GHQ/SCAP Records(RG 331)
Description of contents

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(2) Folder title/number: (2)
U.S.P.A.M. to Japan - Miscellaneous

(3) Date: Aug. 1946 - May 1947

(4) Subject:

Classification	Type of record
324	e, n

(5) Item description and comment:
U.S.P.A.M: U.S. Personell Advisory Mission
With a List of Papers

(6) Reproduction: (Yes) No

(7) Film no. Sheet no.

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54	Hoover	21 Feb 47	Marcum	Important Government Officials Con-Currently Holding Private Positions
55	Hoover	6 Mar 47	Memo - All Mbrs Pers Adv Mission	Re Literature in files
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58	Noss	17 Apr 47	Hoover	Professors Giving Courses in Business and Personnel Administration in Southern Japan
59	Hoover	21 Apr 47	Kanasashi	Request for Additional Employment Statistics
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62	MacCoy	24 Apr 47	Whitney	Informal Memo
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64	Hoover	28 Apr 47	Marcum	Scope of Activity of the U.S. Personnel Advisory Mission to Japan
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66	Hoover	30 Apr 47	GS	Travel Orders for Theodore K. Noss, Personnel Advisory, U.S. Pers Adv Mission to Japan, and Isoda Yoshisuke, Ministry of Finance, May 1947
67	Hoover	7 May 47	Whitney	Application of Proposed National Public Servants Law, Section IV, Standard I, Part 27
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36	Hoover	17 Dec 46	Members of Mission	Mission Administration
37	Hoover	17 Dec 46	DeAngelis	Survey Personnel Data Resident in GHQ Files
38	Saito	18 Dec 46		Speech
39	Hare	24 Dec 46	McCain	Request for Pamphlets
40		26 Dec 46		Background Info on Pers Advisory Mission
41	G-1	26 Dec 46	GS	Interpreters - Personnel Advisory Mission
42	Roest	27 Dec 46	Chief, GS	Kiyo Sue Inui
43	DeAngelis	27 Dec 46	Hoover, Hare & MacCoy	Survey of Personnel Data resident in GHQ/SCAP Files
44	Hoover	27 Dec 46	Memo	Re Administration of Civil Service as Specified by Constitution
45	Baerwald	3 Jan 47	Hoover	Suitable Translation of the Word "Efficiency"
46		8 Jan 47		List of Members of Committees
47	GS	9 Jan 47	GS	Request for Authorization
48	G-2, ATIS	16 Jan 47	GS	Assignment of Interpreters Personnel Advisory Mission
49	DeAngelis	15 Jan 47	Members, Pers Adv Mission	Names of Japanese Furnished by Esman
50	DeAngelis	31 Jan 47	Hoover	Temporary Passes for Certain Japanese Nationals Meeting Frequently with Mission
51		3 Feb 47		Japanese Whom We Have Been Contacting Periodically In Connection With Our Work with the Administrative Research Bureau
52		10 Feb 47	Memo	Re Personnel Advisory Mission Dinner with Prime Minister Yoshida
53	Hadley	Feb 47	Chief, GS	Important Govt Officials Concurrently Holding Private Positions

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NO.	FROM	DATE	TO	SYNOPIS
18	Wash (AGAO-S)	27 Nov 46	CINCAFPAC	W-86330 - RE ETD Pers Advisory Mission
19	GS	2 Dec 46	C/S	Personnel Advisory Mission
20	CINCAFPAC	2 Dec 46	WAR (WDSCA PT) & CG, ATC	Rqst for ETA mbr Per Advisory Mission
21	GS	3 Dec 46	Hq&Sv Gp	Announcement of Telephone Number - Pers Advisory Mission
22	Snow	3 Dec 46	M/R	Materials for Personnel Advisory Mission
23	Washington (WDSCA PT)	4 Dec 46	CINCAFPAC)	Mbr Pers Advisory Mission not available
24	CINCAFPAC	4 Dec 46	GUMPAC	RQst ETA Mbr Pers Advisory Mission
25	CINCAFPAC	4 Dec 46	HICPAC	Rqst ETA Mbr Pers Advisory Mission
26	CINCAFPAC	4 Dec 46	FAIRPAC	Rqst ETA Mbr Pers Advisory Mission
27	Hoover	4 Dec 46	Darnell	Interpreters
28	Williams	4 Dec 46	Chief, GS	Activities of the Personnel Advisory Mission, 1-2-3 December
29	CINCAFPAC	5 Dec 46	Washington (WDSCA PT)	Re Pers Advisory Mission
30	CO, 1504th AAFBU PAC DIV ATC	5 Dec 46	CINCAFPAC	Re Pers Advisory Mission
31	CG, Hickam Field	5 Dec 46	CINCAFPAC	Re Pers Advisory Mission
32	Snow	7 Dec 46	M/R	Second Plan for Establishment of Advisory Committee for Improvement of Treatment of Public Service Personnel--Matter Pertaining to Personnel Advi sory Mission
33	CP	10 Dec 46	GS	Authorization of Positions
34	GS	12 Dec 46	CPS	Re Blaine Hoover
35	Tilton	Dec 46		Schedule for Personnel Mission

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NO.	FROM	DATE	TO	SYNOPIS
1	SCAP	19 Jul 46	WARCos	C-63237 - Requesting Pers Advisory Mission
2	Washington (WDSCA PT)	23 Aug 46	CINCAFPAC	W-98210 - Re Pers Advisory Mission
3	Washington (WDSCA)	27 Aug 46	CINCAFPAC	C-64611 - Re Personnel Advisory Mission Reports
4	GHQ, SCAP	30 Aug 46	CG, 8 Army	Personnel Advisory Mission - Change of Personnel in the Hokkaido Prefectural Office
5	Marcum	4 Sep 46	GS - M/R	Japanese Govt Proposal to Effect Fundamental Reforms in the Administrative Organization of the Civil Service System and Mode of Operation
6	Washington (WDSCA PT)	15 Sep 46	CINCAFPAC (Attn:OCP)	Firm Committments Pers Advisory Mission w/background info
7	CINCAFPAC	16 Sep 46	WARCOS	Rqst for Info on Pers Advisory Mission
8	GS	20 Sep 46	GS/CIS	Request for Documents
9	G-1	26 Sep 46	GS	Re Salary & Grading of Pers Advisory Mission
10	Washington (WDSCA PT)	26 Sep 46	CINCAFPAC	Rqst Confirmation Indivs for Pers Advisory Mission
11	CINCAFPAC	7 Oct 46	WASHINGTON (WDSCA PT)	Re Pers Advisory Mission
12	WAR (WDSCA PT)	1 Nov 46	CINCAFPAC	WCL-25948 - Re Blaine Hoover for Chairman of Pers Advisory Mission
13	Washington (WDSCA PT)	7 Nov 46	CINCAFPAC	WCL-27706 - Firm List-Pers Advisory Mission
14	CINCAFPAC	8 Nov 46	Washington (WDSCA PT)	Re Personnel Mission
15	Harrison	13 Nov 46	Div Chiefs	Availability of Additional Conference Room
16	GS	13 Nov 46	OCP	Personnel Advisory Committee
17	WAR (WDSCA PT)	23 Nov 46	CINCAFPAC	WCL-31594 - Re Departure Pers Advisory Mission

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

19 May 1947

MEMORANDUM FOR: Mr. Blaine Hoover, Chairman,
U. S. Personnel Advisory Mission

SUBJECT : Status of Mr. Uyeno, Mr. Yamashita and Mr. Asai under SCAPIN 550.

Questionnaires of UYENO, Yoichi; YAMASHITA, Okiiye and ASAI, Kiyoshi have been reviewed and on the basis of available information, it was found that they do not fall under the provisions of SCAPIN 550.

ROGER W. SNOW, JR.
Major FA
Public Service Qualifications
Division.

CS Draft

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United States Personnel Advisory Mission to Japan

7 May 1947

TO: Brigadier General Courtney Whitney, Chief, Government Section, GHQ, SCAP.

FROM: Blaine Hoover, Chairman, United States Personnel Advisory Mission to Japan.

SUBJECT: Application of proposed National Public Servants Law, Section IV, Standard 1, Part 27.

1. The law in this part provides that:

> The positions in the service of Vice-Ministers, Heads and Assistant-Heads of Agencies of government, Heads and Assistant-Heads of Bureaus, Heads and Assistant-Heads of Divisions and other positions of similar organizational level in the service, as determined and identified by the Authority, are hereby declared to be vacant and without incumbents except that, pending the filling of such positions under examination procedures prescribed by this law, persons occupying such positions, on or after May 3, 1947, shall be deemed to be temporary appointees. It shall be the duty of the Authority, within two years after the enactment of this law and as soon after the enactment of this law as the Authority by greatest diligence can so function, to administer examinations for all such positions. These examinations shall be conducted as entrance examinations under this law.

2. Tabulations, subject to some revision on the basis of detailed position analysis, indicate application of the foregoing provision of the law to personnel as follows:

(1)

	Shinnin	Rank 1	Rank 2	Rank 3	Shokutaku	Rank not Listed	Total	
Vice Ministers	0	10	0	0	0	0	10	
Bureau Heads	11	239	73	3	11	6	343	
Ass't Bureau Heads	0	19	10	0	0	0	29	
Division Heads	0	212	1044	124	1	80	1461	
Ass't Division Heads	0	10	1	0	0	0	11	
Section Heads	0	73	801	37	0	299	1210	*
Advisors	8	39	13	0	16	116	192	*
Others	4	265	46	18	1	18	352	*
TOTAL	23	867	1988	182	29	519	3608	

* Apparently "positions of similar organizational level in the service" and hence subject to provisions of Section IV, Standard 1, Part 27 of the National Public Servants Law, altho not in all cases so designated.

3. The implications of the operation in terms of the rank of officials affected are as follows:

a. There are about 50 Shinnin rank officials in the National Government. About 25 of them are in political positions. Of the remainder, 23 will be subject to early examination.

b. There are about 1800 First Class officials in the National Government. About 50% of them are college professors. Of the 900 remaining, 867 will be subject to early examination.

c. There are about 19,000 Second Class officials in the National Government, of whom 13,546 are postmasters. 1988 of these Second Class officials in high administrative positions will be subject to early examination.

d. Only 182 Third Class officials and 29 Shokutaku will be subject to early examination.

4. The operation is regarded by the Mission as effective in that:

a. It reaches practically 100% of the Shinnin and First Class officials in the administrative areas of the National Government, reducing their controls and prestige. They are the focal point of the bureaucratic infection.

b. Without regard to rank of incumbents, it substitutes the new order for the old at all administrative policy and control levels.

c. At the administrative policy and control levels, it retains incumbents who can demonstrate competence under examination.

d. It tends to stabilize the status of government employees below these levels and gives them new career opportunities and hope on a merit basis.

Blaine Hoover, Chairman
United States Personnel
Advisory Mission to Japan

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
United States Personnel Advisory Mission to Japan

30 April 1947

TO: Chief, Administrative Division, Government Section

SUBJECT: Travel orders for Theodore K. Noss, Personnel Advisor, United States Personnel Advisory Mission to Japan, and Isoda Yoshisuke, Ministry of Finance, May 1947.

1. Travel orders dated on or about 12 May 1947 for about eight days are requested for Theodore K. Noss, P-5 (top step), Personnel Advisor, United States Personnel Advisory Mission to Japan, for the purpose of observing compensation practices of personnel administration in Osaka, Hiroshima, Shimonoseki, Fukuoka or such other places as may be determined by the United States Personnel Advisory Mission to Japan.

2. It is further requested that a Japanese National, Isoda Yoshisuke, official in the Ministry of Finance, be included in these orders because of his specialized knowledge of government compensation.

Blaine Hoover

BLAINE HOOVER, Chairman
Personnel Advisory Mission

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GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

28 April 1947

MEMORANDUM FOR: Mr. Blaine Hoover, Chairman, U.S.Personnel Advisory Mission to Japan.

SUBJECT : Scope of Activity of the United States Personnel Advisory Mission to Japan.

1. With reference to your memorandum, above subject, dated 28 April 1947, you are advised that the mission was expected to "study the entire personnel system of the Japanese Government, its laws, policies, practices and procedures and make recommendations designed to effect improvement therein" and that on 2 December 1946 the Chief of Staff was informed by check sheet that:

a. "Four members of the five-man personnel advisory mission arrived in Tokyo from the United States on 30 November 1946";

b. "The mission is here at the request of the Imperial Japanese Government to advise it on the formulation of plans for a comprehensive survey of its civil service system and personnel practices and to develop recommendations designed to correct deficiencies disclosed by the survey."

2. Furthermore, in anticipation of your arrival, the Japanese Government submitted plans for the establishment of an Administrative Research Bureau under a director with the rank of Minister of State responsible to the Cabinet. This organization was based upon their expectation that the mission would not only survey and recommend on all aspects of civil service and personnel administration, but would also survey and recommend on matters of organization structure and administrative and operating procedures. However, in the discussions preceding the arrival of the mission, the Japanese Government was informed that the mission would concern itself solely with a survey of the present civil service system and personnel practices of the Government at the national level.

3. The authority of the Personnel Advisory Mission to survey and recommend on all aspects of the civil service system and personnel practices of the Imperial Japanese Government has never been subject to question.

CARLOS P. MARCUM
Chief, Political Affairs Division

(5)

Govt Sec Files

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

United States Personnel Advisory Mission to Japan

MEMORANDUM

28 April 1947

TO : Carlos P. Marcum, Chief, Public Administration Division, Government Section, GHQ-SCAP.

SUBJECT: Scope of Activity of the United States Personnel Advisory Mission to Japan.

Will you please be so kind as to give me the definition of the scope of activity of the United States Personnel Advisory Mission to Japan as communicated to this Mission on arrival of the Mission in Japan.

