

28 October 1948

Adm. Mgmt Agency

of Liaison Office

Mr Fukuda + Mr Kakumoto + Mr Nakagawa -
Capt Diamante, 1st M. GP

Discussed having Adm Mgmt Agency assist NPA by making investigation of remaining Shokutoku to see which ones are essential and need to be converted to temporary govt. employees by NPA. Capt. Diamante pointed out that under the Ministerial Organization Bills the ministries would be required to ~~give~~ give a number of required personnel for their ministries. At present, according to Mr. Fukuda, (1) budget fixes a number for personnel (this has included Shokutoku) and (2) cabinet fixes number of required personnel by cabinet orders (this does not include Shokutoku). It was pointed out that former Shokutoku or temporary employees would in the future not be handled as a separate group but be considered as part of regular employees in each ministry.

Mr Fukuda raised question of such an investigative study overlapping or conflicting with work of NPA, and ~~he who told~~ ~~that~~ that Adm Mgmt in studying the situation would not have authority to decide on the action to be taken in regard to changing personnel to temporary govt employees, but would study the system and investigate ~~in~~ in what types of work they were ~~employed~~ employed, making report to NPA.

Because of the small staff of the Adm Mgmt Agency they asked about using Budget staff to help. It was decided they should present a plan for study to present on Monday, Nov, to Mr Shirven, who would work with them & advise them during the study. In the meantime we would consider possibility of having additional staff from Budget help them.

GOVERNMENT SECTION
Civil Service Division

21 October 1948

MEMORANDUM FOR: Major J. P. Napier, Executive Officer, Government
Section

THROUGH : Mr. W. Pierce MacCoy, Acting Chief, Civil Service
Division, Government Section *WPM*

SUBJECT : "Cargo Inspectors" employed as Shokutaku.

1. In the course of our attempts to eliminate the employment of shokutaku in accordance with the provisions of Cabinet Order No. 55, it appeared that among others approximately 1500 so-called "cargo inspectors" were employed by the Ministry of Commerce and Industry. The function of these "cargo inspectors" was to carry out the transportation certification system for distribution of critical and essential materials throughout the country. The Ministry of Commerce and Industry had no budgetary provision for the employment of such personnel as was necessary to carry out this ministerial act of the actual issuance of the certificates. The ministry therefore made arrangements whereby in rural areas employees of the Nippon Express Company, or in certain cases employees of the manufacturers producing materials for public consumption, were taken on as shokutaku and paid a small stipend (not over 500 yen a month) for part-time work in the issuance of these transportation certificates. By a careful numbering system on the certificates and a reporting system by the persons handling them the Ministry of Commerce and Industry state that adequate control was maintained in order to prevent any divergence of goods into the black market or any corruption on the part of this personnel. However, it was pointed out to the representatives of the Ministry of Commerce and Industry that the practise of hiring employees of these private or semi-private corporations to perform a government function and to pay them for it while they continued on full pay from the corporation was dubious and subject to serious criticism.

2. Representatives of other sections of SCAP, particularly Price and Distribution, Anti-Trust and Cartels and Civil Transportation were consulted and apprised of this situation. It has now been suggested by representatives of Civil Transportation to the Ministry of Commerce and Industry that all of these so called "cargo inspectors" who were employees of any private corporation or the Nippon Express Company should be dropped and

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MEMORANDUM FOR MAJOR NAPIER

21 October 1948

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wherever part-time services are needed in the rural areas for the issuance of transportation certificates that the services of local Postmasters be availed of and that such money as has heretofore been expended by the Ministry of Commerce and Industry for the performance of this function be given to the Ministry of Communications. Mr. Rauwald of the Policy Branch, Highway Transportation Division, Civil Transportation Section, has cleared this suggestion with the Ministry of Communications and states that the Ministry of Communications will have no objection to the plan for Postmasters to issue these certificates. If this plan works out it will be possible to drop from the shokutaku list from 1500 to 2000 of the persons hitherto on that list.

H W Marsh

HARRY W. MARSH
Chief, Examination Branch
Civil Service Division
Government Section

HWM:mvb

Jack
This is merely to keep your office and Gen. Whitney advised of our moves where other divisions or sections of SCAP might be involved.

WBR
10/21/48

GOVERNMENT SECTION
Civil Service Division

20 October 1948

MEMORANDUM FOR: Mr. I. C. Hill, Enforcement Branch, Price and
Distribution Division, ESS

SUBJECT : Police Experience in Appointments of Economic
Investigator.

1. An analysis as of 6 October indicates that in the following
prefecture offices of EIB the proportions of police to non-police in
the personnel approved by the National Personnel Authority is as
follows:

Agency	Fixed No.	Number Approved	Number of Police	Number of non-police	Ratio of Police to Total Approved
Osaka	49	11	3	8	27%
Oichi	64	6	2	4	23%
Kyoto	44	11	3	8	27%
Hyogo	69	11	3	8	27%
Hiroshima	43	3	1	2	33%
Asahikawa	19	6	2	4	33%
Iwate	24	2	1	1	50%
Akita	24	4	3	1	75%
Yamagata	24	1	1	0	100%
Fukushima	25	2	1	1	50%
Toyama	25	7	3	4	43%
Ishikawa	25	11	3	8	27%
Gifu	25	7	3	4	43%
Shizuoka	35	7	2	5	29%
Mie	25	6	3	3	50%
Nara	23	8	3	5	38%
Shimane	23	3	1	2	33%
Yamaguchi	37	3	2	1	67%
Tokushima	23	5	2	3	40%
Kochi	23	4	2	2	50%
Nagasaki	31	10	3	7	30%
Miyazaki	24	3	1	2	33%
Kagoshima	25	2	1	1	50%

2. I have withheld approval of the employment of Yoshikichi Sato
as Chief of the First Division of Kushiro Prefecture office due to
the fact that from 1926 to 1932 he was Assistant Inspector in the
Special High Police Section of the Governor's Office in Hokkaido and
that up to December, 1945, his entire career was in police experience.
In other words, there is no experience off-setting the specialized

Approved 11/10/48
Orig questionnaire ret'd NPA

MEMORANDUM FOR MR. L. C. HILL

20 October 1948

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police experience and particularly the four years during which he was definitely identified with the Special Higher Police. Copy of his questionnaire is attached.

HARRY W. MARSH,
Chief, Examination Branch,
Civil Service Division,
Government Section.

HWM:mvb
Encl. 1

Grade 11-1

QUESTIONNAIRE

Name of Ministry: Economic Investigation Board No.

1. Position to be assumed: Chief of First Division of Kushiro Pref. E.I.B.

2. Name: SATO Yoshikichi

3. Place of Birth & Date of Birth (Age): Hokkaido Pref. May 30, 1898 (Aged 51)

4. Present Position: Unemployed (After retiring from the government service, he fell sick and it was only recently that he recovered from the sickness after a long term of recuperation).

5. Education: Completed the course of 2nd year class of a higher primary school.

6. Previous Government Service (summarized):

Dates of Assuming & Leaving the Position	Title of Position	Name of Government Office	Name of Supervisor	Number of Personnel under his Supervision
Dec. 1918- Nov. 1920	Military Service			
Nov. 1920- Oct. 1921	Engaged in farming			
Oct. 30, 1921- May 22, 1924	Constable, indoor duty	Hokkaido Governor's Office		
May 22, 1924- Feb. 8, 1926	Sergeant, Officer i/c fire-prevention & Outdoor duty officers attached to Fire-prevention Commanding Sub-section I	Wakkanai Police Stn.		
Feb. 8, 1926- Jan. 19, 1932	Assistant Inspector, attached to Special Higher Police Sec.	Hokkaido Governor's Office		
Jan. 19, 1932- March 31, 1932	Inspector, attached to Police Division	"		
March 31, 1932- June 15, 1940	Chief of Mori Police Stn., attached to Foreign Affairs, Peace-preservation & Fire-Defence Sections	"		
March 15, 1940- July 1, 1940	Chief Inspector, Chief of Yuwamizawa Police Stn.	Home Ministry		
July 1, 1940- Dec. 6, 1944	Chief of Police Guard & Fire Defence Sections, Police Division	Hokkaido Governor's Office		
Dec. 6, 1944	Chief of Hakodate Police Stn.	"		
Dec. 15, 1945	Retired from the position at his own application			

Mistake in information on political matters

7. Private Employment & Nature of business operated by the public body to which he belonged: Nil

8. Reason for Retirement: Due to sickness.

9. Total Period of Unemployment: Nil

10. Penal Servitude, if any: Nil

11. Date of Decision reached by the Central Screening Committee: September 6, 1948

Approved by Mr. Goodman on 11 Oct. '48

17 October 1948 The attached plan revised. Any applicant with ~~less~~ higher police experience after 1941 disapproved for app.

(ESS Hill in
Cookman's office
OK'd.)

Qualification Standard of Appointment of Economic Investigator

EIB

The appointment of a new economic investigator or for position above the rank of Chief of Section shall be made under following qualification standards.

A. Persons coming under following category shall be disqualified to become an economic investigator.

Anyone who has held a post in the Special High Police over 4 years during the period of 1937 to 1945 over 2 years during the period of 1941 to 1945.

B. Persons who do not come under category A but who have held posts in the ordinary police shall be under following qualification standards.

