2. Among the employees who shall be applied the provision of the preceding paragraph and are provided the fixed work hours those workers temporarily employed as day-workers shall be paid the overtime allowance and night allowance and those workers temporarily employed for a fixed period not to exceed six months shall be paid the overtime allowance, holiday pay and night allowance. In these cases, about the computing the amount of the compensation per work hour the Rules of National Personnel Authority shall be established basing on the purport of the provision of Article 24.

3. Chiefs of Agencies shall pay, as compensation, the amount computed on the basis of the standard quantity of production or labor fixed by Chiefs of Agencies with the approval of the National Personnel Authority to the workers employed on a contract basis having a piece-wage payment method or other methods due to speciality of the duties, in conformity to the generally accepted practice."

After Article 29 the following one article shall be added:

Article 29-2. Any compensation other than the compensation specified in the preceding two articles shall not be paid to those employees to whom the preceding two articles shall be applied.

2. The work hours of the employees who shall be subjected to the preceding two articles shall be provided separately by the Chief of Agencies with the approval of the National Personnel Authority.

Article 35 shall be revised as follows:

Article 35. Public Procurators ordered to wait for vacancy in accordance with the provision of Article 24 of Law of Public Procurator's Agency (Law No. 61 of 1947) shall continue to be paid the family allowance and the area allowance.

2. Public procurators shall not be paid the overtime allowance, holiday pay and night allowance.

Supplementary Provisions

1. The present law shall come into force from March 31, 1950 and shall be applied to the compensation on and after April 1 of the same year.

2. A part of the People's Finance Corporation Law shall be amended as follows:

Article 17-2, shall be amended by deleting the words "the Minister of Finance" and substituting therefor the words"the National Personnel Authority".

3. A part of the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 192 of 1946) shall be amended as follows:

Article 2 through 6 shall be amended as follows:

Article 2 through 6. Deleted.

Article 11 shall be amended as follows:

Article 11. Deleted.

4. A part of the Cabinet Order concerning Special Work Allowances to be granted to Government Workers (Cabinet Order No. 323 of 1948) shall be amended as follows:

Article 98 shall be amended to read as follows:

"Article 98. The pay periods of special work allowances shall be the period from the first to the 15th and from the 16th to the end of the month, respectively.

2. Special work allowances for each pay period shall be paid at the fixed date of salary payment for the following pay period after that to which such allowances relate.

3. Notwithstanding the provision of the preceding paragraph the special work allowances to the employees serving at the national and local government offices in the issolated and remote places shall be paid at the fixed

date of salary payment for the pay period to which such allowances relate.

4. The law and order listed below shall be abolished:

Law concerning the Salary and Other for the Public Procurators (Law No. 76 of 1948)

Ordinance concerning Exceptions to the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 303 of 1946).

Appendixes shall be amended as follows:

(abridged)

Reference

After Article 13, the following one article shall be added:

"Article 13-2. In cases where the base pay of an employee in position of Grade 10 or below (grades corresponding thereto in the case of the special salary schedules) who has faithfully served for a long time is the maximum or exceeds the maximum for the salary range for his grade as shown in the salary schedule to which he is subject, it may be increased, notwithstanding the provision of Paragraph 4 of Article 10, up to the amount equal to that of the pay step which is higher by three steps than the one listed in Appendix 6 in accordance with the standard as established by the National Personnel Authority."

Survey of Salary-increase by application of Special

Tax Salary Schedule to T.A.A. Personnel

April 20, 1950

Grade	Total Numberoof personnel	Number of personnel under the application of Special Tax Salary Schedule	Steps of Adjustment		Salary-increase per month
			Steps	Sun total	
1	1	--	--	--	--
2	8	--	--	--	--
3 (1)	55	--	0	--	--
4 (2)	48	--	2	--	--
5 (3)	50	--	5	--	--
6 (4)	78	2	4	598	1,196
7 (5)	69	36	4	688	24,768
8 (6)	60	35	4	793	27,755
9 (7)	47	38	5	1,158	44,004
10 (8)	73	67	3	800	53,600
11 (9)	23	13	3	895	11,635
12	6	--	--	--	--
13	3	--	--	--	--
14	1	--	--	--	--
15	--	--	--	--	--
Total	522	191	--	--	162,958

Expectant salary-increase for a year	1,955,496.00
Expectant area-allowance-9ncrease for a year	586,648.00
Sun Total	2,642,144.80

National Personnel Authority

April 20, 1950

Compensation Hearing Section,

Bureau of Compensation

Concerning the personnels budget of the fiscal year 1950 of T.A.A.

• Expectant sum total of the fiscal year 1950 based on the actual results of the first half of April 1950	¥ 39,178,128.00
Expectant sum for salary increase within grade of personnels under the application of General Salary Schedule	312,449.00
Expectant salary increase in accordance with the application of Special Tax Salary Schedule to a part of T.A.A. personnels	1,955,496.00
Expectant sum for salary increase within grade of personnels under the application of Special Tax Salary Schedule	297,444.00
Expectant sum for promotion to fill vacancy of fixed number of personnels by pay grade	1,061,104.00
Total	42,804,701.00
Budget amount of the fiscal year 1950	42,918,000.00
Deduction	113,299.00

Prepared 1 April 1950 by
NPA's legal & org. bureaus.
Not studied or approved by Commrs.

National Public Service Compensation Law

(Object and Effect of this Law)

Article 1. The object of this Law is to provide temporarily for matters concerning the base pay, compensation schedule and its adjustment, family allowance, area allowance, special work allowance, work hours, overtime allowance, holiday pay, night allowance and issuance of regulations concerning the administration of compensation prescribed for employees in the regular service except as otherwise provided by law, as defined in Article 2 of the National Public Service Law (Law No. 120, 1947) (hereinafter referred to as "employee" or "Employees").

2. The provisions of this Law shall not be construed as repealing, amending or superseding in any particular any provision of the National Public Service Law. Any provisions of this Law in conflict with any provisions of the National Public Service Law inclusive of laws based thereon shall be null and void. All provisions of this Law shall automatically become null and void on March 31, 1951.

3. ~~The classification plan as provided by Article 9 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law and shall remain in effect until subsequent modifications are recommended by the National Personnel Authority, and enacted by the Diet.~~

(Powers of the National Personnel Authority)

Article 2. The National Personnel Authority shall have the following powers in connection with the enforcement of this Law.

(1) To make rules and issue directives necessary in the administration and technical interpretation of this Law.

(2) To decide the extent of application of the compensation schedules prescribed in Article 6.

(3) To make studies of the amounts of compensation of employees with a view to recommending to the Diet and to the Cabinet any adjustment deemed by the National Personnel Authority to be appropriate, to make investigations upon all matters touching on the administration of this Law and its practical effect while, at the same time, the National Personnel Authority may direct the adjustments on the basis of those investigations and, whenever it deems it necessary, to report the results of its studies and investigations to the Diet and to the Cabinet with its recommendations which may be deemed appropriate for the accomplishment of the purposes of this Law.

(4) To provide rules and to issue directives concerning the standard for compensation of newly recruited employees and employees changed from one grade to another and for within-grade salary advancement.

(5) To make surveys and studies of the provisions concerning the leave with a view to recommending simultaneously to the Diet and to the Cabinet any amendment deemed by the National Personnel Authority to be appropriate.

(6) To make continuous, scientific studies and investigations of the cost of living in areas throughout the country for the purpose of recommending to the Diet and the Cabinet simultaneously an appropriate classification of areas and area allowance rates.

(7) To receive and review appeals of employees as provided for in Article .

(8) To secure perfect administration of the Law and to be responsible therefor.

(Payment of Compensation)

Article 3. Compensation authorized under this Law shall be paid in cash except as provided in Article 5, Paragraph 2. In this case calculations in regard to the amount of payment shall be done in a manner by which figures under 49 sen (inclusive) shall be dropped and figures above 50 sen (inclusive) shall be counted as one yen.

2. No compensation shall be paid or issued to employees except as provided by law or rules of the National Personnel Authority.

3. Any reimbursement of actual expenses incurred as incident to public service shall not be included in compensation.

(Base Pay)

Article 4. The base pay for all employees shall be based on the complexity and difficulty of their duties and responsibilities, taking into consideration hardships, work hours, environments, and other working conditions.

Article 5. The compensation schedules attached as appendixes provided in Article 6 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article (hereinafter referred to as "regular work hours") but not including family allowances, area allowances, special work allowance, over-time allowances, holiday pay and night allowances as provided by this Law.

2. Where housing, meals, uniforms or other valuables of the like nature are provided or lent free of charge, any of such allowance in kind shall be treated as part payment of compensation and the rates of compensation of the employees involved shall be adjusted as provided by separate Law: Provided, that this shall not apply to official residences and free quarters as provided by the Law concerning the Government Housing for the National Public Service Personnel (Law No. 117, 1949).

Article 6. The jobs of employees shall be divided into 15 grades, and the duties and responsibilities of exemplary jobs illustrative of the various levels of work for the respective grades shall be provided by the National Personnel Authority.

2. The compensation schedules authorized under this Law shall consist of the general salary schedule and special salary schedules enumerated below, and no other salary schedule of any kind shall be recognized.

I. The general salary schedule (Appendix 1).

II. The special salary schedules:

(1) Salary schedule for tax collectors and economic investigators (Appendix 2)

(2) Salary schedule for police, employees of the Maritime Safety Board and correction and rehabilitation employees (Appendix 3)

(3) Salary schedule for seamen (Appendix 4)

3. The amounts as prescribed in the above compensation schedules shall be the monthly amounts.

4. The general salary schedule shall be applicable to all employees except those covered by any of the special salary schedules. However, the employees as prescribed in Articles and shall not be subject to any of the compensation schedules.

Article 7. The Speaker of the House of Representatives, the President of the House of Councillors, the Prime Minister, the Attorney General, various Ministers, the Chief Judge of the Supreme Court, the President of the Board of Audit or the President of the National Personnel Authority (hereinafter referred to as "Chiefs of Agencies") and those delegated by the Chiefs of Agencies shall, subject to the regulations of the Office of New Pay Administration, determine grade and salaries of employees under their jurisdiction in accordance with provisions of Article 7 4 and Article 9 6 and pay the salaries to such employees.

2. Notwithstanding the provisions prescribed in the preceding paragraph, the positions to be allocated in grade 15 and the amounts of base pay thereof shall be determined by the National Personnel Authority in accordance with the provision of Article 4.

Article 8. Regulations concerning standards for the base pay of employees newly recruited or those changed from one grade to another, and for their within-grade salary advancement shall be established by Cabinet Order until such time as rules with respect thereto are provided by the National Personnel Authority.

Article 9. Intervals for the payment of salary (hereinafter to be referred to as "pay periods") shall consist of two periods - from the first to the 15th and from the 16th to the end of the month -, and one-half of the monthly amount of salary shall be paid as the share for each pay period.