Blaine Hoover

BLAINE HOOVER, Chairman
U.S. Personnel Advisory Mission

Noted - CPM
28 April '47

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Tokyo, Japan.

25 April 1947.

Dear Mr. MacCoy:

Thank you for your fine note of yesterday. Its expressions will be a source of much added inspiration to me in the days ahead. And when the task has been completed will be among those things I shall treasure always.

I was particularly pleased at your reference to the members of the Government Section. There was no finer group, personally and professionally, anywhere at any time. In fact, I have often referred to it as capable of efficiently administering any task under the American flag.

You and your associates on the Personnel Advisory Mission, although in a status independent of this section, have worked from the start in such complete harmony and understanding with its members that all will view your departure with keenest regret. You have spoken our language and sustained the same high ideals of public service, and your loss will leave a void in our common effort which will not be filled.

Your studies of the Japanese Civil Service to determine appropriate reform measures essential to its democratization, under difficult conditions of which we are all fully aware, will be recorded in the history of the occupation as one of the great contributions to the reformation of Japanese institutions and people. In this I know that you and those who with you have so unflinchingly faced and accomplished this monumental task will find lasting satisfaction.

Faithfully yours,

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

Mr. W. Pierce MacCoy,
Member, U.S. Personnel Advisory Mission,
Tokyo.

cc. Mr. Blaine Hoover, Chairman.
Mr. Robert S. Hare, Member.
Executive Officer, Government Section.

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P.A.M.

(COPY)

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
UNITED STATES PERSONNEL ADVISORY MISSION TO JAPAN

MEMORANDUM

24 April 1947.

To : Brig. General Courtney Whitney, Chief, Government Section.

This is merely an informal memorandum to voice my appreciation of the opportunity which has been afforded me to serve under your command even for so short a period. From the first day of the arrival of the Mission I was extremely impressed by your sincerity, and as the days have gone on I have learned to admire and respect you for your clarity of vision and your able leadership. I sincerely doubt whether you have even the smallest concept of the immense respect in which you are held by your staff. It gives me, an outsider, a great deal of pleasure to pass on to you the feeling of deep loyalty, strong confidence and appreciation of able leadership that is constantly voiced by your staff members among themselves and to outsiders.

While my contacts with you were relatively few, I should like to be permitted to add my personal word of appreciation for the fine attributes of leadership which your staff has apparently already recognized. Unfortunately, as we go through this world, we find all too few men of whom we can say those things, and I am extremely happy that I was privileged to have the opportunity to know you and work for you.

Needless to say, I am sincerely and deeply impressed by the outstandingly excellent leadership of your chief, General MacArthur, and I don't believe I have ever, either in my military or civilian life, encountered any individual who has elicited so much sincere loyalty and personal affection from all members of his organization, regardless of rank or station in life, as has General MacArthur. From what little I have been able to see of the occupation in Japan during my short stay, I feel that this trust in his leadership is extremely well placed.

Thank you for all of the many courtesies which you have extended to me as a member of the United States Personnel Advisory Mission to Japan, and also kindly extend my personal thanks to your very kind and gracious wife for the uplift which she gave to our spirits when we needed it most.

May I wish you the best of luck in the completion of your work in Japan and voice the hope that some day it will be my privilege to again serve under your guidance.

(sgd) W. PIERCE MacCOY,
Member,
U.S. Personnel Advisory Mission

cc: Blaine Hoover, Chairman,
Personnel Advisory Mission.

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GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
United States Personnel Advisory Mission to Japan

MEMORANDUM

24 April 1947

TO: Mr. Blaine Hoover, Chairman, U.S. Personnel Advisory Mission.

Recalling the fact that Mr. DeAngelis discussed disposition of certain items relative to our report with you just before he left and during such conversation he authorized you to make such changes as you might deem necessary to integrate his part of the report with the entire Mission's report, I feel that it is wise to cover the same point in my case. Since it is necessary that I leave before the actual completion of the work of the Mission and must therefore leave my report in your hands for inclusion in the Mission's final report to General MacArthur, I wish to authorize you to make such changes as you may deem advisable in the items which I have covered to insure their smooth integration with the entire Mission's report.

My formal report carries my personal recommendations on the subject matter covered. I fully recognize your longer and broader experience and therefore I am willing to rely implicitly on your judgment to make any necessary changes that will accomplish a well-rounded composite report of the work and recommendations of this Mission to SCAP. Therefore, you may feel complete liberty to alter or adjust any recommendations which I have made to insure that the recommendations will support statement of standards and the proposed law which the Mission has discussed and agreed upon.

I wish to take this opportunity to commend you for your fine and capable leadership which you have evinced as Chairman of this Mission. I fully recognize the many difficulties with which you have been faced, the personal inconveniences which you have tolerated cheerfully, and the fine example that you set for the rest of us in the objectivity of your approach to this enormous problem. It has never been my privilege to work under the leadership and direction of a finer individual or a man whom I respected more both personally and professionally. The experience of working under your guidance is one which I will long remember and cherish and I leave the duties of this Mission wondering who has learned more, the Japanese or me, because I find that my work with you on this Mission has been in the nature of a post-graduate course in public personnel administration.

I leave without a single fear in my mind of the successful completion of our Mission because I have the fullest confidence in your ability to

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carry our recommendations to a successful conclusion. My only sorrow is my leaving at a date earlier than the remainder of the Mission drops added burdens on your shoulders when I recognize the heavy load they have already been required to carry.

Best of luck to you and I shall look forward to seeing you in Washington at some date in the future.

W. Pierce MacCoy

W. PIERCE MacCOY,
Member,
U.S. Personnel Advisory Mission.

WPM/lh

Memorandum to note
1st copy

April 21, 1947

4/22/47
4/22/47
4/22/47

Dear Sir,

I spoke with the Premier Yoshida privately and presented the following views on my own responsibility on April 17. Such being the case, I wish to report the same to you not officially. No person, moreover, knows the situation except my most confident two staff officials, namely, Mr. Shibata and Hirai.

(1) Considering the presupposed development of the politics of political parties under the new Constitution, I believe that the pressing need of the moment is to set a definite line between "politics" and "administration". I have a firm belief in the inevitability, necessity and value of the politics of political parties in Japan, but at the same time, it is my firm belief also that there exists a definite line between politics and administration.

(2) As Japanese bureacracy now confronts with the rapidly developed, but not enough politically trained political parties, all the officials have been feeling uneasy generally, especially in case of the officials of Home Affairs Ministry, they are under deep apprehensions, for they are staffs of the supervising authorities of the administrations of the local public corporations which the waves of political parties have been swelling upon.

(3) In this occasion, it is not from the mere sympathies to them, but from the benefits of the whole nation and the preservation of efficiencies of national activities to make the administrative officials rest at their duties. Provided that the administrative officials are not secured their rightful positions, they will be obliged to get them by their powers of organization. On the occasion, the Premier will find too late if he is anxious about the forces of labor attacks. I believe that, if the officials who ought to fuse into the mechanism of the administration liberate from and even resist the same, the future of the nation will be entertained serious apprehensions.

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(4) Moreover, if we observe the situation from another point of view, the distributions of official business are not always definite in Japanese goverment and the pays to the officials are given to the duties of the office, seniority, "family" or "get over the winter". If we fail in the arrangement of the present sundry conditions, the establishment of the future scientific personnel administration will become difficult.

The Premier Yoshida replied tothe above-mentioned remarks as follows.

"My opinion is entirely same as you. I was an official of the Foreign Affairs Ministry under the Minister of State, Shidehara and it was agreed among us that, though acknowledging the predominance of the politics of political parties to the administration, we ought to prevent the invasion of the forces of political parties into the Foreign Affairs Ministry to secure the constability of the diplomacy. Under the present situations, I feel keenly that there exists the necessity to set a definite line between the politics and administration and to preserve the bureaucracy in its good means. Only it is my great regret that I have only a scrap of white paper and no actual plan to write therein."

Then I spoke to the Premier the following two paragraphs as the most important actual plans with simple explanation.

1. Establishment of classification-system;

2. Establishment of sole personnel authority;

To these plans replied the Premier as follows.

"As there exists the support of America fortunately, you may carry out your intentions resolutely. If the plans fail, revise at that time. I wish to know your opinions furthermore."

The Premier, moreover, emphasized the preservation of the disciplines of officials. Finally I remarked, "the Minister of State, Saito has been interested in the reform of the mechanism exclusively and has very negative attitude to the reform of the official system." "I will call his attention," said the Premier smiling at my remarks.

Such were the particulars of the interview.

Believe me,

Yours very sincerely,

Doctor Kiyoshi Asai

United States Personnel Advisory Mission to Japan

21 April 1947

TO : Mr. Kanazashi, Administrative Research Bureau.

SUBJECT: Request for Additional Employment Statistics.

1. A roster is requested of the following positions and their incumbents in all Ministries and agencies:

a. Assistant Bureau heads.

b. Assistant Division heads.

This report should cover all Ministries and agencies including enterprises of the Japanese Government with the exception of corporations. Any National positions in the prefectural or local government organizations which it is known will be excluded from the National Government after May 3, 1947 should be indicated. This roster should follow the general lines of the organization chart submitted to the Mission by the Administrative Research Bureau. Additions on or after December 1, 1946 should be marked by an asterisk. The roster should be submitted by Ministry, Bureau or agency and should include: Title of position, name of present incumbent and rank or class of present incumbent.

2. This report should be certified by the Member of the Administrative Research Bureau submitting this report.

BLAINE HOOVER,
Chairman,
U.S. Personnel Advisory Mission

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File

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

United States Personnel Advisory Mission to Japan

MEMORANDUM 17 April 1947

TO : Mr. Blaine Hoover, Chairman, U.S. Personnel Advisory Mission.

SUBJECT: Professors Giving Courses in Business and Personnel Administration in Southern Japan.

1. On 11 March 1947 Mr. DeAngelis wrote to Mr. Ronald S. Anderson, Chief, CI&E Division, MG Section, IC, Kyoto, asking for advice as to the names of various professors in southern Japan who are giving courses in business, public or personnel administration. Over the telephone today Miss Northrup of the CI&E office, 8th Army, Yokohama, told me that Mr. Texter has sent through channels the requested information.

2. At my request Mr. Texter was contacted and the following information was relayed to me through channels by telephone:

Business Administration

Professor Kenichiro Osumi, Kyotto Imperial University.
Sho Takeda, Lecturer in Business Administration, Ritsumei University and Doshisha University.

Personnel Administration

Professor Masatoshi Nagasama, Kyotto Imperial University.
Asst. Professor Shuichi Sugai, Kyoto Imperial University.
Lecturer Sotaro Watanabe, Ritsumei University.
Professor Yoneji Matsumoto, Ritsumei University.
Professor Teizo Takahashi, Doshisha University.
Professor Tadao Adachi, Kansei Gakuin

3. Comments - Regarding the quality of the work of these professors was not obtained over the telephone.

Theodore K. Noss
THEODORE K. NOSS,
Staff
U.S. Personnel Advisory Mission

TKN/lh
cc: Mr. MacCoy
Mr. Hare

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United States Personnel Advisory Mission to Japan
Government Section

4 April 1947

SUBJECT: Request for Additional Employment Statistics.

1. A roster is requested of all positions and their incumbents from Ministers to and including section heads or their equivalents in all Ministries and agencies. This report should cover all Ministries and agencies including enterprises of the Japanese Government with the exception of corporations. Any National positions in the prefectural or local government organizations which it is known will be excluded from the National Government after May 3, 1947, should be indicated.

2. This roster should follow the general lines of the organization chart submitted to the Mission by the Administrative Research Bureau. Additions on or after December 1, 1946 should be marked by an asterisk.

3. The roster should be submitted by Ministry, bureau or agency and should include:

a. Title of position.

b. Name of present incumbent.

c. Rank or class of present incumbent.

4. A recapitulation is also requested giving the following information:

a. Number of Ministers.

b. Number of

(1) Vice-Ministers.

(2) Parliamentary Vice-Ministers.

(3) Parliamentary councillors.

c. Total number of heads, directors, and advisors of all independent agencies.

(1) Number of heads, board chairmen, and chairmen of committees of each agency.

(2) Number of directors serving on boards of directors.

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(3) Number of advisors.

d. Total number of bureau heads in Ministries and agencies.

e. Total number of Division heads in Ministries and agencies.

f. Total number of Section heads in Ministries and agencies.

2. 5. This report should be certified by the Member of the Administrative Research Bureau submitting the report.

W. Pierce MacCoy
Advisor

~~Mar 31 1947~~
~~When date set for Mr. ...~~

File Copy

Mr. Ross please see Bill 4/2/47

United States Personnel Advisory Mission to Japan
Government Section

11 March 1947

Mr. Ronald S. Anderson
Chief, CI&E Division
Military Government Section
HQ I Corps, APO 301
Kyoto, Japan

Dear Mr. Anderson:

Your letter of 1 March 1947 transmitting a translation of the document "How to Reform the Japanese Bureaucracy" by Tadao Adachi arrived here on the 7th of March.

We have read it with interest and believe it will add materially to the store of information we have been collecting concerning Japanese personnel administration. We will add it to our files and take it into consideration in preparing our reports.

Bob Texter indicated to me on our way to the train on February 23rd that he might be able to advise us of the names of various professors in southern Japan who are giving courses in business, public or personnel administration. We will appreciate and find this additional information also helpful if he can make it available to us shortly.

Dr. Oppler reciprocates your regards as do my colleagues and I. Thank you very much for the courtesies extended to us when we were in Kyoto and for your further interest and assistance in our work.

My own assignment in Japan will be ending next week and I must return to Washington though the Mission as a whole will continue here for another two months. If you are ever in Washington, D.C., please look me up.

Very sincerely yours,

MFD

M. F. DeANGELIS, Member
U.S. Personnel Advisory Mission to Japan

MFD/lh

Major McCollum, C I & E Office Yokohama, Phone 2-4988

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United States Personnel Advisory Mission to Japan
Government Section

6 March 1947

MEMORANDUM

TO: All members of Personnel Advisory Mission.