(1) Scope of "Police" category

Anyone who has held a post in the police for more than 4 years during the period of 1937 to 1945.

The time during which a clerk or a secretary who has held a post in the police Bureau of the Home Ministry, Police Affairs Bureau of the central government of Manchuria or Mongolia equivalent to the above mentioned or of a person who was assigned to a post in the South Pacific area and who was a police official before transference, shall be calculated as period of police experience of no evidence proving the contrary could be produced.

The time during which a clerk or a Secretary of Local Government held concurrent part time post of a police inspector or a police superintendent and was in charge of liaison or other unimportant work, shall not be calculated as period of police experience.

Hereinafter a person coming under category of police official mentioned in the above standards shall be referred as "P" and who does not shall be referred as "Non P".

(2) Basic Rule

(a) Ratio of "P" to "Non P".

I. The percentage on the number of "P" second-class economic investigators to that of the first-class and second-class economic investigators (Chief of Section and above) in each Board shall be under 25% (one "P" to three "Non P").

II. The percentage on the number of "P" third-class economic investigators to that of the total third-class economic investigators shall be under 50% (one "P" to one "Non P").

(b) Ratio on Chief of Section and above.

I. There shall be not more than one "P" out of the Directors and Chiefs of Divisions of each Board.

II. The percentage of "P" in the total number of Chiefs of Sections and above shall be under 25%.

(c) Special Qualification Standard for Directors.

Outside of the standard stated in A of paragraph 1, a person who has held a post in the Special High Police for more than 1 year during the period of 1937 to 1945 shall not be qualified to become a Director of a Board. However, after 3 months from the 1st of August, 1948

an economic investigator may be promoted to a Director of Board by special approval of GHQ.

(3) Application of Basic Rule

The above mentioned Basic Rule shall be applied until further instructions shall be made and the ratio shall be strictly upheld at all time. After 3 months this rule shall be considered again particularly in the case of promotion. However, in the case of economic investigators transferred from the Enforcement Bureau of the Economic Stabilization Board or the Enforcement Division of the Regional Economic Stabilization Bureau "P" economic investigators may be above the ratio but the recruitment of second-class economic investigators of the Central and Regional Economic Investigation Board shall be limited to only "Non P" until the ratio of one "P" to three "Non P" is obtained.

The Prefectural Economic Investigation Board may recruit its second class economic investigators in accordance with the Basic Rule of not more than one "P" to three "Non P".

The allowable percentages of P'S are the highest permissible. Wherever possible less than those percentages of P'S should be recruited.

(4) Illustrations

(a) Ratio of "P" to "Non P", second and third class economic investigators.

Presuming 10 second-class economic inspectors of the Economic Stabilization Board were transferred to the Economic Investigation Board and 5 out of these were "P" it shall mean that until 13 new second-class economic investigators are appointed the appointment of a new "P" economic investigator shall not be allowed. In case in the Prefectural Economic Investigation Board, three "Non P" second class economic investigator should be appointed for the appointment of one "P" second-class economic investigator.

In third-class economic investigators, at least one "Non P" shall be required for every "P".

(b) Ratio of Directors and Chiefs of Divisions

The ratio of "P" to "Non P" in the Director and two Chiefs of Divisions shall be 1:2, consequently in case where the Director is a "Non P" the "P" Chief of Division may be appointed only when the other "Non P" Chief of Division is appointed.

(c) Ratio of Chief of Section and above

As only two "P" are permitted in the total personnel of Chiefs of Sections and above, if there is one "P" within the Director or Chiefs of Divisions there can be only one "P" in the Chiefs of Sections.

GOVERNMENT SECTION
Civil Service Division

12 October 1948

MEMORANDUM FOR: Mr. Miyaji, Chief, Recruitment Section, NPA
SUBJECT : Re: Shigamura, Masao

1. I have read carefully the memorandum of Miyoji Tanaka, Deputy Director General, Central Economic Investigation Board, and the accompanying papers concerning the police career of Shigamura, Masao. I believe the disapproval of this appointment should stand.
2. The purpose of SCAPINS Nos. 93 and 115 is quite clear, namely to prohibit the employment in the Japanese Government in any position where responsibility for law enforcement and direct contact with the people is necessary for any person who has served in the special higher police. It happens that only those who were found, on October 10, 1945, as members of the special higher police, had their names included on the list of 6,000. It is incumbent upon us to include among those who are prohibited from employment other persons who have had extended police experience, including experience in the special higher police, the same as those who were on the list of 6,000.
3. It is true that this prohibition may be off-set by those who can show some extended or highly specialized experience in a position of responsibility for control and production of goods for public consumption. In the case of Shigamura, he entered the government service in 1930 as a police officer and with the exception of the two or three years from 1937 to 1940 his whole career up to 1945 was in police work. His limited experience outside of police work is not deemed sufficient to off-set his close association with police work all of his life and especially the assignments which he had in the special higher police.
4. This does not in any way reflect upon Shigamura's abilities and his qualifications for other kinds of work in the government which will not bring him in personal contact with the public as a law enforcement officer.

HARRY W. MARSH
Chief, Examination Branch
Civil Service Division
Government Section

HWM:mvb

cc - Mr Hoover 12 Oct '48

CIVIL SERVICE DIVISION
Government Section

September 21, 1948

MEMORANDUM FOR: The Record

SUBJECT : Re Shigamura, Masao -- Nominated for Director,
Prefectural Government Office, EIB, Yamaguchi
Prefecture

1. The appointment of this man is not approved due to the fact that he was included in the list of 6,000 persons who came under the Civil Liberty SCAPIN.

2. The experience shown in his personnel history sheet in the field of Agricultural Economics is not considered sufficient to offset the extensive experience shown in police work, particularly that of the special higher police.

Harry Marsh
HARRY MARSH
CHIEF, EXAMINATION BRANCH

October 1, 1948

TO : Chief of Civil Service Division, GS, GHQ, SCAP.
SUBJECT : Appointment of SHIGEMURA, Masao as Director of the
Yamaguchi Prefectural Economic Investigation Board.

Referring to the appointment of SHIGEMURA, Masao as Director of the Yamaguchi Prefectural Economic Investigation Board careful investigation into his past career proved that although he had been connected with the police for a considerable long period the actual period engaged in typical police work can not be considered long. His term in the special higher police section also shows that the majority of his time was as probationary officer which was spent in studies and research and definitely was not concerned in the formulation of policies nor in the suppression of progressive movements.

During government service and after retirement he had five years of valuable economic experience which together with his excellent personality and the acquaintance with the peculiarity of the economic situation of Yamaguchi Prefecture makes SHIGEMURA, Masao the most suitable person as Director of the Yamaguchi Prefectural Economic Investigation Board.

We are hereby sincerely asking your generosity in reconsidering the qualification of SHIGEMURA, Masao.

Miyoji Tanaka
.....
(Miyoji Tanaka)
Deputy Director General
Central Economic Investigation Board

Attached :

Report on Investigation of Personal Career of SHIGEMURA, Masao
Recommendation telegram by the Governor of Yamaguchi Prefecture
Memorandum from CIS/OD on No Objection on Appointment
Questionnaire

Report on Investigation of Personal Career
of SHIGEMURA, Masao

1) POLICE CAREER

1) In May 1930, he passed the examination of the Home Ministry and was appointed Assistant Police Inspector, Police Dept., Osaka Prefectural Office as the probationary clerk of Home Ministry. At that time, he had no knowledge of the police. Without any intention of becoming a police official, he had applied for the position with the Home Ministry. He wanted to be in local administration as secretary rather than a police. But for certain reasons concerning personal affairs of Home Ministry, he was ordered to serve with police department. At that time, it was extremely difficult for a person to obtain position, so one was satisfied if he could get any position. The system of the probationary clerk had not been the system under which one was engaged in the special official work at the prefectural office, but the system under which practical study of the official work of the every field was given spot training so as to enable the management of local administration from the synthetic point of view. So although he become a member of the police, he studied other administrative works beside the police and was not necessarily to serve as the police official in the future. Thus he made up his mind to temporarily serve as police official as according to orders.

1) At first, he was attached to the Inspector and accompanied inspection tour of police stations. Later he was ordered to serve at the police Affairs Section, and was charge of affairs on punishment of police officials. This work was to draft punishment and submitting to the head police inspector when an police official committed transgression or violated rules at his service. His work was limited solely to internal matters of the police.

2) In April, 1931, he was appointed Police Inspector of Osaka Prefectural Office. According to the custom of those days on serving on probation at various sections, he was ordered to serve at Special Higher Police Section. But it was absolutely against his desire to be in such sections. Without listening to his wish, Chief of Police Division had orded him to serve. At the Special Higher Police Section, as probationary official, he had special treatment. He observed the condition of control, was shown references and was to help them with the control of right-wing reactionary organizations. But at any of the above-mentioned cases, he was treated merely probationary official and was not made to work with any responsibility.

