 Sept. 1951

MEMORANDUM FOR: Record

SUBJECT: Conference with NPA Officials to Secure Assistance for JLC in Job Classification and Compensation

1. Time: 1000 hours. 7 Sept. 1951
Attendance: Mr. Takimoto, Chief, Compensation Bureau, NPA
Mr. Fujimaki, Chief, Compensation Administration Section, NPA
Major Monagan, GS
Major Jay, GS

2. Purpose: To broadly explore the possibility that NPA may assist JLC in setting up job classification and compensation standards.

3. Mr. Takimoto assured the complete cooperation of his bureau which has responsibility for classification and compensation. In the event information was desired concerning a field of work not yet classified but corresponding to a field within the regular government service, then it was hoped the information could be made available to us in approximately two weeks. This does not include time for effecting translations. The NPA should be of great assistance to JLC in setting up the desired standards and schedules.

4. A further meeting will be held early next week to be attended by a JLC representative prepared to discuss their requirements.

EDGAR JAY
Major Armd

DECLASSIFIED EXC. 1.(B)2 SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

SECRET

46406

Mr H P Wheeler
26-5746

Japanese Loyalty Oath

Chairman, Committee on Countermeasures — Chief of Staff, Thru: G-2, G-3, DS, GS (In turn) — 11 August 1951

1 1. Pursuant to instructions from the Chief of Staff, the Committee on Countermeasures reconsidered the matter of a Loyalty Oath for Japanese Civil Servants. By way of background, the Committee had previously recommended the extension of a comprehensive Loyalty Oath to the entire Civil Service of approximately one million individuals and GS had discussed the matter with the Japanese National Personnel Authority. The latter agency devised an oath (hereafter called NPA Oath) that suited the purposes of the Committee and the Committee recommended implementation as soon as was practical. Implementation was to have begun on or about 15 August. The Committee was then informed that upon consideration at Cabinet level, the Japanese had decided that the time was not appropriate for the implementation of such an oath. The Committee was informed that GS, acting under established policy, could not try to influence the Japanese to go ahead with the project as planned; and the Committee then recommended that GS restudy the matter to determine the possibility and advisability of making an exception to this policy. The CofS subsequently directed that the Committee reconsider the problem with a view toward the formulation of a revised oath which could be implemented.

GS

2. The Japanese objections to the implementation of the NPA Oath at this time centered around the timing, it being their belief that any action on the part of the present Government which would tend to rock the political boat would be inadvisable and that the implementation of the proposed oath would surely rock the boat, reasoning that such implementation would carry with it a demand for a Cabinet definition of the Communist Party and the Cabinet, at this time, could either say that it was a legal political party and hence mere membership would not prohibit a prospective civil servant from subscribing to the oath, or, if the Government decided that the Party is illegal and thus in effect outlaw the Party, the political repercussions on the domestic side would be such that the Peace Treaty Party (the liberals) would lose strength to the extent that adherence to the proposed treaty would be extremely difficult of attainment.

3. The Committee considered this Japanese view and also considered the greatest immediate countermeasure; i.e., the Peace Treaty. In seeking a balance between the value to be obtained by demanding implementation of the NPA Oath and the possible adverse effect on the Treaty negotiations, the majority of the Committee (voting 6 to 3) reached the conclusion that this is not the time to push implementation of the NPA Oath.

SECRET

237231

DECLASSIFIED E.O. 12958 SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

Mr R P Wheeler
26-5768

Japanese Loyalty Oath

Chairman, Committee on Countermeasures

Chief of Staff,
Thru: G-2, G-3,
DS
GS (in turn)

11 August 1951

1 (Cont'd)

4. Addressing itself to the question of a revision of the NPA Oath which would not have the adverse political implications of the original proposition, the Committee decided that the implementation of any oath, either the NPA recommended one or a revised one, would have the same effect, and hence the factor of timing which is the only reason for not implementing the NPA Oath, would apply equally to a revised oath; further, that any revision in order to eliminate reference to membership in any organization advocating overthrow by violence of the constitution or government would so emasculate the oath that insufficient benefits would be obtained if implemented.