FROM: Blaine Hoover, Chairman, Personnel Advisory Mission.

Your attention is called to the following literature in our files:

"English edition of Minutes of Proceedings of Plenary Session of House of Representatives & Peers.

Official Gazette listed as follows:

No. 50, 87, 99 - 175
No. 178 - 183, No. 208,
No. 221, 224

Distribution:

Mr. DeAngelis
Mr. Hare
Mr. MacCoy
Mr. Moss
Mr. Smith ✓

Memos to Chiefs

Officials Holding Concurrent Private Positions

United States Personnel Advisory Mission to Japan
Government Section

21 February 1947

TO : Mr. Carlos Marcum, Chief, Public Administration Division.

FROM: Mr. Blaine Hoover, Chairman, Personnel Advisory Mission.

SUBJECT: Important Government Officials Concurrently Holding Private Positions.

Referring to attached memorandum 18 February 1947 from E. Hadley, Governmental Powers Division to the Chief, Government Section on this subject.

1. Although the practice is not standardized, there is general recognition in public personnel administration of the policy that civil service personnel should devote their entire working time and principal attention to the duties of their public position and should not be otherwise engaged in business or professional practice. The general policy is to construct the policy presumption against dual employment and to constitute exception, as applied to non-government time only, by permission of the personnel authority -- or in some cases administrative officials -- such permissions to be most specific in describing the exception, in writing, and inclusive of a terminating date.

2. The Personnel Advisory Mission in setting up standards for the Japanese Civil Service has this problem under consideration.

3. The recommendation that SUGA, Reinosuke be required to sever his positions with private industry may be essentially correct in ~~the~~ substance but is apparently discriminatory with respect to our general policy. Indications are that dual or multiple employment is practiced by innumerable officials and employees of the Japanese Government.

Col. Darnell —
This is standard Policy —

Blaine Hoover

BLAINE HOOVER,
Chairman
Personnel Advisory Mission

BH/lh

54

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18 February 1947

MEMORANDUM TO: THE CHIEF, GOVERNMENT SECTION

SUBJECT : Important Government Officials Concurrently Holding Private Positions

1. In studying the questionnaire of SUGA, Reinosuke concerning his qualifications under the purge for president of the Coal Board attention has been called to the fact that he is concurrently holding the following private positions in addition to his government posts. He is at present:

a. President of Teikoku Kogyo Kaihatsu
b. Adviser Showa Kogyo
c. Chairman of the board of Dowa Kogyo (formerly Fujita Gumi)
d. President of Zenkoku Kozan Kai, a successor organization to the Coal Control Society

2. The appropriateness of his concurrently holding these private positions has been discussed with ESS and ESS is equally convinced of the inadvisability of this practice.

3. Authorization is requested to call into Government Section Mr. Yamada of the CIO and Mr. Suga and inform them in the interest of good government that if Mr. Suga is to continue his government posts he should sever his positions with private industry.

Eleanor M. Hadley.
E. Hadley
Governmental Powers

Approved:
C.A.S.

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2/11/47

Conference — 10 a m Tues

Lt. Col. C. P. Marcum ✓ Chief, Public Adm. Div. ✓

Mr. C. H. Peake ✓ Governmental Powers Div. ✓

Mr. J. Williams ✓ Chief Legislative Officer ✓

Comdr. A. R. Hussey Jr. ✓ Chief, Governmental Powers Div. ✓

Lt. Col. C. G. Zellers ✓ Chief, Local Government Div. ✓

Administrative Officers Law

Public Servants Law

Govt. Officers Bill

Public Servants Bill

FILE

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
United States Personnel Advisory Mission to Japan
Government Section

10 February 1947

MEMORANDUM:

On Thursday evening, February 6th, the members of the Personnel Advisory Mission had dinner with Prime Minister YOSHIDA at his home. They were accompanied by Mr. Carlos Marcum and Lt. Colonel F. E. Hays. Several Japanese were in attendance; amongst them Mr. SAITO, Takao, Minister of State and President, Administrative Research Bureau; Mr. IRYE, Toshio, Secretary General, Administrative Research Bureau and Director, Bureau of Legislation; Mr. MAYEDA, Katsumi, Director, General Affairs Division, Administrative Research Bureau and Secretary of the Cabinet.

After dinner Mr. Hoover, Chairman of the Personnel Advisory Mission had a conversation with Mr. Yoshida which was closely attended by Mr. Saito and Mr. Mayeda.

Mr. Yoshida gave the opening by stating that the Japanese Government was very much in need of reform; that it had too many employees and that they were not efficient. Mr. Hoover thereupon presented at some length the objectives of Public Personnel Administration and described some of the services and programs through which these objectives are achieved. He stressed overall ~~agencies~~ objectives of administration as the prime objective towards which several personnel services are pointed.

Mr. Mayeda interrupted to voice some sceptism concerning anything not made in Japan. Mr. Hoover directed attention to the fact that a mission is here in order to adjust the principles of efficient administration to Japanese precepts, traditions and ideas as far as they are reconcilable. He indicated that recommendations from the Mission in the future to the Administrative Research Bureau would contemplate the creation of a national personnel authority which would be an invaluable instrumentality in applying principles of personnel administration with due regard for Japanese interpretations. He further indicated that he regarded prompt action and such proposals as desirable stating that it probably constituted the only means which the situation afforded for working the problems out with some regard for Japanese conditions; that prompt action failing on this, more incisive and direct methods less considerate of the Japanese viewpoint would probably assert themselves.

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Mr. Yoshida seemed to get the point and to be receptive. Mr. Saito seemed to get part of it. We happen to know that he agrees with the proposition that the government is seriously overstaffed. Mr. Mayeda is inclined to be controversial and gave every evidence of intellectual resistance.

Mr. Hoover further asked Mr. Yoshida whether he was correct in understanding that the Prime Minister desired the ministries to clear their various matters relating to personnel administration through the Administrative Research Bureau to the Personnel Advisory Mission. Mr. Yoshida indicated that such was his desire. This is also the desire of the Mission at the present time.

GENERAL HEADQUARTERS

UNITED STATES ARMY FORCES, PACIFIC
Personnel Advisory Mission
Government Section

File

3 February 1947

MEMORANDUM

Japanese Whom We Have Been Contacting Periodically In Connection With Our Work With The Administrative Research Bureau.

No. 1

SAITO, Takeo
IRIE, Toshio
MAYEDA, Katsumi
ASAI, Kiyoshi„
YAMASHITA, Okuye
MIYAZAWA, Toshigosha
KANAZASHI, K
KASUYA, K

- -

No. 3

ISODA, Yoshisuke
HIRAI, G.
SHIBATA, T.
KOIZUMI (Allowance Bu.)
HIROSE,
NAGATA, I
YOSHISE, H.
SUMI,
HARIMA, H.
ARIKURA, T

- -

TAKAYAYANAGI,
WATANABE, Y. (Allowance Bu.)
OHTOMO, I.
GOTODA,
OKADA,
MIYAKE,
HATOYAMA,
FUTAI,
FUCHI,
SAKATA,
NIKAIDO
TAKAHASHI,
TSUZAKI

GENERAL HEADQUARTERS

UNITED STATES ARMY FORCES, PACIFIC

Personnel Advisory Mission
Government Section

File

31 January 1947

TO: Blaine Hoover, Chairman, Personnel Advisory Mission.

FROM: Manlio F. DeAngelis

SUBJECT: Temporary Passes for Certain Japanese Nationals Meeting Frequently with the Mission.

In connection with the work of the PAM Committees 2, 3 and 4 which have been meeting weekly during the past month, action has now been taken to break the committees into sub-committees which will require attendance by certain Japanese practically every day. Meetings will be held both mornings and afternoons.

At present two of the Japanese who come regularly, namely: Mr. Kanazashi and Mr. Kasuya have temporary passes which are issued, I understand, from month to month. All other Japanese meeting with us have to obtain special passes each time they come. Accordingly, we have been requested to obtain temporary passes for the following four, if such is considered desirable:

MAYEDA, Katsu
ASAI, Kiyoshi
YAMASHITA, Okiiye
ISODA, Yoshisuke

This matter is turned over to you for whatever action is appropriate.

Manlio F. DeAngelis

MANLIO F. DeANGELIS,
Member,
Personnel Advisory Mission

MFD/lh

2/3/47 Requested passes.

50

~~2/1/47~~
1/27/47

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

Personnel Advisory Mission
Government Section

15 January 1947

TO: Members of the Personnel Advisory Mission.

FROM: Mr. Manlio F. DeAngelis.

For your information I am listing below the various names of Japanese that were furnished us by Milton Esman:

IRIE - Chief, Bureau of Legislation.(Committed to present system.)

MIYAUCHI, Ken - Bureau of Legislation (Very well informed and cooperative.)

NODA - Chief, Bureau of the Budget. (Weak and ineffective.)

SUGIYAMA - Bureau of the Budget. (Very intelligent. Will support progressive civil service.)

ISHINO - Chief of Secretariat of Ministry of Finance. (Fairly good man.

FUCHI - Japanese Efficiency Association which is located in the Marunocchi Building. (They have many translations of Japanese material.)

ROYAMA, Masamiti - Editor of Chuokoron, monthly literary magazine. (Formerly professor of Public Administration at Tokyo Imperial University; very well informed on American policies.) Office located in Marunocchi Building.

may be missing it

UENO - Attached to Japanese Efficiency School. (Knows Maurice Cook and other Americans in field of Scientific Management.)

Professor AWAJI - Professor of Psychology of Tokyo Imperial University. (Good man in testing field.)

also see Dr Peake

K9

Names furnished by Milton Esman.

SHIBUE, Soichi - Chief, Personnel Section. Cabinet Secretary.

M. F. DeAngelis

MANLIO F. DeANGELIS,
Member
Personnel Advisory Mission

MFD/lh

cc: Mr. Hoover
Mr. Hare
Mr. MacCoy
File

01434
(Maj Eagle 2 5030)

4449

200

GENERAL HEADQUARTERS
UNITED STATES ARMY FORCES, PACIFIC

CHECK SHEET

(Do not remove from attached sheets)

File No: **Subject:** Assignment of Interpreters Personnel Advisory Mission

Note No.	
2	**From:** G-1 **To:** ATIS **Date:** 10 Jan 1947 Forwarded for direct communication in accordance with paragraph 2, AFPAC Circular 64 dated 30 July 1946. - W.A.B. - - - - - - - -
3	FROM: G-2, ATIS, GHQ FEC, APO 500 TO: Government Section DATE: 16 Jan 47 1. ATIS does not have the linguist personnel with the required experience in public personnel administration available. 2. There is a possibility that ATIS may be able to supply the required interpreters at a later date when shipments from MISLS arrive. - A. W. S. - - - - - - - - -

AFPAC AGO Form No. 37

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01434

4449

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

CHECK SHEET

(Do not remove from attached sheets)

File No.:

Subject: Assignment of Interpreters
Personnel Advisory Mission

Note No.: 1

From: Govt Sec   To: ATIS thru G-1   Date: 9 Jan 47

1. Reference our check sheet, subject "Interpreters - Personnel Advisory Mission" dated 5 Dec 46 and par. 12 Special Order 282 dated 31 Dec 46 assigning Pvt. George I. Goto, RA10735617 and Pvt. Richard B. Ibara, RA10735714 to the Government Section for 30 day TDY.

2. Above personnel are not qualified for the type of work for which they were requested. Request therefore that replacements be furnished who have experience with public personnel administration. FRH

for
- C W - - - - - - - -

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3254

FILE

850

Request for Authorization

Govt Sec

1

G-1
Attn: Mr. Metz

9 Jan 47

1. Request that the Personnel Advisory Mission be authorized a P-3 position for a period of six months. This position is urgently needed for the efficient functioning of the Mission.

2. Inasmuch as Government Section authorization for 1947 is inadequate to meet the requirements of both the Section and the Mission this position cannot be taken from Government Section authorization.

Incl: 1 Form 74
1 Form 72

- C W - - - - - - - - - - -

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Administrative Research Bureau

LIST OF MEMBERS OF COMMITTEES

Jan. 8th, 1947

	Advisor	Chief of members	Member
1. First Committee	Mr. Hoover Mr. MacCoy Mr. Hare Mr. DeAngelis		Mr. Saito Mr. Iriye Mr. Mayeda Mr. Miyazawa Mr. Asei Mr. Yamashita
2. Second Committee	Mr. Hare	Mr. Asai	Mr. Miyake Mr. Shibata, Mr. Nagata, Mr. Yoshise Mr. Fuchi, Mr. Hirose Mr. Sakata, Mr. Hatoyama Mr. Futai, Mr. Watanabe Mr. Kasuya, Mr. Isoda Mr. Takayanagi, Mr. Kanazashi
3. Third Committee	Mr. DeAngelis	Mr. Asai	Mr. Shibata Mr. Hirai, Mr. Arikura Mr. Harima, Mr. Yoshise Mr. Samejima, Mr. Ohtomo Mr. Tsuzaki Mr. Kobayashi, Mr. Gotoda, Mr. Watanabe Mr. Kasuya, Mr. Isoda, Mr. Kanazashi
4. Fourth Committee	Mr. MacCoy	Mr. Yamashita	Mr. Samejima Mr. Hirose, Mr. Iwasa Mr. Nikaido, Mr. Takahashi Mr. Hirai Mr. Kasuya, Mr. Isoda Mr. Takayanagi, Mr. Kanazashi

Notice: _____ marked member is a manager of the Committee

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GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

3 January 1947

MEMORANDUM FOR MR. HOOVER, CHAIRMAN, PERSONNEL ADVISORY MISSION

SUBJECT: Suitable Translation of the Word "Efficiency".

