GHQ/SCAP Records(RG 331)
Description of contents

THE NATIONAL ARCHIVES OF THE UNITED STATES

(1) Box no. 2043

(2) Folder title/number: (6)
Special Allowances

(3) Date: Aug. 1948 - Oct. 1950

(4) Subject:

Classification	Type of record
324	c, e

(5) Item description and comment:
With a List of Papers

(6) Reproduction: (Yes) No

(7) Film no. Sheet no.

File Under _____ Page _____

NO.	FROM	DATE	TO	SYNOPSIS
1	J.B.Bettis	Aug 6 '48	M.Salter	Special Service Allowances for Japanese Government Employees
2	J.B.Bettis	Aug 25 '48	Memo for Rec.	Conference Regarding Special Allowances-Government Employees
3	J.B.Bettis	Jan 13 '49	Memo for Rec.	Interpretation of "Monthly Amount of Base Pay" by the National Personnel Authority
4	J.B.Bettis	Feb 3 '49	Memo for Rec.	Special Work Allowances
5	J.B.Bettis	Feb 14 '49	Memo for Rec.	Payment of Allowances for Examiners, NPA
6	M.Salter	Feb 16 '49	Memo for Rec.	Special Allowances
7	J.B.Bettis	Mar 22 '49	Memo for Rec.	Special Allowance-Kodan Employees
8	J.B.Bettis	Mar 23 '49	Memo for Rec.	Special Allowance - Kodan Employees
9	J.B.Bettis	Mar 23 '49	Memo for Rec.	Special Allowance - Kodan Employees
10	J.B.Bettis	Apr 5 '49	Memo for Rec.	Special Allowance - Kodan Employees
11	DeAngelis	Jul 27 '49	Memo for Rec.	Abolishment of NPA Rule 9-0
12	NPA	Feb 13 '49	Report	Request of the Cabinet meeting concerning a petition for issuance of special work allowance.
13	Adg.Gen. ColG.R.Connor	Apr 11 '50	Memo for Japanese Goverment	Provision and Procurement of Japanese Comminication Services, Facilities, Equipment, Material and Personnel.
14	M.Salter	Jul 27 '50	M.Shirven	Payment of Special War Allowance to Employees of the Regular Service.
15	M.Salter	Jul 27 '50	M.Shirven	Need for Special Action to Meet Contingencies Arising from Occupational Activities in connection with Korea
16	M.Salter	Jul 31 '50	Memo for Rec.	Special War Allowances
17	Atty.Gen. Sato-Asst. to Atty Gen.	Aug 1 '50	CSD	War Special/Allowances
18	M.Salter	Aug 2 '50	M.Shirven	Special War Allowances
19	Onodera	Aug 8 '50	M.Salter	Special War Allowances
20	M.Salter	Aug 17 '50	M.Shirven	Special War Allowances
21	NPA	Aug 24 '50	CSD	On payment of extraordinary special work allowance under the provisions of Article 99, Paragraph 2 of the Cabinet Order concerning Special Work Allowance of Government Employees
22	NPA	Sep 19 '50	CSD	Outline of Preliminary Factual Survey on Peculiar Services (Draft)
23	Comdr.Naval Forces,FE	Oct 6 '50	Min. of Transportation Jap. Govt,	Japanese Minesweepers, use of
24	M.Salter	Oct 25 '50	M.Shirven	Special Pay Provisions for Minesweepers Ordered into Korean Waters

File Mms

CIVIL SERVICE DIVISION
Government Section

25 October 1950

MEMORANDUM FOR: Mr. Maynard N. Shirven, Chief,
Civil Service Division

SUBJECT : Special Pay Provisions for Minesweepers Ordered into Korean Waters.

1. A question has been raised on the sequence of events leading to the conclusion of pay revisions for personnel of minesweepers attached to the Maritime Safety Agency of the Ministry of Transportation, ordered into Korean waters.

2. In August 1950, a number of ships and personnel who are part of the regular service of the National Public Service, were ordered into Korean waters. Since no special war allowances were available under the Japanese pay structure, immediate action was initiated to ammend Cabinet Order No. 323 of 1948, to provide such allowances. On 24 August 1950, the NPA was authorized, and did, issue special war allowances as follows:

1. For personnel manning ships upon leaving a Japanese port to proceed to Korean waters, their pay was increased 100%.

2. When these ships proceeded beyond the 133rd parallel, the pay of personnel would be increased an additional 50%, or 150% over their original pay.

3. Accident compensation would be double if incurred in these waters.

4. Personnel would be reimbursed for loss of any personal items if they were subjected to attack.

5. An attack allowance of ¥5,000 to each employee was made available for each attack suffered by a vessel. In addition, allowances are available for the handling of dangerous commodities.

3. This issuance by NPA was specifically worded in such a way that it could be provided to other groups of employees if their services were needed in Korean waters.

4. On 6 October 1950, the NPA advised this office that minesweepers were proceeding into Korean waters and that they were ready to immediately take action on authorization of the above allowances for personnel of these minesweepers.

5. On 10 October 1950, information was received to the effect that Admiral Joy had issued a memorandum to the Ministry of Transportation, stating that personnel manning the minesweepers would receive double pay.

6. Mr. Oku, of the Maritime Safety Agency, interpreted the above memorandum as a directive and desired to act without regard to existing pay law and pay regulations of the Japanese government. In fact, Mr. Oku failed to consult with NPA and to discover that there was already available for pay purposes, special provisions in excess of the double pay recommended by Admiral Joy. Mr. Oku visited this office and was informed of the present provisions of Japanese law and advised to immediately contact NPA and work out this matter, so that the personnel of the minesweepers could be immediately informed of these pay provisions.

7. Apparently, Mr. Oku did contact NPA, but was unwilling to accept the existing regulations and attempted to negotiate for even higher than those provisions under existing law and rules. There resulted a delay in the issuance of the order covering these personnel, until 21 October 1950. It was made effective as of 7 October 1950.

MACDONALD SALTER
Chief, Classification &
Compensation Branch

Files
Special War Allowances

CNFE/SEL
5-474

HAN:ll:wtw

Oct. 6 -- 1950

From: Commander Naval Forces, Far East
To : Ministry of Transportation, Japanese Government

Subj: Japanese Minesweepers; use of

1. Supreme Commander for the Allied Powers has authorized and directed the use of twenty (20) Japanese Minesweepers, one (1) Guinea Pig and four (4) other Maritime Safety vessels in Korean waters. Accordingly, the Japanese Government is directed to issue the necessary instructions to these vessels, which are being assembled at Moji, to comply with such orders as may be issued them by Commander Naval Forces, Far East through normal naval channels.

2. Vessels assigned to this duty in Korea waters will fly only the International Easy flag modified.

3. Personnel attached to these vessels will receive double pay while engaged in this duty. Logistic Support while in Korean waters will be provided by the U. S. Navy.

C. T. JOY

Cmdr Keyser 26-7944 1) Item 3 admitted done merely.
26-8703 2) However SCAP desires this in general & be developed (per major Napier)

Conference with: (10/10/50)
Aku, Takenato, - Maritime Safety Agency
Refered to NPA
10/11/50. NPA has worked out solution with Maritime Safety Agency in accord with CO 323 of 1948 for special war allowances

Dangerous Zone		100% to 133 parallel
		150% above
Injury		double
Death		up to 6 months pay/emp
Clothing		actual loss
attach	-23-	$5000/attach.

National Personnel Authority

Orders Files
Spec. All.
(Survey of)

September 19, 1950

Compensation Research Section,

Bureau of Compensation

1142

Outline of Preliminary Factual Survey on Peculiar Services (Draft)

1. Purpose of Preliminary Survey.

Preliminary survey is designed to describe a gist of the peculiar services for which special work allowance is issued at present in accordance with the Cabinet Order No. 323 of 1948 as well as those for which each ministry and agency at present consider it necessary to be newly propped by special work allowance, etc., and thus obtain preparatory data for the purpose of ensuring the accurate and smooth treatment of such services hereafter.

2. Method of Survey.

All the investigating agencies will be requested to fill in questionnaires prepared for the purpose.

With a view to facilitating a proper arrangement of questionnaires each investigating agency will be supplied with a list of peculiar services in the form given on the attached sheet No. 2. Instructions for entering the questionnaires are provided on the attached sheet No. 3.

3. Investigating Agency.

The investigating agencies which will be requested to conduct the survey will be fixed separately (attached sheet No. 4),

4. Time of Survey and the Deadline Date for Submission of Questionnaires.

(1) Holding of liaison meeting of staffs in charge of compensation.

September 20.

a. Explanation of the history of the circumstances which led to the development of the survey.

b. Explanation on outline of preliminary survey.

c. Distribution of questionnaires.

d. Explanation on entering of questionnaires.

(The time and place of the meeting will be specified separately.)

(2) Deadline date for submission of questionnaires.

October 10. (This date should be strictly observed.)

5. Period for properly arranging the results.

From October 15 to October 31.

Attached sheet No. 1

Questionnaire for Preliminary Factual Survey of Peculiar Services.

August , 1950

National Personnel Authority

(1) Name of Investigating Agency (No.)

(2) Name of Peculiar Service (provisional name)		No.	

(3) Outline of Peculiar Service Present work Request

(4) Name of Occupation engaging in Peculiar Service.

a	b	c
d	e	f
g	h	i

Date of preparation: August , 1950

Name and seal of officer responsible for preparation:

Name and seal of the head of the employing agency:

Program for Survey on Conditions of Allowances in Kind (Draft)

September 19, 1950

Compensation Research Section,
Bureau of Compensation

1. Purpose of Survey.

This survey is designed to survey the actual conditions of various types of allowances in kind authorized or unauthorized by the various regulations currently in force for the purpose of developing pay plan as provided for in the National Public Service Law, and to provide adequate provisions for allowances in kind in the pay plan.

2. Method of Survey.

The questionnaires as shown on the attached sheet will be distributed to all the ministries and agencies, and have them submitted after having filled them in. At the same time, the ministries and agencies will be requested to submit a statement giving the various current regulations, the conditions of enforcement and others as well as their views on revision.

3. Investigating Agency.

Each ministry and agency will be requested to conduct the survey and enter the questionnaires, while the Compensation Research Section will analyze and study them.

4. Deadline Date and Period of Survey.

(1)	Distribution of questionnaires.	September
(2)	Collection of questionnaires.	October 10
(3)	Analysis and study.	November 10
(4)	Determination of basic standards, etc.	November 30

N.B.:

Matters relating to employees' housing will be left untouched in the present survey.

Questionnaire for Survey on Conditions of Allowances in Kind (Draft)

(To be conducted on , 1950)

National Personnel Authority

Name of Government Agency _____ Name and seal of officer responsible for survey _____

Date of Survey _____, 1950

1. Is there a regulation for allowance in kind in your ministry (agency)?

   Yes No

2. If any, please furnish us with a copy of it.

3. Is this regulation for allowance in kind in force at present (fiscal year 1950)?

   a. It is in force without any change (including a scheduled one).

   b. Excepting a part, a greater part of it is in force.

   c. A part of it is in force.

   d. It is not in force at all.

4. In the case of "b" or "c" above, of the items contained in the regulation for allowance in kind which you are going to submit to us, please mark "O" on those which are currently applied.

5. Even though you have a regulation for allowance in kind, have you an opinion to revise it, considering it is not adequate at present?

   Yes No

6. In case you have an opinion for revising it, please give it in writing and furnish us with a copy.

7. In case a ministry or agency has no regulation for allowance in kind, does it desire the establishment of various regulations for the purpose of maintaining balance with other Government agencies or for other reason?

   Yes No

8. If you have a desire in connection with the preceding question, please submit it in writing to us.

9. Is allowance in kind (or cash payment in lieu of it) being actually issued in the ministry or agency which has no regulation for allowance in kind at present, or, even in the ministry or agency which has such regulation, is the same being issued not in accordance with it (including the payment of the allowance slated for this fiscal year)?

Yes No

10. In case the payment referred to in the preceding question is being made, please give it in writing and furnish us with a copy. Name and quantity of articles concerned; employees to whom issued; reason for issue, etc.

11. If you have a desire to include providions relating to allowance in kind in the future compensation law, please give it in writing.

Files
Spec Wage all

National Personnel Authority

Issued 8/24/50

Compensation Hearing Section

On payment of extraordinary special work allowance under the provisions of Article 99, Paragraph 2 of the Cabinet Order concerning Special Work Allowance of Government Employees.

Under the provisions of Article 99, Paragraph 2 of the Cabinet Order concerning Special Work Allowance of Government Employees, the NPA has determined an extraordinary special work allowance for the employees that board the vessels navigating between Japan and Korea for transportation or the employees that are manned vessels for the purpose of laying or repairing submarine telegraph cables between Tsushima and Korea (herein after those persons will be referred to as employees) as follows and it shall be put in force on and after July 2, 1950.

I. Kinds of Allowance

The extraordinary special work allowance shall be divided into danger zone allowance, injury and disease allowance, attacked allowance, trouble allowance, special disaster allowance lost belongings allowance and dangerous things loading allowance.

II. Danger Zone Allowance

1. Scope of Employees to Receive Payment:

Danger Zone allowance shall be issued to those employees that sail the danger zone listed below.

(1) First Zone - The area bounded by 33 and 36 degrees north latitude and 124 and 131 degrees last longitude.

(2) Second Zone - The area north of 36 degrees north latitude and bounded by 124 and 131 degrees last longitude.

2. Conditions of Issue.

Danger Zone allowance shall be issued during the period from the day on which a vessel boarded by the employees finally leaves any port within the danger zone of Japan or enters the danger zone for Korea or for the purpose of laying or repairing submarine telegraph cables until the day it returns for the first time to any of the ports mentioned above or leaves the danger zone.