5. A highly important new development was then brought to the attention of the Committee: the administrative reorganization, embodying widespread changes, of the Japanese Government. This reorganization, scheduled for the fall of this year, will result, among other measures, in the removal of from 20 to 30% of the Civil Servants of the National Government. The Government's Advisory Committee, concurring in a very comprehensive program, will present its recommendations to the Cabinet on 14 August. The Committee felt that when this reorganization plan, involving abolition of certain agencies, consolidation of others, and general reduction in force, is placed into effect, so much attention would be focused on these changes that an administrative requirement that all individuals take a new oath of office would very likely be accepted as a logical procedure of reorganization and hence the objection of timing might not be of so much concern. It was therefore suggested that GS explore the possibility of including the NPA Oath (Incl 1) in this reshuffle as purely an administrative matter, and that GS also suggest to the proper authorities that this reduction in force would provide an excellent opportunity for sweeping many of the worst Communists from office.

6. Since the end sought by the original recommendation is an end which is greatly desired as an effective countermeasure, the Committee considered additional means of reaching the same goal, and it was suggested that GS explore the possibility of having the Japanese authorities more effectively enforce existing legislation in this regard in order to expel the Communists from Government service, particularly in those installations considered vital to the Occupation such as communications centers, rail centers, electric-power plants, and the like. It was suggested that G-3 and G-2 select certain key target areas so that GS could bring these to the attention of the Government as primary objectives where aggressive measures should be taken.

DECLASSIFIED E.O. 12032 SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

Mr R P Wheeler
26-5748

Japanese Loyalty Oath

Chairman, Committee on Countermeasures — Thru: Chief of Staff, G-2, G-3, DS, GS (in turn) — 11 August 1951

1 (Cont'd) 7. a. The Committee unanimously adhered to its previous conviction that the idea of extending the NPA Oath to the entire civil service is a good countermeasure.

b. The majority of the Committee (voting 6 to 3) were strongly of the conviction that the objections of the Japanese Government in administering the oath at this time were valid.

c. The Committee unanimously agreed that a revision of the NPA Oath to make it unobjectionable to the Government would not accomplish any beneficial results and any apprehensions concerning timing applied as much to a watered-down version as to the NPA Oath.

d. The Committee unanimously agreed that GS should initiate action to:

(1) Explore the possibility of having the NPA Oath made a part of the planned administrative reorganization of the Japanese Government in the fall of this year when the objection of timing might not be encountered, and

(2) Have the Japanese more rigidly enforce existing legislation to eliminate known Communists from their positions, particularly in key installations as selected by G-2 and G-3.

8. It is recommended that paragraph 7 be approved.

9. Concurrences:

G-2_____
G-3_____
DS_____
GS_____

1 Incl:
1. Cy of NPA Oath

- E. O. 2 - - - - - - - - - - - - - - - -

DECLASSIFIED E.O. 12958 SEC. 3(E) AND 3(B) OR (E) NNDG # 775 012

25 July 1951

Special Investigation
Bureau, Attorney Gen-
eral's Office

Special Investigation Bureau's opinion about the draft revision of that part of the National Personnel Authority regulations which provides for the service oath by public servants.

1. The National Personnel Authority has submitted to the Attorney General's Office to seek its opinion a draft revision of the part of the regulations providing for the service oath by government employees. The draft proposes to require all men in national public service to take an oath in the following form and affix their signatures:

" I swear that I will not form or join any political party or other organization that advocates to destroy by violence the Japanese Constitution or any government organized under the said constitutional law. I also declare that I have never formed or joined any such organization at any time on and after the date of the enforcement of the Japanese Constitution."

2. We have reached a conclusion that it is advisable not to carry out the proposed revision immediately, on the basis of the following reasons:

a. It is, of course, the Communist Party that will become a question as one of the subversive organizations as meant by the draft revision. However, a public servant, if a Communist, fellow traveller or interested in any subversive organization as defined in the draft revision, will naturally ask what actually is such organization and whether the Japan Communist Party comes within the meaning of such organization. On the other hand, if the proposed revision is to be put in practice, the state will be under obligation to clearly show what comes within the meaning of the subversive organization as defined in the draft revision. In explanation in the Diet of the reasons for the provision of 5, Article 38, National Public Service Law and for enactment of other laws having similar provisions, it has been declared that "the Communist Party is not regarded as such organization to destroy the Japanese Constitution by violence as defined in such laws." In view of this together with the fact that the Communist Party has not yet been entirely outlawed, it seems that the Communists will claim that they are not within the meaning of the subversive org-

DECLASSIFIED EXC. FOIA SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

anization as mentioned in the National Personnel Authority's proposed revision.

b. Whereas, the Communists have got 42 of their leaders purged, and their newspaper AKAHATA and other publications suspended. All these persons and publications are being treated as outlawed. Therefore, legally the Communist activity at least in the publication field is considered illicit.