1. 能率 Noritsu - efficiency (No - talent ability)
(ritsu - rate)

2. 効率 Koritsu - efficiency (Ko - result, merit, validity, efficacy)
(ritsu - rate)

3. 實力 Jitsuryoku - real ability
capability
merit
efficiency
(Jitsu - truth, real, sincere faithful, honest)
(ryoku - strength, power, force, to endeavor)

4. 有効 Yuko - validity, availability (Yu - to have, possess)
(ko - result, merit, efficacy)

5. 能力 Noryoku - faculty, ability, capacity, competency, potentiality.

6. 實効 Jikko - effect, efficacy, practical results.

The easiest, quickest and best way (is) - - -

Mottomo yokute, hayakute soshite ichiban kantan na hoho wa - - -
最も良くて 早くて そうして 一番 簡單な方法は

Hans H. Baerwald
HANS H. BAERWALD
2d Lt, AUS
Public Administration Division

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FILE

PERSONNEL ADVISORY MISSION
Government Section

27 December 1946

MEMORANDUM:

I today discussed with Mr. Marcum Article 73 of the Constitution of Japan and in particular that portion of it which is as follows:

> "The Cabinet, in addition to other administrative functions, shall perform the following functions: . . . . . "Administer the Civil Service, in accordance with standards established by law."

I inquired whether this meant that the Diet was bound by the Constitution to administer faithfully any law dealing with the administration of Civil Service or whether it meant that the Diet was under the Constitution charged with administration of the Civil Service. Mr. Marcum replied that it was the former and added that there were no other significant questions relative to the interpretation of this clause which had arisen and relative to which we should be informed.

BLAINE HOOVER, Chairman

BH/lh

12/27/46 Col. Hayes is of same opinion

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File Copy

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
(Internal Memorandum)

27 December 1946

TO: Mr. Blaine Hoover
Mr. Robert S. Hare
Mr. W. Pierce MacCoy

FROM: Mr. M. F. DeAngelis

SUBJECT: Survey of Personnel Data resident in GHQ/SCAP files.

As requested by memorandum on 17 December 1946, I have made a quick survey to see what material that might be helpful to us concerning the Japanese civil service might already be available in various GHQ/SCAP sections.

This report lists the contacts I have made and the type of data located:

A. Within the Government Section.

1. (Loaned to PAM) File on Central Government Machinery containing:

a. Japanese Bureaucracy and Responsible Government, 18 July 1946, (Memo to Chief, Government Section) from John M. Maki, 6pps, typed - general statement of the problem and steps necessary for reform.

b. Reports on Investigation of Central Government Machinery in Tokyo, 18 July 1946, (Memo for Chief, Government Powers Branch) from John M. Maki, 2 pages, typed - refers to separate reports on and memo of recommendations concerning:

	Report	Recommendations
The Cabinet	23 pages	2 pages
Ministry of Home Affairs	22 pages	3 pages
Ministry of Foreign Affairs	24 pages	2 pages
Ministry of Finance	(no report)	2 pages
Ministry of Commerce and Industry	(no report)	2 pages
Ministry of Education	(no report)	2 pages

2. (Loaned to PAM) Survey of Ministry of Justice, 20 July 1946, by T. L. Blakemore, 16 pages, typed - concerning personnel, functions and operating techniques.

3. (Loaned to PAM) File entitled Basic Documents, contains various memoranda concerning Japanese civil service reform; detailed data on some aspects such as:

a. Detailed Classification of Allowances, Bonuses and other Remunerations.

b. List of Members of the Higher Disciplinary Punishment Commission for Civil Officials.

c. Various Imperial ordinances concerning civil service; also includes record of interviews of Lt. Esman with various Japanese officials and miscellaneous data on ideas for reforms, newspaper and other clippings, etc.

4. Dr. Williams has copies of all the laws passed at the last session of the Diet and said we can ask Capt. Brown for them when we need them. However, there is no over-all index to them, nor is his file complete for laws passed before the last Diet session. (Incidently, Dr. Williams told me on Dec. 20th that he had asked the Japanese Central Liaison Office to prepare a list of references to all current Civil Service laws and ordinances which he planned to turn over to the Personnel Advisory Mission.)

5. In the Government Section Library there are copies of the "Official Gazette", English edition, that provides a daily record of the proceedings of both Houses of the Diet and also of the ordinances, regulations and other administrative issuances of the various Ministries. However, no index to these is available there, nor is an official index published. Mr. Blakemore suggested that pre-war there was published a monthly unbound magazine that indexed all important material in The Kampo (Official Gazette) in addition to giving some source material. This magazine was called "Horeizensho" and may still be available.

6. Mr. Hauge did not think there was much other material that would help us. However, this survey has not covered whatever data Col. Tilton may have concerning local government, nor what Mr. Marcum may have regarding "The Purge".

B. Within the Labor Division of E.S.S.

By arrangement with Mr. Cohen, Chief, Labor Division, I contacted:

(a) Miss M. M. Smith, writer in Research and Reports Branch, (Room M - 107 FOB, Phone 2-5176) who made certain files available from which we made copies of five items (copies already distributed).

(b) Mr. B. Mazo, of the Wages and Working Conditions Branch, (Room 106, FOB, Phone 2-5357). For information received from him see attached report.

(c) 1st Lt. R. L. Deverall, Chief Labor Information and Education Branch, (Room 102, FOB, Phone 2-2497). My contact with him way by phone and he agreed to send me on 27 December 1946 data concerning the number,

size, coverage, and other relevant data for unions of Japanese government employees. When it arrives we will make extracts as advisable and distribute it.

C. Within the Civil Information and Education Section.

I contacted Capt. G. K. Crew (WAC), Acting Executive Officer. A copy of my report is attached.

D. Within the Public Finance Branch of the Finance Division of E.S.S.

My contact here was with Mr. Eugene M. Reed, Acting Chief, Mr. A. T. Middleton (Budget - local) and Mr. A. M. McGlauflin (Budget - national). A copy of my report is attached.

E. Within Public Safety Branch of Civil Intelligence Division of G-2 Section.

Through H. S. Eaton, in charge of Police Work (Room 806, TSB Bldg., Phone 2-3078) I met Mr. Byron Engle, Administrator, Police Section No. 2, (8th floor, TSB Bldg., Phone 23-8153) and spent several hours with him. No written material was available but I learned this:

1. As of 1 October 1946 there were approximately 88,000 policemen and higher supervisory officials, and some 9,000 clerical and other workers attached to police work.

2. A short time ago policemen were for the first time included and treated as 3rd class officials.

3. In every prefecture there is a police training school to which all newly appointed police must go. Generally qualifying exams and residence in the prefecture are required for appointment. The written exams are strong on composition and expression and in addition physical and oral exams are given. As high as 90% of the candidates are eliminated by the examinations. Although no formal regulations require selection according to rating, generally the successful candidates are appointed in the order of their ranking in the exam.

4. Within 30 days or so we should contact Mr. Engle again to see if he has further data for us then. Meanwhile, my conclusion is that we need not concern ourselves too much about the police work for considerable attention has been and is being given to it by others whose work should tie into ours at a later date.

F. Within Postal Division of the Civil Communications Section.

Mr. Hare and I met with Mr. T. S. McIntire and Mr. J. B. Tunny (Room 316, Dai Ichi Bldg., Phones 2-5137 and 2-5143, respectively) on 23 December 1946. These men are the Personnel and Training Unit of the Domestic Postal Branch of the Postal Division. They were very cordial and loaned us several files and materials. Copies of the data that may be most valuable to us are being made and will be distributed.

We also met Mr. R. B. Dunbar, Director of the Division and the other 4 or 5 men in the office. Mr. Dunbar indicated that he would be glad to have

Mr. McIntire and Mr. Tunny work in fullest cooperation with us if we needed them for anything.

Among the facts we learned were:

1. That there are 550 ordinary Post Offices (where the postmasters get fixed official salaries) and 13,450 special Post Offices (usually in smaller communities) where the postmaster gets a nominal salary plus discounts on the postal business done. In these cases the buildings and fixtures were usually the private property of the postmaster and the job was passed on from father to son. In the last 60 days a new law or ordinance requires all employees at such special Post Offices to be paid the full salary provided by the government and the postmaster no longer has discretion to pay them whatever he pleases.

2. The principal operating units in the postal service are 10 regional communications bureaus that are responsible for postal, telegraph, telephone and all other communications operations in their respective regions. There are 14 Railway postmasters with 4 of the regional bureaus having 2 each.

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section
Political Affairs Division

27 December 1946

MEMORANDUM TO THE CHIEF, GOVERNMENT SECTION

SUBJECT: KIYO SUE INUI

Mr. KIYO SUE INUI, speaking on the topic "The Mission of New Japan" won first prize in the Northern Oratorical League contest held in 1906 following his graduation from the University of Michigan.

Having gained wide publicity he went on an extensive lecture tour throughout the United States and Europe under the sponsorship of the Lyceum and Chautauqua Bureaus and the American Peace Society. He represented the local American society at the world conference of the Great Lakes International Society held in London. He studied international relations in Geneva while a member of the Japanese League of Nations Association. As a lecturer on Far Eastern Affairs he served on the faculty staff of the University of Southern California and of Occidental College for six years. He obtained his doctorate in Japan.

During the 20's and 30's he worked with the Japanese Government officials at various conferences as a special language advisor. From 1930-38 he was attached to the Japanese Embassy in China in the same capacity.

Though an ardent internationalist in the past, Dr. INUI seemed to have taken a passive role during this critical period for "I was in no way connected with the policy-making clique." Though he personally opposed the aggression he merely rationalized, saying, "Yes, Japan is doing something wrong, but she is doing exactly what other Western countries have done." He claims that he saw the situation from an "objective, scientific and historical point of view of international politics and relations."

Dr. KIYO SUE INUI is the same 'KIYOSHI INOUYE' mentioned in the article "Eighteen Words That Bagged Japan" appearing in the November 1945 Reader's Digest. He was with the Foreign Office during the war and made this broadcast voluntarily.

He returned from the United States in 1940 and is presently employed in the Central Liaison Office as Chief of the Translation Section. He is a member of the Japan Democratization Association (Nippon Kei Min Kai) which is patterned after the Lyceum Bureau in the United States. His association is sponsoring lectures and visual education with American films borrowed from SCAP.

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He was in no way thinking of the "Greater East Asia Co-prosperity Sphere" when he referred to Japan as the 'Savior of the East' in his 1906 oration, and neither did he dream that the Japanese militarists would provide the same reasons in justifying Japan's aggression. He believes that Japan was on the right path up to 1915, but made her initial mistake when she presented the 21 Demands to China.

Dr. INUI does not seem to have had a keenly critical attitude towards the aggression in which his country was engaged. Being very idealistic he continued to hope for a turn of events which would justify his dreams for Japan. In fact he claims to have been at the time unaware of many of the evils which the past year's publicity has brought to his attention.

It could be said that while he held his idealistic views on Japan's mission for a lifetime, he lacked the practical insight which could have made him a leader of a peaceful, cultural Asiatic policy in opposition to the militaristic course which his nation actually followed; and that he even remained blind to the fact that his ideals were cleverly used as a justification for the aggressive policies which Japan's leaders adopted.

He now believes that the best way in democratizing Japan is through education. He does not oppose strikes and popular demonstrations, but he believes that people's demands can be achieved "through legal channels." Although he does not favor "mob-ocracy" he feels that it is one form of freedom of speech and assembly.

P. E. NORST
Chief, Political Affairs Division

Prepared by Misao Kumaye

Noted: CLK

GENERAL HEADQUARTERS
UNITED STATES ARMY FORCES, PACIFIC

2953

CHECK SHEET

(Do not remove from attached sheets)

File No:

Subject: Interpreters - Personnel Advisory Mission

Note No.	From: G-1	To: Govt Sect	Date: 26 Dec 46
4	Attention is invited to preceeding check sheet. Further effort to locate an interpreter for the Personnel Advisory Mission is being made by the Civilian Personnel Section.		

W. A. B.

AFPAC AGO Form No. 87

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6030

1692

GENERAL HEADQUARTERS
UNITED STATES ARMY FORCES, PACIFIC
SUPREME COMMANDER FOR THE ALLIED POWERS

CHECK SHEET

(Do not remove from attached sheets)

File No: Subject: Interpreters - Personnel Advisory Mission

Note No.	
	From: Govt Sec To: ATIS thru G-1 Date: 5 Dec 46 1. The Personnel Advisory Mission will require the full time services of an interpreter for an indefinite period not to exceed five months beginning Wednesday 11 Dec 46 and in addition, the full time services of an interpreter for an indefinite period not to exceed five months beginning Thursday 26 Dec 46. It is important that these interpreters have experience with public personnel administration. 2. Request qualified personnel be loaned to the Government Section for the above mentioned periods. C W
2	From: G-1 To: ATIS Date: 10 Dec 46 Reference telephone conversation (Col. Svensson) ATIS and (Col. Forst) G-1. Request the personnel mentioned in preceding check note be made available to the Government Section. W. A. B.
3	From: G-2 To: G-1 GB/WDID/EHFS/ml Date: 18 Dec 46 As indicated in telephone conversation mentioned in Note 2 above between (Col. Svensson) ATIS and (Col. Forst) G-1, qualified linguist personnel with public personnel administrative background are not available in ATIS. While G-2 appreciates Government Section requirements, ATIS can furnish only one (1) enlisted interpreter at this time because of acute shortage of linguists. C.A.W.