3. Rates of Allowance:

Danger zone allowance shall be amounts as specified below per day respectively according to the kinds of danger zone. However, if the vessel moves from one danger zone to the other danger zone on the same day; the second danger zone allowance shall be issued for the day.

First danger zone - an amount equal to 150% of the standard rate. Second danger zone - an amount equal to 150% of the standard rate.

The standard rate shall be the amount obtained by dividing the sum total of the monthly rates of base pay, family allowance and area allowance by the total number of days for the month concerned minus the number of non-work days therein, plus special work allowance and daily navigation allowance.

III. Injury and Disease Allowance

1. Scope of Employees to Receive Payment:

Injury and Disease Allowance shall be issued to those employees that have got injured or ill as a direct result of the special danger no matter it may be inside or outside the danger zones (herein after this special danger will be referred to as the danger) and need medical treatment.

2. Conditions of Issue:

(1) Injury and disease allowance shall be issued every month during the period of recuperation. However, if the period of recuperation be over 36 months, the injury and disease allowance shall be suspended and a lump sum shall be given.

(2) In case the injury or disease is due to intention or a serious fault, the allowance shall not be given.

III. Rates of Allowance

The amount of injury and disease allowance shall be an amount equal to 70% of the amount calculated on the basis of the casuality compensation under the Law concerning the Emergency Measure of Allowance to the Government Personnel with the Enforcement of the Labor Standard Law and Others (Law No. 167 of 1947. Herein after this law will be referred to as Law No. 167). Further, as to the amount of lump sum, the chief of the organ to which the employee belongs determines it after receiving the approval of the National Personnel Authority on the occasion.

IV. Attacked Allowance.

1. Scope of Employees to receive payment of Attacked Allowance shall be issued to those employees that are manned the vessel which has been damaged as a result of the danger or about to be damaged no matter it may be inside or outside the danger zones.

2. Conditions of Issue:

Attacked Allowance shall be issued only one voyage. One voyage means the voyage from the time when it left a port to the time when it leaves the next port and movement within a port or harbour shall not be deemed a voyage.

3. Amount of Allowance:

The amount of attacked allowance shall be ¥5000 once per capita.

V. Trouble Allowance.

1. Scope of Employees to receive payment. Trouble Allowance shall be issued to those employees that have been wounded or got ill as a result of the danger no matter it may be inside or outside the danger zones and have subsisting physical trouble even after the recovery of the wound or disease.

2. Rate of Allowance

Trouble Allowance shall be an amount equal to 100% of the amount calculated on the basis of the casuality compensation under the Law No. 167.

VI. Special Disaster Allowance.

(1) Scope of employees to receive payment. Special disaster allowance shall be issued to the employees who die directly due to the result of the danger no matter it may be inside or outside the danger zones.

(2) Rates to be issued:

Rates of special disaster allowance shall be the amount equivalent to 38month's amounts for the amount excluding

pay amount temporarily issued from the sum total of the pay amount received by the employee during one month prior to the day when the truth of the payment allowance occurred.

VII. Allowance for Loss of Belongings

(1) Scope of employees to receive payment.

Allowance for loss of belongings shall be issued to the employees who have lost all or a part of the belongings while boarding due to directly the result of danger no matter it may be inside or outside the danger zones.

(2) Amount to be issued.

The amount of allowance for loss of the belongings shall be the amount approved by a head of the organ attacked. within the scope of six months of base pay in proportion to the degree of the loss.

VIII. Allowance for Loading Dangerous Things

(1) Scope of employees to receive payment. Allowance for loading dangerous things shall be issued to the employee boarding the ship, loading for transportation dangerous things belonging to Category A or B as listed on separate sheets.

(2) Conditions of Issue:

Allowance for loading dangerous things shall be issued only for the period from the day when the loading of dangerous things starts to the day when the unloading finishes.

(3) Rates to be issued:

Rates of allowance loading dangerous things is as follows per day according to classification of loading dangerous things.

(a) Category A. Amount equivalent to 50% of the base amount.
(b) Category B. Amount equivalent to 25% of the base amount.

In case when the dangerous things consisting of Categories A and B are loaded together, it shall be issued the amount of Category A. Base amount shall be the same as in the case of danger zone allowance.

IX. Date of Payment.

Date of Payment for the allowance by this notice shall be issued as follows.

a. Danger Zone Allowance, Attacked Allowance and Dangerous Things Loaded Allowance shall be issued at the day when ordinary payment of pay is received.

b. Allowance for loss of belongings shall be issued at the day after the decision of pay amount immediately.

c. Injury and disease allowance shall be issued as half of monthly amount of ordinary payment of pay during the period of medical treatment, after occurrence. However, in case medical treatment is over 36 months, lump sum shall be issued immediately.

d. Trouble allowance, special disaster allowance shall be issued after occurrence result ought to issue immediately. Miscellaneous Rule Allowance shall not be issued the day after NPA settlement that critical condition is over. However, in case of occurrence, it shall be issued the day after settlement.

Separate Sheets

Classification separated by items of dangerous things loaded allowance, and condition of minimum loading capacity.

1. Dangerous things belonging to Category A.

(1) Gunpowder
(Under Ships Safety Law; Article 2 of Rules for Transportation and Storage of Dangerous Things)

(2) Natruim Metal, Kalium Metal, Magnesium Powder

(3) Nitrocellulose and its chemicals

(4) Gasoline)
) over 5 tons of capacity
(5) Poison-gas)

(6) Other similar dangerous things.

2. Dangerous things belonging to Category B.

(1) Yellow phosphorous and sulphide

(2) Perchlorate, Chlorate, Sulphuric acid and Nitric acid

(3) Peroxide of soda, Methanol, Toluol, and Solvent Naphtha

(4) Carbon disulphide

(5) Naphtha (thymogen and ligoren)

(6) Carbon dioxide gas

(7) Ferro silicon, and Ferro silicon alloy

(8) Other combustible liquid and solid, and other similar dangerous things not listed herein.

3. Dangerous things belonging to Category A shall be issued the prescribed allowance irrespective of the loading capacity.

4. Dangerous things belonging to Category B shall be issued the prescribed allowance in case of over 5 tons of capacity.

5. Of the dangerous things belonging to Category A, in cases of less than 5 tons of capacity of gasoline and poison gas, and of over 5 tons of capacity combined with the dangerous things belonging to Category B, allowance for Category B shall be issued.

CIVIL SERVICE DIVISION
Government Section

1) Files
2)

August 17, 1950

MEMORANDUM FOR: Mr. Maynard Shirven, Acting Chief
Civil Service Division

SUBJECT : Special War Allowances

Attached hereto is:

1. Cabinet Order No. 262 of 1950, authorizing an amendment to Cabinet Order No. 323 of 1948, which provides for special allowances for the regular service.

2. NPA regulation establishing the special allowances as additions to those provided under Cabinet Order No. 323.

There are seven basic allowances provided.

Three of these allowances cover dangerous zones, the handling of dangerous goods and an attack on a vessel.

Three of the allowances increase Accident Compensation already provided for under law by 70 to 100 percent. These seem unreasonable benefits in view of the allowances provided for in dangerous areas.

One allowance provides for compensation for personal effects to the extent of six months' pay. This seems a very unreasonable benefit when the effects of the Japanese seamen are considered.

All these allowances are provided in the labor contract between the Seamen's Union and private ship owners. This contract appears to have had the approval of GHQ. In the light of these circumstances, NPA's regulation covering these allowances, all of which are not considered justifiable, has been passed without objection.

In a conference with ESS Finance on this matter, it appears that the Section's feeling is similar to that held by this office.

It is also believed that a labor contract was signed between the Seamen's Union and the Director of CMMC. While CMMC's status as part of the regular service may not be too clear, it would seem that this action was possibly a violation of the NPSL.

MacDonald Salter

MACDONALD SALTER
Chief, Classification and
Compensation Branch

MS:vr
Att: 2

Files
See War alb

Cabinet Order No. 262 (8/17/50)

Cabinet Order for Partial Amendments to the
Cabinet Order concerning Special Work Allowances
to be granted to Government Workers

In accordance with the provision of Article 13 of the Law concerning Compensation of Employees in the Regular Government Service (Law No. 95 of 1950), the Cabinet establishes this Cabinet Order.

The Cabinet Order concerning Special Work Allowances to be granted to Government Workers (Cabinet Order No. 323 of 1948) shall be partially amended as follows:

The heading of Article 99 shall be amended as "(Power, etc. of the National Personnel Authority)" and the following one paragraph shall be added to the same Article:

2. Employees who are temporarily engaged in special work determined by the National Personnel Authority, which may be attended by special hazards, may be paid an extraordinary special work allowance within the limit of the budget in addition to the special work allowances prescribed in Article 2 of this Cabinet Order, as provided for by the National Personnel Authority.

Supplementary Provision

The Cabinet Order shall come into force as from the day of its promulgation and shall be applicable as from July 2, 1950.

National Personnel Authority

1 of 1
Issued 8/24/50

Compensation Hearing Section

On payment of extraordinary special work allowance under the provisions of Article 99, Paragraph 2 of the Cabinet Order concerning Special Work Allowance of Government Employees.

Under the provisions of Article 99, Paragraph 2 of the Cabinet Order concerning Special Work Allowance of Government Employees, the NPA has determined an extraordinary special work allowance for the employees that board the vessels navigating between Japan and Korea for transportation or the employees that are manned vessels for the purpose of laying or repairing submarine telegraph cables between Tsushima and Korea (herein after those persons will be referred to as employees) as follows and it shall be put in force on and after July 2, 1950.

I. Kinds of Allowance

The extraordinary special work allowance shall be divided into danger zone allowance, injury and disease allowance, attacked allowance, trouble allowance, special disaster allowance lost belongings allowance and dangerous things loading allowance.

II. Danger Zone Allowance

1. Scope of Employees to Receive Payment:

Danger Zone allowance shall be issued to those employees that sail the danger zone listed below.

(1) First Zone - The area bounded by 33 and 36 degrees north latitude and 124 and 1313 degrees last longitude.

(2) Second Zone - The area north of 36 degrees north latitude and bounded by 124 and 131 degrees last longistude.

2. Conditions of Issue.

Danger Zone allowance shall be issued during the period from the day on which a vessel boarded by the employees finally leaves any port within the danger zone of Japan or enters the danger zone for Korea or for the purpose of laying or repairing submarine telegraph cables until the day it returns for the first time to any of the ports mentioned above or leaves the danger zone.

3. Rates of Allowance:

Danger zone allowance shall be amounts as specified below per day respectively according to the kinds of danger zone. However, if the vessel moves from one danger zone to the other danger zone on the same day; the second danger zone allowance shall be issued for the day.

First danger zone - an amount equal to 100% of the standard rate.

Second danger zone - an amount equal to 150 % of the standard rate.

The standard rate shall be the amount obtained by dividing the sum total of the mounthly rates of base pay, family allowance and area allowance by the total number of days for the mounth concerned minus the number of non - work days there in, plus special work allowance and daily navigation allowance.

III. Injury and Disease Allowance.

1. Scope of Employees to Receive Payment:

Injury and Disease Allowance shall be issued to those employees that have got injured or ill as a direct result of the special danger no matter it may be inside or outside the danger zones (herein after this special danger will be referred to as the danger) and need medical treatment.

2. Conditions of Issue:

(1) Injury and disease allowance shall be issued every mounth during

~~the period of hospitalization or over 36 months, the injury and~~

the period of recuperation. However, if the period of recuperation be over 36 mounths, the injury and disease allowance shall be suspended and a lump sum shall be given.

(2) In case the injury or disease is due to intention or a serious fault, the allowance shall not be given.

III. Rates of Allowance

The amount of injury and disease allowance shall be an amount equall to 70% of the amount calculated on the basis of the easuality compensation under the Law concerning the Emergency Measure of Allowance to the Government Personnel with the Enforcement of the Labor Standard Law and Others (Law No. 167 of 1947. ~~However~~ Herein after this law will be referred to as Law. No. 167). Further, as to the amount of lump sum, the chief of the organ to which the employee belongs determines it after reciving the approval of the National Personnel Authority on the occasion.

IV. Attacked Allowance.

1. Scope of Employees to Receive Payment Attacked allowance shall be issued to those employees that are manned the vessel which has been damazed as a result of the danger or about to be damazed no matter it may be inside or outside the danger zones.

2. Conditions of Issue:

Attacked Allowance shall be issued only one voyage one voyage means the vayage from the time when it left a port to the time when it leaves the next port and movement within a port or harbour shall not be deemed a voyage.

3. Amount of Allowande:

The amount of attacked allowance shall be ¥ 5000 once per capita.

V Trouble Allowance.

1. Scope of Employees to Receive Payment, Trouble Allowance shall be issuer to those employees that have been wounded or got ill as a result of the danger no matter it may be inside or outside the danger zones and have subsisting physical trouble even after the recovery of the wound or disease.

2 Rate of Allowane

Trouble Allowance shall be an amount equal to 100% of the amount calculated on the basis of the casuality compensation under the Law No 167.

VI Special Disaster Allowance

(1) Scope of employees to receive payment. Special disaster allowance shall be issued to the employees who dier directly due to the result of the danger no matter it may be isside or outside the danger zones.

(2) Rates to be issued.

Rates of special disaster allowance shall be the amount equivalent to 38 month's amounts for the amount excluder pay amount temporarily issued from the sum total of the pay amount received by the employee during one month prior to the day when the truth of the payment allowance occurred.

VII Allowance for Loss of Beloging's

(1) Scope of employees to receive payment.

Allowance for loss of belongings shall be issued to the employees who have lost all or a part of the belongings while boarding due to directly the result of danger no matter it may be inside or outside the danger zones.