3) In May, 1933, he was appointed Acting Chief of Traffic. and took charge of traffic police affairs. He was in charge of inspection of chassis of electric cars and automobiles the issuance of driving licenses, applications for permission of enterprise of buses to Railway Minister, propagation and control etc. of traffic morality to decure traffic safety and affairs concerning the enforcement of Motor-car Control Ordinance, Motor-car Traffic Business Law etc. his. Just several days after taking the post Acting Chief of Traffic Section, there happened the case of a army officer was trying to pass regardless of having been stopped by the policeman in charge and paying no heed to

the traffic signal at the intersection, 6-chome Temjinbashi-Tori Osaka-shi, the police took him to the police box. This case developed into a dispute between the police and the army and the famous as called "Go-stop Incident". At that time, as SHIGEMURA was in the position of supervising the traffic policemen, he took charge of disposing the said case as one of the responsible person concerning. The army demanded the Police Department to make an apology, saying that a policeman had no right, at any time, to take an army officer wearing uniform to the police box and that the acting of the abovementioned policeman was abusing his authority. But, with the prefectural governor and the principal members of the Police Division, the demand was positively turned down. For several months, without compromising, he fought against the pressure of the tyrannical army, saying that even an army officer wearing the uniform must obey the traffic provisions, and that it was the proper for a policeman to question a violation. Finally the army gave up and compromised with the police. Even viewing this case, it is clear that he was never a militarist.

2) In January, 1934, he finally was promoted to the rank of higher official from the probationary official. And he was appointed Chief of Kaga-machi Police Station, Yokohama-shi. But, this also was not according to his wish.

During little over two years, at this post, no incident happened. Chief cases, which happened during this time, were only the control of the confusion at Yokohama Reconstruction Exhibition and Election Regulation Movement. At that time, the election was called "Regulated Election" and they devoted themselves to wipe out the crime of unfair election.

But, because of this, there were incidents of infringement upon people's rights at every districts and there were loud cries of blame against the police. But, he took special precaution to prevent such incidents so nothing happened as far as the jurisdiction of his police station was concerned, and accomplished his duty without any mishap.

On February 26th, 1936, at the so-called 2.26 Incident (the Incident of homicide and rebellion at the army at the capital), he did his best in protecting the people who entered his area to seek refuge and was able to prevent accidents, for which much gratitude was expressed by the people.

3) In December, 1936, unexpectedly, he was appointed Chief of Special Higher Police Section, Aomori Prefectural Office, he had not wished to take such a position, but had to leave his new post, according to the one-sided order. At that time, in Aomori Prefecture there was no case to mentioned especially and it was his chief work ~~was~~ settling of tenant dispute at the villages. The settlement of such dispute was managed chiefly by the committee of the village, so the police did not put any pressure to the people. In July, 1937, China Incident occurred and by the reshuffle in the staff he was discharged from the post of Chief of Special Higher Police Section after holding the post for little ^{over} seven months. As a prefectural secretary, he was appointed Chief of Agricultural Affairs Section of Aomori Prefecture. It was later known that the Home Ministry authorities had found that he was unqualified for the post of war-time Special Higher Police. Since until he took a post of Chief of Police Division of Fukui Prefecture lastly, he had not been connected

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been connected with the Special Higher Police Section during the war.

4) After that, for about two years, he served as Chief of Agricultural Affairs Section and then one year as Chief of General Affairs Section of Nara Prefectural Office. But, in April 1940, unexpectedly he was appointed Chief of Public Peace Section of Metropolitan Police Board, and was made to get back into police fields again. He was quite happy as a secretary and did not know why he was removed to another post. But afterwards, it became clear that he had been transferred to Metropolitan Police Board by his superior who thought it would be better for his future to serve in large operations as M.P.B. rather than to serve at a little place as Nara Prefectural Office and had recommended him.

The work he was in charge concerned the preservation of peace and order such as public entertainment, handling of dangerous articles as explosives and public decency. Nothing special happened during this period.

5) In July, 1942, he was appointed Chief of Imperial Palace Police Department. This task was to escort, guard, sanitation and five brigade of the Imperial Palace. Though it was called Police, this office was one of the internal facilities of Imperial Household Ministry, and its character was entirely different from ordinary police.

6) He was appointed Chief of Police Division, Fukui Prefectural Office, he had not chosen this position. From the time when he left for the new post at Fukui Prefectural Office, the airraids against the cities become furious, so the chief work of the police became air defence and it can be said that most of the other works were suspended. Little over months after the war ended. He made efforts in making the arrangements for the occupation forces and for reconstruction of the war-damaged city. But, according to the memorandum of the occupation forces, in October, he was discharged from his post with other major staffs.

7) Viewing his personal history, it is revealed that he was with the police for a comparatively long term. But, for about five years of the said term, he was a probationary official. (For the last one year and nine months, within five years he was at the responsible position as the Acting Chief of Traffic Section.) For about three years, he was concerned with Imperial Household Ministry. Even when he was in responsible post as a police official, he was concerned with the special higher police only for a comparatively short time. In summing up the above, he was in office at the special higher police for about two years and seven months. But for two years, as the probationary official, only being a member of the special higher police, he was at the position of studying the general local administration, and was not permitted to do any responsible work. So, actually it can be said that he served in the special higher police for only seven months.

Through out his term of office in the police, he did not concern in the establishment of the policies of the police.

On July 22, 1948, a memorandum from the Chief of C.I.S. G.H.Q. SCAP to the effect that the authorities had no objection to his being appointed as the Director of Yamaguchi Prefectural Economic Investigation Board was received. (Letter of answer-copy-attached).

2) ECONOMICAL CAREER

1) He was engaged in economical affairs for one year and ten months during which as Chief of Agricultural Affairs Section of Aomori Prefectural Office, endeavoured for the improvement of agricultural, forestry and sericultural products and the increase of production etc., and achieved a successful result in the exploitation of impoverished North-Eastern Areas. He was engaged in the setting up of budget concerning economical affairs and in the supervision over its appropriation, as the Chief of Miscellaneous Affairs Section of Nara Prefectural Office for 11 months. The total of

both periods is two years and nine months.

The period cannot be said so long, however, while serving, with the police force, he was always interested in economical affairs and heard opinions of people from financial circles and continued his efforts in studying the financial matters. His knowledge in economical problems was highly thought by his fellow-men and outsiders.

Despite the fact that his police career was considerably long, one is astonished when he meets Shigemura, that nowhere in his speech or attitude could he find any smell of the police. He is a man who is being looked up as a gentleman with rich common sense and economical knowledge by his colleagues and friends.

2) After retiring from government service in 1945, he had a desire of becoming an economist, however, being earnestly persuaded by his seniors in his native place, he assumed the post of the Chief of Executive Division of NOCHI KAIHATSU EIDAN (Farming-land Cultivation Organ) of his native place, Yamaguchi Prefecture and for over two years since then, he endeavored for the cultivation of farming land and guidance in the livelihood of farmers by keeping contacts with various economical circles. During this period, he has also served with the Closed Institute Liquidation Commission and Farming Land Bureau as a non-commissioned official and has shown praiseworthy merits in the local economical-reconstruction problem after the war, by making efforts in the liquidation of closed institutes and in the revision of farming land system.

3) His economical career totals to five years, two years and nine months during his government service plus two years and two months after his retirement and this experience cannot be considered not so short for one's career in that field.

On stating his desire of assuming a position with the Yamaguchi Prefectural E.I.B. Mr. TANAKA Tatsuo, new Governor of Yamaguchi Prefecture of civilian origin who had known Shigemura's knowledge, ability, capacity and merit etc. for a long time sent a special letter of recommendation (attached) to me (Vice Director-general of Central EIB) who was then assuming the post of 3rd Director-general of Economic Stabilization Board.

**LETTER OF RECOMMENDATION ON SHIGEMURA MASAO
BY THE GOVERNOR OF YAMAGUCHI PREFECTURE
(COPY)**

(Telegram, dispatched 30th June. 1948)

From: TANAKA Tatsuo, Governor of Yamaguchi Prefecture
To: TANAKA Miyoji, 3rd Vice Director-general of Economic
Stabilization Board

I regard SHIGEMURA Masao as most suitable as the
director of Yamaguchi Prefectural E.I.B.

Please give special consideration so as he may be
appointed.

CIS / OD
Apo 500
22 July, 1948

MEMORANDUM FOR: Central Liaison Office

SUBJECT: Appointment of SHIGEMURA Masao to Rural Economic Investigation Office, Yamaguchi Prefecture.

1. Reference is made to Memorandum for Assistant Director General, National Rural Police, dated 30 June 1948, subject: Reinstatement in Public Office of a Former Thought Police Official.

2. Civil Intelligence Section has no objection, in so far as the provisions of SCAPIN 93, dated 4 October 1945, subject: ~~Removal of Restrictions on Political~~ Removal of Restrictions on Political, Civil and Religious Liberties, and SCAPIN 115, dated 10 October 1945, subject: Answer to Pro Memorandum concerning the Memorandum of the Supreme Commander for the Allied Powers on Removal of Restrictions on Liberties, dated 10 October, 1945, are concerned, to the appointment of SHIGEMURA Masao to the position of Chief of Rural Economic Investigation Office of Yamaguchi Prefecture.

VERNER C. LAURELL
Lt Col SigC
Chief, General Activities Branch

cc Mr Hoover - Memo
10/12/48

QUESTIONNAIRE

Name of Ministry: Economic Investigation Board No.