2. The date of payment of salary for each pay period shall be fixed by the rule of the National Personnel Authority.

Article 10. In the case of a newly recruited employee or an employee subjected to a change of salary due to the increase of pay, reduction in pay, etc., the payment of salary or the

revised amount of salary, as the case may be, shall begin from the date of recruitment or of the change in salary status: Provided, That in the case of an employee separated from the service but reemployed on the same day as he will have retired from the service, his salary shall be paid from the following day of such reemployment.

Article 11. In the case of an employee separated from the service or died, his salary shall be paid up to the end of the pay period to which the date of separation from the service or the death, as the case may be, belongs: Provided, That in the case of an employee separated from the service but reemployed in the national government service on the same day as he will have separated from the service, his salary shall be paid up to the date of separation.

Article 12. The amount of salary issued under the provisions of the preceding two articles shall be calculated by the day on the basis of the total number of days minus non-work days during the pay period involved, except in cases where the salary is issued from the first day of the pay period or paid up to the last day of the pay period.

Article 13. In cases where the base pay of an employee in position of Grade 10 or below (grades corresponding thereto in thethe case of the special salary schedules) who has faithfully served for a long time is the maximum or exceeds the maximum for the salary range for his grade as shown in the salary schedule to which he is subject, it may be increased, notwith-standing the provision of Paragraph 4 of Article 10, up to the amount equal to that of the pay step which is higher by three steps than the one listed in Appendix 5 in accordance with the standard as

established by the National Personnel Authority.

Article 14. If the National Personnel Authority deems that the amounts in the compensation schedules prescribed in Article 6 are inadequate for the position having the characteristics listed below, it is authorized to establish on account of such characteristics reasonable schedules of adjustments for the monthly amounts of base pay shown in such compensation schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in compensation schedules prescribed in this Law, when such special characteristics are uniformly presented in each position with similar duties and responsibilities in the same grade. In this case no adjustment of the monthly amount of base pay is authorized under the provisions of this article.

(1) Those positions wherein the duties and responsibilities are such as would cause them to be allocated to given grades within the compensation schedule prescribed herein, but which are located at isolated, remote, or inaccessible places when compared with the usual location of positions with similar duties and responsibilities.

(2) Those positions wherein the duties involve physical hardships or hazards which are excessive when compared with those usually involved in positions with similar duties and responsibilities.

2. The amount of adjustment as prescribed in the preceding paragraph shall not exceed 25 percent of the monthly amount of base pay before adjustment.

3. The National Personnel Authority shall make studies as to the application of the compensation schedules referred to in

this Law to educational officials and other employees engaged in special work and submit such recommendations as it may deem necessary on the compensation schedule of such and other related matters to the Diet and the Cabinet simultaneously.

(Family Allowance)

Article 15. Faimily allowances shall be paid to employees who have dependent relatives.

2. For the purpose of payment of family allowances, the persons listed below who have no other means of livelihood and are primarily dependent upon the employee for their support, shall be considered as dependent relative.

(1) Spouse (including anyone who, though not registered, is actually under marital status with the employee).

(2) Children and grandchildren under eighteen years of age.

(3) Parents and grandparents over sixty years of age.

(4) Younger brothers and sisters under eighteen years of age.

(5) Those who are crippled or disabled.

3. Family allowance shall be paid at the rate of ¥600 for the dependent falling under Item 1 of the preceding paragraph, and ¥400 for each of those falling under Item 2 to 5 inclusive. However, with respect to one of the children under eighteen years of age it shall be paid ¥600.

9-10 Committee

Article 16. In cases where there shall be a fact falling under any of the following items, employees shall immediately report it to the Chiefs of agencies or those authorized by the Chiefs of agencies and get the approval:

(1) In cases where newly recruited employees have dependent relatives;

(2) In cases where there shall be persons who have newly acquired the qualifications to be dependent relatives;

(3) In cases where there shall be persons who have lost any of qualifications to be dependent relatives.

2. Family allowance shall be newly paid, revised in amount or suspended as from the following pay period after that to which belongs the date of the applicable fact referred to in the preceding paragraph. However, in cases referred to in Item 1 or 2 of the preceding paragraph, if such reports are made after a lapse of thirty days from the date of the applicable fact, family allowance shall be newly paid or revised in amount as from the following pay period after that to which the date of acceptance of such reports belongs.

(Area Allowance)

Article 17. Area allowance shall be paid to all employees who serve in specially designated areas where the cost of living is specifically high.

2. The monthly amount of area allowance shall be computed by multiplying the mothly total of base pay and family allowance by certain established rates.

3. The rates of area allowances and the classification of areas shall follow the instances heretofore in force However the National Personnel Authority may alter the rates and the classification, insofar as they are deemed extremely out of proportion

until an appropriate revision is made thereof on the basis of the recommendation as provided for in Article 2, Item 6.
(Special Work Allowance)

Article 18. The special work allowance shall be in accordance with the Cabinet Order concerning the Special Work Allowances to be granted to Government Employees (Cabinet Order No. 323, 1948), or Article 25 of the Diet Personnel Law, and the Regulations for Pay of Diet Personnel (Law No. 85, 1947) as provided by the same Article, as to their kinds, the coverage of those who received them, the amount of allowance and the method of their issue, until such time as they are incorporated into base pay in compensation schedules, or adjustments are authorized under the provision of Article 14.

(Work Hours per Week)

Article 19. The work hours shall be established by rules of the National Personnel Authority within the limitations of not less than forty hours per week nor more than forty-eight hours per week, exclusive of the rest period.

2. In order to meet the special necessities of their agencies, the Chiefs of Agencies may with the approval of the National Personnel Authority, change or prolong the work hours as prescribed in the preceding paragraph within the limitations of not less than forty hours per week nor more than forty-eight hours per week, exclusive of the rest period.

3. With respect to work hours of employees in positions which, due to their nature, are such that it is necessary to exceed the maximum of work hours prescribed in Paragraph 1 of this article, and that, moreover, such work hours have formed the basis of computation of base pay, a chief of each agency shall, with the approval of the National Personnel Authority, otherwise fix the same in accordance with the instances heretofore in force.

4. The work hours as prescribed in the preceding two paragraphs shall, insofar as there is no special obstacle, be scheduled over a period of not to exceed six work days, Monday through Saturday, so that Sunday is a non-work day. However, Chiefs of Agencies may, subject to rules of the National Personnel Authority, designated days other than Sundays as non-work days for employees engaged in special work.

(Reduction of Compensation)

Article 20. Employees absent from their duties shall have their compensation reduced by its hourly amount as provided in

Article 24, for each hour of absence from duties, except when they are given specific authorization for suchbabsence.

(Overtime Allowance)

Article 21. Employees ordered to work in excess of the regular work hours shall be paid per hour worked 125% (in case the work includes time between 10:00 p.m. and 5:00 a.m. on the following day - 150%) of their hourly amount of compensation prescribed in Article 24 for all hours worked in excess of the regular hours by way of overtime allowance.

(Holiday Pay)

2. Chiefs of agencies may grant a compensatory time-off to employees in lieu of payment of overtime allowance as provided by rules of the National Personnel Authority.

Article 24, shall be paid per hour worked 135 percent of their hourly amount of compensation prescribed in Article 24 for all hours worked during their regular work hours, by way of holiday pay. No holiday pay shall be paid for the work performed outside of the regular work hours.

3. "Holidays" referred to in the preceding two paragraphs shall be those designated by the Law concerning the National Holidays (Law No. 178, 1948).

(Night Allowance)

Article 23. Employees who are ordered to work between 10 p.m. and 5 a.m. on the following day as regular work hours, shall be paid per hour worked 25% of their hourly amount of compensation prescribed in Article 24 for all hours thus worked, by way of night allowance.

(Computation of the Hourly Amount of Compensation)

Article 24. The hourly amount of compensation prescribed in

the preceding four articles shall be the sum total of the monthly amount of base pay and the monthly amount of area allowance therefor multiplied by twelve and then divided by fifty-two times the number of work hours in a week.

(Revision of Base Pay)

Article 25. When the National Personnel Authority has deemed that the base pay of employees established by the Chiefs of Agencies or other delegated authority in accordance with Article 7, Paragraph 2 does not conform to the provisions of Article 6, he may revise or order to revise such base pay.

(Request for Review)

Article 26. An employee who has grievance with the decision concerning compensation made under the provisions of this Law (inclusive of the revision of base pay as provided in the preceding article) may request the National Personnel Authority for review.

2. Upon receipt of the request referred to in the preceding paragraph the National Personnel Authority shall be obligated to settle the issue correspondingly to the instances prescribed in the preceding article, and to notify the individual and the government agencies concerned.

(Compensation for Non-Fulltime Employees and Others)

Article 27. Committee-men, advisors or consultants or those similar thereto as determined by the National Personnel Authority, who are not required to perform fulltime service, may be paid an allowance within the limitation of not exceeding 160 yen per hour by Chiefs of Agencies with the approval of the National Personnel Authority, provided that the amount thereof shall not exceed 1,250 yen per day worked.

Article 28. Chiefs of Agencies may pay the amount of compensation which they shall fix with the approval of the National Personnel Authority reviewing the prevailing wages by occupation of of each region which shall be fixed by Ministry of Labor those workers temporarily employed as hour-workers or day-workers or

those workers tempoarily employed for a fixed period not to exceed six months (exlcusive of the workers tempoarily employed for lack of a eligible list in accordance with the provision of Article 60, Paragraph 1 of the National Public Service Law).

2. Among the employees who shall be applied the provision of the preceding paragraph and are provided the fixed work hours those workers tempoarily employed as day-workers shall be paid the overtime allowance and night allowance and those workers temporarily employed for a fixed period not to exceed six months shall be paid the overtime allowance, hoiday pay and night allowance. In these cases, about the computing the amount of the compensation per work hour the Rules of National Personnel Authority shall be established basing on the purport of the provision of Article 24.

3. Chiefs of Agencies shall pay, as compensation, the amount computed on the basis of the standard quantity of production or labor fixed by Chiefs of Agencies with the approval of the National Personnel Authority to the workers employed on a contract basis having a piece-wage payment method or other methods due to speciality of the duties, in conformity to the generally accepted practice."

Article 29. Any compensation other than the compensation specified in the preceding two articles shall not be paid to those employees to whom the preceding two articles shall be applied.

2. The work hours of the employees who shall be subjected to the preceding two articles shall be provided separately by the Chief of Agencies with the approval of the National Personnel Authority.

(Examination of Amounts and Rates of Compensation)

Article 30. In order to determine whether or not revisions

in the amount or rates of compensation are necessary, the Diet shall make periodical examihations of the amounts and rates of compensation on the basis of invesigations made by the National Personnel Authority, taking into account changes in the economic factors originally utilized in the enactment or revision of this Law. To this end, the National Personnel Authority shall investigate the facts, utilizing accurate and appropriate statistical data offered by the Bureau of Statistics of the Prime Minister's Office, the Ministry of Labor, and other agencies of government, and prepare recommendations on compensation.