(2) Amount to be issued.

The amount of allowance for loss of the belongings shall be the amount approved by a head of the organ attacked to the employee within the scope of six months of base pay in proportion to the degree of the loss.

VIII Allowance for Loading Dangerous Things

(1) Scope of employees to receivepayment. Allowance for loading dangerous things shall be issued to the employee boarding the ship loading for transportation dangerous things belonging to Category A or B as lister

in separate sheets.

(2) Conditions of Issue:

Allowance for loading dangerous things shall be issued only for the period from the day when the loading of dangerous things starts to the day when the unloading finishes.

(3) Rates to be issued;

Rates of allowance loading dangerous things is as follows per day acording to classification of loading danderous thing's

(a) Category A. Amount equivalent to 50% of the base amount.

(b) Category B. Amount equivalent to 25% of the base amount.

In case when the dangerous things consisting of Categories A and B are loaded together, it shall be issued the amount of Category A. Base amount shall be the same as in the case of danger zone allowance.

IX Date of Payment

Date of Payment for the allowance by this notice shall be issued as follows.

a Danger zone allowance, Attacked allowance, and dangerous things loaded allowance shall be issued at the day when ordinary payment of pay is received.

b Allowance for loss of belonging shall be issued at the day after the decision of pay amount, immediately.

c injury and disease allowance shall be issued ~~on each~~ as half ~~of~~ monthly amount ~~when~~ of ordinary payment ~~an the~~ of pay, during the period medical treatment, after occurrence ~~result ought to issue~~. However in case medical treatment is over 36 months shall be issued a lump sum, immedately.

d Trouble allowance, special disaster allowance shall be issued after occurrence result ought to issue, immedately.

Miscellaneous rule Allowace shall not be issued the day after NPA settelment that critical condition is over. However if in case of occurenced result ought to issue, it shall be issued although the day after settelment.

Separate sheets

Classification separated by items of dangous things loaded allowance, and condition of minimum loading capacity

1. Dangerous things belonging to Cateory A.
   (1) Gunpowder
   (under Ships Safety Law; Article 2 of Rules for Transportation and Storage of Dangerous Things)
   (2) Natruim Metal, Kalium Metal, Magnecium Powder
   (3) Nitrocellulose and its chemicals
   (4) Gasoline
   (5) Pison - gas
   } over 5 tons of capacity
   (6) Other similar dangerous things
2. Dangerous things belonging to Category B.
   (1) Yellow phosphorous and sulphide.
   (2) Perchlorate, Chlorate, Sulphuric ~~and~~ acid, and Nitric acid
   (3) Peroxide of soda, Methanol, Toluol, and Solvent Naphtha.
   (4) Carbon disulphide
   (5) Naphtha (thymogen and ligoren)
   (6) Carbon dioxid gas
   (7) Ferro silicon, and Ferro silicon alloy
   (8) Other combustible liquid and solid, and other similar dangerous things not listed herein
3. Dangerous things belonging to Category A shall be issued the prescribed allowance irrespective of the loading capacity.
4. Dangerous things belonging to Category B shall be issued the prescribed allowance in case of over 5 tons of capacity.

5. Of the dangerous things belonging to Category A, in cases of less than 5 tons of capacity of gasoline and poison - gas, and of over 5 tons of capacity combined with the dangerous things belonging to Catogory B, allowance for Category B shall be issued.

CIVIL SERVICE DIVISION
Government Section

8 August 1950

MEMORANDUM FOR: Mr. MacDonald Salter, Chief
Classification and Compensation Branch

SUBJECT : Special War Allowances

Mr. Fugimaki brought in the attached outline of special allowances. Detailed ~~explanatory~~ translation of these allowances will be submitted later. Briefly, the items listed are explained as follows:

1. Dangerous Area Allowances

This allowance will be given for the voyage or cruise in dangerous waters. The rate is 100 percent for the water between 30 degrees and 36 degrees and 150 percent for the waters north of the 36 degree parallel.

2. Special Dangerous Work Allowance

~~(Applies to Cable Ships only~~

This contemplates cable boats anchoring or staying in one place to install cables. The rate is on an hourly basis at the rate of 100 yen per hour. Past practice for this type of allowance in the mine waters was 30 yen per hour. In this case, the private contracts stipulate 100 yen and that formula is being followed.

3. Medical Treatment Allowance

This allowance is for illness or injury. The rate is 70% in addition to the injury compensation.

4. Attacked Vessel Allowance

Allowance to be paid in case the ship is attacked. The rate is 5,000 yen per voyage.

5. Injury Allowance

Allowance for major injury such as loss of arm, eye, etc. The rate is 100% and is twice the amount specified in the Injury Compensation Rule.

6. Special Casualty Allowance

This means loss of life. The rate is thirty-eight months' pay which is twice the amount specified in the Mariners Law.

-19-

CIVIL SERVICE DIVISION
Government Section

8 August 1950

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-19-

7. Compensation for Personal Effects Loss

Nonsense

Six months' pay for total loss and in case of partial loss, amount to be determined by Telecommunication Minister. NPA's position, of course, is that personal effects loss allowance should be based on actual cost of lost effects. However, the private contracts include the above clause and that clause is being followed here.

SHO ONODERA
Classification and Compensation
Analyst (Interpreter)

SO:vr

P.S.

Fujimaki anticipates only the first two items to have actual or practical value. Other 5 items may never realize unless the Korean situation changes greatly.

for
T. T. M.

N.P.A. Directive (Draft)

The kind of extraordinary Special Work Allowances.

1. Dangerous Area Allowance
2. Special Dangerous work Allowance
3. Medical Treatment Allowance
4. Attacked Vessel Allowance
5. Injury Allowance
6. Special Casualty Allowance
7. Compensation for Personnel Effects Loss.

Amount to be increased resulting from the new measures

The first actual record of Tsurishima maru,

1. Whole number of navigation days 18 days
2. Number of navigation days in danger zones 9 days
3. Working hours 27 hours

Grade and step	Grade 3, step 7. Grade 4, step 1.	Grade 4, step 1	Grade 5, step 7	Grade 7, step 7	Grade 8, step 7	Grade 10, step 2
Number of dependent relatives	0	0	person 1	persons 4	persons 4	persons 5
Allowance for danger zones	2,591	2,986	3,644	4,836	5,371	5,722
#2 Allowance for specially hazardous jobs	3,780	3,780	3,780	3,780	3,780	3,780
Total	6,371	6,766	7,424	8,616	9,151	9,502

This is not justifiable at present - no floating mines around to drift in ship anchored while paying a cable.

1. Dangerous Goods Allowances

(1) As for Class A dangerous goods, the amount will be equivalent to 50% of the total income.

(2) As for Class B dangerous goods, the amount will be equivalent to 25% of the total income.

(3) "Dangerous goods" as used in this Agreement are those as specified in Annex A.

(4) Time on which dangerous goods allowances payment will start and end. Payment of Dangerous Goods Allowances will commence retroactively from mid-night of the day on which loading of dangerous goods concerned was started and end at mid-night of the day on which unloading thereof was finished.

2. Area Allowances

(1) As for Area No. 1, the amount will be equivalent to 100% of the total income.

(2) As for Area No. 2, the amount will be equivalent to 150% of the total income.

(3) Designation of Allowance Areas

Allowance areas will be designated by the Supreme Commander for the Allied Powars according to the present area conditions and subject to change in the military situation.

Areas No. 1 and No. 2 now being designated are mentioned in Annex B.

(4) Time on which area allowances payment will start and end

Payment of Area Allowances will commence retroactively from mid-night of the day on which a vessel entered an area concerned and end at mid-night of the day during which the

vessel departed from the area concerned.

3. Attacked Vessel Allowances

(1) Attacked Vessel Allowances of ¥ 5,000 will be paid each crewman aboard one of the following vessels.

a. Those vessels which were destroyed or substantially damaged due to a direct act of hostilities;

b. Those vessels any crew of which killed or seriously injured as a result of a direct act of hostilities;

c. Those vessels which were in a danger of extreme and immediate destruction as a result of a direct act of hostilities.

(2) The Attacked Vessel Allowances will be paid notwithstanding whether a vessel concerned was inside or outside any of the allowance areas as referred to in 2 (2) above.

The same allowances will be paid only once for a vessel in the course of her sailing between a port and an anchorage.

A sailing between a port and an anchorage is regared to commence from the time when the vessel departs from the port or anchorage and end at the time when the vessel departs from the next port or anchorage.

Shifts in a berth will not be regarded as a sailing between anchorages.

4. Compensation for Personal Effects Loss

(1) Loss of personal effects due to a diameter will be compensated for according to the formula set forth by the Japanese labor agreement at the amount equivalent to his basic salary for 6 months or less.

(2) In the case of a ship's carpenter, in addition to the compensation money in (1) above, ¥6,000 or less for loss of toals will be paid according to the foumula set forth by the

Japanese labor agreement.

5. Casualty Allowance

(1) Funeral Expense

(2) Death Allowance

(3) Injury Allowance

The above allowances will be paid at the amount respectively prescribed in the Japanese Mariners Law.

(4) Medical Treatment Allowance

As for a person who was injured or contracted a sickness due to hostilities or who is in need of undergoing medical treatment, the MSTS is required to assume the payment of 70% of the standard pay prescribed by the Japanese Mariners Law at the maximum of 36-month pay. If the medical treatment is not finished at the end of the 36-month period, than it will be settled by payment of a lump sum.

It is further agreed that at any time during the period of 36-months, an individual case may be investigated to confirm its validity.

(5) In case a Japanese-manned vessel is anyone other than those vessels defined in Article 1 of the Japanese Mariners Law, the payment as reforred to in this item will be made at the same amount as the compensation money which a seaman concerned will will receive if he is employed aboard a Japanese registered vessel.

Note: Total income as used in this agreement will cover the aggregated sum of basic salary, family allowance, duty allowance a and woute allowance (inclusive of special allowance in the case of CHMC) ~~which~~ which are constituent elements of the ¥-10,100 wage level.

Annex A.

Dangerous Goods

1. Class A dangerous goods

A. Explosives (as provided for in Article 2 of the Regulation for Transportation by Ship and Storage of Dangerous Goods as issued under the Law for the Safety of Vessels);

B. Metal natrium, metal kalium, magnesium powder;

C. Nitro-sellulose and its chemicals;

D. Gasoline, etc. (not less than 5 tons);

E. Poison gas: ( )

F. Other dangerous goods similar to the above.

2. Class B dangerous goods

A. Yellow phosphorus, sulphide;

B. Chlorate, perchlorate, sulphuric acid, nitric acid;

C. Soda peroxide, methanol, triel, solvent naphtha;

D. Carbon disulphide;

E. Naphtha, etc. (thymarge, ligroin);

F. Carbonic acid gas;

G. Ferrosilicon and fere-alloy;

H. Other inflammable compressed gas, inflammable liquids and solids, which are not enumarated herein, and other dangerous goods similar thereto.

Annex 2

Area Allowance

1. All waters north of Lat. 33° and south of 36° Lat., east of Long. 124° and west of 131° will be considered a 100% allowance area.

2. All waters on the west coast of Korea, north of Lat. 36° and east of long. 124°, and on the east coast, north of Lat. 36° and west of Long. 131°, will be considered a 150% allowance area.

CIVIL SERVICE DIVISION
Government Section

2 August 1950

MEMORANDUM FOR: Mr. Maynard Shirven, Acting Chief
Civil Service Division

SUBJECT : Special War Allowances

After an extensive investigation by NPA, Bureau of Compensation, the Legal Bureau and the Attorney-General's Office, (attachment A) it has been concluded that:

1. There is no sound legal basis upon which special war allowances can be issued;

2. From the Japanese point of view, the method which probably would raise the least legal question is the revision of Cabinet Order No. 323;

3. From the Japanese point of view, the most desirable approach would be the use of some form of order from GHQ.

Attachment B is a proposed Cabinet Order modifying Cabinet Order No. 323 by reference to Article 13 of Law No. 95 of 1950. The Attorney-General's Office states that by interpreting Article 13 to permit the future inclusion of amendments to Cabinet Order No. 323, this action could be taken. (See Attachment C, paragraph 4.) NPA then, by regulation, would provide special war allowances consistent with those already being provided for Seamen by private ship owners.

Treatment of this special war allowances problem through amendment to Cabinet Order No. 323, raises a serious policy question and precedent. The only sound approach would seem to be the presentation to the Diet of legislation amending Law No. 95 of 1950. Whether one or the other method, or a combination thereof, should be utilized, is a decision to be made by NPA.

MACDONALD SALTER
Chief, Classification
and Compensation Branch

MS:vr

advised NPA (Takenaka) 8/3/50 MS
1) We believe legislation only sound plan.
2) NPA should decide their time, then be prepared to act if necessary.
3) Amd to 323 unsound policy.

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ATTACHMENT A

METHODS CONSIDERED FOR AUTHORIZING SPECIAL WAR ALLOWANCES

Under the provisions of ~~law~~, Article 10 and Article 13 of Law No. 95 of 1950, special work allowances are specifically provided and any adjustments thereto are limited to a maximum of 25% of base pay. Specifically, no other special work allowances are authorized.

The special war allowances being considered, involve lump sum payments and allowances as high as 150% of base pay. No such allowances are provided at present under law or regulation.

The following methods have been considered and eliminated as noted:

1. Use of Article 2, Item 13 of the National Public Service Law to exclude personnel engaged in special work in fulfillment of Japanese government agreement with Allied Forces.

   a. The use of this legal provision would cause NPA to lose control of a segment of the regular service.

   b. Legally, it would be considered stretching the interpretation of this item to use it for this type of employment. It was primarily designed to cover labor requisitioned personnel.

   c. The status of any personnel so exempted from the regular service would be detrimentally affected.