c. Now the Communist activity in general has both legal and illegal aspects. In the legal aspect, of course there can be found no fact proving the Communist Party to be a subversive organization. But in the illegal aspect of their activity, there is sufficient reason to believe, purely from evidence, that the Party is a subversive organization.

d. In such circumstances, when there is very strong suspicion of the subversiveness of the Japan Communist Party, it seems very unadvisable to deal with the Communists for the state to declare formally and on purpose that the Party is not a subversive organization. Such a step is feared to have a serious effect upon the action already taken against Red public servants. Therefore, in our opinion it is desirable to continue watchful waiting and investigation instead of making an opportunity to specifically declare that the Communist Party is not subversive.

DECLASSIFIED EXC. E.O. 11652 SEC. 3(E) AND 5(B) OR (E) NNDG # 775 012

Pursuant to the National Public Service Law and the Law concerning Compensation of Employees in the Regular Government Service, the Rule 14-6 of the National Personnel Authority is hereby amended to read as follows:

July , 1951

President of National Personnel Authority

ASAI Kiyoshi

Rule 14-6 of the National Personnel Authority (Effective date: July, 1951)

Oath of Office by Personnel

Article 1. Except as otherwise provided for by law, personnel shall not perform duty until and unless he has signed the letter of oath as mentioned below before the appointing officer or the senior staff of his working department duly designated by the appointing officer.

LETTER OF OATH

"I hereby solemnly swear that I shall respect and support the Constitution of Japan which recognizes that sovereign power resides with the people.

I also swear that I shall not form any political party or other organization which will advocate the overthrow by force of the Constitution of Japan or the Government existing thereunder; that I am not affiliated with such political party or organization at present, nor shall I do so in the future. I also certify that I have never been a member of such political party or organization on or after the date of the enforcement of the Constitution of Japan.

I swear further that I shall have a high esteem for the law instituted by the will of the people and shall administer such law with a strong sense

DECLASSIFIED E.O. 12,032 SEC. 3(E) AND 3(D) OR (E) NNDG # 775 012

of responsibility for the democratic and efficient administration of public affairs in the capacity of a devoted servant of the whole community."

Date:

Article 2. If necessary in the event of earthquake, fire, flood or the kindred emergencies, the employing officer may, notwithstanding the provisions of the preceding paragraph, cause personnel to perform his duty even before he has taken the oath as provided for in this rule.

Article 3. No compensation shall be issued to personnel until and unless he has taken the oath as provided for in this rule.

Article 4. In the case of personnel who has taken the oath as provided for in this rule, anyone breaking the letter of oath shall lose office as provided for in Article 76 of the Law or be dealt with in accordance with the provision of Article 78 or Article 82 of the Law, as the case may be.

Article 5. Incumbents on the effective date of this rule shall sign the letter of oath and submit it to the appointing officer or to the senior staff of his working department duly designated by the appointing officer within 30 days of that date.

2. In the case of personnel who is unable to submit the letter of oath within the period referred to in the preceding paragraph owing to official tour, illness or any other unavoidable cause, the period as prescribed in the preceding paragraph may be extended until such date as the personnel concerned may take oath, provided that the oath shall be taken within 10 days after such date when the aforementioned cause shall have ceased to exist.

3. When the personnel referred to in the preceding two paragraphs has not submitted the letter of oath within the period as prescribed in the preceding two paragraphs, the employing officer shall not cause such personnel to perform his duty and no compensation shall be paid to him.

DECLASSIFIED BUT WITH DELETIONS 3(E) AND 3(D) OR (E) NNDG # 775 672

19 July 1951

MEMORANDUM FOR RECORD:

The undersigned, in conference with Mr. Tsutsumi and Mr. Kanoyama, interpreter, of NPA, cleared the "Oath of Office by Personnel" contained in the attached amendment to Rule 14-6, National Personnel Authority. Distribution of oath to personnel is expected to be accomplished by 15 Sept. 1951.

WEM Jr.
W.E.M.

Incls
1. Rule 14-6
2. GS suggested change in previous text of oath
3. NPA statement of reasons for not adopting GS suggestion

Pursuant to the National Public Service Law and the Law concerning Compensation of Employees in the Regular Government Service, the Rule 14-6 of the National Personnel Authority is hereby amended to read as follows:

July , 1951

President of National Personnel Authority

ASAI Kiyoshi

Rule 14-6 of the National Personnel Authority (Effective date: July, 1951)

Oath of Office by Personnel

Article 1. Except as otherwise provided for by law, personnel shall not perform duty until and unless he has signed the letter of oath as mentioned below before the appointing officer or the senior staff of his working department duly designated by the appointing officer.