(Penal Provisions)

Article 31. A person who in violation of the provisions of this Law, pays compensation or refuses its payment or who wilfully authorizes such acts shall be sentenced to not to exceed one year in penal servitude or fined not to exceed thirty-thousand yen.

Supplementary Provisions

1. The present law shall come into force as from the date of promulgation and shall be applied to the compensation after April 1, 1950.

2. As for an employee, who is paid the base pay in excess of the maximum of the salary range for his grade in the salary schedule as of March 31, 1950, shall continue to be paid the base pay as provided for in Appendix 5 in accordance with the instances heretofore in forse.

3. The treatment of compensation for unrepatriated employees shall follow the instances heretofore in force, notwithstanding the provisions of this Law.

4. A part of the National Public Service Law shall be amended as follows:

In Article 29, Paragraph 5, "Article 9" shall be amended as "Article 6, Paragrph 1 of the National Public Service Compensation Law (Law No. , 1950).

5. A part of the People's Finance Corporation Law shall be amended as follows:

Article 17-2 shall be amended by deleting the words "the Minister of Finance" and substituting therefor the words "the National Personnel Authority".

6. A part of the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 192 of 1946) shall be amended as follows:

Article 2 through 6 shall be amended as follows:

Article 2 through 6. Deleted.

Article 11 shall be amended as follows:

Article 11. Deleted.

7. A part of the Cabinet Order concerning Special Work Allowances to be granted to Government Workers (Cabinet Order No. 323 of 1948) shall be amended as follows:

Article 98 shall be amended to read as follows:

"Article 98. The pay periods of special work allowances shall be the period from the first to the 15th and from the 16th to the end of the month, respectively.

2. Special work allowances for each pay period shall be paid at the fixed date of salary payment for the following pay period after that to which such allowances relate.

3. Notwithstanding the provision of the preceding paragraph the special work allowances to the employees serving at the national and local government offices in the issolated and remote places shall be paid at the fixed date of salary payment for the pay period to which such allowances relate.

8. Ordinance concerning Exceptions to the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 303 of 1946) shall be abolished.

Appendixes shall be amended as follows:

(abridged)

Reasons:

In consequence of the invalidation of the Law Administering the New Pay of Government Employees, a law is urgently required concerning the compensation of national public employees. This is the reason why this bill is presented.

April 4, 1950

Compensation, Bureau, N, P, A

The different points between " the law Concerning the Compensation of Government Employees in Regular Service" (hereinafter in this explanation referred to as the new law) and "the Law Administering the New Pay of Government Employees" (hereinafter in this explanation referred to as the old law) except alternation of the numbers of Articles are as follows:

1. Article 1, Paragraph 1 of the new law is the one that in Article 1, Paragraph 1 of the old law " to approve in principle the pay program recommended by the National Personnel Authority to the Diet and the Cabinet on December 10, 1948, and in accordance therewith "was deleted.

2. Article 1, Paragraph 2 of the new law is the one that in Article 1, Paragraph 2 of the old law" 1950 or on any earlier date as maybe provided by law" was amended as "1951 " .

3. Article 3, Paragraph 1 of the new law is the one that in Article 6 , Paragraph 1 of the old law "Calculations in regard to the payment of cash from the Treasury in accordance with this law shall be done in a manner by which figures under 49 sen (inclusive) shall be dropped and figures above 50 sen (inclusive) shall be counted as one yen." was deleted.

4. Article 10 and Article 11 of the old law were deleted .

5. Article 20 of the new law is the one that in Article 25 of the old law "in accordance with Article 12 " and "or Article 10" were deleted.

6. In Supplementary Provisions of the old law Article 32, 33,36 and 38 were deleted and Supplementary Provisions of the new law are as follows :

(1) This law shall come into force as from the date of

promulgation and shall be applied on and after April 1 of 1950.

(2) Decisions and other proceedings previously made about compensations under the provisions of the Law Administering the New Pay of Government Employees (Law No. 46 of 1948) shall be regarded as the ones made under the provisions of this law.

(3) Even after the application of this law the salary amount of a employee who has received the salary as provided by Article 10, Paragraph 3 of the Law Administering the New Pay of Government Employees shall not be lowered and, so long as he remains in the same grade , he shall not be given any additional pay increase.

(4) Article 34 of the old law becomes Paragraph 4 of Supplementary Provisions of the new law.

(5)Article 35 of the old law becomes Paragraph 5 of Supplementary Provisions of the new law.

(6) Article 36, Paragraph 2 of the old law becomes Paragraph 6 of Supplementary Provisions of the new law.

(7) The cabinet orders, the Rules of the National Personnel Authority and other orders previously delivered under the provisions of the Law Administering the New Pay of Government Employees shall be regarded as the ones delivered under the provisions of this law.

(8) Article 37 of the old law is wholly amended and Paragraph 8 of Supplementary Provisions of the new law in lieu of such article of the old law is as follows:

A part of the National Public Service Law shall be amended as follows:

In Article 29 , Paragraph 5 of the National

Public Service Law " Article 9 of the LawAdministering the New Pay of Government Employees (Law No. 46 of 1948) shall read as "Article 6 of the Law Concerning the Compensation of Government Employees inRegular Service" (Law No. 1950)".

(9) Article 38 of the old law does not exist in Supplementary Provisions of the new law.

7. Appendix No 5 and No. 6 of the old law do not exist in the new law.

CIVIL SERVICE DIVISION
Government Section

5 April 1950

MEMORANDUM FOR: The Record

SUBJECT : Law Concerning Base Pay of Employees in the Regular Government Service

1. A comparison of subject pay law passed by the Diet, 1 April 1950, and Law No. 46 of 1948 has been made. An analysis of the difference follows:

a. The title of the new law contains the adjective 'base' as modifying pay. The title is restricted to the stable or unvariable part of compensation while the body of the law deals with all phases of pay. This restriction is misleading and the word 'base' should be deleted from the title.

b. Article 1, paragraph 1 of the new law does not contain the phrase "to approve in principle the pay program recommended by the National Personnel Authority to the Diet and the Cabinet on December 10, 1948, and in accordance therewith". The elimination of this phrase will not affect contents of the law. However, NPA feels it has lost prestige by this failure to recognize the significance of NPA recommendations. The prime purpose of NPA is to enforce the NPSL and pay laws; suggesting legislation is a secondary purpose. NPA is granted power to make standing investigations and to report to the Diet and Cabinet on pay matters (Article 2 (3) of the new law).

Law for Calculation, Fraction of Receipt and Disbursement of Treasury Law 61, 1950 31 March 1950

c. Article 6, paragraph 1 of Law 46 contains the phrase "Calculations in regard to the payment of cash from the Treasury in accordance with the law shall be done in a manner by which figures under 49 sen (inclusive) shall be dropped and figures above 50 sen (inclusive) shall be counted as one yen." The absence of this provision will impair the operation of the pay law to the extent that non-uniform practices might appear in accounting for less than 1 yen. NPA believes the Diet will add this provision to another law.

d. Article 11 of Law No. 46, 1948 was deleted. This article authorized NPA to allocate grade 15 positions. Under the new law, grade 15 positions will be treated in same manner as other graded positions. Cabinet Order 401 will have to be amended to provide standards for promotion to grade 15. The total effect of this deletion is not clear.

e. All other changes were deletions of outdated material and changes in numeration.

2. As a result of the above changes NPA has not made any gains.

ALBERT R. DeANGELIS
Compensation Specialist

ARD:vr

Files

Corrected copy.
Bill passed by both
Houses 1 April 1, 1950
GHP.

House of Representatives

Sat. Apr. 1, 1950.

Law Concerning Base Pay of Employees
in the Regular Government
Service

Law # 95, 1950

(Object and Effect of this Law)

Article 1. The object of this Law is to provide temporarily for matters concerning the base pay, compensation schedule and its adjustment, family allowance, area allowance, special work allowance, work hours, overtime allowance, holiday pay, night allowance and issuance of regulations concerning the administration of compensation prescribed for employees in the regular government service except as otherwise provided by law, as defined in Article 2 of the National Public Service Law (Law No. 120, 1947) (hereinafter referred to as "employee" or "employees"), and otherwise to promote uniformity in personnel and compensation policy within the government service. This Law prescribes the principle that the average total pay of employees (inclusive of base pay, family allowance, area allowance and special work allowance and exclusive of all other factors) shall be six thousand three hundred and seven yen (¥6,307) per month.

2. The provisions of this Law shall not be construed as repealing, amending or superseding in any particular any provision of the National Public Service Law. Any provisions of this Law in conflict with any provisions of the National Public Service Law inclusive of laws based thereon shall be null

and

and void. All provisions of this Law shall automatically become null and void on March 31, 1958.

3. The classification plan as provided by Article 6 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law and shall remain in effect until subsequent modifications are recommended by the National Personnel Authority, and enacted by the Diet.

(Powers of the National Personnel Authority)

Article 2. The National Personnel Authority shall have the following powers in connection with the enforcement of this Law:

(1) To make rules and issue directives necessary in the administration and technical interpretation of this Law;

(2) To decide the extent of application of the compensation schedules prescribed in Article 6;

(3) To make studies of the amounts of compensation of employees with a view to recommending to the Diet and to the Cabinet any adjustment deemed by the National Personnel Authority to be appropriate, to make investigations upon all matters touching on the administration of this Law and its practical effect while, at the same time, the National Personnel Authority may direct the adjustments on the basis of those investigations and, whenever it deems it necessary, to report the results of its studies and investigations to the Diet and to the Cabinet with its recommendations which may be deemed appropriate for the accomplishment of the purposes of this Law;

(4) To provide rules and to issue directives concerning the standard for compensation of newly recruited [redacted] employees and employees changed from one grade to another and for withingrade salary advancement;

(5) To make continuous, scientific studies and investigations of the cost of living in areas throughout the country for the purpose of recommending to the Diet and the Cabinet simultaneously an appropriate classification of areas and area allowance rates.

(6) To receive and review appeals of grievance of employees as provided for in Art. 23.

(7) To secure complete enforcement of this Law and to bear responsibility therefor.

(Payment of Compensation)

1. Compensation authorized under this Law shall be paid in cash except as provided in Article 5, paragraphs 3 and 4.

Article 3. 2. No compensation shall be paid or issued to employees except as provided by law or rules of the National Personnel Authority.

3. Any reimbursement of actual expenses incurred as incident to public service shall not be included in compensation.

(Base Pay)

Article 4. The base pay for all employees shall be based on the complexity and difficulty of their duties and responsibilities, taking into consideration hardships, work hours, environments and other working conditions.

Article 5. The compensation schedules attached as appendixed provided in Article 6 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article 14 hereinafter

(hereinafter referred to as "regular work hours") but not including family allowances, area allowances, over-time allowances, holiday pay and night allowances as provided by this law.