2. Use of Supplementary Article 13 of the National Public Service Law to exempt these personnel from the compensation provisions of the National Public Service Law and thus place them under labor requisition compensation practices.

   a. The Attorney-General's Office is opposed to the use of this Article for purposes of compensation. It was designed to meet contingencies under different circumstances.

   b. It is questionable whether or not personnel so exempted for compensation purposes could be covered by Occupation Forces personnel compensation practices. A void might be created.

3. NPA establish a technical interpretation of Law No. 95 of 1950 to permit the use of special allowances already provided by the Ministry of Finance and SPA for Occupation Forces Personnel.

a. This would be contrary to previous policy of NPA which has not recognized the legal possibility of creating any additional special allowances.

b. Fear that if this were done, it would establish a bad precedent and induce land based personnel to unjustly seek similar advantages.

c. No such allowances at the moment have been established by the Ministry of Finance and SPA and they are looking to leadership by NPA.

4. Use of Article 10 of Law No. 95 of 1950 to provide pay step adjustments in lieu of percentage increases.

a. NPA has followed the policy that 25% limitation stated in this Article applies both to percentage of pay and to any pay step adjustments in lieu of percentage adjustments.

b. Any change in the interpretation of this Article would be inconsistant with the intents and purpose of the law.

5. Revise Cabinet Order No. 323 of 1948 to authorize NPA to issue special war allowances in addition to those already provided for in this Cabinet Order.

a. NPA has considered this Cabinet Order, which lists all special work allowances and is specifically referred to in Article 13 of Law No. 95 of 1950, as a legal document which cannot be adjusted by executive action.

b. Any precedent for such an adjustment of this Cabinet Order would involve innumerable subsequent requests for special allowances.

6. Have a SCAPIN issued.

a. Headquarters' policy is to consider this a Japanese problem and not an appropriate subject for a SCAPIN.

b. It is the policy to avoid ordering any action by the Japanese government implying the direction of Japan toward military activities.

7. Memorandum from GHQ to Prime Minister suggesting the adjustment of regulations to meet the contingencies arising

from the special circumstances affecting government personnel.

a. Same as a of No. 6.

b. Same as b of No. 6.

8. Issuance of a Cabinet Order authorizing the payment of special war allowances.

a. There is no legal basis for the issuance of such a Cabinet Order.

9. Enactment of legislation amending Law No. 95 of 1950.

a. The Japanese government desires to avoid legislation which would imply participation in military activities.

ATTACHMENT B.

Cabinet Order for Partial Amendment to the Cabinet Order concerning Special Work Allowances to be granted to Government Workers (Draft)

Pursuant to the provision of Article 13 of the Law Concerning Compensation of Employees in the Regular Government Service (Law No. 95, 1950), the Cabinet hereby establishes the present Cabinet Order.

In Article 99, the following paragraph shall be added:

"2. Employees who are temporarily engaged in special work necessary for the fulfillment by the Japanese Government of the agreement concluded between the Japanese Government and the Allied Forces, which may be attendant by special hazards, may be paid an extraordinary special work allowance within the limit of the budget in addition to the special work allowances prescribed in Article 2 of this Cabinet Order, as provided by the National Personnel Authority.

"Supplementary Provision

"The Cabinet Order shall be enforced as from the day of its promulgation and shall be applicable as from July 12, 1950."

See Attachment D.

ATTACHMENT C.

Attorney General's Office

August 1, 1950

I have been consulted by the Director-General Sato Tomoo of the National Personnel Authority about a method of issuing a special allowance to those employees in the regular service who are engaged in special work in greatly dangerous areas in order to comply with the demands of the Allied Forces.

While the National Personnel Authority, in consideration of the circumstances under which the enactment of law or the establishment of a Cabinet Order issuable under the Potsdam Declaration is impossible, seems to be desirious of resorting to the method of either the establishment of an NPA rule under the provisions of Article 13 of the Supplementary Provisions of the National Public Service Law or the amendment of the Cabinet Order No. 323 of 1948, I would like to give my views on the proposed two methods. As both a draft of the proposed NPA rule and of the amendment of the Cabinet Order have not yet been shown to me by the National Personnel Authority, I cannot naturally form any concrete opinion about them. Consequently, the following are my general views.

In my opinion, it is not proper to provide for an exception of the National Public Service Law concerning the compensation under the provision of Article 13 of the Supplementary Provisions of the same Law. For such NPA rule will authorize an exception to the provision of Paragraph 1, Article 63 of the National Public Service Law, and the establishment of such rule should, first of all, be predicated upon the existence of a "pay plan provided by law", but, according to the provision of Paragraph 3 of the Supplementary Provisions of the Law concerning the Position Classification Plan for the National Public Service, it is still questionable whether or not the pay plan prescribed in Article 63 of the National Public Service Law is really existing, and, therefore, it is most doubtful if it is possible to establish such NPA rule as is predicated on the existence of the pay plan. Moreover, it is considered improper that the National Personnel Authority establish a new pay system without any separate and specific authorization by law.

Next, it is not proper, also, to amend the Cabinet Order No. 323 of 1948 from the spirit and the interpretation hitherto followed of the provision of Article 13 of the Law concerning Compensation of Employees in the Regular Government Service (Law No. 95 of 1950). However, this is not necessarily an illegal action as a matter of formality, from the technical interpretation of the provision of the same article, and, as the amended provision will be absorbed by the Cabinet Order after its amendment, it is feasible to construe that the issue of allowance under the amended provision does not conflict with the provision of the same article.

In consequence, if we are to resort to one of the two methods mentioned above, it is considered adequate to resort to the amendment of the Cabinet Order No. 323 of 1948, although either of the steps is not desirable.

Furthermore, I have also been asked a question by the National Personnel Authority whether it is legal to treat a part of Government employees in the regular service as those in the special service only in connection with compensation, but this is not considered a lawful step.

/s/ SATO TATSUO
SATO TATSUO

Legislation and Opinion Assistant to Attorney General

ATTACHMENT D

Law No. 95 of 1950

Article 13. The special work allowance shall be in accordance with the Cabinet Order concerning the Special Work Allowances to be granted to Government Employees (Cabinet Order No. 323, 1948), or Article 25 of the Diet Personnel Law, and the Regulations for Pay of Diet Personnel (Law No. 85, 1947) as provided by the same Article, as to their kinds, the coverage of those who receive them, the amount of allowance and the method of payment until such time as they are incorporated into base pay in compensation schedules, or adjustment are authorized under the provision of Article 10.

Cabinet Order No. 323 of 1948

Article 99. Except as prescribed in the present Cabinet Order, other necessary matters concerning the payment of the special work allowances shall be provided for by the NPA.

Attorney General's Office

August 1, 1950

I have been consulted by the Director-General Sato Tomoo of the National Personnel Authority about a method of issuing a special allowance to those employees in the regular service who are engaged in special work in greatly dangerous areas in order to comply with the demands of the Allied Forces.

While the National Personnel Authority, in consideration of the circumstances under which the enactment of law or the establishment of a Cabinet Order issuable under the Potsdam Declaration is impossible, seems to be desirous of resorting to the method of either the establishment of an NPA rule under the provisions of Article 13 of the Supplementary Provisions of the National Public Service Law or the amendment of the Cabinet Order No. 323 of 1948, I would like to give my views on the proposed two methods. As both a draft of the proposed NPA rule and of the amendment of the Cabinet Order have not yet been shown to me by the National Personnel Authority, I cannot naturally form any concrete opinion about them. Consequently, the following are my general views.

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Tatsuo Sato

Sato Tatsuo

Legislation and Opinion Assistant to Attorney General

Files

CIVIL SERVICE DIVISION
Government Section

31 July 1950

MEMORANDUM FOR: The Record

SUBJECT : Special War Allowances

In a meeting this morning with NPA, it was pointed out that this Headquarters was following these policies:

1. Policies effecting internal matters within Japan are not being changed as a result of the Korean situation.

2. No action or policy will be taken which would imply the directing of Japanese effort toward war activities.

With this in mind, and the fact that the Japanese do not desire to pass legislation for reasons similar to Item 2 above, efforts will now be made to develop a plan ~~of activity~~ within rule and regulation.

It was proposed to NPA that by a combination of Supplementary Article 13 of the National Public Service Law and reference to persons temporarily carrying out occupation forces' duties declared so under Item 13 of Article 2 of the National Public Service Law, the situation could be met. This would mean that those persons temporarily declared under Item 13 of Article 2 could for pay purposes, be placed outside the regular service. All other aspects of the National Public Service Law would continue in effect, thus preserving their status and continuing to subject them to controls which will assure law and order.

NPA is to report back on this within a day or two.

ESS was informed of this action and desires to study the plan when it is submitted before final action is taken.

MACDONALD SALTER
Chief, Classification
and Compensation Branch

MS:vr

File mrf

CIVIL SERVICE DIVISION
Government Section

27 July 1950

MEMORANDUM FOR: Mr. Maynard Shirven, Acting Chief
Civil Service Division

SUBJECT : Need for Special Action to meet Contingencies Arising from Occupational Activities in connection with Korea

It appears necessary to issue a SCAPIN or memorandum to the Japanese Government to take certain actions inconsistent with present law in order to provide appropriate allowances for those personnel in government service operating in dangerous zones; to assure the protection of status of government personnel transferred from the regular service to Occupation Forces Personnel; to provide additional personnel in excess of maximum authorized under law for a given agency.

The immediate problem is raised because of the assignment of the number of personnel in activities in dangerous zones on board various types of ships. These personnel include:

1. CMMC Seamen
   a. working on repatriation vessels commandeered for use;
   b. working on reserve fleet boats now being utilized;
   c. working on US vessels. These seamen have been specifically hired recently by CMMC for use on these vessels.

2. Ministry of Communication personnel working on two cable ships requisitioned for use in Korean waters.

In addition, the status of government personnel will be jeopardized when they transfer out of the regular service to meet Occupation needs. For example:

1. Personnel transferred from the regular service who work in penal institutions, for assignment to Sugamo Prison. This institution is under Procurement Demand and therefore places these personnel among the Occupation Forces Personnel outside the regular service.

2. Employees of the Government Printing Office who may be transferred to FEC personnel in order to augment their personnel staff to meet additional work load and increased shifts.

The Cabinet is contemplating the transfer of a Korean Internment Camp from the NRPB to the Attorney General's Office. This may cause that office to require a total staff in excess of that authorized by law.

It is possible, by an extension of the interpretation of Item 13 of Article 2 of the National Public Service Law, to place the personnel working on the cable ships under Item 1 above within Occupation Forces Personnel. This would transfer them to the Occupation Forces Personnel. Special regulations could be issued to provide special war allowances without resorting to law, SCAPIN or memorandum.

In the case of CMMC personnel under Item 1, no such interpretation could be applied. The only possibility is the use of a SCAPIN or memorandum.

Since these matters are all related to employees in the public service, this seems to call for action by Government Section.

MACDONALD SALTER
Chief, Classification
and Compensation Branch

MS:vr

Files
8-2-50

CIVIL SERVICE DIVISION
Government Section

27 July 1950

MEMORANDUM FOR: Mr. Maynard Shirven, Acting Chief
Civil Service Division

SUBJECT : Payment of Special War Allowance to Employees of the Regular ~~Service~~

In a conference today with ESS, it was agreed that there were legal obstacles to the payment of special war allowances to regular government service personnel of magnitude equivalent to that agreed upon between the Seamens' Union and private ship owners. It was agreed that funds could be made available to pay such allowances if they could be legally authorized.

~~While this represents one~~ This is the most urgent of three problems wherein ~~there are~~ some legal obstacles are encountered manifold ~~be~~ the adjustment of ~~staff or~~ pay matters arising from contingencies to meet the Korean situation, ~~this is the most urgent~~ as staff size.

NPA, after studying this problem, feels that temporary action could be taken under the National Public Service Law, ~~by a rather~~ liberal interpretation of Item 3, Article 2, "persons engaged in service for the Allied Forces to meet the demands of the Allied Forces" These employees of the regular service could temporarily be considered within the ~~special service~~ occupation civil personnel. Furthermore, ~~by consultation between the Ministry of Finance and the Special Procurement Agency~~ special allowances for the Armed Forces regulations ~~could be~~ provided to pay these special war allowances to these persons. NPA does not consider this a sound practice and would only do it to meet the present emergency.

NPA believes that personnel of the service working on assignments relating to the Korean situation could be included under this Item 13, which states that will be in the special service could be issued

No new law or SCAPIN would thus be involved.

The real solution is either:

1. To provide adjustment by law;
2. To provide a SCAPIN directing adjustment;
3. Provide a memorandum from Government Section to the Prime Minister indicating the need of meeting this situation.

The latter point was developed in discussion with Major Napier.

The other problems, the solution of which are impeded, by legal obstacles are:

1. Transfer of regular service personnel to special accounts without loss of the employee's status as a member of the regular service.
2. Employment of personnel to meet contingency which would

cause the agency to exceed the maximum number of personnel authorized under the Ceiling Contol Law.

All these matters must be handled with great care to be sure that standardization occurs both within government and of government with industry. Also, controls must be exerted to assure the proper use of any authority granted and the limitation as to the time it may continue in effect.

1) Speaker
2) Shirven
3) Salter

CIVIL SERVICE DIVISION
Government Section

25 July 1950

MEMORANDUM FOR: Mr. Maynard Shirven, Acting Chief
Civil Service Division

SUBJECT : Need for Legal Basis to meet Occupation Emergency Situations

In the past five days, three situations have been brought to my attention, which upon preliminary investigation, seem to indicate an inability to meet occupation requirements during this emergency situation.