AFPAC AGO Form No. 37

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GENERAL HEADQUARTERS

~~UNITED STATES ARMY FORCES, PACIFIC~~

SUPREME COMMANDER FOR THE ALLIED POWERS

CHECK SHEET

(Do not remove from attached sheets)

2953

File No: Subject: **Interpreters - Personnel Advisory Mission**

Note No.	
	From: Govt Sec To: ATIS thru G-1 Date: 5 Dec 46 **1. The Personnel Advisory Mission will require the full time services of an interpreter for an indefinite period not to exceed five months beginning Wednesday 11 Dec 46 and in addition, the full time services of an interpreter for an indefinite period not to exceed five months beginning Thursday 26 Dec 46. It is important that these interpreters have experience with public personnel administration.** **2. Request qualified personnel be loaned to the Government Section for the above mentioned periods.** **C W**
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AFPAC AGO Form No. 37

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PERSONNEL ADVISORY MISSION

26 December 1946

Mr. Blaine Hoover, Chairman

President, Civil Service Assembly of the United States and Canada
Member of Council, The National Civil Service League (of The United States)
Member, Civil Service Commission, Chicago Park District
Consultant, United States Civil Service Commission

Mr. W. Pierce MacCoy, Member

Director of the Division of Departmental Personnel, United States Department of State
Member, Federal Council of Personnel Administration
Chairman of Research and Development Committee on Efficiency Rating System (Federal Council of Personnel Administration)

Mr. Robert S. Hare, Member

Chief, Field Classification, United States Civil Service Commission
Member, Committee on Classification and Pay Administration, Civil Service Assembly of the United States and Canada
Secretary, Salary and Wage Administration Committee (Federal Council of Personnel Administration)

Mr. Manlio F. DeAngelis, Member

Chief, Program Planning Staff, United States Civil Service Commission
Executive Secretary, Management Conference, United States Civil Service Commission
Member, Federal Council of Personnel Administration
Member of: Personnel Management Committee; Personnel Legislation Committee (Federal Council of Personnel Administration)

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Personnel Advisory Mission
Government Section, GHQ, SCAP
APO 500, c/o Postmaster
San Francisco, California

24 December 1946

Mr. Asa M. McCain, Acting Chief
Field Section Personnel Classification Division
United States Civil Service Commission
Washington 25, D.C.

Dear Mac:

As you predicted the absence of the top drawer of my desk is proving something of a handicap. Therefore, I would appreciate it greatly if you would obtain and send to us as soon as possible copies of

1. Congressional Hearings on the Federal Employees Pay Act of 1945.

2. Congressional Hearings on Federal Employees Pay Act of 1946.

3. The four volumes of the Federal Register for September 11, 1946 (I think this is the correct date) describing the functions of all Federal agencies.

4. The latest Monthly Statistical Summary prepared by John Mitchell showing the distribution of Federal employees by department and agencies; and

5. A copy of the speech made by President Truman at a special meeting of the Cabinet and heads of agencies sometime last summer. The brief speech related to the new Civil Service rules which were about to be promulgated at that time.

Please send this stuff by airmail and if the Commission can't foot the bill I will fix it up upon my return.

We have been pretty busy since arriving here; most of our time being spent in orientation. Actually we can't say we have started to do much work on the main problem. The more we hear of the Japanese Civil Service the more difficult the job appears to be.

39

I started a personal letter to you and the folks in the section some time back but it is still in the mill but one of these days I will complete it and tell you a little bit more of my personal doings.

Best wishes to yourself and all of the folks in the section.

Sincerely,

ROBERT S. HARE, Chief

RSH/lh

aRB

18 December 1946

Mr. Chairman and Gentlemen,

It is a great pleasure for me to be able to welcome you at this little function, which I have held to-night in order to make our personal acquaintance closer and to have an opportunity of a pleasant chat with you, and I thank you for your ready attendance, in spite of the heavy pressure of work confronting you so soon after your arrival in this country.

Since this party is intended to be a friendly gathering, it is not my wish to pester you with a long and stereotyped speech: I would just ask you to permit me to say a few words of friendly welcome as our new friends.

First of all, I wish to offer my very hearty congratulations for the safe arrival of the Chairman and members of the Personnel Advisory Mission, who came from the far-off land to give us the benefit of their expert knowledge and broad experience in all matters connected with the Civil Service and personnel administration. I have learnt that this is your first visit to Japan, and, in your new environment, you must doubtless be meeting with no small amount of inconvenience and embarrassment, but I sincerely hope that your stay in this country will be as pleasant and enjoyable as the existing conditions permit.

Mr. Chairman and Gentlemen. In the postwar Japan, as you may have already observed, things of all kinds are pitifully short, and I am afraid there is not much to offer you by way of enjoyments. To-night's party is no exception to this general rule, but I do hope that you will kindly appreciate our thoughts behind it, discard ceremony, and enjoy yourselves thoroughly.

I now ask all those present here to raise their glasses and drink to the health of the Chairman and members of the Personnel Advisory Mission and our other guests.

Talk by Mr. Saito.

38

~~Dec 26, 1946~~
12/30/46

Government Section
Personnel Advisory Mission
(Internal Memorandum)

17 December 1946

TO: Mr. Manlio F. DeAngelis

FROM: Mr. Blaine Hoover.

SUBJECT: Survey Personnel Data Resident in G.H.Q. files.

Confirming oral arrangements:

Will you please be so kind as to make the survey of the files of the various sections of G.H.Q., including the Government Section, for the purpose of identifying and reporting to the Mission the existence and location of such data? If this operation could be included by December 24th our operational requirements would be served.

BLAINE HOOVER, Chairman
Personnel Advisory Mission

BH/lh

3

~~DAILY.~~

File
Personnel Advisory Mission

Government Section
Personnel Advisory Mission
(Internal Memorandum)

17 December 1946

TO: Members of the Mission.

FROM: Mr. Blaine Hoover.

SUBJECT: Mission Administration.

It is desirable that the Members of the Mission accorded committee memberships be free to concentrate their attention on the work of the committees and other professional pursuits.

Accordingly, effective immediately

1. Mr. Manlio F. DeAngelis will be excused from the administrative duties which he assumed during the last two weeks. His handling of them has contributed to the success of the introductory operation and thanks are hereby extended.

2. The undersigned, as Chairman of the Mission, will assume the general planning, scheduling, coordination of work and the principal external contacts of the Mission, the supervision of staff and interpreters.

BLAINE HOOVER, Chairman,
Personnel Advisory Mission.

BH/lb
12/23/46.

36

12/16/46

FILE NOTE?
BH

SCHEDULE FOR PERSONNEL MISSION

DAY	HOUR	SUBJECT	PERSON
Monday 12/9	9-10 ✓	Occupational Policies	Lt. Col. Hays
	10-11 ✓	General Headquarters and Channels	Lt. Col. Darnell
	1-3:30 ✓	Trip over Tokyo	Capt. Brown
Tuesday	9-10 ✓	Japanese History	Lt. Col. Tilton
	10 - 11 ✓	National Government and the Diet	Dr. Williams
	1:30-3:30 ✓	Trip to Diet	Capt. Brown
Wednesday	9-11 * ✓	Local Government	Lt. Col. Tilton
	1:30 - ✓	Mr Maremm	
	2-3:30 ✓	Political Parties	Dr. Roest (Roest)
	4:00 - ✓	Mr Hussey	
Thursday	9-10 ✓	Constitution	Mr. Hussey
	10-11 ✓	Court Structure	Dr. Oppler
	2-3 ✓	Question Hour	Mr. Kades
Friday	9-11 ✓	Japanese Character	Dr. Norman
	2-3 ✓	Question Hour	Mr. Kades

Cecil G. Tilton
CECIL G. TILTON, Lt. Col.
Chief Local Government Division

Mon 12/16 10-11 Labor 2-2239 Mr Cohen

* Leave GHQ 8:45 AM

12/16/46 Col. Tilton to arrange for T. Cohen on labor problems

32

FILE

2980

EMC/LGA/my

230-
V 200

Subject: Blaine Hoover

Note No. 1 | From: CP | To: Govt Sec | Thru: G-1 | Date 6 Dec 46

1. Mr. Blaine Hoover, Chairman, Personnel Advisory Commission, reported to this office with his 201 file showing him to be a permanent employee of GHQ to be paid as a CAF-14, $10,224.37 per annum, appointment effective 25 November 1946.

2. In order that this employee may receive pay through this office, it will be necessary to submit WD Forms 72 and 74 on him. There is no record of a position being authorized or established in our position controls to which his appointment can be charged, nor is there any record of a requisition being placed with OSW.

3. Copy of WD Form 50 is attached.

4. Request that your section expedite submission of WD Forms 72 and 74.

1 Incl: WD Form 50

- E. M. C. - - - - - - - - - - -

2 From: G-1 | To: (1) Govt Sect (2) CPS | Date: 9 Dec 46

1. Attention is invited to request made in paragraph 4 above check sheet.

2. The establishment of position for Mr. Blaine Hoover, CAF-14 is authorized. The establishment of this position will not be charged against government funds.

1 Incl:
n/c

- W. A. B. - - - - - - - - - -

3 From: Govt Sec | To: CPS | Date: 12 Dec 46

1. Re par 4 note 1 attached are Forms 72 and 74 appointing subject employee to position LR 183. Attention is invited to par 2 note 2 authorizing position.

Incl: #1 Form WD 50
#2 Form 72
#3 Form 74

- C W - - - - - - - - - - -

34

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS EMC/WHJ/var

CHECK SHEET

(Do not remove from attached sheets)

File No.: Subject: Authorization of positions.

Note No.:	From: CP	To: Govt. Section	Date: 10 Dec., 1946

5.

Following positions have been established for Government Section:

1-- Clerk Steno CAF-3; LR-50-1
2-- Clerk Typists CAF-2; LR-49-1, and LR-49-2.

Exec

- E. M. C. - - - - - - - - - -

Copy of 5a sudoria in 230

33

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

1894

CHECK SHEET

(Do not remove from attached sheets)

File No.:

Subject: Personnel Advisory Committee

Note No.: 1

From: Govt Sec To: OCP
THRU: G-1 Attn: Mr. Motz
Date: 13 Nov 46

1. On or about 1 December 1946 this Section is expecting a Personnel Advisory Committee from Washington, D. C. It is estimated by this Section that three clerk-typists and three clerk-stenos will be required to aid them in their work.

2. Request that the above personnel be furnished by Civilian Personnel by 2 December 1946. This Section has no available clerical personnel to fulfill this mission.

W R N
C W

2 From: G-1 To: GHQ Personnel Utilization Board Date: 18 Nov 46

It is recommended that Government Section be authorized to establish three (3) following additional positions for a period of six (6) months beginning 1 December 1946:

1 - Clerk Stenographer
2 - Clerk Typists

W. A. B.

3. From: GHQ Personnel Utilization Board To: Government Sec THRU: G-1 26 November 1946

Recommend favorable consideration of check note 2.

C. R. P.

4 From: G-1 To: Govt Sect thru CPS Date: 27 November 46

1. Request that the Government Section be furnished personnel indicated in check sheet 2 above.

2. The Personnel Advisory Committee will arrive here on or about 1 December 1946.

W. A. B.

33

AFPAC AGO Form No. 37

R0976

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

Personnel advisory Mission

7 December 1946

MEMORANDUM FOR THE RECORD

SUBJECT: Second plan for the Establishment of Advisory Committee for the Improvement of Treatment of Public Service Personnel.--Matter Pertaining to Personnel Advisory Mission.

1. Messrs. SAKATA, FUTAI, and HATOYAMA, chief of the First Section, Bureau of Allowance Finance Ministry and two assistants, respectively, called for the following purposes.

a. To present for our reference a copy of the draft plan for establishing what is to be called the Advisory Committee for the Improvement of Treatment of Public Service Personnel. A copy of this plan has been submitted to Labor Division, ESS (Mr. MAZO). It is being investigated there at the present and an opinion is expected to be forthcoming about the first of next week, 9-11 December 1946. A copy of the plan has been submitted to the Cabinet and persumably is being approved today. The matter has also been presented to the Administrative Research Bureau; this agency will consult us on the matter in the near future regarding Government Section opinions.

b. To present us with a copy of a Memorandum to ESS, which is a proposal for a Budget Increase for a Year-End Grant to Government employees. This matter they say is not of direct concern to Government Section, but is submitted for information, as it is allied to plan in a, above.

c. They asked for information concerning the Personnel Advisory Commission.

2. Replies to 1 above were respectively as follows:

a. To 1a and 1b,--They were asked why this was not submitted through the Administrative Research Bureau. They said that an effort had been made, but the Bureau was too busy at the present. They were told that we would accept the papers, but that the matter would be discussed only through the Administrative Research Bureau.

b. To 1c,--They were told again that the Research Bureau was the agency through which the Personnel Advisory Mission dealt with the Japanese Government and branches thereof and that any information regarding the Mission would go through and be obtained from the Research Bureau.

Government File

x300

33

3. Materials presented, see paragraphs 1a and 1b, above, were sent to Governmental Powers Division for necessary action.

Roger W. Snow, Jr.
Major FA

~~2 Incl.-As Indicated Above~~ RWS,

Noted: CLK

GENERAL HEADQUARTERS, U. S. ARMY FORCES PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

BBS
fjg

RECEIVED
6 DEC 1946

INCOMING MESSAGE

UNCLASSIFIED
ROUTINE

5 Dec 46

FROM : CG HICKAM FIELD

TO : CINCAFPAC

NR : 5 NFT

Rerad 040931 Vernon Mikelson member personnel advisory mission, whereabouts unknown. No other information available this Hqs.

NO SIG

ACTION: GOVT SECT

INFORMATION: COMMANDER-in-CHIEF, CHIEF OF STAFF, G-1, G-2, AG, AG PERS DIV, AG OFF BR, CIV PERS SECT

NOTE: Ref 040931 is Z 26933 (GOVT SECT).