2. The amounts of adjustment of base pay under the provisions of Article 10 and special work allowances as provided in Article 13 shall form a part of base pay. However, the special work allowance which is not based on the purport of the preceding Article shall not form a part of base pay as determined by the National Personnel Authority.

3. Where housing, lodging, meals, uniforms, or other like allowances in kind are provided, any of such allowances in kind shall be treated as part payment of compensation and deducted from the base pay as provided by separate law. However, such items shall not be deductable when appropriations and laws or regulations otherwise provided.

4. The provisions of the preceding paragraph shall not apply to the employees enumerated below, provided that the regular duties of the position held by such employees include the special services referred to below and are rendered outside of regular work hours:

(1) Those who are required to be available outside of their regular work hours in the prevention of loss of life or property;

(2) Those who are required to perform emergency service in connection with research projects or laboratory experiments;

(3) Those whose regular duties require them to work in isolated and remote areas;

(4) Those who are responsible custodians of government buildings and must live on the premises to carry out their duties.

Article 6. The jobs of employees shall be divided into 15 grades, and the duties and responsibilities of exemplary jobs illustrative of the various levels of work for the respective grades shall be provided by the National Personnel Authority.

2. The compensation schedules authorized under this Law shall consist of the general salary schedule and special salary schedules enumerated below, and no other salary schedule of any kind shall be recognized:

I. The general salary schedule (Appendix 1)!

II. The special salary schedules:

(1) Salary schedule for tax collectors and economic investigators (Appendix 2)

(2) Salary schedule for police, employees of the Maritime Safety Board (as designated by rules of the National Personnel Authority) and prison employees (Appendix 3)

(3) Salary schedule for seamen (Appendix 4)

3. The amounts as prescribed in the above compensation schedules shall be the monthly amounts.

4. The general salary schedule shall be applicable to all employees except those covered by any of the special salary schedules. However, the employees as prescribed in Articles 22, 23 and paragraph 4 of Supplementary Provisions shall not subject to any of the compensation schedules.

Article 7. The Speaker of the House of Representatives, the President of the House of Councillors, the Prime Minister, the Attorney-General, various Ministers, the Chief Judge of

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the Supreme Court, the President of the Board of Audit or the President of the National Personnel Authority (hereinafter referred to as "Chiefs of Agencies") and those delegated by the Chief of Agencies shall, subject to the regulations of the National Personnel Authority, make appropriate application of this Law so that employees may receive their base pay for each month on the basis thereof, on no later than the 25th day of the month concerned.

Article 8. Regulations concerning standards for the base pay of employees newly recruited or those changed from one grade to another, and for their within-grade salary advancement shall be established by the National Personnel Authority.

Article 9. The procedures for payment of base pay under this Law shall be the same as those provided in the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance No. 192, 1946), or Article 25 of the Diet Personnel Law (Law No. 85, 1947), and the Regulations for Pay of Diet Personnel as provided by the same Article of the Diet Personnel Law. However, employees who have heretofore been paid their base pay twice or oftener a month according to regulations or custom may continue to be so paid.

(Adjustment of Amount of Compensation)

Article 10. If the National Personnel Authority deems that the amounts in the compensation schedules prescribed in Article

6 are inadequate for the position having the characteristics listed below, it is authorized to establish on account of such characteristics reasonable schedules of adjustments for the monthly amounts of base pay shown in such compensation schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in compensation schedules prescribed in this Law, when such special characteristics are uniformly presented in each position involving the same type of work in the same grade. In this case no adjustment of the monthly amount of base pay is authorized under the provisions of this Article:

(1) Those positions wherein the duties and responsibilities are such as would cause them to be allocated to given grades within the compensation schedule prescribed herein, but which are located at isolated, remote, or inaccessible places when compared with the usual location of positions of the same grade;

(2) Those positions wherein the duties involve physical hardships or hazards which are excessive when compared with those usually involved in positions of the same grade.

2. The amount of adjustment as prescribed in the preceding paragraph shall not exceed 25 per cent of the monthly amount of base pay before adjustment.

3. The National Personnel Authority shall make studies as to the application of the compensation schedules referred to in this Law to educational officials and other employees engaged

in

in special work and submit such recommendations as it may deem necessary on the compensation schedule of such and other related matters to the Diet and the Cabinet simultaneously.

(Family Allowance)

Article 11. Family allowance shall be paid to all employees who have dependent relatives.

2. For the purpose of payment of family allowances, the persons listed below who have no other means of livelihood and are primarily dependent upon the employee for their support, shall be considered as dependent relative:

(1) Spouse (including anyone who, though not registered, is actually under marital status with the employee);

(2) Children and grandchildren under eighteen years of age;

(3) Parents and grandparents over sixty years of age;

(4) Younger brothers and sisters under eighteen years of age;

(5) Those who are crippled or disabled.

3. Family allowance shall be paid at the monthly rate of ¥600 for the dependent falling under Item 1 of the preceding paragraph, and ¥400 for each of those falling under Items 2 to 5 inclusive. However, with respect to one of the children under eighteen years of age it shall be ¥600.

(Area

(Area Allowance)

Article 12. Area allowance shall be paid to all employees who serve in specially designated areas where the cost of living is specifically high.

2. The monthly amount of area allowance shall be computed by multiplying the monthly total of base pay and family allowance by certain established rates.

3. The rates of area allowances and the classification of areas areas shall follow the instances ~~as of March 31, 1950.~~ heretofore in force.

(Special

(Special Work Allowance)

Article 13. The special work allowance shall be in accordance with the Cabinet Order concerning the Special Work Allowances to be granted to Government Employees (Cabinet Order No.323, 1948), or Article 25 of the Diet Personnel Law, and the Regulations for Pay of Diet Personnel (Law No.84, 1947) as provided by the same Article, as to their kinds, the coverage of those who receive them, the amount of allowance and the method of payment until such time as they are incorporated into base pay in compensation schedules, or adjustments are authorized under the provision of Article 10.

(Work Hours per Week)

Article 14. The work hours shall be established by rules of the National Personnel Authority within the limitations of not less than forty hours per week nor more than forty-eight hours per week, exclusive of the rest period.

2. In order to meet the special necessities of their agencies, the Chiefs of Agencies, may with the approval of the National Personnel Authority, change or prolong the work hours as prescribed in the preceding paragraph within the limitations of not less than forty hourse per week nor more than forty-eight hours per week, exclusive of the rest period.

3. The work hours as prescribed in the preceding two paragraphs shall, insofar as there is no special obstacle, be scheduled over a period of not to exceed six work days, Monday.

Monday through Saturday, so that Sunday is a non-work day. However, Chiefs of Agencies may, subject to rules of the National Personnel Authority, designate days other than Sundays as non-work days for employees engaged in special work.

(Reduction of Compensation)

Article 15. Employes absent from their duties shall have their compensation reduced by its hourly amount as provided in Article 19, for each hour of absence from duties, except when they are given specific authorization for such absence.

(Overtime Allowance)

Article 16. Employees ordered to work in excess of the regular work hours shall be paid the amount obtained by multiplying their hourly amount of compensation prescribed in Article 19 by the rates given below for all hours worked in excess of the regular hours:

(1) That portion in excess of the regular hours until it reaches the actual eight hours of work a day - 100 per cent;

(2) That portion exceeding the actual eight hours of work a day - 125 per cent.

However, in case the work included time between 10 p.m. and 5 a.m. on the following day - 150 per cent.

(Holiday Pay)

Article 17. All employees shall be paid their regular compensation even when their regular work days fall on holidays.

2. Employees who are ordered to work on holidays during their regular work hours, shall be paid 125 per cent of their hourly amount of compensation prescribed in Article 19 for all hours worked during their regular work hours, by way of holiday pay. No holiday pay shall be paid for the work performed outside of the regular work hours.

3. "Holidays" referred to in the preceding two paragraphs shall be those designated by the law concerning the National Holidays (Law No.178, 1948).

(Night Allowance)

Article 18. Employees who are ordered to work between 10 p.m. and 5 a.m. on the following day as regular work hours, shall be paid 25% of their hourly amount of compensation prescribed in Article 19 for all hours thus worked, by way of night allowance.

(Computation of the Hourly Amount of Compensation)

Article 19. The Hourly amount of compensation prescribed in the preceding four Articles shall be the sum total of the monthly amount of base pay and the monthly amount of area allowance multiplied by twelve and then divided by fifty-two times the number of work hours in a week.

(Revision of Base Pay)

Article 20. When the National Personnel Authority has deemed that the base pay of employees established by the Chiefs

of.

of Agencies or other delegated authority does not conform to the provisions of Article 6, he may revise or order to revise such base pay.

(Request for Review)

Article 21. An employee who has grievance with the decision concerning compensation made under the provisions of this Law (inclusive of the revision of base pay as provided in the preceding Article) may request the National Personnel Authority for review.

2. Upon receipt of the request referred to in the preceding paragraph the National Personnel Authority shall be obligated to settle the issue correspondingly to the instances prescribed in the preceding Article, and to notify the individual and the government agencies concerned.

(Compensation for Non-Full-time Employees and Others)

Article 22. Committee-men, advisors or consultants or those similar thereto as determined by the National Personnel Authority, who are not required to perform full-time service, may be paid an allowance within the limitation of not exceeding 1,000 yen per day by Chiefs of Agencies with the approval of the National Personnel Authority. No other compensation shall be paid to such employees.

Article 23. Employees who are subject to the prevailing wage rate.

rate by general occupation category under the provisions of the Law concerning the Protection of the Government against Unjust Claims and Others (Law No.171, 1947), Article 2, Paragraph 2, shall be paid their compensation on the basis of that Law not-withstainding the provisions of this Law.

(Examination of Amounts and Rates of Compensation)

Article 24. In order to determine whether or not revisions in the amounts or rates of compensation are necessary, the Diet shall make periodical examinations of the amounts and rates of compensation on the basis of investigations made by the National Personnel Authority, taking into account changes in the economic factors originally utilized in the enactment or revision of this Law. To this end, the National Personnel Authority shall investigate the facts, utilizing accurate and appropriate statistical data offered by the Bureau of Statistics of the Prime Minister's Office, the Ministry of Labor, and other agencies of government, and prepare recommendations on compensation.

(Penal Provisions)

Article 25. A person who in violation of the provisions of this Law, pays compensation or refuses its payment or who wilfully authorizes such acts shall be sentenced to not to exceed one year in penal servitude or fined not to exceed thirty thousand yen.

Supplementary Provisions

1. This Law shall be enforced as from the day of its promulgation, and shall be applied as from April 1st. 1950.

2. The determinations and other procedures regarding pay which were made on the basis of the provisions of the Law Administering the New Pay of Government Employees (Law No.46, 1948) shall be deemed as having been made on the basis of the provisions of this Law.

3. The base pay of an employee who was being paid his base pay in accordance with the provisions of Article 10, paragraph 3, of the Law Administering the New Pay of Government Employees shall not be lowered after the ~~enforcement~~ application of this Law, nor shall it be increased so long as the employee remains in the same grade.