Kennday Hutchinson

1. Many personnel of the regular service may either be ordered or by nature of their regular duties be working in zones declared hazardous by the occupation.

10.00

Contracts have been reached to meet this situation between unions and private ship owners. It is not possible to develop comparable adjustment and allowances under the present pay law for the regular service.

2. Increase in the work load of the Ministry of Labor and Special Procurement Boards may well necessitate a sharp increase in their respective staffs.

These staffs at the moment are limited by the Ceiling Control Law and such adjustments of staffs upon labor projects numerical strength established for these respective agencies becomes an illegal action.

3. Many personnel of the regular service may be asked to perform duties in organizations not within the regular service to meet emergency situations.

If these people change from their regular service positions to one of these organizations, they will lose their mutual aid benefits, retirement benefits and their continuity of service under the present laws.

MDalter

MACDONALD SALTER
Chief, Classification
and Compensation Branch

MS:vr

Mr. Dalter :- Have NPA initiate necessary legislation. Coordinate with Recruitment + Compensation Bureaus. mvs

CIVIL SERVICE DIVISION
Government Section

25 July 1950

MEMORANDUM FOR: Mr. MacDonald Salter, Chief
Classification and Compensation Branch

SUBJECT : Conference with Mr. Takimoto, NPA

In response to the inquiries made by this office, Mr. Takimoto submitted the following replies and results of his study.

1. Re: Borrowing of Government Printing Bureau personnel by the FEC Printing Plant.

A. If the number of personnel to be borrowed is expected to be large, the Printing Bureau necessarily will have to revise its TO to fill the vacancies created. Such revision of TO must and can only be effected by special legislation.

With regard to the possibility of protecting the rights and benefits (continuity of office, seniority, pension, mutual aid, etc.) by keeping such personnel on the Printing Bureau's payroll, and the FEC making reimbursement to the Printing Bureau, such reimbursements cannot be made directly to the account of the Bureau, but must be forwarded to be absorbed by the National Treasury. For such reimbursements to be earmarked specifically for the Printing Bureau accounts will again require another special legislation.

B. The other alternative to the above legislation method will be the issuance of Potsdam Declaration+Cabinet Orders.

C. Further study was made to seek simpler and more practical solution, but were found unsatisfactory.

(a). Mr. Miyaji, who is presently being confronted with a similar problem was consulted. Personnel involved in cases before Mr. Miyaji are on P.D. and were or are being placed on special duty status. They are, thus, removed from the payroll of their home agencies and not entitled to any of the benefits and guarantee of tenure continuity rights.

(b) "Leave of absence" status was also considered. In this case, again, the personnel will not be kept on the home agency payroll, their tenure and seniority rights not guaranteed, their pension cut by 50% and the mutual aid benefits lost.

D. On the other hand, if the number of such tdy personnel is to be small and of no consequence in the normal operation of the Government Printing Bureau, it constitutes no problem. All that is required is the mutual understanding between the FEC and the Printing Bureau.

E. The possibility of the Procurement Agency presenting P.D. to Government agencies for the services needed then making reimbursements directly to the accounts of such government agencies--NONE.

2. Ceiling Control Law and the expected necessity of increasing Labor Ministry and S.P.B. staff.

Such increase will necessitate revision of T.O.'s and require special legislation or the issuance of all inclusive special SCAPIN.

SHO ONODERA
Classification and Compensation
Analyst

CIVIL SERVICE DIVISION
Government Section

24 July 1950

MEMORANDUM FOR: The Record

SUBJECT : Special Allowances for Personnel Working in War Zones

NPA has developed, with appropriate Japanese authorities, a proposed Cabinet Order based on SCAPIN 1299.8 of 11 April 1950 to cover the present procurement demands for two cable ships. This Cabinet Order places in NPA the responsibility of fixing the amount and method of payment of Special War Allowances.

This does not resolve the problem concerning future personnel who may be working in hazardous areas but are not necessarily ordered to work in hazardous areas. There is no legal provision to cover these people at present. It has been suggested that perhaps a memorandum could be issued by ESS to the Ministry of Finance and to NPA indicating that provisions should be made for the payment of Special Allowances to personnel working in dangerous zones declared so by SCAP. Such allowances are not to be exceed 150% of pay and such other appropriate lump sum payments not/inconsistent with prevailing practices.

Hanna 26-6-55

MACDONALD SALTER
Chief, Classification
and Compensation Branch

MS:vr

DRAFT

CIVIL SERVICE DIVISION
Government Section

July 14, 1950
July 18, 1950

MEMORANDUM FOR: The Record

SUBJECT : Special Allowances for Personnel Working in War Zone Areas

Purpose:

It is the desire of ESS (Finance and Occupation Forces Personnel), CCS (Ministry of Communication Employees), CTS (CMMC), and GS (Regular Government Service) to develop and control a system of special war allowances.

(1) provided for legally, and

(2) consistent among the various Japanese personnel of private industry and of government.

Situation

1. With respect to any activities effecting the Korean area, adequate funds will be made available to meet necessary expenses.
2. At the moment, this problem involves personnel operating only in "hazardous sea areas" declared so by SCAP.
3. There has been issued SCAPIN 2112 of 1 July 1950 which provides the legal basis for the payment of special war allowances from US Government funds to personnel on privately owned ships operating in the war area. As a result, a contract has been negotiated between Seamen's Union and private ship owners for payment of war allowances.
4. Occupation forces personnel are now covered by regulations which can be adjusted to cover special war allowances.

5. CMMC Personnel and National government personnel are part of the regular service. They are subject to Law 95 of 1950 with respect to the payment of any allowances. This law does not provide for the payment of allowances of a magnitude comparable to those agreed upon by negotiation with private ship owners. Personnel may be in the dangerous areas either by "occupation" request or by virtue of their regular duties.

Action

It appears necessary therefore to adjust Law 95 of 1950. Provisions should be made in the Law so that those in the regular service in dangerous areas either by "occupation" request or by nature of their regular duties, may:

1) Legally receive special payment of war allowances;

2) Be subject to some centralized control and administration for such allowances, and

3) Extend these allowances to other than "sea areas" if necessary.

This may be accomplished by:

1. New Law

--not desired since it indicates Japanese civil participation in war matters.

--danger of such an amendment to pay law being seized upon for pay raise purposes.

2. Potsdam action.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
APO 500

AG 630.2 (1 Jul 50)CTS
SCAPIN 2112

1 July 1950

MEMORANDUM FOR: JAPANESE GOVERNMENT

SUBJECT: Clearance of Japanese Ships to Korea

1. The clearance of Japanese ships for the movement of coal and other essential commodities from Japan to designated Korean ports will continue as required and as designated by SCAJAP.

2. SCAJAP will issue instructions and make arrangements to provide cover for each individual clearance. Separate accounting will be maintained to cover any additional costs over and above normal costs of operation and any risks over and above normal operating risks, and such costs will be assumed by the United States Government.

FOR THE SUPREME COMMANDER:

/s/ K. B. BUSH
K. B. BUSH,
Brigadier General, USA,
Adjutant General.

Privately owned - SCAPIN
Cmme. - proe demand
Occup. - Regulations can be adjusted
? Govt emp - laws?

GENERAL HEADQUARTERS

SUPREME COMMANDER FOR THE ALLIED POWERS

APO 500

11 April, 1950

AG 400.12 (29 Oct. 1946) CCS
SCAPIN 1299/8
MEMORANDUM FOR: JAPANESE GOVERNMENT
SUBJECT: Provision and Procurement of Japanese Communications Services, Facilities, Equipment, Material and Personnel.

1. This memorandum supersedes Memorandum for the Japanese Government, file AG 400.12 (29 Oct. 46) CCS, SCAPIN 1299/7, dated 8 April, 1949, Subject as above.

2. It is directed that the Japanese Ministry of Telecommunications Provide communications services, facilities, equipment, material and personnel as follows:

a. Telephone exchange service wholly within an exchange area of a city or town, which can be furnished by use of existing telephone plant as covered in paragraph 4 below.

b. Long distance lines and telegraph circuits wholly within one Ministry of Telecommunications operating bureau or division which can be furnished by use of existing facilities, as covered in paragraph 5 below.

c. Communications personnel as covered by paragraph 5 below.

d. Long distance telephone and telegraph lines extending beyond the boundaries of any one operating bureau, bulk materials, construction and all other communications services, facilities, equipment, material and personnel not covered above as directed by General Headquarters, Supreme Commander for the Allied Powers.

3. Statements of services rendered covering all communications services, facilities, equipment, material and personnel to be furnished to and/or for the occupation forces throughout Japan will be prepared on GPA Form 5 and submitted as provided by Appendix 1.

4. Exchange service within the exchange area of a city or town, which can be furnished by use of existing facilities will be furnished by local offices in accordance with communications orders placed by Commanding General, Eighth Army or by his authorized representative. A representative of the Japanese Telecommunications system located in the city or town where service is requested will be authorized to furnish such service without approval of the operating bureau of the Ministry of Telecommunicatios

5. Long distance lines and telegraph circuits wholly within an operating bureau or division which can be furnished by use of existing facilities and personnel will be provided in accordance with communications orders placed by Commanding General, Eighth Army or by his authorized representative Directors of the operating bureaus will arrange to fulfill the demands without further approval of the Ministry of Telecommunications, citing the communications order number as authority.

6. Communications facilities authorized by this memorandum will be procured on communications order, GPA Form 8, in accordance with Memorandum for the Japanese Government, file AG 400.12 (31 Mar. 48) CE-GD, SCAPIN 1872, Subj: Expenditures from funds Appropriated for Occupation Force Requirements, dated 31 March, 1948 as amended.

7. Direct communications between Occupation Force agencies and the Japanese Ministry of Telecommunications is authorized as follows:

a. Civil Communications Section, General Headquarters, Supreme Commander for the Allied Powers on matters within the scope of this memorandum.

b. Signal Section, Headquarters, Eighth Army, through liaison channels on cost estimates and engineering data for specific projects, and informational matters necessary to assure compliance with this directive.

c. Authorized Signal Corps Representatives of Commanding General, Eighth Army and their respective operating bureaus of the Ministry of Telecommunications thru liaison channels on informational matters necessary to assure compliance with the provisions of this directive.

FOR THE SUPREME COMMANDER:

GEORGE R. CONNOR II,
Colonel, AGD,
Acting Adjutant General.

1 Incl
1. Issue 7, Appendix 1, SCAPIN 1299/8

February 13, 1950

National Personnel Authority

Subject: Request of the Cabinet meeting concerning a petition for issuance of special work allowance.

(1) Adoption of a petition by the Diet.

The National Personnel Authority was notified by the Prime Minister through the Naikaku-San-6 No. 94 and Naikaku-Shu-6 No. 224 and 225 dated Dec. 16 and Dec. 26, 1949 respectively, of the fact that "the petition for issuance of special work allowance to the Construction Ministry employees engaged in special work"was adopted on Dec. 1 and Dec. 3 by the Houses of Councillors and Representatives respectively and the documents related thereto were forwarded.

(2) The petition was submitted by the Central Executive Committee of the Zenkensetsu Labor Unions with Yoshindo Wada, Masao Shimizu and Yasuomi Harada as representatives, the gist of which is as follows:

"It is a matter of great regret that those employees of the Construction Ministry who are engaged in hazardous work, calamity-preventive work and unsanitary work, naturally entitled to be paid special work allowance, have been exempted from the Cabinet Order concerning Special Work Allowance for Governmet Workers (Cabinet Order No. 323) and left as such, merely as a result of carelessness in the office transaction. As this fact has been lowering the labor will on the part of employees of the Construction Ministry who are devoted to reconstruction of the national territory and further, such a discrimination among the government employees is deemed necessary to be instontly corrected, we hereby submit a petition in accordanse with Article 79 of the Diet Law."

In connection, the enumeration of concrete instances of special work as referred to in the written petition is as follows:

1. Diving work.

In case of laying the stream-inducing embankment, fundamental curb, etc., they direct and supervise, while diving 5 to 3 meter in depth of water, the progress of installing a foundation and laying a square con-

crete clod.

2. The Kanmon Tunnel drilling work.

The moisture on the scene of work is nearing 100 per cent, without any direct sunshive and especially exposed to danger of fall of ground.

3. The Kanmon Tunnel in-pit work.

4. Tunnel drilling work.

5. Tunnel in-pit work

Similarly as the above, exposed to danger of fall of ground and very harmful to health due to infiltration and stain of air.

6. High voltage and stained wire handling work or the work performed nearby.

7. Explosives and powder handling work.

8. Work handling articles weighing 500 k.g. or more.

9. Work performed in places 10 meter high from the earth surface or higher.

10. Bridge construction work, water-level observation in case of floods, saw-mill work, under-water work, casting work, substitute fuel automobile driving, work in places 4 meter high from the earth or higher, stream-inducing embankment construction, on-board-the-ship work, sand prevention embankment construction, mountain-side construction work, lock-gate girder work, etc.

11. Calamity prevention work.

Rescue work and others in case of typhoons and floods of revers under the direct jurisdiction.

12. Work in regions where diseases and noxious insects are rampant.

13. Harm due to mineral pollution.

(3) Handling of the petition adopted by the Diet:

The National Personnel Authority has been notified, through the Kairu-Otsu No. 33, to "take procedure to express its view and request the Cabinet meeting

concerning the petition forwarded to each ministry by the Cabinet, as the developments of processing of the petition forwarded to the Cabinet after having been adopted by both Houses of the Diet, shall be reported annually to the Diet (Article 18 of the Diet Law).

(4) Handling by the National Personnel Authority.

Consequently, in response to the notification by the Prime Minister, the National Personnel Authority is scheduled to express in brief of the following view and to request a meeting of the Cabinet.