39296

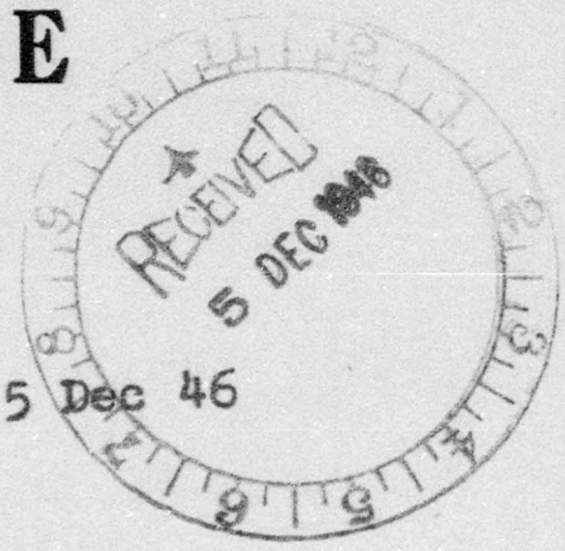
ROUTINE
UNCLASSIFIED

TOO: 5 NFT
MCN: YC 57/5

GENERAL HEADQUARTERS, U. S. ARMY FORCES PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

HML
bel

INCOMING MESSAGE



UNCLASSIFIED
OPERATIONAL PRIORITY

5 Dec 46

FROM : CO 1504TH AAFBU PAC DIV ATC

TO : CINCAFPAC

INFO : CG HICPAC, CG GUMPAC

NR : FAIRPAC 94

Reurad 040933/Z. No record Fairfield present time of Vernon Mikelson member Personnel Advisory Mission. Will inform you of his arrival and departure from Fairfield.

LAIB

ACTION: GOVT SECT

INFORMATION: COMMANDER-IN-CHIEF, CHIEF OF STAFF, VISITORS BUREAU, G-1, G-2, AG, AG PERS DIV, AG OFF BR, CIV PERS SECT

NOTE: Ref rad is Z 26934 (Government Section)

38890

OPERATIONAL PRIORITY
UNCLASSIFIED

TOO: 041909/Z
MCN: SA-110-4

IN THE CLEAR

GENERAL HEADQUARTERS
UNITED STATES ARMY FORCES, PACIFIC

Govt Sect-

OUTGOING MESSAGE

300
230

5 DECEMBER 1946

FROM: CINCAFPAC

061131

TO : WASHINGTON (WDSCA PT)

PAREN PAREN REURAD WILLIAM CHARLIE LOVE THREE THREE NINE NINE THREE DATED FOUR DECEMBER PD NO REPLACEMENT FOR VERNON MICKELSON REQUIRED PD

OFFICIAL:

JOHN B. COOLEY
Colonel, AGD
Adjutant General

APPROVED:

for

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

G.S. Rec'd

DISTRIBUTION:
G-1
G-2
AG
CPS

MEMORANDUM FOR RECORD:

Radio WCL 33993 reports that Vernon Mickelson, fifth member of Personnel Advisory Mission, scheduled to leave Washington for Tokyo on or about 1 December is unavailable and that efforts are being made to secure qualified replacement.

O. I. HAUGE

RECEIVED
7 DEC 1946
G. H.
G-2

RETURN COPY

27

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

4 December 1946

MEMORANDUM FOR THE CHIEF, GOVERNMENT SECTION

SUBJECT: Activities of the Personnel Advisory Mission, 1-2-3 December

1. The following members of the Personnel Advisory Mission, accompanied by Captain Brown, Government Section, engaged in activities described below during their first three days in Tokyo:

Mr. Blaine Hoover
Mr. W. P. MacCoy
Mr. Robert S. Hare
Mr. Manlio DeAngelis.

After breakfast on 1 December at the Dai Ichi Hotel, Captain Brown answered questions concerning personal matters, entertainment facilities, and the Tokyo points of interest. In the afternoon, the party listened to the broadcast of the Army-Navy football game in GHQ Officers' Club. Following a social hour in Mr. Marcum's room, conversations were held with Lt. Col. Tilton.

2. All members of the Mission visited Government Section at 0900 on 2 December. In the afternoon, they visited the Civilian Personnel Section, the Finance Office, the National City Bank of New York, the Quartermaster Sales Office, and the Tokyo Post Exchange, after which they registered at GHQ, Dai Ichi Building.

3. At 1530 on 3 December, Messrs. Hoover and MacCoy called on Ambassador Atcheson, Diplomatic Section, and later took a brief automobile tour of Tokyo.

Prepared by:
Richard G. Brown
Capt. FA

JUSTIN WILLIAMS
Chief Legislative Officer

Copy for Haiti Section files

Government Section

APO 500
4 December 1946

TO: Lt. Col. C. Darnell, Jr.
Executive Officer

FROM: Mr. Blaine Hoover, Chairman
Personnel Advisory Mission

SUBJECT: Interpreters

1. This Mission will require the full time services of an interpreter for an indefinite period not to exceed 5 months beginning Wednesday Dec. 11, 1946.

2. This Mission will require, in addition to the foregoing, the full time services of an interpreter for an indefinite period not to exceed 5 months beginning Thursday Dec. 26, 1946.

3. The Mission regards it as important that these interpreters shall have been trained in public personnel administration.

4. If interpreters so qualified are not locally available, the undersigned will, on receipt of necessary authorization, cooperate with the recruiting authority by contacting certain California Universities in the effort to locate qualified personnel for the recruiting authority.

Blaine Hoover, Chairman
Personnel Advisory Mission

IN THE CLEAR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

OUTGOING MESSAGE GS CW/CLK/RGB/lp
4 December 1946

RECEIVED
DEC 5 1946
04093

FROM: CINCAFPAC

TO : FAIRPAC (HKYB) . . . . . OPERATIONAL PRIORITY

REQUEST ADVICE EASY TARE ABLE TOKYO AND PLANE NUMBER OF VERNON MIKELSON CMA MEMBER PERSONNEL ADVISORY MISSION CONSIDERED VICTOR ITEM PETER PD

Z-26934

OFFICIAL:

JOHN B. COOLEY
Colonel, AGD
Adjutant General

APPROVED:

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

DISTRIBUTION: G-1, G-2, AG, AG PERS DIV, AG OFF BR, CIV PERS SECT, DC/S.

MEMO FOR THE RECORD:

Information is requested to insure that Mr. Mikelson be received and accommodated by representative of Government Section.

Prepared by:
Richard G. Brown
Capt., FA

JUSTIN WILLIAMS
Chief Legislative Officer

IN THE CLEAR

RETURN COPY

IN THE CLEAR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

200

OUTGOING MESSAGE GS CW/CLK/RGB/lp
4 December 1946

040931

FROM: CINCAFPAC

TO : HICPAC (HKOT) . . . . . OPERATIONAL PRIORITY

REQUEST ADVICE EASY TARE ABLE TOKYO AND PLANE NUMBER OF VERNON MIKELSON CMA MEMBER PERSONNEL ADVISORY MISSION CONSIDERED VICTOR ITEM PETER PD

226933

OFFICIAL:

JOHN B. COOLEY
Colonel, AGD
Adjutant General

APPROVED:

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

DISTRIBUTION: G-1, G-2, AG, AG PERS DIV, AG OFF BR, CIV PERS SECT, DC/S.

MEMO FOR THE RECORD:

Information is requested to insure that Mr. Mikelson be received and accommodated by representative of Government Section.

Prepared by:
Richard G. Brown
Capt., FA

JUSTIN WILLIAMS
Chief Legislative Officer

IN THE CLEAR

25

RECEIVED
5 DEC 1946

IN THE CLEAR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

200

OUTGOING MESSAGE GS CW/CLK/RGB/lp
4 December 1946

040929

FROM: CINCAFPAC

TO : GUMPAC . . . . . OPERATIONAL PRIORITY

REQUEST ADVICE EASY TARE ABLE TOKYO AND PLANE NUMBER OF VERNON MIKELSON CIVILIAN MEMBER PERSONNEL ADVISORY MISSION CONSIDERED VICTOR ITEM PRIOR PD

Z-26932

OFFICIAL:

JOHN B. COOLEY
Colonel, AGD
Adjutant General

APPROVED: Paul J. Cramer for

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

DISTRIBUTION: G-1, G-2, AG, AG PERS DIV, AC OFF BR, CIV PERS SECT, DC/S.

MEMO FOR THE RECORD:

Information is requested to insure that Mr. Mikelson be received and accommodated by representative of Government Section.

Prepared by:
Richard G. Brown
Capt., FA

JUSTIN WILLIAMS
Chief Legislative Officer

RETURN COPY

IN THE CLEAR

34

200
230

GENERAL HEADQUARTERS, U. S. ARMY FOR , PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

F 200 230

INCOMING MESSAGE

UNCLASSIFIED
ROUTINE

RECEIVED 4 DEC 1946 RLJ mgm

4 Dec 46

FROM : WASHINGTON (WDSCA PT)

TO : CINCAFPAC (PASS TO BLAINE HOOVER, CHAIRMAN, PERS ADVISORY MISSION)

NR : WCL 33993

Reurad Dec Z 26686. Due to unavoidable occurrences Vernon Mickelson not now avail as member Pers Advisory Mission. All efforts being made to locate qualified replacement and will advise name and qualifications of substitute soonest.

NO SIG.

ACTION: GOVT SECT

INFORMATION: G-1, G-2, AG, CIV PERS SECT

38442

Louis E. Clark 5 Dec 46

ROUTINE
UNCLASSIFIED

TOO: 031952 Z
MCN: YB 67/03

X

37

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

3 December 1946

MEMORANDUM FOR THE RECORD:

SUBJECT: Materials for Personnel Advisory [redacted] Mission.

1. Mr. KASUYA of the Administrative Research Bureau brought in the following materials for use by the Personnel Advisory Board:

Diagramatic Chart of Administrative Research Bureau.
Description of Personnel of Administrative Research Bureau.
An Outline of the Pay System for Civil Service Personnel.
An Outline of the Pension System.
An Outline of the Government Officials System.

2. Materials remaining to be brought in are:

need 4 Ser ✓ Charts of Ministries and explanation thereof.
" " " ✓ Explanation of Government Organizations.
need 5 Ser ✓ Outline of Local Autonomous System.
" " " ✓ Outline of the Public Officials System.

ROGER W. SNOW, JR.
Major, FA

Circulate

22

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX

PA Mission

200

Announcement of Telephone Number.

GS	Hqs & Sv Gp	3 December 1946
Publication Sec

Request the following announcement be printed in the Daily Bulletin:

The telephone number of the Personnel Advisory Mission, located in the Government Section, Room 615, Dai Ichi Bldg., is 22517.

- C W - - - - - - - - - -

21

IN THE CLEAR

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

OUTGOING MESSAGE GS CW/CLK/JW/RGB/1p
2 December 1946

FROM: CINCAFPAC

TO : WAR (WDSCA PT) and
CG, ATC . . . . . OPERATIONAL PRIORITY

020925

REURAD WILLIAM CHARLIE LOVE THREE ONE FIVE NINE FOUR CMA

DTD TWO THREE NOVEMBER PD ADVISE PLANE NUMBER AND SCHEDULED

ITINERARY AND EASY TARE ABLE TOKYO OF VERNON MICKELSON CMA

MEMBER PERS ADVISORY MISSION CONSIDERED VICTOR ITEM PETER PD

ZX 26686

OFFICIAL:

APPROVED:

JOHN B. COOLEY
Colonel, AGD
Adjutant General

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

DISTRIBUTION: G-1, G-2, AG, AG PERS DIV, AG OFF BR, CIV PERS SECT, DC/S.

MEMO FOR THE RECORD:

Information is requested to insure that Mr. Mickelson be received and accommodated by representative of Government Section.

Prepared by:
Richard G. Brown
Capt. FA

JUSTIN WILLIAMS
Chief Legislative Officer

IN THE CLEAR

RETURN COPY

XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
SUPREME COMMANDER FOR THE ALLIED POWERS

CW/CLK/CPM/ecm

Personnel Advisory Mission

Govt Sec C/S 2 Dec 46

1. Four members of the five-man Personnel Advisory Mission arrived in Tokyo from the United States on 30 November 1946.

2. The mission is here at the request of the Imperial Japanese Government to advise it on the formulation of plans for a comprehensive survey of its civil service system and personnel practices and to develop recommendations designed to correct deficiencies disclosed by the survey.

3. It is anticipated that the mission will remain in Japan for six months, during which time it will be attached administratively to the Government Section.

4. The mission is composed of

a. Mr. Blaine Hoover, chairman, Superintendent of Employment and member secretary of the Civil Service Board, Chicago Park District, Illinois. Mr. Hoover was highly recommended by Dr. Henry Hubbard, Chief Consultant of the U.S.Council of Personnel Administration and former President of the U.S.Civil Service Assembly

b. Mr. Robert S. Hare, Member, Chief, Field Classification Section, U.S. Civil Service Commission.

c. Mr. W. P. MacCoy, Member, Director of Personnel, U.S.State Department.

d. Mr. Manlio de Angelis, Member, Chief, Program Planning Staff, U.S. Civil Service Commission.

e. Mr. Vernon Michelson, Member, Chief, Salary and Wage Administration Branch, Office of the Secretary of War, en route and expected to arrive within a week.