1. Position to be assumed: Director of Yamaguchi Prefectural Economic Investigation Board

2. Name: SHIGEMURA Masao

3. Place of Birth & Date of Birth (Age): Yamaguchi Pref. Sept. 12, 1905 (Aged 44)

4. Present Position: Chief of Business Dept., Yamaguchi Pref. Branch of Okayama Farming Land Bureau.

5. Education: Graduated Law College of Kyoto Imperial University in March, 1929. Passed Administrative Course of Civil Service Examination in October, 1929.

6. Previous Government Service (summarized):

Dates of Assuming & Leaving the Position	Title of Position	Name of Government Office	Name of Supervisor	Number of Personnel under his Supervision
May 5, 1935- April 20, 1931	Osaka Pref. Police Assistant Inspector, attached to Superintendent's Office & concurrently to Police Affairs Section	Okayama Pref.		
April 21, 1931- May 1, 1933	Osaka Pref. Police Inspector, attached to Special Higher Police Division	"		
May 2, 1933- Jan. 23, 1936	Acting Chief of Traffic Sec., Police Division	"		
Jan. 24, 1935- Dec. 25, 1936	Local Police Chief Inspector, Chief of Naga Town Police Station of Kanagawa Pref.	Kanagawa Pref.		
Dec. 26, 1936- July 20, 1937	Aomori Pref. Police Inspector, Chief of Special Higher Police Division	Aomori Pref.		
July 21, 1937- May 11, 1939	Local Administrative Official, Chief of Agricultural Affairs Sec., Economic Div., Aomori Pref. Office			
May 12, 1939- April 17, 1940	Attached to Nara Pref. Office, Chief of General Affairs Sec., General Affairs Division	Nara Pref.		
April 18, 1940- July 6, 1942	Police Superintendent of M.P.B., Chief of Peace Preservation Div.	M.P.B.		
July 7, 1942- April 20, 1945	Chief of Imperial Palace Guards	Department of Imperial Household		
April 21, 1945- Oct. 13, 1945	Chief of Fukui Pref. Police Div.	Fukui Pref.		
July 1, 1946- Sept. 29, 1947	Secretary, Chief of Business Dept. of Branch of Yamaguchi Prefectural Farmland Development Corporation			
Sept. 30, 1947	Head of Temporary Liaison Office of Yamaguchi Pref., Okayama Farmland (Regional Office)			

7. Private Employment &
Nature of Business operated
by the Public Body to which
he belonged: Nil
8. Reason for Retirement: Suspended from Service as per
Article 11, Item 1, No. 4 of
the Ordinance concerning the
status of the Civil Official
9. Total Period of Unemployment: From October 14, 1945 to
June 30, 1946
10. Penal Servitude, if any: Nil
11. Date of Decision reached by the
Central Screening Committee: August 27, 1946

Procedures for Handling Shokutaku
Temporary Employees

1. Temporary employees who have a position in public service on a full-time basis without concurrently holding any position elsewhere shall be approved, except those who are deemed to be unnecessary. However, the period of employment of these employees shall, as a temporary expedient, ^{be} limited to not more than six months (the end of March, 1949,) and N.P.A. shall notify each ministry to make every effort to reduce the number of its temporary employees as far as practicable during the above period.

Again, in case each ministry desires to retain some of these employees after the end of March, 1949, it shall submit an application for continued employment to N.P.A., which will review such application and will approve it only for those who are deemed to be necessary.

However, the above mentioned procedures are provisional in character and shall be superseded later upon the establishment of other procedures by rules of N.P.A. or other means.

2. Those who concurrently hold a position elsewhere shall be divided into two classes as follows:-

A: Those whose duty in public service constitutes their main work.

B: Those whose duty in public service constitutes their side work.

A: Those whose duty in public service constitutes their main work shall be subdivided into two classes as follows:-

(P) The case where the other position which he is concurrently holding is not one of profit-making enterprise (Example: physician, instructor or member of cultural or social organization)

- (Q) The case where the other position which he is concurrently holding is one of profit-making enterprise (example: commerce, industry or financial enterprise)

The employees of the category (P) shall be treated in the same way as "1".

The employees of the category (Q) shall be approved, provided that they resign from their position in profit-making enterprise. As a general principle, unless they resign from profit-making enterprise, they shall be disapproved for continuing to hold a position in the service. Where, however, special circumstances exist, they shall be considered on the individual merit of each case, and, if approved, they shall be treated in the same way as "1".

(C): Those whose duty in public service constitutes their side work shall be divided into two classes as follows:-

- (P) The case where the other position which he is concurrently holding is not one of profit-making enterprise.

- (Q) The case where the other position which he is concurrently holding is one of profit-making enterprise.

As a general principle, in both cases of (P) or (Q), the employees concerned shall be disapproved for retention in the service. In case some of them are really necessary, however, each case shall be decided by N.P.A. on its own merits.

3. When each ministry desires to appoint a new temporary employee, a prior investigation or review of N.P.A. shall be necessary, the procedures for such investigation or review being the same as those taken this time. In case of approval, the period of employment shall be limited to six months. Continued employment shall be subject to further review by N.P.A.

4. When its temporary employees are retired, each ministry

shall notify N.P.A. of their name, position title and places of work.

The above mentioned procedures are provisional in character and shall be superseded later upon the establishment of other procedures by rules of N.P.A. ^{or} other means.

30 Sept. 1948

Miss G. Pierson

Civil Service Division

Mr. ITO G-2 Japanese Liaison informed me this date that atchd Statement was prepared jointly by Government Section and G-2.

I instructed the LCO today to forward to the NPA copies of all instructions they have received pertaining to personnel of the Demobilization Bureau and hereafter to submit to the NPA copies of all official instructions pertaining to personnel received from this Headquarters.

J. Diamantes
Diamantes

*Temp Appt Yokoyama Ichiro (attached)
Approved 9/30/48. Orig. papers ret'd NPA.
GP.*

Name of Ministry; Welfare Ministry.

1. About Position to be assumed.

- (a) Title of Position: Attached to the 2nd Demobilization Bureau Liquidation Division, Demobilization Bureau, Repatriation Relief Agency. Welfare Secretary.
- (b) Class: 1st Class.
- (c) Grade: No. 5 of Grade 12.
- (d) Duties and Responsibilities: He, representing the demobilization agency connected with the defunct Navy, takes the charge of the direct contact with GHQ.

2. About the Person to be appointed.

- (a) Name: YOKOYAMA Ichiro.
- (b) Age: 49
- (c) Present Position: Chief of Liaison Section, Second Demobilization Bureau Liquidation Division, Demobilization Bureau, Repatriation Relief Agency. Welfare Secretary (1st class).
- (d) Personal History:

<u>Dates of Assuming & Leaving the Position</u>	<u>Title of Position</u>	<u>Office</u>	<u>Class</u>
1 Dec. 1945	2nd Demobilization Official	Second Demobilization Ministry	2nd class Kotokan
"	Director of Liaison Division, Secretariat of 2nd Demobilization Minister.	"	"
1 Apr. 1946	2nd Demobilization Secretary.	"	1st class Secretary
15 June 1946	Demobilization Secretary.	Demobilization Board.	"
"	Director of Liaison Division, 2nd Demobilization Bureau, Demobilization Board	"	"

1 Jan. 1948 Chief of Liaison Section, Welfare 1st class
2nd Demobilization Bureau, Ministry. Secretary
Liquidation Division, Demobilization Bureau.

31 May 1948 Welfare Secretary
Chief of Liaison Section, " "
Second Demobilization Bureau
Liquidation Division, Demobilization Bureau, Repatriation Relief Agency.

(e) Decision and Date Decided as a purgee on 28 Dec. 1947.
of Central Screening
Committee:

3. Date of Approval given beforehand by GHQ.

Approval was given by G-2, GHQ, on 25 Sept. 1948.

COPY

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

GB/JL/JWS/mk/fbk

20 April 1948

STATEMENT FOR THE JAPANESE GOVERNMENT

1. The plan which the Japanese Government has submitted with C. L. O. letter No. 656 (PP) of 30 January 1948 does not meet the requirements of SCAPIN 1791. It is not a detailed plan and it is not clear. It ignores the matter of personnel. It shows no evidence of a "complete and comprehensive study and survey of organization, personnel, functions and operating procedures" having been made as a basis of the plan. It offers no assurance that the plan "will insure the continued efficient execution of existing directives and instructions of the Supreme Commander for the Allied Powers relating to demobilization and demilitarization."

2. The plan is therefore rejected. The Japanese Government will withdraw it and submit, by 5 May 1948, a new plan which will show clearly and in detail the organization, functions, and personnel of each section and component of the new demobilization setup; it will show clearly how each function and component of the present machinery will be transferred or disposed of. This plan will be devised so that, where applicable, it can be implemented not later than 31 May 1948, unless a delay is ordered or approved by SCAP.