LETTER OF OATH

1. "I hereby solemnly swear that I shall respect and support the Constitution of Japan which recognizes that sovereign power resides with the people.

2. I also swear that I shall not form any political party or other organization which will advocate the overthrow by force of the Constitution of Japan or the Government existing thereunder; that I am not affiliated with such political party or organization at present, nor shall I do so in the future. I also certify that I have never been a member of such political party or organization on or after the date of the enforcement of the Constitution of Japan.

3. I swear further that I shall have a high esteem for the law instituted by the will of the people and shall administer such law with a strong sense

Rule 1

of responsibility for the democratic and efficient administration of public affairs in the capacity of a devoted servant of the whole community."

Date:

Article 2. If necessary in the event of earthquake, fire, flood or the kindred emergencies, the employing officer may, notwithstanding the provisions of the preceding paragraph, cause personnel to perform his duty even before he has taken the oath as provided for in this rule.

Article 3. No compensation shall be issued to personnel until and unless he has taken the oath as provided for in this rule.

Article 4. In the case of personnel who has taken the oath as provided for in this rule, anyone breaking the letter of oath shall according to the nature of the case, lose office as provided for in Article 76 of the Law or be dealt with in accordance with the provision of Article 78 or Article 82 of the Law, as the case may be.

Article 5. Incumbents on the effective date of this rule shall sign the letter of oath and submit it to the appointing officer or to the senior staff of his working department duly designated by the appointing officer within 30 days of that date.

2. In the case of personnel who is unable to submit the letter of oath within the period referred to in the preceding paragraph owing to official tour, illness or any other unavoidable cause, the period as prescribed in the preceding paragraph may be extended until such date as the personnel concerned may take oath, provided that the oath shall be taken within 10 days after such date when the aforementioned cause shall have ceased to exist.

3. When the personnel referred to in the preceding two paragraphs has not submitted the letter of oath within the period as prescribed in the preceding two paragraphs, the employing officer shall not cause such personnel to perform his duty and no compensation shall be paid to him.

(17 July, 1951)

Suggested additions:

" I hereby certify that I have never been a member of any political party or any other organization which advocated the overthrow by force of the Constitution of Japan or the government existing thereunder, excepted as listed below ..."

_____

_____

_____

_____

Ex 4:

_____

Rec 2

Under the existing National Public Service Law any person who, on or after the date of the enforcement of the Constitution of Japan, formed or belonged to a political party or other organization which advocates the overthrow by force of the Constitution of Japan or the Government existing thereunder, is disqualified for appointment in the government service. Therefore, the listing of such political parties or organizations to which a person may have belonged in the past seems to be superfluous and will not serve any useful purpose.

Incl 3

GOVERNMENT SECTION

13 July 1951

MEMORANDUM FOR: Mr. Frank Rizzo

SUBJECT : NPA Oath

The letter from Mr. Asai, President of the National Personnel Authority, to Mr. Frank Rizzo, Chief of Government Section, dated 12 July 1951 was read to the Committee on Countermeasures at the meeting held on 13 July 1951. The proposed oath as contained in the draft of Article 1, Rule 14-6 of the National Personnel Authority was read and the opinion of the Committee as to the form was requested.

The Committee concurred with the oath as it was written.

The Committee recommended, however, that it was desirable that the phrase, "I hereby certify that I have never been a member of any political party or any other organization which advocated the overthrow by force of the Constitution of Japan or the government existing thereunder, except as listed below:..." be added, but only on the condition that such an addition would not delay the project. Purpose of the phrase is for information only. There would be no implication that persons who had in the past been members of such organizations would be released from government employment.

J.D.M.

NPA

CIVIL SERVICE DIVISION
Government Section

13 June 1951

MEMORANDUM FOR : Lt. Col. Jack P. Napier
Deputy Chief, Government Section

SUBJECT : Revision of Oath of Office

1. As the result of negotiations with NPA, it is reported that the Commissioners have agreed to amend the Rule prescribing the oath of office in order to strengthen it. The revised oath will incorporate the language which was used on the applications for the S-1 examinations. The revised text will be presented as soon as it can be translated. The exact date for promulgation of the amended Rule has not been decided, since it is necessary to inform the Cabinet in advance, but it is understood that no great delay will be entailed.