5. All members of the mission are on leave from their permanent positions.

- C.W. - - - - - - - - - - - - - -

Govt Sec File

PERSONNEL ADVISORY MISSION

Mr. Blaine Hoover, Chairman

President, Civil Service Assembly of the United States and Canada
Member of Council, The National Civil Service League (of The United States)
Member, Civil Service Commission, Chicago Park District
Consultant, United States Civil Service Commission

Mr. W. Pierce MacCoy, Member

Director of Personnel, United States Department of State
Member, Federal Council of Personnel Administration
Chairman of Research and Development Committee on Efficiency Rating System (Federal Council of Personnel Administration)

Mr. Robert S. Hare, Member

Chief, Field Classification, United States Civil Service Commission
Member, Committee on Classification and Pay Administration, Civil Service Assembly of the United States and Canada
Secretary, Salary and Wage Administration Committee (Federal Council of Personnel Administration)

Mr. Manlio F. DeAngelis, Member

Chief, Program Planning Staff, United States Civil Service Commission
Executive Secretary, Management Conference, United States Civil Service Commission
Member, Federal Council of Personnel Administration
Member of: Personnel Management Committee; Personnel Legislation Committee (Federal Council of Personnel Administration)

Mr. Vernon G. Mi[illegible]elson, Member

Chief, Civilian Salary and Wage Administration, United States War Department
Member, Salary and Wage Administration Committee, (Federal Council of Personnel Administration)

GENERAL HEADQUARTERS, U. S. ARMY FORCES, PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

BBS
rp

INCOMING MESSAGE

~~Restricted~~
ROUTINE

RECEIVED 28 NOV 1946

27 Nov 46

FROM : WASH (AGAO-S)

TO : CINCAFPAC

NR : W 86330

Reurad C 63237 Jul, Manlio DeAngelis, Robert S Hare, Civ Sv Comm; William Pierce MacCoy, Dept of State Tokyo Air ETD 27 Nov shipt IJ-BYS. Also Blaine Hoover ETD 25 Nov IJ-BYR Chairman Pers Advisory Mission.

WITSELL

ACTION : GOVT SECT

INFORMATION : COMMANDER-in-CHIEF, CHIEF OF STAFF, G-1, G-4, AG, CIV PERS SECT, HQ COMMANDANT

No Action Required 3 Dec

35752

ROUTINE
~~Restricted~~

TOO: 261441 Z
MCN: SA 93/26

Handling and transmission of literal plain text of this message as correspondence of the same classification has been authorized by the War Department in accordance with the provisions of paragraphs 16-C, 18-E, 53-A, 53-D (1) (2) (3), and 60-A (1) (2) (3) (4), AR 380-5, 6 March 1946.

COPY NO.

GENERAL HEADQUARTERS, U. S. ARMY FOR PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

BBS
whi

File

INCOMING MESSAGE

200

UNCLASSIFIED
ROUTINE

FROM : WAR (WDSCA PT)

TO : CINCAFPAC

NR : WCL 31594

Reurad Nov Z 24201 for named members pers advisory mission. ETD from Wash 27 Nov. Blaine Hoover. Manlio De Angelis. Robert Hare. WD. MacCoy due to unforseen difficulties. Vernon Mickelson will depart approx 2 Dec.

NO SIG

ACTION : GOVT SECT

INFORMATION : G-1, G-2, AG, AG PERS DIV, AG OFF BR, CIV PERS SECT

Action Taken
23 Nov 46

34318

ROUTINE
UNCLASSIFIED

TOO : 221802 Z
MCN : YA 73/22

17

K

~~230~~

PAM

FILE

Personnel Advisory Committee

Govt Sec OCP 13 Nov 46
THRU: G-1 Attn: Mr. Metz

1. On or about 1 December 1946 this Section is expecting a Personnel Advisory Committee from Washington, D. C. It is estimated by this Section that three clerk-typists and three clerk-stenos will be required to aid them in their work.

2. Request that the above personnel be furnished by Civilian Personnel by 2 December 1946. This Section has no available clerical personnel to fulfill this mission.

- C W - - - - - - - - - - -

(1)

X

BULLETIN BOARD

13 November 1946

MEMORANDUM: Availability of Additional Conference Rooms.

TO: All Division Chiefs.

Additional Conference Rooms have been made available for use by this Section. Any Division Chief desiring the use of those rooms will call the following, prior to the use of the rooms:

NAME	PHONE	LOCATION
Mr. Crepack	2-2357	6th Floor ("Marked"Conference Room") 600-1
Colonel Mays	2-2421 2 5561	4th Floor (G-I "Conference Room) 425

s/ Frank R. Harrison
t/ FRANK R. HARRISON,
Lt. Col., Inf.
Administrative Officer

g me

General Staff Conference Room

(5)

Unclassified

230

GENERAL HEADQUARTERS
UNITED STATES ARMY FORCES PACIFIC

OUTGOING MESSAGE GS 8 November 1946

FROM: CINCAFPAC

TO : WASHINGTON (WDSCA PT) . . . . . ROUTINE 080955

(224201) REURAD WILLIAM CHARLIE LOVE TWO SEVEN
7 0 6
SEVEN NOUGHT SIX PD PLEASE CANCEL REQUEST FOR UTILITIES
INDIVIDUAL PD ALL OTHER ARRANGEMENTS SATISFACTORY PD PLEASE
INFORM WHEN MEMBERS PERSONNEL MISSION DEPART

OFFICIAL:

APPROVED BY:
Carl Darnell
for

JOHN B. COOLEY
Colonel, A.G.D.
Adjutant General

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

MEMORANDUM FOR THE RECORD:

Radio WCL 27706 reports firm list of members of Personnel Advisory Mission and indicates that utilities representative is unavailable at the present time. Washington Radio W80410 dated 15 September inquired whether utilities representative might be added to personnel group. Our radio C-65359 dated 20 September suggested that utilities representative be sent. Need for utilities representative no longer exists.

O. I. HAUGE
Chief Information Officer

Copy to:
G-1
G-2
AC (7 copies)
AG Pers Div
AG Off Br
Civ Pers Sect

Unclassified

14

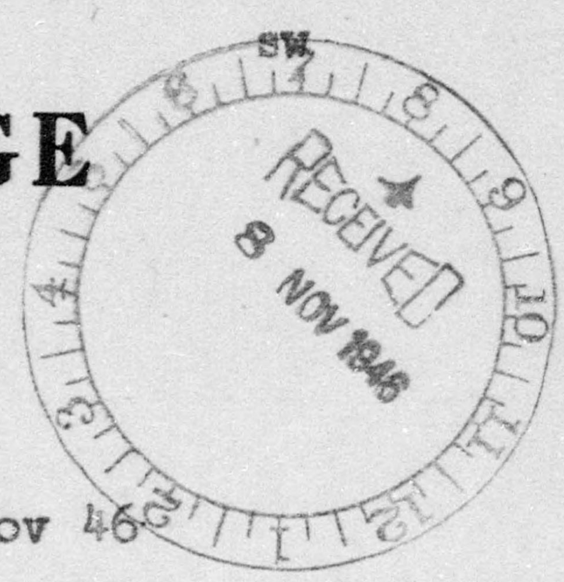
GENERAL HEADQUARTERS, U. S. ARMY FORCES PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

File

RLJ

INCOMING MESSAGE

230



UNCLASSIFIED
ROUTINE

7 Nov 46

FROM : WASHINGTON (WDSCA PT)

TO : CINCAFPAC

NR : WCL 27706

Reurad Nov Z 23763. Firm list pers advisory mission as follows: W.P. MacCoy, dir of pers, State Dept; Robert S Hare, Chief Field Classifications sect, CSC; Manilo de Angelis, asst to Arthur Flemming, CSC; Vernon Mickelson, Chief, Salary and Wage Adm Br, CSW; Blaine Hoover, Supt of Employment and member Sec Civil Sv Board, Chicago Park Dis, Chicago Ill; candidate for Utilities Representative states not available. Must undertake further recruitment and will advise soonest when suitable individual located. Above individuals will leave in immediate future. Utilities representative will fol at later date. If this arrangement suitable to theater advise soonest.

NO SIG

ACTION: GOVT SECT

INFORMATION: G-1, AG, CIV PERS SECT

27678

Route to Wash
(8 Nov - action)

ROUTINE
UNCLASSIFIED

TOO: 070124 Z
MCN: YC 44/07

(3)

GENERAL HEADQUARTERS, U. S. ARMY FOR PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

RJL
gk

INCOMING MESSAGE

230

UNCLASSIFIED
ROUTINE

1 Nov 46

FROM : WAR (WDSCA PT)

TO : CINCAFPAC

NR : WCL 25948

Reourad Oct WX 82081; reurads July C 63237 and TCT 65915 Robert Barnett unavailable as chairman, pers advisory mission. As chairman recommend Blaine Hoover, age 53. Education: Beliot College, Wis and Univ of Chicago. Experience: 37 to 46 supt of employment and member Secretary Civil Sv Board, Chicago Park District, Ill. $ 10,200 per annum; 35 to 36 State Dir of Pers and Employment for all, $5,000 per annum; 15 to 35 Pers Mgr and Drs various organizations; highly recommended by Henry Hubbard. Available on basis $10,000 per annum. If desired advise earliest.

NO SIG

ACTION: GOVT SECT

INFORMATION: G-1, PAG

25150

ROUTINE
UNCLASSIFIED

TOO: 311835 Z
MCN: YC 95/31

Copies to WAR (WDSCA PT)

29

RESTRICTED

Restricted

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

RECEIVED 8 OCT 1946

OUTGOING MESSAGE GS 7 October 1946

FROM : CINCAFPAC

230

TO : WASHINGTON (WDSCA PT) . . . . ROUTINE

070933

File

C-6591 5) REURAD WILLIAM EIGHT NOUGHT FOUR ONE NOUGHT PD URGE APPOINTMENT ROBERT BARNETT AS CHAIRMAN PERSONNEL ADVISORY MISSION PD APRS FOR SIX PERSONS ARRANGED UNCLE SUGAR HYPHEN SUGAR WILLIAM HYPHEN TWO HYPHEN ONE SEVEN SIX SEVEN EIGHT HYPHEN WILLIAM DOG PETER HYPHEN NOVEMBER PD THIS PRIORITY GOOD AFTER ONE FIVE OCTOBER PD PLEASE REPORT FIRM LIST SOONEST PD URGENT THAT COMMITTEE MEMBERS ARRIVE SOON AS POSSIBLE

OFFICIAL: APPROVED BY:

Carl Damell for h

JOHN B. COOLEY
Colonel, A.G.D.
Adjutant General

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

G.S Ret. -1

MEMORANDUM FOR RECORD:

Washington radio W-80410 submits tentative list of personnel selected for mission, including indication that effort being made to persuade Barnett to join group as chairman. Our radio C-65637 requests complete firm list.

O. I. HAUGE
Chief Information Officer

Copy to:
G-1
G-2
AG (7 copies)
AG Pers Div
AG Off Br
Civ Pers Sect

~~RESTRICTED~~

Restricted

(11)

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RETURN COPY

189

GENERAL HEADQUARTERS, U. S. ARMY FORCES, PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

RECEIVED
30 SEP 1946

INCOMING MESSAGE

Restricted
ROUTINE Sept 26 1946

File

FROM : WASHINGTON (WDSCA PT)

TO : CINCAFPAC

NR : W 81392

200

Reurad Sept. C64359 ourad Sept. WX80410 request confirmation indivs suggested Pers Advisory Mission. ETA these pers to be established upon receipt Sept. APRS. This mode transportation considered essential.

Action: Radio D WASH. NO SIG

C 65637
28 Sept 46

ACTION: GOVT SECT

INFORMATION: G-1, AG, AG MANAGEMENT BR, AG OFF BR, JUDGE ADVOCATE

NOTE: C-64359 does not apply.

10603

ROUTINE
Restricted

TOO: 251826/Z
MCN: YD 38/26

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COPY NO.

Z40
Hauge (author)

12 617

GOVERNMENT SECTION
Buck Slip

3 Oct 46

FROM: [redacted]

TO:
CHIEF
Ex O 2 Cys
Deputy Chief 3 Cys
Chief Plans & Opns 3 Cys
Mr Bisson
Maj. Rizzo
Korean Div
Govt Powers Div
Political Affairs Div
Public Admin Div 4 Cys
Local Govt Div
Chief Legislative Officer
Chief Information Officer
Administrative Officer 1 Cy
Chief Clerk
Files 6

1

FOR:
INFORMATION 1-5
ACTION
APPROVAL
INITIAL
COMMENT OR CONCURRENCE
FILE 5

REMARKS:

noted - copy retained
CPA

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

CHECK SHEET

230 9/83

(Do not remove from attached sheets)

File No.: Subject: Personnel Advisory Committee

Note No.:

From: Govt Sec To: G-1 Date: 25 Sept 46
Atten: Lt. Col. Sullivan

1. Reference is made to radio message W 98210 (copy attached) and to telephone conversation between Lt. Col. Sullivan, G-1 Section and Captain Napier, Government Section, 25 Sept 46.

2. Personnel Advisory Committee was requested by Japanese Government. Coordination is through Government Section and committee will office in Government Section conference room.

3. Request that information be furnished as to budget source of salary expense incident to subject committee study.

4. Mission will need several secretarys. Request that CPS be alerted to furnish them as personnel shortage in Government Section makes it impossible to assign any administrative help from Government Section staff.

Incl: cpy W 98210

FOR
JOC

C W

2.

From: G-1 To: Government Section 26 September 1946
Thru: C.P.S.

1. Reference above check note, it is impossible to determine in advance the source from which the salary of the committee will be derived.

a. The usual case is for the War Department to enter into an agreement with each individual concerned.

b. In some cases they are given a CAF rating and are paid for from Theater funds; in this particular case it would be from P-411 - Government and Relief in Occupied Areas.

c. In other cases, they are paid from their parent department and are granted an additional per diem.

d. It will not be possible to determine the source of salary until the contracts are examined.

2. The entire Theater is short clerical and administrative personnel. However, this situation will be somewhat alleviated after 10 October 1946. C.P.S. has been put on notice as to your needs.

1 Incl: n/c

9 163 E. M. L.

C O P Y

9783

INCOMING MESSAGE

~~RESTRICTED~~ ROUTINE 23 August 1946

FROM : WASHINGTON (WDSCA PT)

TO : CINCAFPAC

NR : W 98210

Reurad July C63237. For OCP fol is list candidates for pers advisory mission, some are not definitely firm but likely to accept after further consideration:

(1) Guy Moffett, consultant on pers to World Bank Orgn;
(2) Lyle Belfley, Dir Bureau of Demobilization, CPA;
(3) Oliver Short, Dir Pers, Dept Commerce, formerly Head Civil Service commission, state of Md;
(4) Robert Hare, Chief, Field Classification Sect, USCSC;
(5) W.P. McCoy, Dir Pers, Dept of State;
(6) Charles Campbell, Dir Civil Service Commission, State of N. Y. Soon as firm commitments recd, names, detailed qualifications, and tentative departure dates of indivs be forwarded for your concurrence. Mission should be fully recruited and under way be 15 Sept. Nothing further.