4. The treatment of compensation for unrepatriated employees shall follow the instances heretofore, notwithstanding the provisions of this Law.

5. With respect to positions which, due to their nature, are such that it is necessary to exceed the maximum of work hours prescribed in Article 14, and that, moreover, such work hours have formed the basis of computation of base pay, the work hours shall follow the instances heretofore in force.

6. Such parts of the Law concerning Compensation Granted to Public Servants under the Labor Standards Law and Other

Laws (Law No. 167, 1947) and Cabinet Ordinance No. 6, 1922 (concerning Work Hours in Government Agencies and Leaves of Absence) as are in conflict with this Law shall lose their effect.

7. Cabinet Orders, rules of the National Personnel Authority and any other orders issued on the basis of the provisions of the Law Administering the New Pay of Government Employees shall be deemed as having been issued on the basis of the provisions of this Law.

8. A part of the National Public Service Law shall be amended as follows:

In Article 29, paragraph 5, "Article 9 of the Law Administering the New Pay of Government Employees (Law No. 46, 1948)" shall read as "Article 6 of the Law concerning Base Pay of Employees in the Regular Government Service(Law No. , 1950)".

Appendix No. 1

General Salary Schedule

	1	2	3	4	5	6	7	8	9	10
1.	¥2400	¥2470	¥2541	¥2613	¥2688	¥2765	¥	¥	¥	¥
2.	2541	2613	2688	2765	2844	2926	3009			
3.	2844	2926	3009	3096	3184	3275	3369			
4.	3184	3275	3369	3466	3565	3667	3772			
5.	3565	3667	3772	3880	3991	4105	4223	4344	4468	4596
6.	4223	4468	4727	4863	5002	5145	5292	5444	5600	5760
7.	5145	5292	5444	5600	5760	5925	6094	6269	6448	6633
8.	5925	6094	6269	6448	6633	6823	7018	7219	7426	7638
9.	6823	7018	7219	7426	7638	7857	8082	8313	8551	8796
10.	7857	8313	8796	9047	9306	9573	9847			
11.	9573	9847	10129	10419	10717	11024				
12.	11024	11339	11664	11998	12341	12695				
13.	12695	13058	13432	13816	14212	14619				
14.	14619	15037	15467	15910	16365	16834				
15.	18320	19940	21700	23620						

Appendix No. 2

Tax Collectors and Economic Investigators

	1	2	3	4	5	6	7	8	9	10	11	12
1.	¥2844	¥2926	¥3009	¥3096	¥3184	¥3275	¥3369	¥3466	¥3565	¥	¥	¥
2.	3369	3565	3772	3991	4223	4468	4727	4863				
3.	4223	4468	4727	4863	5002	5145	5292	5444				
4.	5145	5292	5444	5600	5760	5925	6094	6269	6448	6633	6828	7018
5.	6094	6269	6448	6633	6823	7018	7292	7426	7638	7857	8082	8313
6.	7018	7426	7858	8313	8796	9047	9306					
7.	8313	8796	9047	9306	9573	9847	10129					
8.	9306	9573	9847	10129	10419	10717	11024					
9.	10419	10717	11024	11339	11664	11998						

Appendix No. 3

Police, Employees of Maritime Safety Board (as designated by rules of the National Personnel Authority) and Prison Employees

	1	2	3	4	5	6	7	8	9	10	11
1.	¥3565	¥3667	¥3772	¥3880	¥3991	¥4105	¥4223	¥4344	¥4468	¥4596	¥4727
2.	4468	4727	4863	5002	5145	5292	5444	5600	5760	5925	
3.	5145	5292	5444	56000	5760	5925	6094	6269	6448	6633	
4.	5925	6269	6633	7018	7426	7857	8513				
5.	7018	7426	7857	8313	8796	9047	9306				
6.	8313	8796	9047	9306	9573	9847	10129				
7.	9306	9573	9847	10129	10419	10717	11024				
8.	9847	10129	10419	10717	11024	11339	11664				

Appendix No.4.

Seamen

	1	2	3	4	5	6	7	8	9
1.	¥2844	¥2926	¥3009	¥3069	¥3,184	¥	¥	¥	¥
2.	3009	3096	3184	3275	3369	3466	3565		
3.	3369	3466	3565	3667	3772	3880	3991	4105	4223
4.	3991	4223	4468	4727	4863	5002	5145	5292	
5.	4727	4863	5002	5145	5292	5444	5600	5760	
6.	5292	5444	5600	5760	5925	6094	6269	6448	
7.	6269	6448	6633	6823	7018	7219	7426	7633	
8.	7426	7638	7857	8082	8313	8551	8796		
9.	8796	9047	9306	9573	9847	10129			
10.	9573	9847	10129	10419	10717	11024			
11.	11024	11339	11664	11998	12341	12695			
12.	12695	13058	13432	13816	14212	14619			

Changes in the Navy Pay Law
(46 of 1948)

which are non-controversial
and would represent improvements.

Gil Peterson
1 April '50

Part of the Law Administering the New Pay of Government Employees (Law No. 46 of 1948) shall be amended as follows:

Article 2 shall be amended by adding a word "simultaneoulsy" after the words "to the Diet and to the Cabinet" in Item 3, by deleting the word "compensation" as used in Item 4 and substituting therefor the word "salary", by adding the following one item after the same item, and renumbering Item 5 as Item 6 and shifting the number of the items following by one consecutively.

"5. To make surveys and studies of the provisions concerning the leave with a view to recommending simultaneously to the Diet and to the Cabinet any amendment deemed by the National Personnel Authority to be appropriate."

Article 6 shall be amended by deleting the words "Article 8, Paragraphs 3 and 4" as used in Paragraph 1 and substituting therefor the words "Article 8, Paragraph 2" and also by deleting the words "Calculations in regard to

the payment from the Treasury in accordance with this Law" as used in the same paragraph and substituting therefor the words" In this case calculations in regard to the amount of payment".

Article 8 shall be amended by adding the words "special work allowance" after "area allowance" as used in Paragraph 1 and by altering Paragraph 2 to read as follows:

"2. Where housing, meals, uniforms or other valuables of the like nature are provided or lent free of charge, any of such allowance in kind shall be treated as part payment of compensation and the rates of compensation of the employees involved shall be adjusted as provided by separate Law. Provided, that this shall not apply to official residences and free quarters as provided by the Law concerning the Government Housing for the National Public Service Personnel (Law No. 117, 1949)." ; and by deleting Paragraphs 3 and 4.

Article 9 shall be amended by deleting the words "prison employees" and "special salary schedule of the railway operating employees (Appendix No. 5)" as used in Paragraph 2 and substituting therefor the words "correction and rehabilitation employees"

(3)

Article 11 shall be renumerated Article 12 and Article 12 shall be renumbered Article 11 and the latter article shall be amended by deleting the words "make appropriate application of this law so that employees may receive their base pay for each month on the basis thereof, on no later than the 25th day of the month concerned" and substituting therefor the words "determine grades and salaries of employees under their jurisdiction in accordance with provisions of Article 7 and Article 9 and pay the salaries to such employees."

Article 14 shall be amended to read as follows:

"(Method of salary payment)

Article 14. Intervals for the payment of salary (hereinafter to be referred to as "pay periods") shall consist of two periods - from the first to the 15th and from the 16th to the end of the month -,and one-half of the monthly amount of salary shall be paid as the share for each pay period.

2. The date of payment of salary for each pay period shall be fixed by the rule of the National Personnel Authority."

After Article 14, the following three articles shall be added:

Article 14-2. In the case of a newly recruited employee or an employee subjected to a change of salary due to the increase of pay, reduction in pay, etc., the payment of salary or the revised amount of salary, as the case may be, shall begin from the date of recruitment or of the change in salary status : Provided, That in the case of an employee separated from the service

but reemployed on the same day as he will have retired from the service, his salary shall be paid from the following day of such reemployment."

"Article 14-3. In the case of an employee separated from the service or died, his salary shall be paid up to the end of the pay period to which the date of separation from the service or the death, as the case may be, belongs : Provided, That in the case of an employee separated from the service but reemployed in the national government service on the same day as he will have separated from the service, his salary shall be paid up to the date of separation."

"Article 14-4. The amount of salary issued under the provisions of the preceding two articles shall be calculated by the day on the basis of the total number of days minus non-work days during the pay period involved, except in cases where the salary is issued from the first day of the pay period or paid up to the last day of the pay period."

Article 15 shall be amended by deleting the words "involving the same type of work" as used in Paragraph 1 and the words "of the same grade" as used in Items 1 and 2 of the same paragraph and substituting therefor the words "with similar duties and responsibilities."

After Article 16, a new article shall be added to read as follows:

"Article 16-2. In cases where there shall be a fact falling under any of the following items, employees shall immediately report it to the Chiefs of agencies or those authorized by the Chiefs of agencies and get the approval:

(1) In cases where newly recruited employees have dependent relatives;

(2) In cases where there shall be persons who have newly acquired the qualifications to be dependent relatives;

(3) In cases where there shall be persons who have lost any of qualifications to be dependent relatives.

2. Family allowance shall be newly paid, revised in amount ~~of~~ or suspended as from the following pay period after that to which belongs the date of the applicable fact referred to in the preceding paragraph. However, in cases referred to in Item 1 or 2 of the preceding paragraph, if such reports are made after a lapse of thirty days from the date of the applicable fact, family allowance shall be newly paid or revised in amount as from the following pay period after that to which the date of acceptance of such reports belongs.

After Paragraph 2 of Article 19 the following one paragraph shall be added and Paragraph 3 of the same article shall be renumbered as Paragraph 4; the latter paragraph shall be amended by deleting the words "the preceding two paragraphs" and "designate days other than Sundays as non-work days" and substituting therefor the words "the preceding three paragraphs" and "otherwise establish the non-work days," respectively.

"3. If it is necessary that, by the nature of work, work hours of an employee should exceed the maximum of work hours prescribed under the provision of Paragraph 1 and such work hours, moreover, have formed the basis of computation of base pay, the chiefs of agencies shall, with the approval of the National Personnel Authority, provide separately such work hours correspondingly to the instances heretofore in force.

Article 21 shall be amended to read as follows:

"Article 21. Employees ordered to work in excess of the regular work hours shall be paid per hour worked 125% (in case the work includes time between 10:00 p.m. and 5:00 a.m. on the following day - 150%) of their hourly amount of compensation prescribed in Article 25 for all hours worked in excess of the regular work hours by way of overtime allowance.

2. Chiefs of agencies may grant a compensatory time-off to employees in lieu of payment of overtime allowance as provided by rules of the National Personnel Authority."

In Article 22, Paragraph 2, "per hour worked" shall be added after "shall be paid".

In Article 23, "per hour worked" shall be added after "shall be paid".

Article 24 shall be amended by deleting the words "area allowance" and substituting therefor the words "area allowance therefor".

Article 25 shall be amended by deleting the words Article 12 and substituting therefor the words "Article 11".