3. While it is the responsibility of the Japanese Government to work up the details of the plan, it will incorporate the following main features:

I. Welfare Ministry.

a. The present Demobilization Bureau will be placed under the Repatriation Relief Board of the Welfare Ministry. All local demobilization agencies of the national government will likewise be placed under the Repatriation Relief Board. Administrative supervision will be exercised by the Repatriation Relief Board but

operational control of demobilization responsibilities will be exercised by the Demobilization Bureau.

b. Transfer from the Demobilization Bureau to the appropriate office or offices of the Welfare Ministry responsibility for overall administration of personnel, compensation, records, of all demobilization agencies within the Welfare Ministry. Normal administrative control over and responsibility for personnel and records within those agencies will be exercised by bureau and division chiefs as provided by law.

c. Streamline the Demobilization Bureau by merging General Affairs Division and Personal Affairs Division into an Operations Division, by merging Translation Division and Liaison Section, and by other appropriate measures.

d. The functions of the Home Depot Bureau are on a national, not local, level, and are not separate from the main business of the Demobilization Bureau. This Bureau will therefore be brought into the Demobilization Bureau as one of its operating divisions (Home Depot Division). although the installation itself need not be removed from its present location at Chiba. Administrative integration into the Demobilization Bureau is desired.

e. Streamline the Home Depot Bureau on or prior to its integration into the Demobilization Bureau, by merger or elimination of sub-divisions where appropriate. Bring into it the now separate Shipping Remaining Affairs Division.

f. Revise the organization of the Second Demobilization Bureau Liquidation Division by merging subdivisions where appropriate and eliminating subdivisions when no longer necessary.

II. Ministry of Transportation.

g. Progressively merge and eliminate all agencies of the former Second Demobilization Bureau transferred to the Transportation Ministry in conformity with the principles enumerated above to the extent practicable in the light of operational responsibilities under direction of ComNavFE; transfer Minesweeping,

Coastal Patrol, and Ship Maintenance activities in one section.

h. Transfer to the Communications Ministry all communications facilities hereafter designated by SCAP. Communications Ministry to provide such facilities as prescribed by the Minesweeping and Coastal Patrol activities.

III. Local Agencies.

i. Place prefectural demobilization agencies (Local Assistance Sections) under the full administrative operation and control of the prefectures and direct streamlining of these agencies by merger of subdivisions where appropriate, and prompt elimination of any sections no longer necessary.

IV. Personnel.

3. The extent to which the application of the provisions of SCAPIN 550 shall be suspended in the case of former career army and navy officers now employed in government service (both national and local) in demobilization and demilitarization work, for whom temporary retention on the basis of necessity has been requested, shall be determined by General Headquarters, Supreme Commander for the Allied Powers, in accordance with established procedures. With the exception of a small number of former officers regarding whom separate instructions will be issued, retention of former career officers concerning whom applications for retention have been filed with General Headquarters, Supreme Commander for the Allied Powers and who are currently in the employment of demobilization agencies, will be approved. All such officers whose retention will have been approved will be released at the rate of 5% a month (based on current total numbers), commencing 1 June 1948, until a level of 50% of the number of officers approved for retention has been reached, at which time an adjustment in the rate of release will be made in the light of conditions then extant. The Japanese Government will furnish to General Headquarters, Supreme Commander for the Allied Powers monthly schedules of releases of ex-officers under this program a minimum of 30 days prior to the dates when the releases will become effective.

4. Within a month after completion of repatriation, the Repatriation Relief Board will be replaced by a Repatriation Remaining Affairs Office of the Welfare Ministry, liquidating as promptly as practicable all residual demobilization matters and remaining in existence for not more than one year.

CIVIL SERVICE DIVISION
Government Section

27 September 1948

MEMORANDUM FOR: Mr. W. Pierce MacCoy, Deputy Chief, Civil Service
Division.

SUBJECT : Shokutaku

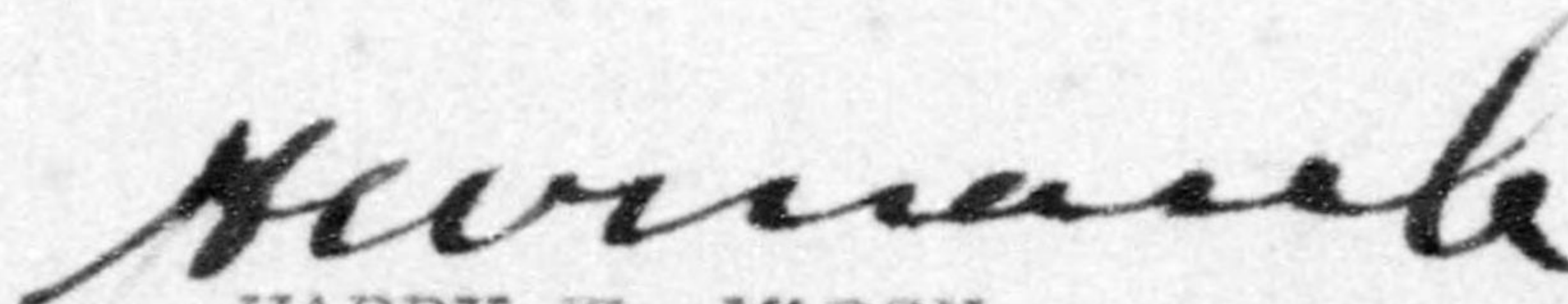
1. At a conference in Mr. Hoover's office on 30 August, attended by members of the National Personnel Commission, Mr. MacCoy, and Captain Diamantes, there was a discussion of a communication received from Chief Cabinet Secretary, Tomabechi, requesting extension of the termination date of the temporary government employees known as Shokutaku. The National Personnel Commission was instructed to prepare a certificate and to require each of the Shokutaku to sign such a certificate and also to take appropriate steps to obtain control over this situation. It was further agreed that the Chief Cabinet Secretary would be notified that there is no objection to extending the date of termination of these appointments until 30 September, 1948.

2. This matter was turned over to me by Mr. Hoover and I wish to report on the present situation.

3. Under my general supervision the Recruitment Division of the National Personnel Commission has been charged with the responsibility of taking care of the shokutaku. Letters were sent to each of the Ministries notifying them of the necessity of reporting immediately the numbers of shokutaku and requiring that each of the remaining shokutaku sign the certificate. A copy of the certificate which has been drafted for this purpose is attached hereto.

3. The attached table shows the numbers of shokutaku by ministry in each class as reported on the 1st of September and the numbers reported on September 26. This very desirable showing on the reduction of the numbers of shokutaku is the result of pressure put upon the ministries to dismiss them. It would seem to follow that if this number can be dropped just during the month of September that many more can be dropped in the ensuing months.

4. I have therefore worked out the attached plan of operation which will be carried out in full if you approve of it. (The attached is a translation from the Japanese of the plan which has been worked out with the Recruitment Division.)



HARRY W. MARSH
Chief, Examination Branch.

HWM:mvb
Attachments (3)

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Total</u>	<u>27 Sept. Count</u>
Prime Minister's Office	16	696	1061	1773	379
Ministry for Foreign Affairs	4	65	57	126	131
Ministry of Finance	22	442	3919	4383	2667
Attorney-General's Office	31	1093	2354	3478	1721
Ministry of Education	14	207	455	676	163
Ministry of Welfare	12	1460	1386	2858	1960
Ministry of Agriculture & Forestry	0	0	9426	9426	*1721
Ministry of Commerce & Industry	16	711	7286	8013	*1234
Ministry of Transportation	62	707	6851	7620	404
Ministry of Communications	3	483	2124	2610	2111
Ministry of Labour	<u>2</u>	<u>71</u>	<u>1066</u>	<u>1139</u>	<u>1120</u>
Total	182	5935	35985	42102	12189

* Subject to correction from information still to be received from field.

CERTIFICATE INCLUDED IN TEMPORARY APPOINTMENT FORM COMPLETED
AND SIGNED BY ALL TEMPORARY GOVERNMENT EMPLOYEES WHO WERE
FORMERLY EMPLOYED UNDER THE SHOKUTAKU SYSTEM

I hereby certify that I do not receive any emolument or thing of value from any private agency, corporation or business and have no pecuniary interest in any such business, corporation or private agency, and hold no office or position other than that indicated in No. 3 of this form.

I further certify that the statements made herein are true and correct.

Date: _____

Signature: _____

Temporary Employees

1. Temporary employees who have a position in public service on a full-time basis without concurrently holding any position elsewhere shall be approved, except those who are deemed to be unnecessary. However, the period of employment of these employees shall, as a temporary expedient, be limited to not more than six months (the end of March, 1949) and N. P. A. shall notify each ministry to make every effort to reduce the number of its temporary employees as far as practicable during the above period.

Again, in case each ministry desires to retain some of these employees after the end of March, 1949, it shall submit an application for continued employment to N. P. A. which will review such application and will approve it only for those who are deemed to be necessary.

However, the above mentioned procedures are provisional in character and shall be superseded later upon the establishment of other procedures by rules of N. P. A. or other means.

2. Those who concurrently hold a position elsewhere shall be divided into two classes as follows:

- A: Those whose duty in public service constitutes their main work.
- B: Those whose duty in public service constitutes their side work.

Those whose duty in public service constitutes their main work shall be subdivided into two classes as follows:

- (P) The case where the other position which he is concurrently holding is not one of profit-making enterprise (Example: physician, instructor or member of cultural or social organization)
- (Q) The case where the other position which he is concurrently holding is one of profit-making enterprise (example: commerce, industry or financial enterprise)

The employees of the category (P) shall be treated in the same way as "1".