Namely, in accordance with the purport of the provision of Article 18 of the Law Administering the New Pay of Government Employees (to be hereinafter referred to as "the Law") and Article 18 of the Office of New Pay Administration Notification Kyuhon-Ko No. 24 (Concerning the interpretation and administration policy of the Law), special work allowance is to be left as it is established by the Cabinet Order concerning Special Work Allowance for Government Workers until this is transferred into salary or the adjustment under the provision of Article 15 of the Law is made.

The National Personnel Authority is examining the adjustment amount of salary for special positions in accordance with the provision of Article 15 of the Law and as it is necessary to take into consideration the equilibrium between ministries as well as positions, we are now examining the positions of the Construction Ministry which fall under the category, in connection with other positions similar in the circumstances.

(5) Problem ~~after this~~. in future

But several positions among ~~that~~ those of the Construction Ministry, ~~are~~ it is about not considered that ~~those positions'~~ the duties involve physical hardships or of them hazards which are excessive (provided in Article 15 of the Law) when compared with those usually involved in positions of the same grade. Consequently, if we intend to adjust the base pay of those positions ~~extend~~ esteeming the intention of the Diet, it is of course necessary to ease the condition for the establishment of adjustments of base pay provided in Article 15 of the Law, that is, ~~necessary~~ to revise the Law.

1) Salter
2) Peterson
3) Bettis

CIVIL SERVICE DIVISION
Government Section

27 July 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Abolishment of NPA Rule 9-O

Notation on carbon:
Believe the rule should be amended rather than abolished.

1. The application of the provisions of NPA Rule 9-O at the pay-roll level cannot be made without a great deal of difficulty. Rule 9-O states that special work allowances of government employees shall be part of base pay. Four exceptions are listed in the rule.

2. Of thirty-one (31) classes of special work allowances

4 are paid by the hour
20 are paid by the day
4 are paid by the hours worked divided by standard hours
2 are paid by the achievement number
1 is paid by the month

Special work allowances are variables

Rule should provide that spec. work allow. shall form a part of base pay for income tax purp.

3. In the case of special work allowances paid on a monthly basis you have good reason to consider special work allowance part of base pay. When an employee is absent he looses the same proportion of his base pay and special work allowance.

4. In the other thirty cases, the special work allowances are earned during certain hours, certain days, or at time of particular performance. When an employee is absent under these conditions he does not earn any special work allowance as he was not present to perform the special work. Yet the formula for computing hourly amount of compensation to be deducted for absence as modified by NPA Rule 9-O would pro-rate special work allowance over hours during which the special allowance was not earned and hours during which the employee was not present at all.

5. Cabinet Order No. 323, 1948 specifically states what constitutes special work and how the special work allowance shall be computed. NPA Rule 9-O denies an employee his fully earned special work allowance in cases where he is absent during a part of a pay period although earning his special work allowance during another part of the period.

To give an employee full credit for special work performed can best be done by abolishing NPA Rule 9-O. Special Work Allowance would no longer be part of base pay, but would become an addition to base pay similar to area allowance and night allowance.

6. Another objection to NPA Rule 9-O is that it complicates payroll accounting.

(a) It requires an individual calculation each month to compute an employee's area allowance. This is necessary as the area allowance formula contains the variable special work allowance.

(b) It requires an individual calculation each month to compute an employee's hourly rate of compensation. Special work allowance is a variable in the hourly rate formula.

(c) Base Pay and Special Work Allowance are paid out of different accounts. This means that three columns must be provided on the payroll forms to take care of special work, namely: Special Work Allowance Earned, Deductions From Special Work Allowance Earned, and Net Special Work Allowance. Correct accounting for the reduction of compensation as indicated in Article 20, Law No. 46, 1948 requires columns for debiting, crediting and balancing the Special Work Account

There would be no need for all this bookkeeping and two of the columns could be eliminated from the payroll forms if Special Work Allowances are paid only when actually earned or in other words if Special Work Allowance was not considered part of base pay.

7. Further objection is made to NPA Rule 9-O in that it causes duplicate payments for Special Work Allowance whenever area, overtime, holiday or night allowances are paid, thus helping to unbalance the budget.

By considering Special Work Allowance as part of base pay, it enters as a factor in the computation of the hourly rate. Although the Special Work Allowance was earned only once, that is at the time of performance of the special act, a per cent of the Special Work Allowance is added to the area, overtime, night and holiday allowances.

If NPA Rule 9-O were abolished, Special Work Allowances would figure only once in the computation of net pay. It would not appear as a factor in the computation of the hourly rate. It would not appear as an addition to area, overtime, night or holiday allowance.

8. Except as mentioned above, NPA Rule 9-O has no effect upon Income Tax Deductions. The Income Tax Law determines what income is taxable and what is not.

9. In regard to Pension and Mutual Aid Association Deductions, the practice has been to make the deductions from base pay excluding Special Work Allowance. This practice has continued even after the publication of Rule 9-O. To base the deductions upon base pay plus Special Work Allowance would require two individual calculations each month to compute an employee's Pension and Mutual Aid Association Deductions.

Special Work Allowance rates vary from a low of 1.40 yen per hour to a high of 750 yen per month, and the Pension and Mutual Aid Association rates average two per cent. It is doubtful whether the savings by basing Pension and Mutual Aid Deductions on base pay plus Special Work Allowance would justify the time, trouble and expense involved in making the computations. Since the gain to the government would be negligible, the question should be resolved in favor of good employee relations, which requires that at present no further deductions be made from the payroll.

10. Officials of the Office of New Pay Administration and competent officials in various ministries and agencies are not in favor of NPA Rule9-O. They believe the rule cannot be put into effect.

11. It is recommended that Rule 9-O be abolished.

(a) Special Work Allowance is a variable, which, when added to the base pay makes the base pay vary each pay period. Base pay should be a stable figure.

(b) Rule 9-O is not being executed. It is difficult to enforce. Circular #35, Office of New Pay Administration, dated March 26, 1949, is presently in effect. Circular #35 provides that Special Work Allowance shall not be included as part of base pay in computing area, overtime, night or holiday allowances, or for pension or mutual aid association deductions.

(c) If Rule 9-O was executed, it would complicate and foul payroll accounting.

Albert R. DeAngelis
ALBERT DeANGELIS
Compensation Specialist

ADeA:jd

CIVIL SERVICE DIVISION
Government Section

4-15-49

5 April 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Special Allowance - Kodan Employees

Mr. Suzuki of the Allowance Bureau, Ministry of Finance, called at this office on 3 April 1949 and presented a written concurrence and opinion of the Attorney General's Office in regard to the payment of special allowances to Kodan employees.

Statement as prepared by Mr. Suzuki and concurred in by the Attorney General's Office is to the effect that the payment of special allowance of from 10 to 30 per cent of their base salary as provided under Cabinet Order of 1948, has a sound legal basis and may be continued.

JESSE B. BETTIS
Compensation Specialist

JBB:jd

C O N F I D E N T I A L

CIVIL SERVICE DIVISION
Government Section

Jlb
3-23-49

23 March 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Special Allowance - Kodan Employees

In a conference with Mr. Suzuki of the Allowance Bureau, Ministry of Finance, on 22 March 1949, Mr. Suzuki was questioned at length as to the present status of the special allowance for Kodan employees. Mr. Suzuki was rather hesitant to disclose all of the circumstances involved. However, he stated as follows:

"Late in October or early November of 1948 when there were rumors of a revision in the base salary for government employees I gave consideration about Kodan special allowance and contacted Mr. Jeffers, Finance Division ESS, and some of my colleagues in the Accounting Bureau, Ministry of Finance. All personnel contacted were unwilling to agree to continuation of a 30 per cent allowance based on the proposed higher salary level. In this I personally concurred.

"I called meetings of the responsible Kodan officials and issued warnings to the effect that the special allowance would not be increased in proportion to any increase that might be made in base pay in the amendment to the pay law. I warned them that they should not exceed the payment of 30 per cent of the ¥3791 base after conversion to the new pay. To this the chiefs of all Kodans raised serious objections. Mr. Imai, my chief, was invited to attend a meeting of all the presidents of Kodans in late December. I was absent from this meeting. The officials of the Kodans asked Mr. Imai as to what his opinion was in regard to the matter. To this interrogation he was very vague and took an ambiguous attitude. Due to this fact all of the Kodan presidents interpreted his remarks as agreeing to the 30 per cent special allowance based on the new wage level and most of the Kodans have been making payment on this basis.

"When I learned of this fact I was afraid that such a state would lead to serious consequences; that ESS did not agree and I would face a difficult situation at the end of the fiscal year. ESS flatly rejected the plan of payment of 30 per cent based on the ¥6307 wage. My convictions proved true. Mr. Imai is very displeased with the attitude of ESS Finance in regard to the matter. In his opinion it is the responsibility of, and he is attempting to shift the responsibility to, the Accounting Bureau of the Ministry of Finance. At the present time I am being vigorously attacked by the presidents of all Kodans because my attitude is different from that of my chief. I have tried to approach the matter on a sound basis, taking into consideration the economy of the nation. The presidents of the Kodans, unfortunately, have no regard for law in this matter and are only interested in attaining their own selfish ends.

"It is requested that my statement in regard to this matter be treated as confidential so that I may not be called to task for it."

JESSE B. BETTIS
Compensation Specialist

JBB:jd

File
3-23-49

CIVIL SERVICE DIVISION
Government Section

23 March 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Special Allowance - Kodan Employees

A conference was held with Mr. Suzuki of the Allowance Bureau, Ministry of Finance on 22 March 1949 in regard to developments in the payment of the special allowance to Kodan employees that was authorized under the ¥3791 base.

Mr. Suzuki stated that some of the Kodans are continuing payment of the 30 per cent allowance computed on the ¥6307 base, while others are continuing to pay the allowance based on the ¥3791 base. Mr. Suzuki stated that he had not been able to secure the concurrence of Mr. Imai as to what action should be taken in the matter. After consultation with the Legal Section of the Allowance Bureau and the Accounting Bureau of the Ministry of Finance, Mr. Suzuki was of the opinion that an allowance established by Cabinet Order in accordance with provisions of the various Kodan laws would legally establish an allowance. He further stated that he was now contemplating a revision of the Cabinet Order to limit the allowance to 30 per cent of the ¥3791 base pay, but that he expected much opposition to the plan. He is now working with ESS Finance Division in regard to the matter and it appears that ESS is willing to continue the 30 per cent allowance based on the ¥3791 pay.

Mr. Suzuki was again requested to immediately contact the Attorney General's Office for a written opinion in regard to the legality of a Cabinet Order to establish the allowance and to furnish this office with a copy of same within the next few days, after which it will be submitted to the Legal Section of SCAP for an opinion and will be further discussed with the Allowance Bureau and the NPA in order to reach an understanding and solution to the problem.

JESSE B. BETTIS
Compensation Specialist

JBB:jd

File
3-22-49

CIVIL SERVICE DIVISION
Government Section

22 March 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Special Allowance - Kodan Employees

Mr. Suzuki of the Allowance Bureau, Ministry of Finance, called at this office on 11 March 1949 in regard to the continuance of a special allowance that was paid to Kodan employees under the ¥3791 wage base. This allowance was established by Cabinet Order in the early part of 1948 and provided that directors of Kodans might pay to employees a special allowance of from 10 to 30 per cent of their basic salary within the limitations of 30 per cent of the budgetary appropriation for personal services. The question now arises whether or not this allowance would remain in effect after passage of Law No. 265 of 1948.

Mr. Suzuki stated that Mr. Jeffers of the Finance Division, ESS, questioned the legality of the Cabinet Order at this time and in his opinion if it were legal and might still be applied the allowance would be restricted to 30 per cent of the salary under the ¥3791 pay. Mr. Suzuki was requested to contact the Attorney General's Office and secure an opinion in regard to the allowance, after which this office would have the opinion confirmed by the Legal Section, SCAP. He was also requested to contact the NPA for further discussions in regard to the matter and in order to determine the stand that the Commission might take in regard to making recommendations to the Diet if it was found that a law was necessary.

JESSE B. BETTIS
Compensation Specialist

JBB:jd

Rules

II. 1. f.

(Apps. w/ all excluded from base pay.)

CIVIL SERVICE DIVISION
Government Section

16 February 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Special Allowances

During a conference between the Civil Service Division staff and NPA the matter of a rule eliminating certain special allowances from inclusion as part of the base pay was discussed.

As a matter of policy Mr. Hoover does not desire to include references to a Cabinet Order as a basis for action by NPA. He desires to maintain NPA on an independent basis, acting on its own authority as provided under the National Public Service Law.

With this thought in mind the rule could be revised to just specifically exclude the special allowances as listed from inclusion in base pay. No references would then be made to a previous Cabinet Order.

2/ to Art. 18, Law no. 46, as amended by Law no. 265, 1948.

MacDONALD SALTER
Chief, Classification
& Compensation Branch

NPA Draft

2/16/49

The National Personnel Authority establishes the Rule of the National Personnel Authority concerning the special work allowances under the provisions of Article 8, paragraph 2 of the Law administrating the New Pay for Government personnel (Law No. 46, 1948).

Article 1. The special work allowances as specified in Cabinet Order No. 323, 1948 will be a part of base pay with the following exceptions.