Article 28 shall be amended by deleting the words "1,000 yen per day" and "no other compensation shall be paid to such employees" and substituting therefor the words "160 yen per hour" and "However, the amount shall not exceed 1,250 yen per day", respectively.

Article 29 shall be amended to ~~and~~ read as follows:

"Article 29. Chiefs of Agencies may pay the amount of compensation which they shall fix with the approval of the National Personnel Authority reviewing the prevailing wages by occupation of each region which shall be fixed by Ministry of Labor to those workers temporarily employed as hour-workers or day-workers or those workers temporarily employed for a fixed period not to exceed six months (exclusive of the workers temporarily employed for lack of a eligible list in accordance with the provision of Article 60, Paragraph 1 of the National Public Service Law).

2. Among the employees who shall be applied the provision of the preceding paragraph and are provided the fixed work hours those workers temporarily employed as day-workers shall be paid the overtime allowance and night allowance and those workers temporarily employed for a fixed period not to exceed six months shall be paid the overtime allowance, holiday pay and night allowance. In these cases, about the computing the amount of the compensation per work hour the Rules of National Personnel Authority shall be established basing on the purport of the provision of Article 24.

3. Chiefs of Agencies shall pay, as compensation, the amount computed on the basis of the standard quantity of production or labor fixed by Chiefs of Agencies with the approval of the National Personnel Authority to the workers employed on a contract basis having a piece-wage payment method or other methods due to speciality of the duties, in conformity to the generally accepted practice."

After Article 29 the following one article shall be added:

Article 29-2. Any compensation other than the compensation specified in the preceding two articles shall not be paid to those employees to whom the preceding two articles shall be applied.

2. The work hours of the employees who shall be subjected to the preceding two articles shall be provided separately by the Chief of Agencies with the approval of the National Personnel Authority.

Supplementary Provisions

1. The present law shall come into force from March 31, 1950 and shall be applied to the compensation on and after April 1 of the same year.

2. A part of the People's Finance Corporation Law shall be amended as follows:

Article 17-2, shall be amended by deleting the words "the Minister of Finance" and substituting therefor the words"the National Personnel Authority".

3. A part of the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 192 of 1946) shall be amended as follows:

Article 2 through 6 shall be amended as follows:

Article 2 through 6. Deleted.

Article 11 shall be amended as follows:

Article 11. Deleted.

4. A part of the Cabinet Order concerning Special Work Allowances to be granted to Government Workers (Cabinet Order No. 323 of 1948) shall be amended as follows:

Article 98 shall be amended to read as follows:

"Article 98. The pay periods of special work allowances shall be the period from the first to the 15th and from the 16th to the end of the month, respectively.

2. Special work allowances for each pay period shall be paid at the fixed date of salary payment for the following pay period after that to which such allowances relate.

3. Notwithstanding the provision of the preceding paragraph the special work allowances to the employees serving at the national and local government offices in the issolated and remote places shall be paid at the fixed

date of salary payment for the pay period to which such allowances relate.

4. The [redacted] order listed below shall be abolished:

Ordinance concerning Exceptions to the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 303 of 1946).

Appendixes shall be amended as follows:

(abridged)

The Law for Partial Amendment of the Law Administering the New Pay of Government Employees

The Law Administering the New Pay of Government Employees (Law No. 46 of 1948) shall be partially revised as follows:

In Article 1, Paragraph 1, revise "December 10, 1948" to read "December 4, 1949", and "six thousand three handred and seven yen (¥ 6,307)" to read "seven thousand eight hundred and seventy seven yen (¥ 7,877)", and in Paragraph 2 of the same article, revise "1950" to read "1951".

Article 2, Item 4 shall be revised as follows:

4. To establish rules and issue directives concerning the standard for compensation of employees who newly become subject to any salary schedule referred to in this Law and of employees changed from one grade to another and for within-grade salary advancement.

In Article 6, Paragraph 1, revise "Article 8, Paragraphs 3 and 4" to read "Article 8, Paragraphs 2 and 3".

In Article 8, delete Paragraph 2, and revise "Paragraph 3" and "Paragraph 4" to read "Paragraph 2" and "Paragraph 3", respectively.

In Article 9, Paragraph 2, revise "Salary schedule for police, employees of the Maritime Safety Board (as designated by rules of the National Personnel Authority (Appendix 3)" to read "Salary schedule for police, employees of the Maritime Safety Board and of correction and rehabilitation institutions (Appendix 3)", and "Salary schedule for railway operating employees (Appendix 5)" to read "Special salary schedule for public procurators (Appendix 5)".

Article 10, Paragraph 1 shall be revised as follows:

The amount of new base pay of employees shall be that listed in the Salary Conversion Table (Appendix 6) corresponding to the amount of base pay

as of March 31, 1950. However, the amount of new base pay for employees in the positions allocated in Grade 15 shall be the amount of base pay listed in the salary schedule for their pay step as of March 31, 1950 and the amount of new base pay for public procurators shall be the amount of base pay listed in the salary schedule for their new pay step converted from the pay step as of March 31, 1950 in accordance with the Conversion Table of Pay Steps for Public Procurators (Appendix 7).

Paragraph 5 of the same article shall be revised as follows, while Paragraph 6 shall be deleted.

"5. In case the pay step within the grade corresponding to the amount of new base pay converted in accordance with the provisions of the body of Paragraph 1 differs from the before conversion, the pay step for the amount of new base pay shall be the pay step for the employee."

Article 11 shall be revised as follows:

"Article 11. Deleted."

In Article 12, revise "make appropriate application of this Law so that employees may receive their base pay for each month on the basis thereof, on no later than the 25th day of the month concerned" to read "determine the grades and the monthly amounts of base pay in respect to employees under their respective jurisdiction in accordance with the provisions of Articles 7 and 9."

Revise Articles 13 and 14 to read as follows:

"(Method of Issue of Base Pay)

Article 13. An employee who is newly subject to the salary schedule referred to in this Law shall be issued base pay from the date thereof: Provided that, when a national public employee who has retired becomes an employee on the same day, he shall be issued base pay from the day following."

Article 14. When an employee has retired or deceased, he shall be issued base pay up to and including that day."

After Article 14, and the following two articles:

"Article 14-2. In case base pay is issuable in accordance with the provisions of the preceding two articles, except when payment is made from the first day of the month or up to and including the last day of the month, the amount of such base pay shall be calculated at a daily rate on the basis of the number of days arrived at by deducting the number of non-work days from the actual number of days for the month concerned."

"Article 14-3. Base pay shall be issued monthly on two dates as provided by rules of the National Personnel Authority."

Paragraph 2 and 3 of Article 17 shall be amended as follows:

2. The monthly amount of area allowance shall be the amount obtained by miltiplying the sum of the monthly amount of base pay and the monthly amount of area allowance by the rate listed in the following items corresponding to the division of the areas.

1.	Class 1 Area	5%
2.	Class 2 Area	10%
3.	Class 3 Area	15%
4.	Class 4 Area	20%

3. The divisions of the areas as referred to in the respective items of the preceding paragraph shall be provided by the Table of the Division of the Areas for the Area Allowance (Appendix 8).

Revise Article 18 to read as follows:

"Article 18. In case it is necessary to give special consideration to the remuneration for service of an employee who perform unusually special work, special work allowance may be issued commensurate with the special nature of such work, when it is impracticable to incorporate it in base pay

or circumstances make it extremely difficult to do so.

2. The kinds of special work allowance, the coverage of those who receive such allowance, the amount of allowance and the method of its issue shall be provided by rules of the National Personnel Authority."

In Article 19, Paragraph 3, revise "designate days other than Sundays as non-work days" to read "specially schedule the work hours".

After Paragraph 3 of the same article add the following paragraph.

"4. If it is necessary that, by the nature of work, the work hours of an employee should exceed those prescribed under the provisions of paragraph 1 and such work hours, moreover, have hitherto formed the basis of computation of base pay, the same may be provided separately by heads of agency with the approval of the National Personnel Authority."

Article 21 shall be revised as follows:

"Article 21. Employees ordered to work in excess of the regular work hours shall be paid 125% (in case the work includes time between 10.00 p.m. and 5.00 a.m. on the following day-150%) of their hourly amount of compensation prescribed in Article 24 for each of the hours thus worked by way of overtime allowance.

2. Heads of agency may grant a compensatory day-off to employees in lieu of payment of overtime allowance to which they are entitled. Necessary matters concerning compensatory day-off shall be provided by rules of the National Personnel Authority."

In Article 22, Paragraph 2, revise "for all hours worked during their regular work hours" to read "for each of the hours thus worked."

In Article 23, revise "for all hours thus worked" to read "for each of the hours thus worked".

In Article 24, revise "area allowance" to read "area allowance therefor".

In Article 28, revise "1,000 yen" to read "1,750 yen".

After Article 29 and the following paragraph:

(Exception to Public Procurators)

Article 29-2 Public Procurators ordered to wait for vacancy in accordance with the provision of Article 24 of the Law for Public Procurator's Agency (Law No. 61, 1947) shall continue to be paid the family allowance and the area allowance.

2. Public Procurators shall not be paid the overtime allowance, holiday pay and night allowance.

Revise Article 35 to read as follows:

"Article 35. Deleted."

Supplementary Provisions

1. The present Law shall come into force as from April 1, 1950.

2. A part of the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 192 of 1946) shall be revised to read as follows:

Articles 2 through 6 and Article 11 shall be revised as follows:

"Article 2 Deleted."

"Article 3 Deleted."

"Article 4 Deleted."

"Article 5 Deleted."

"Article 6 Deleted."

"Article 11 Deleted."

3. The laws and orders listed below shall be abolished:

Law concerning the Salary and Others for the Public Procurators (Law No. 76 of 1948)

Ordinance concerning Exceptions to the Ordinance relating to Salaries of Government Officials (Imperial Ordinance No. 303 of 1946)

Cabinet Order concerning Special Work Allowances to be granted to Government Workers (Cabinet Order No. 323 of 1948)

Cabinet Order regarding Standard to deal with Initial Salary, Salary Increase within Grade, Promotion, etc. (Cabinet Order No. 401 of 1948)

Appendixes shall be revised as follows:

Appendix No. 1	General Salary Schedule
Appendix No. 2	Salary Schedule for Tax Collectors and Economic Investigators
Appendix No. 3	Salary Schedule for Policemen, Employees of Maritime Safety Board and of Correction and Rehabilitation Institutions
Appendix No. 4	Salary Schedule for Seamen
Appendix No. 5	Salary Schedule for Public Procurators
Appendix No. 6	Salary Conversion Table
Appendix No. 7	Conversion Table of Pay Steps for Public Procurators
Appendix No. 8	Table of the Divisions of the Areas for Area Allowance.

C.O. to be revised.

401 - 1948 Chart Off of NPA to NPA

323 - 1948 Memo of Pers to NPA

Imperial Ordinance 192, 1948 ~~06~~ ??