The employees of the category (Q) shall be approved, provided they are found to be necessary and that they resign from their position in profit-making enterprise. As a general principle, unless they resign from profit-making enterprise, they shall be disapproved for continuing to hold a position in the service. Where, however, special circumstances exist, they shall be considered on the individual merit of each case, and, if approved, they shall be treated in the same way as "1". *(See Art 103 P.S.L.)*

Those whose duty in public service constitutes their side work shall be divided into two classes as follows:

- (P) The case where the other position which he is concurrently holding is not one of profit-making enterprise.

- (Q) The case where the other position which he is concurrently holding is one of profit-making enterprise.

As a general principle, in both cases of (P) or (Q), the employees concerned shall be disapproved for retention in the service. In case some of them are really necessary, however, each case shall be decided by N. P. A. on its own merits.

3. When each ministry desires to appoint a new temporary employee, a prior investigation or review of N. P. A. shall be necessary, the procedures for such investigation or review being the same as those taken this time. In case of approval, the period of employment shall be limited to six months. Continued employment shall be subject to further review by N. P. A.

4. When its temporary employees are retired, each ministry shall notify N. P. A. of their name, position title and places of work.

The above mentioned procedures are provisional in character and shall be superseded later upon the establishment of other procedures by rules of N. P. A. or other means.

21 Sept 1948 Conference with Mr Miyagi & Mr Otake

1. Informed them of the disapproval of Mr. Shigemura Masao as Director, Prefectural Govt. Office, EIB, Yamaguchi Pref. & submitted written memo on this. Reported that Capt. Desmantes was very positive about disapproving applicants with higher police experience where other work experience was not sufficient to offset it. Capt. Desmantes will report the disapproved appt. to ESS, & to lesson office to notify EIB. NPA requested to report disapproval to EIB stating reasons.

2. Discussed ESS plan of the ratio of police personnel to non-police personnel in EIB appts. NPA has copy of this. NPA to check this proportion on all temp. appts approved to date and check it in approving future appts.

NPA told that on all 2nd & 3rd class appts. they are to review the personal history sheets in Japanese. Miyagi & Otake responsible for this review. Only in cases where NPA has a question or in cases where appts do not conform to ESS plan of police vs non-police personnel will it be necessary for us to make a review.

3. NPA given copy of duties statement of Economic Investigator as general information for them and something they can use as a guide in approving qualifications.

4. Otake inquired about use of a more simplified personal history form for 3rd class officials. ~~He~~ Told the form should include statement of past work experience but as far as education it would need to show only last school attended or from which candidate had graduated.

5. Miyagi & Otake asked about appt being held pending for Administrative Management Agency. Told this would have to be held further until discussion was held with Mr. Funada.

6. NPA ^{was} asked about receipt of certificates from Shokutaku. They say being received but not yet reviewed. They were asked to prepare following information for us on Shokutaku: (1) number of persons doing similar work in any one ministry (2) length of employment (3) class of official. NPA reported that there is a decided decrease in numbers of these employees, since the NPA meeting with ministerial personnel officers when NPA said they would have to reduce numbers of them.

7. Discussed using Shokutaku temp appt form for regular temporary appts if some of these employees were continued because of their essential work. The form completed by Shokutaku is adequate for approving regular temporary appts except for information on screening. NPA told that this must be included if form is used for approving temp appts for these persons.

CIVIL SERVICE DIVISION
Government Section

7 October 1948

MEMORANDUM FOR: The Record

SUBJECT : Conference - Ministry of Commerce & Industry and
Special Procurement Board

Conference with representatives of Personnel Sections of the Ministry of Commerce and Industry and Special Procurement Board of the Prime Minister's Office was held on this date. Mr. Miyazaki of NPA Recruitment was also present.

*Mr. Oka, Secretariat Section, Ministry of Comm. + Industry
Mr. Takahashi, Personnel Section, Special Procurement Board,
P. M. office*

1. Discussed the work of cargo inspectors attached to Ministry of Commerce and Industry. There are 2500 authorized in the budget but only about 2000 employed now. (1327 figure reported to NPA was before reports were received from Hokkaido and Kyushu) These inspectors certify that shipments of materials can be shipped. The materials are coal and coke; oil; petroleum; lumber; fertilizer; charcoal; firewood; maritime foodstuffs; vegetables; pickled foodstuffs; etc. The greater portion of the articles are rationed goods. The Ministry of Commerce and Industry is charged with the distribution of these materials throughout Japan. The private enterprises pay for the transportation. The government controls shipments and only those certified by the inspectors can go officially.

Cargo inspectors are employed as temporary personnel because of shortage of regular personnel and office space. They are paid ¥400 per month by the government and receive their base pay from the companies they represent. It is described as routine mechanical work. The inspectors have all the necessary papers on the allocation of materials and they see that it is shipped to authorized destination. They work about one-half time. When asked if there were any other agencies like Economic Stabilization Board or Price Control watching the shipment of these commodities, the Commerce and Industry representatives said Agriculture and Forestry people did. They reported that ESB supervised the work of both

7 October 1948

ministries. They reported that local EIB people were present when loading is done. When questioned on the duplication of work by inspectors, and the necessity for these employees, MC&I representatives stated they are necessary because of the rationing system and because of a shortage of personnel.

In reply to a question of the possibility of employing one half as many inspectors full time, if MC&I budget would permit, they said it would be impractical since it would require establishing offices and the government salary is so low that it would be difficult to get persons to do the job. Discussed the control and discipline of employees when they are really employees of the express companies. These employees, it was reported, are subject to government regulations as are any other employees. Discipline consists of depriving them of their pay, and they could also lose their position in the express company. The express companies are about one-half government owned and one-half privately owned. It was agreed that these temporary employees would be continued this month pending further investigation.

2. Discussed work of 108 cargo inspectors who are temporary employees of the Special Procurement Board of the Prime Minister's office. These men inspect materials being shipped for occupation use only. Do almost same kind of work done by inspectors employed by the Ministry of Commerce and Industry. They use staff of transportation agencies as government officials to do this work. Transportation agencies also do other kinds of business, e.g., manufacture some goods, but they have a transportation department dealing only with that part of the business, thus an inspector might be inspecting goods manufactured by his company. A 2.5% commission is paid to the transportation agency company of the contracted amount. Employees receive base pay from their company and ¥300 per month from government. They work full-time. The 2.5% is only paid manufacturer when goods have to be transported. This Japanese agency works with 8th Army direct. (Lt. Col. Fregosi). It was agreed these employees could be continued this month pending further investigation.

GRACE PIERSON
Examination Specialist

GP:vr

NPC
Personnel

August 26, 1948.

For : Chairman of Temporary National Personnel Commission.
From : Director General of Cabinet Secretariat.
Re : Extension of the term of office of the temporary personnel.

In accordance with Cabinet Order No. 56 of 1948 concerning the Abolition of the "Shokutaku" System, all the "Shokutaku" of each Government Office (including the Special Procurement Board and all "Kōdan") were dismissed, and each Government Office has engaged its temporary personnel respectively pursuant to the same Cabinet Order. As for the term of office of the temporary personnel, though no restrictions are imposed according to the Cabinet Order, it has been understood that primarily the term concerned expires after June 30, 1948 according to the oral instruction from GHQ given at the time of the promulgation of the said Cabinet Order. Following our request made in June this year as to the extension of the said term of office, we obtained approval from GHQ authorities to the effect that the term may be further extended up to the end of August. Actually, however, considerable number of temporary personnels are as yet engaged in various indispensable business in each Government Office, and it is extremely difficult to dismiss all the existing temporary personnel after August 31st. The Cabinet is anxious to obtain the permission as to the further retention of the temporary personnel for some time until the present formal discrimination in status, such as government officials, temporary personnel, employees, auxiliary workers, has been removed as a result of the establishment of the position-classification plan in the personnel administration, and all of the temporary personnel are classified and divided into respective classes. Such being the case, we are desirous to hear the opinion of your Commission as to the point mentioned above.

Gijō Tomabechi
.....
G. Tomabechi,
Director General of
the Cabinet Secretariat.

Mr. Marsh

MEMORANDUM TO: Mr. Blaine Hoover
Chief, Civil Service Division

13 August 1948

SUBJECT : Interpretation of SCAPINS 93 and 115

Action of the Japanese Government removing 6,000 members of the special higher and thought control police from law enforcement positions has been reviewed and approved by the responsible staff section. These persons must be considered to be the full number of those legally and finally barred from such positions; however, any record of service with subject agencies of suppression of civil liberties is a major adverse factor which must be overcome by affirmative evidence of the individual applicant's fitness for power or responsibility over the people.

JACK P NAPIER
Maj AGD
EXECUTIVE OFFICER

MAJOR NAPIER'S CURRENT FILE

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

11 August 1948

MEMORANDUM FOR : Mr. C. L. Kades
Deputy Chief, Government Section

SUBJECT : Interpretation of SCAPINS 93 and 115.

1. These two SCAPIN's were issued early in the Occupation for the purpose of restoring civil liberties to the people of Japan. Under the terms of SCAPIN 115 issued 10 October 1945, "The entire personnel of the Special Higher Police will be dismissed and in no case be reemployed in any position of power or responsibility over the people."