(1) List by Article No. 3 in Cabinet order

the special work allowance for the issuing of a ticket,

the special work allowance for training

(2) List by Article No. 41 in Cabinet order

the special work allowance for cash-accounting,

the special work allowance for training,

the special work allowance for the promotion of saving

(3) List by Article No. 69 in Cabinet order

the special work allowance for cash-accounting,

the special work allowance for training

(4) List by Article No. 88 in Cabinet order

the special work allowance for the employees of training school

8 8

CIVIL SERVICE DIVISION
Government Section

14 February 1949

+ Foster
Salter

Call Auseler re
a) dual emp. &
b) reimbursbmt
for services

MEMORANDUM FOR THE RECORD

SUBJECT: Payment of Allowances for Examiners, NPA

Conference was held with Messrs. Miyagi and Fujita on 11 February 1949 in regard to the legality of paying allowances to examiners conducting examinations of personnel for the national government service.

During the course of the conversation it developed that the NPA has been securing the services of personnel from various government agencies and the prefectural governments and paying them an allowance in addition to the regular salary that they are receiving from the agency in which they are employed. Under the provisions of Article 101 of the NPSL, as revised, such payment of allowance constitutes dual employment. This Article also provides that "personnel in the employment of the government shall not be paid for service in more than one position at any one time".

Mr. Miyagi was of the opinion that inasmuch as the work being performed for the NPA was outside of their regular working hours, most of the examinations being held on Sunday, that this employment did not constitute dual employment. It was explained to Mr. Miyagi that this could not be done. The only possible way that these employees could be paid additional salary would be through overtime and that it would of necessity be paid by the agency in which they were employed. It was suggested that a possible solution of the matter would be for the agency in which they are employed to make payment and for the NPA to reimburse the agency for any additional funds required. Mr. Fujita claimed that under the budget system of the Japanese national government it was not possible to transfer funds between agencies.

Messrs. Miyagi and Fujita are to make further investigation into the matter in an attempt to secure a possible solution, and report their findings to this office at an early date. Although these gentlemen were not questioned directly in regard to the matter it is the opinion of the writer that NPA may have been paying the special examiners allowance to employees in their own organization, which would be a direction violation of existing pay laws and regulations.

JESSE B. BETTIS
Compensation Specialist

JBB:JD

CIVIL SERVICE DIVISION
Government Section

3 February 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Special Work Allowances

Conference was held on 2 February 1949 with Messrs. Kunia and Hasumi of the NPA.

The NPA had previously submitted to this office draft of a proposed rule of the NPA providing for temporary measures in dealing with the special work allowance. As proposed this rule would provide that until such time as the NPA had made an investigation of all special work allowances these would not be considered a part of, and included in the base pay which forms the basis of computation for, pensions, area allowance, mutual aid, operation and retirement allowances.

These gentlemen were advised that in the opinion of this office the NPA could not legally make such a rule inasmuch as the law specifically provides that all work allowances based on duties and responsibilities, taking into consideration working conditions, hazards, working hours and working environments, shall form a part of base pay. It was further explained that a quick review of Cabinet Order 323 establishing special work allowances indicated that there were approximately five types of special allowances that would not be included in this category and that it would be more practicable and cause less work in the long run if a rule were issued providing that all special work allowances, with the exception of those stated above, would be considered as a part of base pay until such time as the Authority had made an investigation of work allowances and a determination regarding them as provided in Article 8 of the law. This matter is to be further discussed with the commissioners after which further conferences will be held with this office.

JESSE B. BETTIS
Compensation Specialist

JBB:jd
1 Att.

Rule of National Personnel Authority (Draft)

Temporary Measures in dealing with the Special Work Allowance

Before the National Personnel Authority determines the special work allowance which does not form a part of base pay under the provision of Paragraph 2 of Article 8 of the Law administering the New Pay of Government Employees (Law No. 46, 1948, hereinafter referred to as the Law No. 46.), as the temporary measure, the special work Allowance shall not be included in the base pay which forms the basis of computation of the amount of those enumerated below:

(1) Pensions and Contribution to the national treasury under the Pension Law (Law No. 48, 1923)

(2) Area allowance, special work allowance and hourly amount of Compensation prescribed in the Law No. 46.

(3) National subsidy and contribution prescribed in the National Public Service Mutual Aid Association Law (Law No. 69, 1948)

(4) Money grant to the deceased under the provision of the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance No. 192, 1946)

(5) Reduction in pay under the provision of National Personnel Authority Rule 12-0.

Sup. Pay (6) Retirement allowance under the dicision of the Cabinet Conference on March 29, 1947

(7) Others determined by the Chief of the Office of New Pay Administration

Supplementary Provision

1. This rule shall be applicable as from December 1, 1949.

See Art. 32 (New Pay Law)

M.Y. art. 8, 9

T.E.

Files
Special work allowances

CIVIL SERVICE DIVISION
Government Section

13 January 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Interpretation of the "Monthly Amount of Base Pay" by the National Personnel Authority

Attached is a copy of a proposed interpretation in regard to the base pay as prescribed in Article 9 of the New Pay Law in regard to special work allowances as being a part of base pay, and an interpretation in regard to the computation of overtime hourly rates of pay as provided in Article 24.

In conference with Mr. Hasumi today he was advised that the law provided that special work allowances should be treated as a part of base pay with the exception of the few special work allowances that are not predicated in accordance with Article 7 of the New Pay Law. Mr. Hasumi was further advised that it would not be necessary to conduct a survey to determine which of the special allowances would be considered as a part of base pay and that a review of Cabinet Order 323 of 1948 should easily reflect the special allowances that should be included.

Article 8 of the law specifically provides that any adjustments of base pay under the provisions of Article 15 and special work allowances as provided in Article 18, shall form a part of base pay except those special allowances which are not based on the purport of Article 7. It is therefore the opinion of the writer that steps should be immediately taken by the Salary and Wage Section of NPA to identify and define the special allowances that should be included in base pay for the purpose of computing pensions, retirement allowance, and installments for mutual aid associations.

The interpretations with respect to the computation of overtime in accordance with Article 24 are correct in that area allowance computed on family allowance should not be included in determining the hourly rate of pay.

JESSE B. BETTIS
Compensation Specialist

JBB:jd
Att.

13 January 1949

MEMORANDUM FOR: Mr. Jesse Bettis, Compensation-Classification Branch,
Civil Service Division

SUBJECT : Interpretation of "the monthly amount of base pay"

1. "The monthly amount of base pay" shall be interpreted to mean the sum as prescribed in Art. 9 which will be the basis for computing pension, retirement allowance and installment for mutual aid association.

2. Until such time as adjustments of monthly amounts of base pay prescribed in Art. 15 is established, "monthly amount of base pay" which is the basis for computing the monthly allowances in accordance with paragraph 2 of Art. 17 shall be the sum as prescribed in Art. 9.

3. In accordance with the provisions of Art. 18, a survey must be conducted by the National Personnel Authority as to what types of special work allowance will be incorporated in the base pay in the compensation schedule. However, until the survey is completed "the monthly amount of base pay", which is the basis for computing the hourly amount of compensation in accordance with Art. 24, shall be interpreted to mean the monthly amount of base pay prescribed in Art. 9.

4. The National Personnel Authority's interpretation for "The monthly amount of area allowance" shall be: "the monthly amount" of area allowance which is the basis for computing the hourly amount of compensation in accordance with Art. 24 shall be interpreted to mean the sum excluding the area allowance for dependents.

HASUMI,
Chief of the Payroll Section,
National Personnel Authority.

Files Salter
1-10-50 Hoover

CIVIL SERVICE DIVISION
Government Section

25 August 1948

MEMORANDUM FOR THE RECORD

SUBJECT: Conferences Regarding Special Allownaces - Government Employees

1. A series of conferences has been held with the Allowance Bureau and personnel from all of the ministries of the Japanese government in regard to special allowances granted to employees in the various fields of work and occupations.

2. At the beginning of these conferences it was disclosed that there were in effect 102 authorized special allowances. Ten of these were covered by Imperial Ordinance - 92 were purely of an administrative nature, and generally speaking the rates of pay for the various allowances were established by the individual ministries which resulted in inequities between employees in different ministries. The conferences have resulted in the abolishment of 37 special allowances, 65 remaining in effect. However, the ministries have at the same time requested the Allowance Bureau to authorize 15 new allowances. These are not being favorably considered except in the cases where a similar allowance is in effect in other ministries.

3. A detailed study of the various allowances indicates that about 90 per cent of them are allocating factors that should be taken into consideration in arriving at the base rate of pay for a particular job. Most of these are due to working conditions or physical demands. Others are purely of an incentive nature, while it was disclosed in some instances that they were purely salary supplements due to the fact that it was believed the employees were underpaid. In only a few instances geographic or special differentials would be indicated.

4. The basis for incorporating the majority of these special allowances into base pay was discussed and explained to personnel of the various ministries and in all cases they concurred in the fact that at the time positions were properly classified these factors should be taken into consideration and the allowances abolished.

5. It is recommended that at the time the New Pay Plan is put into effect the majority of these special allowances shall be taken care of, where appropriate, by step rate increases within the salary grade.

J. B. BETTIS
Compensation Specialist

JEB:jd

GOVERNMENT EMPLOYEES PRESENT AT CONFERENCE ON SPECIAL ALLOWANCES - 23 August 1948

Fujiwara Toshio, Head of the General Affairs Section, Tokyo Branch Mint Bureau

Shinobu Yasuo, Chief of the Labor Unit, General Affairs Section, Mint Bureau

Teranishi Takeo, Secretary of the Liaison Unit, Archives and Documents Section, Education Minister's Secretariat

Usui Kyoichi, Secretary of the College Education Section, School Education Bureau

Chiba Yoshimasa, Secretary of the University Education Section, School Education Bureau

Ohashi, Chudo, Chief of the Custodian Unit of the Labor Section, Labor Department, Printing Bureau

Murakoshi Yoshio, College Education Section, School Education Bureau

Tezuka Utsumi, Secretary of the General Affairs Section, School Education Bureau

Otsuguro Takeo, Acting Head of the General Affairs Section, School Education Bureau

Yamaguchi Masayoshi, Head of the Quarantine Section, Disease Prevention Bureau, Public Health & Welfare Ministry

Arakawa Yukio, Secretary of the Quarantine Section, Disease Prevention Bureau, Public Health & Welfare Ministry

Sudo Hiroshi, Secretary of the Epidemic Prevention Section, Disease Prevention Bureau

Nakamura Fukuo, Police Inspector, Personnel Affairs Section, Police Affairs Division, Headquarters of N.R.P.

PERSONNEL FROM TRANSPORTATION MINISTRY ATTENDING CONFERENCE
ON ALLOWANCES - 19 August 1948

S. Kobayashi, Deputy Director, Labor Bureau,

Y. Hisatome, Chief, Wages Section, Labor Bureau

Y. Ogawa, Wages Section

K. Kosugi, Wages Section

T. Otsuka, General Affairs Section, Traffic Bureau

S. Oba, Safety Section, Train Operation Bureau

I. Ikeda, Safety Section, Train Operation Bureau

S. Koga, Planning Section, Construction & Maintenance Bureau

H. Kawamata, Maintenance Section

T. Numano, Electrification Section, Electricity Bureau

N. Matsuno, Electrification Section, Electricity Bureau

R. Matsuo, Workshop Section, Rolling Stock & Machinery Bureau

S. Nakanishi, Coal Section, Material Bureau

Y. Kikuchi - Interpreter

PERSONNEL FROM MINISTRY OF COMMUNICATIONS ATTENDING
CONFERENCE ON ALLOWANCES - 19 August 1948

Y. Sata - Interpreter

S. Maeda, Wage Section

S. Suzuki, Wage Section

H. Kurakatu, National Personnel Authority

T. Yoneda, National Personnel Authority

Kishimoto - Allowance Bureau

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CIVIL SERVICE DIVISION
Government Section

6 August 1948

MEMORANDUM FOR: MacDonald Salter, Chief, Classification and Compensation Branch

SUBJECT : Special Service Allowances for Japanese Government Employees

1. Conference was held on 5 August 1948 with Mr. Keitoku, Chief of Fourth Legal Section, Finance Ministry, and Messrs. Mogushi, Kishimoto and Watanabe in regard to the proposed elimination of a major portion of the special allowances granted to the Japanese government employees.

2. During the course of the discussion it was determined that provisions have been made for the elimination of approximately 28 of the existing 103 special allowances now in effect. It was further disclosed that of the 103 allowances presently being paid, only 10 are covered by law or ordinance.

3. This committee is to make a further study in regard to the allowances with the various ministries involved and present their findings to this office some time within the next week or ten days, at which time they will include in their meeting specialists from the various ministries who will be able to explain the nature of the various allowances.

J. B. BETTIS
Compensation Specialist

Att. 1

JB;jd

Salter

Special Service Allowance

(Surveyed on the status on February)
(10, 1948 at the Allowance Bureau *)

1. for service upon performance of wh ch a worker is exposed to dangerous and injurious effect on his physical condition of his health.

Kind of allowance	Organization in which paid	(1) coverage and (2) condition	Rate
Special allowance for tax collecting	Finance Ministry	(1) Workers at Financial Bureau and taxation offices	Daily: 40% of 4% of monthly pay for investigation work;
		(2) Investigation and disposition of taxes or taxes in arrears on official trip for which work hours exceed 5 hours	50% of 4% of monthly pay for disposition of tax in arrears
Danger allowance for tax collecting	Finance Ministry	(1) the same as above. (2) Work which gives a worker serious effect on his physical condition upon performance of above service	Daily: 50 yen
Anti-fire service allowance	Cabinet	When fire sergeant and fireman performs anti-fire service	2 yen per once
Special allowance for anti-contagious service	Welfare Ministry	Government service officials, those treated as such and employees	Monthly: one thirds of monthly pay
Mine-sweeping service allowance	Transportation Ministry, Maritime Board	Seamen engaged in dragging operations in dangerous sea	Hourly: 3 yen
Digging tunnel allowance	ditto	Supervisor and worker in digging tunnel 300 meters or longer in depth	Daily: 6 yen
In tunnel operation allowance	ditto	Supervisor and worker in maintenance service 200 meters or longer in depth at 75 designated tunnels	2.5 to 6 yen for 8 hours

* While total number of the special work allowance under this survey is counted 88 cases, the survey made on April 1 shows 102 cases (the increase is due to renewed information thereafter forwarded for the ministries concerned).