(art 11) Memo of Pers to N.P.A

Draft of charges submitted to Chairman NPA

→ to Attorney Gen'l to Cabinet to

(Cabinet for approval)

Next session to start ~~Dec~~ Dec

Will be published in Gazette at same time as amended Ordinance 46 which abolish Chap 143 Part

NPA 9-0 } must be revised pertains to P.R service X
9-2 }

change chief of NPA to

(Keyes Hon Otter) notification to individual agency.
(Tamper)

completion by end of March next year

NPA 6,450,000 - budget 1948-49

at end of year should be balance of about 1/4 of the above.

NPA will not request fund or 6 workers.

123 of ceiling of NPA. Prem Minister will use balance funds

1000,000

1,000,000 ONDA en Payne

4% 2000-

11% central office

3% Regional office

Passed. 25 Nov House of Rep 7 PM
29 " House of Councilors 11 AM
In form to be published in Gazette
Some C.O. must be received

O/C

Law for Partial Amendment to Law Administering
the New Pay of Government Employees

The Law Administering the New Pay of Government Employees (Law No. 46, 1948) shall be partially amended as follows:

Item 6 of Article 2 shall be amended as follows:

(6) To receive and examine requests for review from employees in accordance with the provisions of Article 26,

The following item shall be added to the same Article:

(7) To secure the perfect enforcement of this Law and to be responsible therefor.

[Articles 3 to 5 inclusive shall be amended as follows:]

Articles 3 to 5 inclusive. Deleted.

In Paragraph 1 of Article 9, Paragraph 2 of Article 11, and Articles 12, 25 and 26, "Chief of the Office of the New Pay Administration" shall be amended as "National Personnel Authority".

Article 27 shall be amended as follows:

Article 27. Deleted.

I. Article 28, "Chief of the Office of the New Pay Administration" shall be amended as "National Personnel Authority".

Supplementary Provisions

1. This Law shall come into force as from the date of its promulgation.

2. The Prime Minister's Office Establishment Law (Law No. 127, 1949) shall be partially amended as follows:

In Article 10, "Office of New Pay Administration" shall be deleted.

Article 13 shall be amended as follows:

Article 13. Deleted.

3. The Law for the Fixed Number of Personnel in the Administrative Organizations (Law No. 126, 1949) shall be partially amended as follows:

In the box of Prime Minister's Office in Article 2, Paragraph 1, "Office Proper 2,260" shall be amended as "Office Proper 2,254" and "Total 58,133" as "Total 58,127", and in the box of Grand Total, "873,237" as "873,231".

6 members of Prem Minist'r ever assigned to ONPA

LAW ADMINISTERING THE NEW PAY OF GOVERNMENT EMPLOYEES

(LAW NO. 46 of 1948, AMENDED BY LAW NO. 265 of 1948)

Corrected Copy
1/7/49

(Object and Effect of this Law)

Article 1. The object of this Law is to approve in principle the pay program recommended by the National Personnel Authority to the Diet and the Cabinet on December 10, 1948, and in accordance therewith to provide temporarily for matters concerning the base pay, compensation schedule and its adjustment, family allowance, area allowance, special work allowance, work hours, overtime allowance, holiday pay, night allowance and issuance of regulations concerning the administration of compensation prescribed for employees in the regular government service except as otherwise provided by law, as defined in Article 2 of the National Public Service Law (Law No. 120, 1947) (hereinafter referred to as "employee" or "employees"), and otherwise to promote uniformity in personnel and compensation policy within the government service. This law establishes the principle that the average total pay of employees, inclusive of base pay, family allowance, area allowance and special work allowance and exclusive of all other factors, shall be six thousand three hundred and seven yen (¥6,307) per month.

2. The provisions of this Law shall not be construed as repealing, amending or superseding in any particular any provision of the National Public Service Law. Any provisions of this Law in conflict with any provisions of the National Public Service Law inclusive of Laws based thereon shall be null and void. All provisions of this Law shall automatically become null and void on March 31, 1950 or on any earlier date as may be provided by Law.

3. The classification plan as provided by Article 9 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law and shall remain in effect until subsequent modifications are recommended by the National Personnel Authority, and enacted by the Diet.

(Powers of the National Personnel Authority)

Article 2. The National Personnel Authority shall have the following powers in connection with the enforcement of the Law.

(1) To make rules and issue directives necessary in the administration and technical interpretation of this Law.

(2) To decide the extent of application of the compensation schedules prescribed in Art. 9.

(3) To make studies of the amounts of compensation of employees with a view to recommending to the Diet and to the Cabinet any adjustment deemed by the National Personnel Authority to be appropriate, to make investigations upon all matters touching on the administration of this Law and its practical effect while, at the same time, the National Personnel Authority may direct the adjustments on the basis of those investigations and, whenever it deems it necessary, to report the results of its studies and investigations to the Diet and to the Cabinet with its recommendations which may be deemed appropriate for the accomplishment of the purposes of this Law.

(4) To provide rules and to issue directives concerning the standard for compensation of newly appointed employees and employees changed from one grade to another and for within-grade salary advancement.

(5) To make continuous, scientific studies and investigations of the cost of living in areas throughout the country for the purpose of recommending to the

Diet and the Cabinet simultaneously an appropriate classification of areas and area allowance rates.

(6) To receive and review appeals of those employees who protest the decision of the Office of New Pay Administration with respect to their compensation.

(Administrative Agency)

Article 3. In order to ensure the thorough-going enforcement of this Law and attain its objectives, the Office of New Pay Administration shall be established temporarily under the jurisdiction of the Prime Minister.

Article 4. The Office of New Pay Administration shall be responsible for the coordination and integration of determinations concerning compensation under this Law and other matters within the administrative sphere in which it is empowered to act by this Law.

Article 5. The Office of New Pay Administration shall have one Chief, one Deputy Chief, and staff officials as required.

2. The post of Chief of the Office of New Pay Administration shall be filled by the Director-General of the Cabinet Secretariat and the post of Deputy Chief shall be filled by the Chief of the Allowance Bureau of the Ministry of Finance.

3. The staff officials shall be ordered by the Prime Minister from among the employees who are in charge of pay administration in the various government agencies to serve in the Office of New Pay Administration. However, this shall in no respect remove such employees from full application of the National Public Service Law (Law No. 120, 1947).

4. The Chief shall preside over the affairs of the Office.

5. The Deputy Chief shall assist the Chief and administer the affairs of the Office.

6. The staff officials shall deal with the affairs of the Office by order of their superiors.

(Payment of Compensation)

Article 6. Compensation authorized under this Law shall be paid in cash except as provided in Article 8, Paragraphs 3 and 4. Calculations in regard to the payment of cash from the Treasury in accordance with this Law shall be done in a manner by which figures under 49 sen (inclusive) shall be dropped and figures above 50 sen (inclusive) shall be counted as one yen.

2. No compensation shall be paid or issued to employees except as provided by law or rules of the National Personnel Authority.

3. Any reimbursement of actual expenses incurred as indident to public service shall not be included in compensation.

(Base Pay)

Article 7. The base pay for all employees shall be based on the complexity and difficulty of their duties and responsibilities, taking into consideration hardships, work hours, environments, and other working conditions.

Article 8. The compensation schedules attached as appendixes provided in Article 9 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article 19 (hereinafter referred to as "regular work hours") but not including family allowances, area allowances, over-time allowances, holiday pay and night allowances as provided by this Law.

2. The amounts of adjustment of base pay under the provisions of Article 15 and special work allowances as provided in Article 18 shall form a part of base pay. However, the special work allowance which is not based on the purport of

the preceding article shall not form a part of base pay as determined by the National Personnel Authority.

3. Where housing, lodging, meals, uniforms, or other like allowances in kind are provided, any of such allowances in kind shall be treated as part payment of compensation and deducted from the base pay as provided by separate law. However, such items shall not be deductable when appropriations and laws or regulations otherwise provide.

4. The provisions of the preceding paragraph shall not apply to the employees enumerated below, provided that the regular duties of the position held by such employees include the special services referred to below and are rendered outside of regular work hours.

(1) Those who are required to be available outside of their regular work hours in the prevention of loss of life or property.

(2) Those who are required to perform emergency service in connection with research projects or laboratory experiments.

(3) Those, whose regular duties require them to work in isolated and remote areas.

(4) Those who are responsible custodians of government buildings and must live on the premises to carry out their duties.

Article 9. The jobs of employees shall be divided into 15 grades, and the duties and responsibilities of exemplary jobs illustrative of the various levels of work for the respective grades shall be provided by the Chief of the Office of New Pay Administration.

2. The compensation schedules authorized under this Law shall consist of the general salary schedule and special salary schedules enumerated below, and no other salary schedule of any kind shall be recognized.

I. The general salary schedule (Appendix 1).

II. The special salary schedules:

(1) Salary schedule for tax collectors and economic investigators (Appendix 2)

(2) Salary schedule for police, employees of the Maritime Safety Board (as designated by rules of the National Personnel Authority) and prison employees (Appendix 3)

(3) Salary schedule for seamen (Appendix 4)

(4) Salary schedule for railway operating employees (Appendix 5)

3. The amounts as prescribed in the above compensation schedules shall be the monthly amounts.

4. The general salary schedule shall be applicable to all employees except those covered by any of the special salary schedules. However, the employees as prescribed in Articles 28, 29 and 34 shall not be subject to any of the compensation schedules.

Article 10. The amount of the new base pay of employees shall be the amount of the new base pay given in Appendix 6 which corresponds to the monthly amount of pay as of December 1, 1948. (This monthly amount shall

be recomputed as of December 1, 1948, in accordance with the provisions of this Law as prior to this amendment, Cabinet Orders and regulations issued thereunder.) In cases when the employee's monthly amount of base pay as of December 1, 1948, does not fall on any of the standard pay steps given in Appendix 6, his new pay step shall be the one near to the original amount of his base pay. If however the original amount of his base pay falls just half between the two contiguous pay steps, his new pay step shall be the higher of the two.

2. Even in cases where an employee, under the provisions of the preceding paragraph, is subject to one of the compensation schedules as prescribed in Article 9, the grade in which his position is allocated shall remain unchanged.

3. Even if the amount of new base pay of the employee exceeds the maximum for the salary range for his grade shown in the compensation schedule to which he is subject, the new amount of base pay determined in the manner prescribed in Paragraph 1 shall be paid.

4. In cases where an employee receives the new amount of base pay as provided in the preceding paragraph, he shall not be given any additional pay increase, so long as he remains in the same grade.

5. To expedite December payments the recomputation in accordance with the provisions of this Law with respect to the adjustment of base pay, family allowance and area allowance shall be accomplished in January 1949 effective as of December 1, 1948, and necessary adjustments in compensation of individual employees shall be accomplished in January 1949.