2. Such persons as came within the purview of this directive were presumably listed with others and now comprise a list of approximately 6,000 persons maintained in the office of the National Rural Police of Japan. The future employment in the Japanese Government of any of the persons on this list is subject to serious question. It is clear that they may "in no case" be employed in law enforcement positions.

3. It has been found, however, that there are some persons who served as members or officials of the special high police prior to the issuance of SCAPIN 115 whose names do not appear upon the list of 6,000 and against whom there is no apparent legal obstacle to their present or future employment in law enforcement positions. For example: Hachio Minami, who is now Deputy Governor of Tatori Prefectural Government, was from 10 August 1938 to 18 April 1940 Chief, Special Higher Police Section, Police Department, Miyagi Prefectural Government. It is now proposed to appoint Minami as Deputy Director, Sapporo Regional Economic Stabilization Bureau. This is an important law enforcement position in which the incumbent would have power and authority to inflict harsh treatment on the citizens within his jurisdiction. The purpose of SCAPIN's 93 and 115 is to prevent any recurrence of the offensive policies pursued by the special higher police when they were in existence.

4. The question is raised, therefore, whether the National Personnel Commission should attempt to exercise discretion as to the propriety of such an appointment or whether a simple adherence to the legal aspects of disqualification on such grounds are to be followed. May we, therefore, have some further interpretation of SCAPIN's 93 and 115 as to whether disqualification for future employment in the Japanese Government should be confined only to those persons whose names appear upon the list of 6,000 former police officials.

BH/hm

BLAINE HOOVER
Chief, Civil Service Division

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

5 August 1948

MEMORANDUM FOR: Brigadier General Courtney Whitney, Chief,
Government Section

SUBJECT: Interpretation of SCAPINS 93 and 115.

1. These two SCAPIN's were issued early in the Occupation for the purpose of restoring civil liberties to the people of Japan. Under the terms of SCAPIN 115 issued 10 October 1945 "The entire personnel of the Special Higher Police will be dismissed and in no case be reemployed in any position of power or responsibility over the people."
2. Such persons as came within the purview of this directive were listed with others and now comprise a list of approximately 6,000 persons maintained in the office of the National Rural Police of Japan. The future employment in the Japanese Government of any of the persons on this list is subject to serious question. It is clear that they may "in no case" be employed in law enforcement positions.
3. It has been found, however, that there are some persons who served as members or officials of the special high police prior to the issuance of SCAPIN 115 whose names do not appear upon the list of 6,000 and against whom there is no apparent legal obstacle to their present or future employment in law enforcement positions. For example: Hachio Minami, who is now Deputy Governor of Tatori Prefectural Government, was from 10 August 1938 to 18 April 1940 Chief, Special Higher Police Section, Police Department, Miyagi Prefectural Government. It is now proposed to appoint Minami as Deputy Director, Sapporo Regional Economic Stabilization Bureau. This is an important law enforcement position in which the incumbent would have power and authority to inflict harsh treatment on the citizens within his jurisdiction. The purpose of SCAPIN's 93 and 115 is to prevent any recurrence of the offensive policies pursued by the special higher police when they were in existence.
4. The question is raised, therefore, whether the National Personnel Commission should attempt to exercise discretion as to the propriety of such an appointment or whether a simple adherence to the legal aspects of disqualification on such grounds are to be followed. May we, therefore, have some further interpretation of SCAPIN's 93 and 115 as to whether disqualification for future employment in the Japanese Government should be confined only to those persons whose names appear upon the list of 6,000 former police officials and if not, whether the discretionary action to be taken with respect to such persons is to be taken by the National Personnel Commission, a Japanese Agency which has up to now been completely and entirely free from any concern with the administration of the purge law.

MEMORANDUM TO GENERAL WHITNEY

5 August 1948

- 2 -

6. Your advice and assistance concerning this matter will be greatly appreciated.

BLAINE HOOVER
Chief, Civil Service Division.

BH:mvb

(D R A F T)

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

5 August 1948

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Temporary Appointments of Persons described in SCAPIN 115 and SCAPIN 93.

1. SCAPIN 93 dated 4 October 1945 and SCAPIN 115 dated 10 October 1945, are concerned with the establishment of civil liberties of the Japanese people. Under the terms of SCAPIN 115, certain officials of the Japanese Government were listed for dismissal and barred from re-employment, some of them in the Ministry of Home Affairs or the Ministry of Justice, and others from "any position of power or responsibility over the people". Those who are barred from any position of power or responsibility over the people are "the entire personnel of the Special Higher Police". SCAPIN also bars from the Ministry of Home Affairs or the Ministry of Justice, Prefectural Police Chiefs and Section Chiefs and ranking assistants in the Special Higher Police.

2. A list of approximately 6000 former police officials exists in the Office of the National Rural Police which is made up of persons in prefectural police organizations and Special Higher Police as well as some personnel connected with "Protection and Surveillance". These persons were dismissed from their respective positions under the terms of these two SCAPINS.

3. With particular reference to employments now being made in the Economic Investigation Bureau, we have withheld approval of a total of 16 persons whose records of former police service seem to indicate that they might come under the terms of these SCAPINS. Within the last two days we have secured access to the list of 6000 and we find that only one of the persons whom we have disapproved was actually listed. He was a person who had served with the Special Higher Police (Ikema). A special exception for this man authorizing his employment, was made on June 28, 1948 by Colonel Aurell of Civil Intelligence Section.

4. So far as the official record is concerned there seems to be no legal bar against the employment of each and every one of the persons who have been selected by EIB for these appointments. The question arises, however, as to whether the National Personnel Commission within its discretion should set up some standards for admission to the service at this time of any persons who have had former police experience within the spirit of SCAPINS 93 and 115. I suggest consideration of the following:

(a) No person who is shown to have held a position with the Special Higher Police at any time within the past ten years should be ~~dis~~approved;

(b) Other persons who have had police experience in prefectural governments but whose names were not included in the list of 6000 will be approved provided the police experience is not of major importance

MEMO FOR MR. HOOVER

- 2 -

5 August 1948

and that other experience which is appropriate for the duties to the position to be filled can be shown.

HWM:vo

HARRY W. MARSH
Chief, Examination Branch

OFFICIAL GAZETTE

No. 585

Tuesday, March 16, 1948

Cabinet Order No. 56

Article 1. The "Shokutaku" system in all government offices (including the Special Supply Office and all "Kodan"; the same shall apply hereinafter) shall be abolished not later than March 31, 1948.

Article 2. The heads of all government offices shall not appoint "Shokutaku" after the enforcement of the present Cabinet Order.

Article 3. "Shokutaku" who are in the employment of all government offices at the time of the enforcement of the present Cabinet Order shall be dismissed as soon as possible. Any "Shokutaku" who has not been dismissed by the date provided for in Article 1, shall be deemed to have been dismissed on the said date.

Article 4. Temporary, full or part-time employees may be appointed in all government offices in accordance with the following provisions:

- (1) The type of service and length of appointment shall be specified;
- (2) Appointments shall be formalized in writing and the letter of appointment shall indicate (a) the title, grade and compensation of the position; (b) the title and grade of the supervising official; (c) the scope of responsibility or authority of the position; and (d) an enumeration of the duties to be performed.

Temporary employees provided for in the preceding paragraph shall be government employees of equal status to First, Second or Third Class official as the case may be, and receive compensation similar to that of government officials.

No temporary employees shall be appointed to any position, unless the duties of such position are authorized by law and in accordance with the budgetary procedure, nor shall they be compensated beyond the limit provided for in the budget.

Article 5. The appointment or dismissal, suspension from office or reinstatement thereto of all temporary employees shall be made by the competent Minister or the head of an independent government agency with the approval of the Prime Minister.

Article 6. Full-time temporary employees shall be subject to the provisions of the Government Officials Service Regulations.

Part-time temporary employees shall be subject to the provisions of Articles 4 and 5 of the Government Officials Service Regulations.

In the case of two preceding paragraphs, "Government official" in the provisions of the Government Officials Service Regulations shall read "Temporary employee," with the exception of the phrase "Any other government official" in Article 4 of the same Regulations.

Article 7. Temporary employees shall not, under any name whatsoever, be compensated from any other source for services rendered while in the employment of the government.

Article 8. All temporary employees shall be subject to the provisions of the Government Officials Disciplinary Punishment Regulations, provided that, in the provisions of the Government Officials Disciplinary Punishment Regulations, "Government official" shall read "Temporary employees"; "Dismissal from office" shall read "Dismissal from position"; "Reduction of salary" shall read "Reduction

of compensation"; and, in Articles 6 and 9 of the said Regulations, "First (Second or Third) Class official" shall read "Temporary employee of equal status to First (Second or Third) Class official" respectively.

Supplementary Provisions:

Article 9. The present Cabinet Order shall come into force as from the date of its promulgation; provided that, with respect to "Kodan," "March 31" in Article 1 shall read "April 15."

Article 10. The respective provisions of the present Cabinet Order shall become null and void from the time when the provisions of the National Public Service Law or the Regulations of the National Personnel Commission which correspond to or conflict with them become effective.

Prime Minister
ASHIDA Hitoshi

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

Mr Mac Coy

30 December 1947

TO: National Government Division
Attention: John K. McLean

FROM: Civil Service Division

SUBJECT: Employment of Persons not on the Regular Government
Payroll (Shokutaku)

We acknowledge receipt of your communication, 29 December, 1947 on this subject.