Shigekura signal station special service allowance	Trans. Min., Railway Board	Workers at Shigekura Signal Station (~~Joetsu line~~ SHIMIZU TUNNEL)	2.4 to 3 yen for 24 hrs.
Allowance for compressed air service	ditto	Supervisor and worker engaged in service in compressed air.	Daily: 15 yen
Diving allowance	ditto	Supervisor and worker in diving service.	Daily: 20 yen
Allowance for high-voltage current service	ditto	Electric and communication workers working on telephone pole, bridge, tunnel and snow-fence	Hourly: 3.5 yen
Allowance for hospital service	ditto	Nurse and other auxiliary worker serving in isolated ward for contagious desease.	Daily: 1.50 yen (but total amount per month not exceed 30% of monthly pay.)
Allowance for anti-contagious desease service	ditto	When workers perform anti-contagious desease service	Daily: 6 yen
Ikego powder ~~depot~~ magazine danger allowance	ditto	Workers at powder depot of Ikego.	Daily: 20 yen
Special allowance for coupler ~~hand~~	ditto	Coupler hand at designated stations.	Basic rate - daily: 4 to 15 yen. Additional rate - monthly: 150, 300 & 525 yen.
Special pier allowance	ditto	Workers at designated piers.	Basic rate - daily: 4 to 6 yen. Additional rate - monthly: 80 yen.
Stamping allowance	Com. Min.	Workers stamping to savings ~~passbook~~ and p postal ~~note~~ all the day. (ledger cheque)	Monthly: maximum 70 yen; minimum 40 yen

Allowance for dangerous sea operation	Com. Min.	Seamen of cable ship in operation in mine-laying sea.	Hourly: 10 yen
Diligence allowance for dangerous work	ditto	Junior clerk and auxiliary worker working in the following fields for establishment and maintenance of communication equipment. a. operation of telephone pole. b. cable line operation. c. operation on aerial wire. d. wood-working machine operation. e. repairing of high-voltage wire. f. operation on mast of cable ship. g. picking up of buoy in cable work. h. other dangerous work.	Maximum 100 yen; differential rates determined by chief of agency.

2. for service which gives a worker overfatigue and unpleasantness.

Kind of allowance	Organization in which paid	Coverage and condition	rate
Additional pay for special work	Fin. Min., Mint	Craft workers engaged in special work over 5 hrs. a day.	Daily: 1 to 2 yen; paid out each month.
Seamen allowance	Tran. Min., Maritime Board	Seamen engaged in traffic and mine-sweeping service specified as follows. a. carrying and firing of coal in engine room. b. other work in engine room. c. carrying of patients d. freight carriage and service for the contagious deseased. e. clearing work. f. diving operation. g. telegraph service.	(Monthly) a. 70 yen b. 30 yen c. 15 yen (Daily) d. 1.50 yen e. 1 yen f. 2 yen (Monthly) g. 10 yen

Allowance for passage service	Trans. Min., Railway Board	Locomotive engineer when passing through designated tunnel.	0.30 to 0.90 yen per once
Clearing work allowance	ditto	~~Maker~~ cleaner specially engaged in clearing service of coaches.	3 yen per Allied Forces coach; 1.5 yen per tramcar; 0.5 yen daily per other car.
Coal and water supplying allowance	ditto	Worker who supply locomotives with coal and water.	Monthly: maximum 80 yen; minimum 20 yen.
Anti calamity service allowance	ditto	worker in service against fire, flood, storm, snow and other disasters.	Daily: 5 yen
Night heavy work allowance	ditto	Trackman and electric and communication workers working midnight on bustling tramcar line centering Tokyo and Osaka.	45 to 50 yen per night
Special allowance for porter	ditto	Porters in relay service at designated railway station.	Basic rate - 4 to 15 yen daily; Additional rate 150, 300 and 525 yen monthly.
Special work allowance	ditto	Electric and communication and porter workers in the area where man power hardly obtained.	Daily: 0.70 yen
Station-yard work allowance	ditto	Workers working at designated station-yard.	Daily: 0.40 yen
Special allowance for track worker	ditto	Track worker belonging to designated maintenance office.	Basic rate - 4 to 15 yen daily. Additional rate - 150, 250, 400 and 550 yen monthly.
Construction work allowance	Com. Min.	Craft worker in construction work of telegraph and telephone equipment destroyed.	Average daily: 150 yen

Ledger allowance	Com. Min.	Worker who deal with savings ledger in standing all the day.	Monthly: 40 yen; paid out each month.
Diligence allowance for heavy work	ditto	Postal workers at main postal distribution office and railway post office.	Monthly: 50 to 100 yen
Allowance for service on Mt. Fuji	ditto	Workers who serve at Mt. Fuji Wireless Relay Office, the allowance is paid for going to and returning from there.	Summer: 50, 80, and 120 yen per once each acc. to height; Winter: 200, 300 and 400 yen per once each acc. to height.
Special allowance for Allied Forces telephone service	ditto	Telephone worker in Allied Forces communication service.	Monthly: 200 to 400 yen, paid out each month.

E. for service which requires technical ability.

Kind of allowance	Organization in which paid	Coverage and condition	Rate
Stenographer special allowance	House of Representatives	Acc. to ability and efficiency of stenographer.	Monthly: 300 to 500 yen
Guardian special allowance	Both Houses	Head guardian and other guardians having special ability	Monthly: maximum 100 yen
Stenographer special allowance	House of Councillors	Stenographer	Average monthly: 400 yen
Police special allowance	Cabinet	Police, police sergeant, detective, interpreter who have technical ability. special	Monthly: maximum 50 yen
Fireman special allowance	ditto	Fireman who has technicals ability. special	The same as above
Seaman's special allowance	Trans. Min. Maritime Board		

Seamen's special allowance	Trans. Min., Maritime Board	Seamen who have special ability of steering, ~~repairing~~ constructing, etc.	Monthly: 10 yen
Allowance for auto driver	Trans. Min., Railway Board	Driver who work over 3 hours a day.	Daily: 0.30 to 0.70 yen
Wireless service allowance	ditto	~~Assistant chief at wireless office.~~ worker of wireless operation	Monthly: 24 yen
Diligence allowance for special ability	Com. Min.	Field workers at communication bureau and offices who carry out designated service.	Monthly: 30 to 100 yen
Document distribution allowande	ditto	Worker who distribute saving receipt, etc. to respective post offices.	Monthly: 40 yen
Diligence allowance for mailmen	Com. Min.	Communication workers and mailmen in collection and delivery of ~~post card~~ Post and telegraph.	Monthly: 50 yen for 1st class and 30 yen for 2nd class
Electric wave observation allowance	ditto	1st and 2nd class worker in all service of ~~maintenance, arrangement, measurement, etc.~~ adjustment and painting of electric waves.	Monthly: 100 yen for 1st class and 80 yen for 2nd class
Typing allowance	ditto	Qualified typist at Ministry proper and communication bureaus.	Monthly: 75, 50 and 25 yen for 1st, 2nd and 3rd class respectively
International correspondence allowance	ditto	Worker engaged in international correspondence service.	

1st class	1,200 yen
2 "	1,000
3 "	800
4 "	600
5 "	400
6 "	200
7	100

	Tele. operator yen	Male yen
Spec.		
1st	300	200
Spec.		
2nd	200	150
Spec.		
3rd	150	100
1st	100	50
2nd	50	-

Diligence allowance for A.F. telephone service	Com. Min.	Workers in Allied Forces telephone service as designated ~~by chief com. munication bureau~~. Telephone Offices	The same as above
Incentive pay for oversee wireless circuit service	ditto	"orkers who have excellent ability for oversee wireless circuit service.	Monthly: 80 yen
Allowance for maintenance of long-range circuit and city telephone service	ditto	Workers in maintenance service of long-range circuit and city telephone operation.	Monthly: 40 yen for official and 20 yen for employee

4. for service which deals with cash accounting.

Kind of allowance	organization in which paid	Coverage and condition	Rate
Ticket office service allowance	Trans. Min.. Railway Bureau	Ticket seller at railway station	Daily: maximum 0.90 yen
Cashier allowance	Com. Min.	Cashier dealing with postal saving, postal insurance, postage, telephone, telegram tax, etc.	Monthly: 60 yen to 15 yen
Allowance for workers dealing with military note	ditto	Workers at General affaire Section. Com. Min. hadling Allied Forces military notes.	Monthly: 40 yen
The same as above	ditto	Workers in service at Military Dollar Note Handling Office.	Monthly: 50 yen

5. for service rendered in addition to proper duty.

Kind of allowance	Organization in which paid	Coverage and condition	Rate
Instructor fee	Trans. Min., ~~Navigation~~ Maritime Bureau	Instruction given by reserved seamen	Daily: maximum 10 yen
The same as above	Trans. Min., Railway Board	Instruction given by railway worker at railway training school.	Hourly: 5 to 10 yen
Patient visiting fee	ditto	Physician, nurse at railway hospital visiting patients at home as official duty	5 yen per once for physician. 2 yen per once for maternity-nurse; 1 yen per once for nurse.
Instructor fee	Com. Min.	Instruction at communication training school given by communication worker and outsider.	Hourly: (20 to) 50 yen
Truck driver's allowance	ditto	Worker in Sage Post Office who drives postal truck.	Monthly: 60 yen
Special allowance for driving auto	ditto	Worker in construction and maintenance work of telephone and telegram equipments for which auto driving required.	Monthly: 50 to 100 yen (acc. to driving capacity.)
Special allowance for auto-driving	ditto	Mailman who drive or charge auto on performance of their proper duties.	Monthly: 60 yen
Allowance for dormitory head	ditto	Teacher or secretary of communication school concurrently in charge of dormitory head for supervision of pupils	Monthly: 100 yen

Allowance for dormitory head	Com. Min.	Communication Ministry official concurrently in chage of dormitory head.	Monthly: 100 yen for domitory accomodating over 800 persons; 80 yen for dormitory over 50; 50 yen for dormitory over 20; 25 yen for dormitory less than 20.

6. for services other than mentioned above for increase of whose efficiency incentive pay requested.

Kind of allowance	Organization in which paid	Coverage and condition	Rate
Diligence allowance	Fin. Min., Printing Bureau	Craft workers	3 days' amount of daily pay for no absence; 2 days' amount for one day absence; 1 day's amount of for two day absence.
Diligence reward	Fin. Min., Mint	Worker absent for less than 10 days a year for the period of over one year	100 yen for 1 year; 150 yen for 2 yrs.; 200 yen for 3 yrs.; 250 yen for 4 yrs.; 300 yen for 5 yrs.; 50 yen additionally paid per each year for more than 5 yrs.
Technical improvement reward	Fin. Min. Monopoly Bureau	All crafts	Average yearly: 300 yen each for 30% of all crafts.

Efficiency pay for engineer	Trans. Min., Railway Board	Workers ~~of~~ belonging to Engineering. Tramcar and Car Inspection Office.	Monthly: 450 yen at maximum
Efficiency pay for auto ~~inspection~~ engineering	ditto	Craft worker belonging to auto inspection office.	Monthly: maximum 450 yen
Efficiency pay for pier engineer	ditto	Pier engineer	Monthly: maximum 500 yen
Savings encouragement allowance	Com. Min.	Communication office workers who obtained new customer of postal savings and insurance.	Specified rates for contracting value of savings and insurance.

7. Miscellaneous

Kind of allowance	Organization in which paid	Coverage and condition	Rate
Allowance for stenographer under training	House of Councillors	Stenographers under training	Monthly: 400 yen
Allowance for policemen under training	Cabinet	Policemen and police sergeant under training	Monthly: maximum 20 yen
Special service allowance	Fin. Min., Printing Bureau	Superintending worker at plant	Monthly: .30 to 50 yen
The same as above	Fin. Min., Mint	Guards working for 24 hours.	$\frac{25}{1,000}$ of total of base pay and prov. inc. pay per once
The same as above	ditto	Superintending guard	Monthly: 15 to 50 yen

Special reward	Fin. Min., Monopoly Bureau	Superintending craft	10 to 20 days' amount of daily pay per year
Benefit for sea cleaner	Trans. Min., ~~Navigation~~ Maritime Bureau	Sea cleaner when work completed or when he retires or dies upon duty.	14,740 yen at maximum
Grant for death or injury for sea cleaner	ditto	Sea cleaner when died or injured on performance of duty.	1,000 to 20,000 yen
Compensation for tool	Trans. Min., Railway Board	Construction craft when using tools of his own.	Daily: 2 yen
Special allowance for temporary service on board ship	ditto	Seamen belonging to Land Transportation Bureau when serving proper business.	Daily: 36 yen
Shime Mine special allowance	ditto	Miner (contract work) and mine police	10 yen per one time entrance of mine: 20 yen (latter)
Lodging allowance for Shime miner	ditto	Miners of Shime Mine lodging at dormitory	Monthly: 30 yen
Allowance for service on mountain	Com. Min.	Worker serving at wireless station established on mountain.	Monthly: 60 to 400 yen
Navigation allowance	ditto	Seamen	Daily: 3 yen
Inspector fee	ditto	Communication office workers in circular inspecting service.	Daily: 0.25 yen
The same as above	ditto	Workers in inspection service of commodity distribution, discipline, sanitation, etc.	Daily: 2.5 yen for employee; 3 yen for others.
Special allowance for railway postmen	ditto	Post office worker on train	Daily: 3 yen