NO SIG

ACTION: C GOVT SECT

INFORMATION: COMMANDER-IN-CHIEF, CHIEF OF STAFF, AG

83992 ROUTINE TOO: 221906Z
MCN: ZA 34/23

~~RESTRICTED~~

Incl: #1

Het - 230

PAM

CW/CLK/CPM/GN/ecm

Request for Documents

Govt Sec G-2/CIS 20 Sept 46
1 Att: Chief, Library Section

1. A personnel advisory mission from the United States is expected to arrive in the near future to conduct an exhaustive study of the reorganization of the Japanese civil service. The mission will be attached to this Section and it is contemplated that the project will require several months to complete.

2. In order to make available all appropriate research materials to the mission, this Section requests the loan of the following:

a. KANKI: Japanese Civil Service Regulations, MISLS, complete series.

b. SHOKUIN ROKU: Personnel Record, OP-16-FE.

Translation Nos.:

118 - Foreign Office
331 - Ministry of Home Affairs
387 - Ministry of Justice
373 - Ministry of Welfare
391 - Imperial Household Ministry
332 - Metropolitan Police Board
326 - Administration of Central Government Offices.

- C. W. - - - - - - - - - -

PAD Files

Copy in 461

(8)

~~IN THE CLEAR~~ Restricted OH.

RESTRICTED

RECEIVED 18 SEP 1946

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

OUTGOING MESSAGE GS-KO CM/CLK/OH/ef
16 September 1946

FROM : CINCAFPAC

TO : WARCOS . . . . . ROUTINE 230

170101

(C-65224) REURAD WILLIAM NINE EIGHT TWO ONE NOUGHT PD PLEASE INDICATE NAMES CIA PERSONAL HISTORY DATA CIA ESTIMATED TIME DEPARTURE AND ARRIVAL IN JAPAN OF MEMBERS PERSONNEL ADVISORY MISSION

OFFICIAL:

JOHN B. COOLEY
Colonel AGD
Adjutant General

APPROVED BY:

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

MEMO FOR RECORD:

Radio W-98210 notes that several men have tentatively indicated their willingness to come to Japan as members of Personnel Advisory Mission to assist in reorganizing Japanese Civil Service and that Mission would probably leave the United States on or about 15 September. This radio is request for further specific information.

O.I.HAUGE
Chief Information Officer

~~RESTRICTED~~

RETURN COPY

Handling and transmission of the literal plain text of this message is correspondence of the same classification has been authorized by the War Department in accordance with the provisions of paragraphs 44 (3) (Changes No. 3) of AR 380-5, 15 March 194

~~IN THE CLEAR~~ Restricted OH

81 GS

GENERAL HEADQUARTERS, U. S. ARMY FORCES, PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

file

INCOMING MESSAGE

~~Restricted~~
ROUTINE

15 SEPTEMBER 1946

FROM : WASHINGTON (WDSCA PT)

TO : CINCAFPAC (ATTN OCP)

NR : W 80410

Recurad Aug WX 98210. Fol are firm commitments Pers Advisory Mission: W. P. MacCoy, Dir Pers, State Dept; Robert S. Hare, Chief, Fld Classif Sect, Civil Serv Comm; Manlio De Angelis, Asst to Arthur Flemming, CSC; Vernon Mickelson, Chief, Salary and Wage Adm Br, OSW. Definitely interested but not yet firm is John F. Fisher, Asst Ex Officer, Calif State Pers Bd. Are making every effort to firm Robert Barnett, Dir Pers Dept Labor as Chairman of Group.

Detailed experience above pers follows: W. P. MacCoy age 41. Education: 21 to 25 Univ Ill Medical Sch. Experience; 44 to present Dir Pers, State Dept, CAF 14; 42 to 44 Maj AUS, Asst Dir of Pers, Hq AAF; 39 to 42 Asst Chief, Regional Pers, USDA, Soil Conservation; 35 to 39 Dist Pers Officer, USDA, Safford, Ariz; 34 to 35 Dir Pers and Safety, Shipping Co, Chicago, Ill. Broad experience planning coordination programs, policies, methods, procedures, recruitment and placement pers, development and coordination programs resulting employee morale, health and welfare. Robert S. Hare age 45. AB Univ of Kans; MA George Wash Univ. Sixteen yrs USCSC: 41 to 46 Chief Fld Classif Sect, $8478; 39 to 41 Special Asst to Dir Pers, USDA; 39 Chief Classif Div, USDA; 25 to 38 USCSC. Broad experience all phases classification, methods and procedures, including conduct of surveys, position allocation, preparation standards, classification audits, tech supervision and coordination regional classification div. Manlio De Angelis age 32. AB Pa State; MS Syracuse Univ. Eight yrs USCSC: 44 to present Chief Program Planning Staff, $8478; 38 to 44 Examiner Selective

05805

~~Restricted~~
ROUTINE
---1---

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COPY NO. 4

51-A (6)

GENERAL HEADQUARTERS, U. S. ARMY FORCES, PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

INCOMING MESSAGE

Restricted
ROUTINE

FROM: WASHINGTON (WDSCA PT), NR: W 80410. 15 SEPT 46, CONT'D

Certification; Placement Coordinator, Examining Div; Organization and Methods Examiner involving development Manual of Instructions for CSC; Planning for Federal Pers Manual; standardization and simplification of pers forms and various special asgmts; 37 to 38 Sr Fld Representative, Pa State Dept of Internal Affairs; 36 to 37 Asst Supervisor, Research and Statistical Projects, Syracuse Housing Auth. Vernon Mickelson age 37. AB Standford Univ; Ma Univ Mont. Presently Chief Salary and Wage Adm Br, OSW, $7102. 44 to 45 Chief Classif and Wage Adm Cmanarea 5, OSW, San Francisco; 43 to 44 Classif and Wage Adm Analyst, OSW, San Francisco. Engaged in inspection of Classification and Wage Adm Program at large War Dept installations employing 1500 to 12,000 civs; 35 to 43 Bd of Education, Sacramento. Will advise qualifications John Fisher and Chairman.

All above available for 6 mos except De Angelis who can only be spared by Mr Fleming for 4 mos. Because of outstanding work at Federal CSC on orgn, planning and policy suggest his acceptance for period indicated. Above gp represents well rounded experience classification and pers mgmt. If utilities indiv desired in add will recruit. Present industry reconversion makes this difficult spot to fill. Further recommend highest aprs be asgnd gp due short term nature of asgmt.

REVISED:

NO SIG

ACTION : GOVT SECT

INFORMATION : G-1, AG, AG MANAGEMENT BR, CIV PERS SECT

05805

ROUTINE
Restricted
---2---

TOO: 142008 Z
MCN: YD 6/15

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COPY NO.

Personnel Advisory Mission

1. W.P. MacCoy-Director Personnel, State Department.
   Age--41.
   Education--1921-25, University Illinois Medical School.
   Experience--44 to date, Dir. Personnel, State Department, CAF 14.
   42-44, Major, AUS, Assistant Director of Personnel, Hq. AAF.
   39-42, Asst. Chief, Regional Pers., USDA, Soil Conservation.
   35-39, Dist. Pers. Officer, USDA, Safford, Ariz.
   34-35, Director Personnel and Safety, Shipping Co., Chicago, Ill.
   He has had broad experience in planning coordination programs, policies, methods, procedures, recruitment and placement pers, development and coordination programs resulting employee morale, health and welfare.

2. Robert Hare- Chief, Fld. Classification Section, Civil Ser. Comm.
   Age--45
   Education--AB University of Kansas; MA George Washington University.
   Experience--16 yrs. with USCSC.
   41-46, Chief Fld. Classif Sect, $8478.
   39-41, Special Assistant to Dir. Pers., USDA
   1939, Chief Classif Div., USDA
   25-38, USCSC
   Broad experience in all phases classification, methods and procedures, including conduct of surveys, position allocation, preparation standards, classification audits, tech. Supervision and coordination regional classification div.

3. Manlio De Angelis,--Asst. to Arthur Fleming, CSC.
   Age--32
   Education--AB Pa State; MS Syracuse Univ.
   Experience--Eight years USCSC
   44 to present, Chief Program Planning Staff, $8478.
   38-44, Examiner Selective Certification; Placement Coordinator, Examining Division; Organization and Methods Examiner involving development Manual of Instructions for CSC; Planning for Federal Personnel Manual; standardization and simplification of personnel forms and various special assignments.
   37-38, Senior Fld. Representative, Pa State Department of Internal Affairs.
   36-37, Asst. Supervisor, Research and Statistical Profects, Syracuse Housing Auth.

4. Vernon Mickelson-- Chief, Wage and Salary Adm. Br. OSW.
   Age--37
   Education--AB Stanford; MA Univ. Montana.
   Experience--

Experience--Presently, Chief, Salary and Wage Adm. Br, OSW, $7102.
44-45, Chief Classif and Wage Adm, OSW, San Francisco.
43-44, Classif and Wage Adm Analyst, OSW, San Francisco.
Engaged in inspection of Classification and Wage Adm Program at large War Dept. installations employing 1500 to 12,000 civs.
35-43, Bd of Education, Sacramento.

5. John F. Fisher, Asst EX Officer, Calif State Pers. Bd, is definitely interested in this project but not as yet confirmed. His qualifications will be sent later.

6. Robert Barnett, Dir. Pers. Dept Labor, is being prevailed upon to join group as Chairman. His qualification will also be dispatched at a later date.

7. All of the above are available for 6 months except for De Angelis who can only be spared by Fleming for four. Because of the latters ability, Washington recommends that he be enlisted for the period indicated for him.

FILE UNDER: 200

INDEX SHEET

DATE: 4 Sep 1946

FROM: CARLOS P. MARCUM
Cheif, Public Adm. Div.

TO: Government Section

SUBJECT: MEMO FOR THE RECORD - Japanese Government Proposal to Effect Fundamental Reforms innthe Administrative Organization of the Civil Service System and Mode of Operation

DOCUMENT FILED UNDER: MEMOS FOR THE RECORD CLASSIFIED FILE:

(5)

X

FILE UNDER: 200

INDEX SHEET

DATE: 30 August 1946

FROM: GHQ SCAP

TO: Commanding General
Eighth Army
APO 343

SUBJECT: Personnel Advisory Mission
Change of Personnel in the Hokkaido Prefectural Office

DOCUMENT FILED UNDER: 091.1-J

CLASSIFIED FILE:

X

(4)

RESTRICTED

2:30 PAM

Restricted

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS

RELEASED
28 AUG 1946

OUTGOING MESSAGE GS-PAD CW/CLK/CPM/ecm
27 August 1946

FROM: CINCAFPAC

TO : WASHINGTON (WDSCA) . . . . . ROUTINE

( ) REURAD WILLIAM NINE SEVEN EIGHT ONE SEVEN CMA ONE EIGHT AUGUST CMA INFORMATION REQUESTED BY STATE DEPARTMENT CONTAINED IN MISCELLANEOUS FILES COPIES OF ORDINANCES INTERVIEW REPORTS AND PRELIMINARY MEMORANDA PD INFORMATION WILL BE REQUIRED AS SOURCE MATERIAL BY PERSONNEL ADVISORY COMMITTEE UPON ARRIVAL PD WHEN COMMITTEE HAS COMPLETED SURVEY INFORMATION WILL BE EMBODIED IN DEFINITIVE REPORT

OFFICIAL:

JOHN B. COOLEY
Colonel, AGD
Adjutant General

APPROVED:

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

091.1 J

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RESTRICTED

MEMO FOR RECORD:

OURAD 03237 referred to "studies" in statement justifying recruitment of Personnel Advisory Committee.

C.P.M.

(3)

RETURN COPY

RESTRICTED

24

GENERAL HEADQUARTERS, U. S. ARMY FORCES, PACIFIC
ADJUTANT GENERAL'S OFFICE
RADIO AND CABLE CENTER

RECEIVED
24 AUG 1946

INCOMING MESSAGE

Restricted
ROUTINE

23 August 1946

230

FROM : WASHINGTON (WDSCA PT)

TO : CINCAFPAC

NR : W 98210

Reurad July C63237. For OCP fol is list candidates for pers advisory mission, some are not definitely firm but likely to accept after further consideration:
(1) Guy Moffett, consultant on pers to World Bank Orgn;
(2) Lyle Belfley, Dir Bureau of Demobilization, CPA;
(3) Oliver Short, Dir Pers, Dept Commerce, formerly Head Civil Service commission, state of Md;
(4) Robert Hare, Chief, Field Classification Sect, USCSC;
(5) W.P. McCoy, Dir Pers, Dept of State;
(6) Charles Campbell, Dir Civil Service Commission, State of N.Y. Soon as firm commitments recd, names, detailed qualifications, and tentative departure dates of indivs be forwarded for your concurrence. Mission should be fully recruited and under way be 15 Sept. Nothing further.

NO SIG

No action Required 2 Aug

ACTION: C GOVT SECT

INFORMATION: COMMANDER-IN-CHIEF, CHIEF OF STAFF, AG

83992

ROUTINE
Restricted

TOO: 221906Z
MCN: ZA 34/23

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COPY NO. 1

152 (2)

FILE UNDER: 200

INDEX SHEET

DATE: 19 July 1946

FROM: SCAP TO: WARCOS

SUBJECT: C 63237 - Requesting Pers Advisory Mission (Ithink)

DOCUMENT FILED UNDER: 091.1-J CLASSIFIED FILE:

(1)

✓