The problem will be made subject of consideration in connection with development of current legislation.

Blaine Hoover
Special Assistant to Chief
Government Section

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

29 December 1947

TO: Civil Service Division
FROM: National Government Division
SUBJECT: Employment of Persons not on the Regular Government
Payroll (Shokutaku)

Forwarded for your information is a study made by the undersigned of the system of SHOKUTAKU, or employment of persons not on the regular government payroll. Included in this study are a number of lists of non-regular government employees selected at random from among various ministries, bureaus and sections of the Japanese government. It is believed that these lists, however, do not indicate the importance of this system.

Evidence has been obtained in the past which would seem to indicate that a number of persons who held responsible positions in private life have accepted appointment in the Japanese government as shokutaku in order to gain information useful in their line of business or to actually participate in the formulation of policy affecting private business.

It is hoped that this information may prove useful and that further study of the problem by your division might be desirable.

John K. McLean
JOHN K. McLean
National Government Division

Incl.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

21 October 1947

MEMORANDUM FOR THE RECORD

SUBJECT: Employment of Persons not on the Regular Government Pay Roll
(Shokutaku)

1. A conference was held in Government Section on 29 September for the purpose of obtaining a knowledge of the system by which privately employed persons may also be engaged in government work on a part-time basis. Mr. IWAKURA Noria, Personnel Section Chief, Cabinet Secretariat, explained the system assisted by Mr. HINATA Seizo who acted as interpreter. Present for Government Section was the undersigned.

2. There are several reasons for the institution of the system in Japan known as "Shokutaku".

- a. When the regular classified civil service employees are considered insufficient for the job at hand. In this case, since the government agency concerned are often unable to obtain a permanent increase in the authorized strength, they engage part-time employees and request a supplementary budget on a temporary basis. Thus, the system is of advantage to the government in that they can hire additional personnel during periods when there is a heavy volume of activity and dismiss or place them on an inactive status during slack periods.
- b. When no vacancies exist in an office, but the government wishes to retain the services of capable men. In this case, personnel are employed as Shokutaku until a vacancy occurs.
- c. As training and experience for young college graduates who wish to embark on a career in government. These persons are employed in a temporary status and rotated in this job within their field of technical training.
- d. As a reward to personnel in the low income brackets for long and faithful service. When an economy minded diet refuses to vote salary increases to enable permanent promotions in grade for personnel with a long record of government service such as chauffeurs, clerks, etc, they may be also designated as Shokutaku (eg. 3d class part-time officials), and receive additional pay commensurate with their high status.

e. As technical advisors to the government or personnel with professional skills in cases similar to (a) above, when it is impossible to place them on the regular payroll. Sometimes they are unpaid and equivalent to our dollar-a-year men. Examples of paid officials in this category are doctors who make their services available to the government two or three times a week, barbers to whom status as "Shokutaku" is equivalent to bonuses, tips, etc, interpreters, directors of social projects, art projects, and the like. The projects include instructors of flower arrangement, tea ceremony, and other aspects of Japanese culture.

3. There are paid and unpaid "Shokutaku", the former consisting only of graded officials and the latter including both graded and ungraded personnel. The system is not specifically recognized by law, but it is sanctioned by custom and tradition. A special supplementary budget provides funds for their salaries. There are only three classes of "Shokutaku" - first class, second class, and third class, which are equal in rank with the corresponding three classes of regular civil service officials, in the case of paid personnel enjoying equal pay, allowances, bonuses, hours, and working conditions. As already stated, the principle difference between regular officials in "Shokutaku" lies in the fact that the former are permanent civil service employees whose status is determined by Cabinet Orders setting out provisions for examinations, statement of job qualifications, civil service regulations, etc and laws and ordinances such as the Government Official's Limitation Ordinance (KANRI BUNGEN REI) which grants protection against arbitrary impeachment and dismissal and the Law for the Discipline of Government Officials (KANRI CHOLSAI REI). None of these laws and ordinances apply to "Shokutaku" nor do they receive pensions or other regular civil service benefits.

4. "Shokutaku" may be given either specific assignments (interpreters, clerks to be used for writing employment or dismissal notices, welfare workers, etc.) or general assignments (secretaries, research analysts, etc.). Owing to present inflationary conditions, many retired government officials are now being reemployed as "Shokutaku" in order to obtain additional income and allowance. This group form the bulk of the first class "Shokutaku".

5. Unpaid "Shokutaku". - Many Japanese accept unpaid part-time positions for purposes of prestige or to render service according to Mr. IWAKURA. Since notices of employment of first and second class officials are signed by the Prime Minister personally and those of the third class officials by the Director General of the Cabinet Secretariat. Individuals who are not very prominent are said to gain much face. Particularly is this true with regard to the various unpaid private secretaries to the Prime Minister.

6. Mr. IWAKURA claimed that "Shokutaku" are employed in an advisory capacity only and are not given policy-making positions. They hold

positions both in the executive branch of the government and in the Diet Secretariat.

7. In conclusion, it was considered important to investigate the system of part-time government employees inasmuch as many of them hold responsible positions in private life. It appears to the undersigned that such a system under which persons are allowed to hold positions in private companies in addition to their government jobs is most unique and allows them an opportunity to affect policy if they do not actually formulate it (this fact was admitted by Mr. IWAKURA). Thus, "Shokutaku" may conceivably occupy a strategic position by virtue of which they are able to secure special advantages or favors for private concerns. An additional feature, which might be considered objectionable is the fact that it is a method of circumventing difficulties encountered through failure of the Diet to accede the normal budgetary requests for increased personnel expenditures.

John K McLean
JOHN K. McLEAN
National Government Division

Noted

Byngswope

*Keep me posted on
the investigation.
JK*

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

APO 500

February 4, 1947

MEMORANDUM FOR: Central Liaison Office, Tokyo
SUBJECT: Clearance of Nominees for Responsible
positions in the Public Service

In every instance of nomination of candidates by the Imperial Japanese Government for responsible positions in the Public Service concerning which other SCAP Staff Sections are consulted as to technical qualifications and general acceptability, the IJG will submit a duplicate list of such nominees to the Government Section accompanied by a certificate stating that each nominee has been screened on the basis of the new questionnaire and under the provisions of Imperial Ordinances Nos. 1, 2, 3 and Cabinet and Home Ministry Ordinance No. 1 of 1947, and supplements thereto and that each nominee has been found eligible on the basis of such screening for the position or positions for which nominated.

COURTNEY WHITNEY
Brigadier General,
U.S. Army Chief, Government Section

6-3
Basis for
Reviewing
Temporary
Appointments.

July 16, 1948

To: - - - - -

- - - - -

Tomabechi Gizo,

Director General of the Cabinet Secretariat

Liaison for Changes of Personnel

With reference to the liaison with the quarters concerned at the time of change relative to any responsible position in each ministry or agency, you were notified on the subject by Circular Notices "Jin Kaku No.19" of January 22 and "Jin Kaku No.63" of February 10 of this year, respectively, but, following the intention on the part of GHQ, SCAP, it is hereby notified for your information that the matter be treated further under the procedures outlined below:

1. With respect to personnel actions of the special government service defined in the National Public Service Law, those which require an understanding of each section or division of GHQ as heretofore should first obtain its clearance and then be submitted to the Government Section, GHQ, for clearance through the Central Liaison and Coordination Office.

2. With respect to personnel actions of the regular government service, those which require an understanding of each section or division concerned of GHQ should first obtain its clearance and be submitted, after review by the Temporary National Personnel Commission, to GHQ through the Central Liaison and Coordination Office.

As to the documents, procedures, etc. which are necessary for review by the Temporary National Personnel Commission, you are requested to consult with the said Commission.

May 23, 1949

Acting Director General of the Central
Liaison and Coordination Office

GHQ Clearance of Changes of Personnel Relating to
the Japanese Government

With reference to the above subject based on the Memorandum of the Government Section, GHQ of February 4, 1947 "Clearance of Nominees for Responsible Positions in the Public Service" (annexes (English and Japanese translation) and attached herewith), you were notified of the procedural formalities by official communication "Ni Cho Go No. 469" of July 23, 1948, Ni Cho Go No. 175 of April 24, 1947, as amended), but, as the officer in charge of the Government Section of GHQ has recently given an oral direction to the officers of this office mainly to the following effect, you are requested to follow it hereafter:

"Of Japanese civilians who go abroad, those whose expenses for the trip are paid by the Japanese Government, 'for example, Japanese civilians who are dispatched by the Government to attend any specific international conference with approval of GHQ' are now construed to be nominees (temporary) for 'responsible positions in the Public Service' referred to in the Memorandum of this section dated February 4, 1947, and you are requested to notify all agencies of the Japanese Government that necessary steps be taken by an appropriate agency of government under the provisions of the Memorandum to obtain clearance of this section through your office of each nominee after he has been screened."

Further, as to the changes of personnel in general, we would ask you to forward to this office hereafter your proposal in advance as far as circumstances permit, while as to any case which requires prompt clearance of the Government Section, GHQ, we have no objection to your furnishing orally the officer in charge of this office with the reasons therefor as fully as possible.