Maynard N. Shirven
MAYNARD N. SHIRVEN
Chief

MNS:ger

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

1 June 1951

MEMORANDUM FOR: Colonel Napier

SUBJECT: Purge of Communists in the Government Service

On 5 September 1950, by Cabinet Decision, the Government decided to purge the public service, including Kodan and other public corporations, of subversive elements in order to preserve the structure of democratic government. The Cabinet made it clear that this was not an attack on Communists or Communist sympathizers as such, but was to be limited to "those Communists and their sympathizers who are disturbing, or are liable to disturb, order by means of divulging official secrets or impeding the regular administration of public affairs." Great care was to be exercised in the administration of this policy, and an ample chance for "self-reflection" was to be afforded those who deserved it.

It was decided to discharge subversive employees under Item 3 of Article 78 of the National Public Service Law which permits dismissal for lacking qualifications for fitness for government positions in cases not involving mental or physical competence or unsatisfactory performance on duty. Communists or Cummunist sympathizers who disturb, or are liable to disturb, order by means of divulging official secrets or impeding the regular administration of public affairs are obviously lacking in the qualifications of fitness for any government position, even though they are physically and mentally competent and have a satisfactory record of work performance. Japanese legal opinion considers this adequate basis for the action.

Item 5 of Article 38 disqualifies for government service "any person who, on or after the date of the enforcement of the Constitution of Japan, formed or belonged to a political party or other organization which advocated the overthrow by force of the Constitution of Japan or the Government existing thereunder." This provision could not be used as a basis for dismissing Communists, because the Communist Party has not been declared by competent authority in Japan as being such an organization.

During the next few months following the Decision, the various ministries and agencies solicited resignations from, or issued dismissal notices to approximately 11,000 employees believed to be dangerous because of Communist affiliations or Communist sympathies. As a result of the dismissals, 110 appeals against disadvantageous action involving 317 persons were received by the Equity Bureau of the National Personnel Authority. In order to protect any employee from being falsely accused, the National Personnel Authority was obliged to accept these cases and schedule hearings.

/

The written statement of charges by the action officer in each case is identical and reads as follows: "The employee lacks the qualification of fitness required for his government position because he is either a Communist or a Communist sympathizer, and is therefore apt to disturb the official order by disclosing confidential matters of official business and obstructing the normal management of public duties. Accordingly, he is dismissed under Item 3 of Article 78 of the National Public Service Law."

The refutation of charges varies from case to case but normally includes several of the following points:

1. The Communist Party is a lawful party and dismissal for membership is a violation of the Constitution, the National Public Service Law, the Potsdam Declaration, and the 16 Principles of the Far Eastern Commission Concerning Labor in Japan.

2. My duties are such that no confidential matters ever come to my knowledge, so how could I disclose them.

3. I have never committed any act to obstruct the normal management of public duties.

4. I have recently received a letter of commendation from my agency for exemplary performance. How could I be considered lacking in qualifications of fitness.

The first case involved six employees in the Kinki Local Telecommunications Bureau. At the public hearings three were proven to be either members of the Japan Communist Party or Communists who profess Communism and are striving for the realization of the policies of the Japan Communist Party. It was further shown that all three had individually engaged in acts tending to disturb order by impeding the regular administration of public affairs, and because of their professed desire to realize the objectives of Communism could be expected to be a threat to the smooth operation of public affairs in the future. A fourth employee was found to have shown by his conduct and activities that he supports the policies of the Japanese Communist Party and is striving for their realization. Furthermore, he was shown to have committed several acts tending to disturb order by impeding the regular administration of public affairs. Because these four employees were found to have disturbed the official order and had a potential danger of disturbing official order in the future, the Board of Equity upheld their dismissal as employees who lack the qualification for fitness for government service as provided for in Item 3 of Article 78 of the National Public Service Law. In the case of the other two employees, in spite of exhaustive investigation with the assistance of the local police and the investigative facilities of the Attorney General's office, evidence was insufficient to show that either was a Communist or a Communist sympthizer or that either had engaged in acts tending to disturb the official order,

or that either could be considered a threat to the regular administration of public affairs in the future. These two employees were therefore ordered reinstated in their former positions.

The decision of the Equity Board, finally made public 30 May 1951, is expected to establish a precedent, having the following effects:

1. Convince avowed Communists that their cases are hopeless and might as well be withdrawn.

2. Impress action officers with the necessity for having a supportable case against the accused.

3. Reassure employees and the public that the rights of falsely accused persons are being protected.

John R. Shively
JOHN R. SHIVELY
Chief,
Training Branch