6. With respect to compensation beginning December 1, 1948, payments for the month of December 1948 shall be made to each employee on the basis of an amount equalling 166.3 percent of the base pay, family allowance and area allowance issuable to him for the month of December under the Law concerning Salaries and Other Pays of Government Employees from June 1948 (Law No. 95, 1948) as determined by the Chief of the Office of New Pay Administration.

Article 11. The provisions of the preceding article shall not apply to those who are allocated to grade 15.

2. The allocation referred to in the preceding paragraph shall be made by the Office of New Pay Administration in conformity with the purport of the provision of Article 7.

Article 12. The Speaker of the House of Representatives, the President of the House of Councillors, the Prime Minister, the Attorney General, various Ministers, the Chief Judge of the Supreme Court, the President of the Board of Audit or the President of the National Personnel Authority (hereinafter referred to as "Chiefs of Agencies") and those delegated by the Chiefs of Agencies shall, subject to the regulations of the Office of New Pay Administration, make appropriate application of this Law so that employees may receive their base pay for each month on the basis thereof, on no later than the 25th day of the month concerned.

Article 13. Regulations concerning standards for the base pay of employees newly recruited or those changed from one grade to another, and for their within-grade salary advancement shall be established by Cabinet Order

until such time as rules with respect thereto are provided by the National Personnel Authority.

Article 14. The procedures for payment of base pay under this Law shall be the same as those provided in the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance No. 192, 1946), or Art. 25 of the Diet Personnel Law (Law No. 85, 1947), and the Regulations for Pay of Diet Personnel as provided by the same Article of the Diet Personnel Law. However, employees who have heretofore been paid their base pay twice or oftener a month according to regulations or custom may continue to be so paid.

(Adjustment of Amount of Compensation)

Article 15. If the National Personnel Authority deems that the amounts in the compensation schedules prescribed in Article 9 are inadequate for the position having the characteristics listed below, it is authorized to establish on account of such characteristics reasonable schedules of adjustments for the monthly amounts of base pay shown in such compensation schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in compensation schedules prescribed in this Law, when such special characteristics are uniformly presented in each position involving the same type of work in the same grade. In this case no adjustment of the monthly amount of base pay is authorized under the provisions of this Article.

(1) Those positions wherein the duties and responsibilities are such as would cause them to be allocated to given grades within the compensation schedule prescribed herein, but

which are located at isolated, remote, or inaccessible places when compared with the usual location of positions of the same grade.

(2) Those positions wherein the duties involve physical hardships or hazards which are excessive when compared with those usually involved in positions of the same grade.

2. The amount of adjustment as prescribed in the preceding paragraph shall not exceed 25 percent of the monthly amount of base pay before adjustment.

3. The National Personnel Authority shall make studies as to the application of the compensation schedules referred to in this law to educational officials (and other employees engaged in (similar special) work) and submit such recommendations as it may deem necessary on the compensation schedule of such and other related matters to the Diet and the Cabinet simultaneously.

(Family Allowance)

Article 16. Family allowances shall be paid to all employees who have dependent relatives.

2. For the purpose of payment of family allowances, the persons listed below who have no other means of livelihood and are primarily dependent upon the employee for their support, shall be considered as dependent relatives.

(1) Spouse (including anyone who, though not registered, is actually under marital status with the employee).

(2) Children and grandchildren under eighteen years of age.

(3) Parents and grandparents over sixty years of age.

(4) Younger brothers and sisters under eighteen years of age.

(5) Those who are crippled or disabled.

3. Family allowance shall be paid at the monthly rate of ¥600 for the dependent falling under Item 1 of the preceding paragraph, and ¥400 for each of those falling under Items 2 to 5 inclusive. However, with respect to one of the children under eighteen years of age it shall be ¥600.

(Area Allowance)

Article 17. Area allowance shall be paid to all employees who serve in specially designated areas where the cost of living is specifically high.

2. The monthly amount of area allowance shall be computed by multiplying the monthly total of base pay and family allowance by certain established rates.

3. The rates of area allowances and the classification of areas shall follow the instances heretofore in force.

(Special Work Allowance)

Article 18. The special work allowance shall be in accordance with the Cabinet Order concerning the Special Work Allowances to be Granted to Government Employees (Cabinet Order No. 328, 1948), or Article 25 of the Diet Personnel Law, and the Regulations for Pay of Diet Personnel (Law No. 85, 1947) as provided by the same Article, as to their kinds, the coverage of those who receive them, the amount of allowance and the method of their issue, until such time as they are incorporated into base pay in compensation schedules, or adjustments are authorized under the provision of Article 15.

(Work Hours per Week)

Article 19./ The work hours shall be established by rules of the National Personnel Authority within the limitations of not less than forty hours per week nor more than forty-eight hours per week, exclusive of the rest period.

2. In order to meet the special necessities of their agencies, the Chiefs of Agencies may with the approval of the National Personnel Authority, change or prolong the work hours as prescribed in the preceding paragraph within the limitations of not less than forty hours per week nor more than forty-eight hours per week, exclusive of the rest period.

3. The work hours as prescribed in the preceding two paragraphs shall, insofar as there is no special obstacle, be scheduled over a period of not to exceed six work days, Monday through Saturday, so that Sunday is a non-work day. However, Chiefs of agencies may, subject to rules of National Personnel Authority, designate days other than Sundays as non-work days for employees engaged in special work.

(Reduction of Compensation)

Article 20. Employees absent from their duties shall have their compensation reduced by its hourly amount as provided in Article 24, for each hour of absence from duties, except when they are given specific authorization for such absence.

(Overtime Allowance)

Article 21. Employees ordered to work in excess of the regular work hours shall be paid the amount obtained by multiplying their hourly amount of compensation prescribed in Article 24 by the rates given below for all

hours worked in excess of the regular hours.

(1) That portion in excess of the ~~regular hours~~ until it reaches the actual eight hours of work a day---100 percent.

(2) That portion exceeding the actual eight hours of work a day---125 percent.

However, in case the work includes time between 10:00 p.m. and 5:00 a.m. on the following day---150 percent.

(Holiday Pay)

Article 22. All employees shall be paid their regular compensation even when their regular work days fall on holidays.

2. Employees who are ordered to work on holidays during their regular work hours, shall be paid 125 percent of their hourly amount of compensation prescribed in Article 24 for all hours worked during their regular work hours, by way of holiday pay. No holiday pay shall be paid for the work performed outside of the regular work hours.

3. "Holidays" referred to in the preceding two paragraphs shall be those designated by the Law concerning the National Holidays (Law No. 178, 1948).

(Night Allowance)

Article 23. Employees who are ordered to work between 10 p.m. and 5 a.m. on the following day as regular work hours, shall be paid 25% of their hourly amount of compensation prescribed in Article 24 for all hours thus worked, by way of night allowance.

(Computation of the Hourly Amount of Compensation)

Article 24. The hourly amount of compensation prescribed in the preceding four articles shall be the sum total of the monthly amount of base

pay and the monthly amount of area allowance against base pay multiplied by twelve and then divided by fifty-two times the number of work hours in a week.

(Revision of Base Pay)

Article 25. When the Chief of the Office of New Pay Administration has deemed that the base pay of employees established by the Chiefs of Agencies or other delegated authority in accordance with Article 12 does not conform to the provisions of Article 9 or Article 10, he may revise or order to revise such base pay.

(Request for Review)

Article 26. An employee who has grievance with the decision concerning compensation made under the provisions of this Law (inclusive of the revision of base pay as provided in the preceding Article) may request the Chief of the Office of New Pay Administration for review.

2. Upon receipt of the request referred to in the preceding paragraph the Chief of the Office of New Pay Administration shall be obligated to settle the issue correspondingly to the instances prescribed in the preceding article, and to notify the individual and the government agencies concerned.

Article 27. If the employee has grievance with the decision referred to in the preceding Article, Paragraph 2, he may, subject to the procedures of the National Personnel Authority, submit a protest to the National Personnel Authority and request its decision.

2. The provisions of Paragraph 2 of the preceding article shall apply correspondingly to the instances of the preceding paragraph. In this case the "Chief of the Office of New Pay Administration" and "the government

agencies concerned" shall be taken to read, respectively "the National Personnel Authority" and "the Office of New Pay Administration and the government agencies concerned".

(Compensation for Non-Fulltime Employees and Others)

Article 28. Committee-men, advisors or consultants or those similar thereto as determined by the National Personnel Authority, who are not required to perform fulltime service, may be paid an allowance within the limitation of not exceeding 1,000 yen per day by Chiefs of Agencies with the approval of the Chief of the Office of New Pay Administration. No other compensation shall be paid to such employees.

Article 29. Employees who are subject to the prevailing wage rate by general occupation category under the provisions of the Law concerning the Protection of the Government against Unjust Claims and Others (Law No. 171, 1947), Article 2, Paragraph 2, shall be paid their compensation on the basis of that Law notwithstanding the provisions of this Law.

(Examination of Amounts and Rates of Compensation)

Article 30. In order to determine whether or not revisions in the amounts or rates of compensation are necessary, the Diet shall make periodical examinations of the amounts and rates of compensation on the basis of investigations made by the National Personnel Authority, taking into account changes in the economic factors originally utilized in the enactment or revision of this Law. To this end, the National Personnel Authority shall investigate the facts, utilizing accurate and appropriate statistical data offered by the Bureau of Statistics of the Prime Minister's Office, the

Ministry of Labor, and other agencies of government, and prepare recommendations on compensation.

(Penal Provisions)

Article 31. A person who in violation of the provisions of this Law, pays compensation or refuses its payment or who wilfully authorizes such acts shall be sentenced to not to exceed one year in penal servitude or fined not to exceed thirty-thousand yen.

SUPPLEMENTARY PROVISIONS

Article 32. The present law shall come into force as from 1 January 1949. In order to make certain benefits of this law available to employees during December 1948 despite lack of appropriated funds for the remainder of the fiscal year of 1948 after the enforcement of this Law, the provisions concerning payment of the base pay, family allowance, area allowance and special work allowance in this Law shall apply as from 1 December 1948. Moreover, such compensation issuable to each employee for the months of January and February 1949 shall each be reduced by seventeen and one-half percentum (17½%) from the amount authorized under this Law.

Article 33. Payments previously made to employees under the provisions of the Law concerning Salaries and Other Pays of Government Employees from June, 1948, onwards (Law No. 95, 1948) or Article 26 of the Diet Personnel Law and the Regulations for Pay of Diet Personnel Law provided in the same article for the period subsequent to December 1, 1948, shall be regarded as part-payment under this Law.

2. The Government shall pay within the month of December 1948, the remainder of the compensation due to be paid to the employees for the month of December, 1948, excepting the amount regarded as part-payment according to the preceding paragraph.

Article 34. The treatment of compensation for unrepatriated employees shall follow the instances heretofore in force, notwithstanding the provisions of this Law.

Article 35. With respect to positions which, due to their nature, are such that it is necessary to exceed the maximum of work hours prescribed in Article 19, and that, moreover, such work hours have formed the basis of computation of base pay, the work hours shall follow the instances heretofore in force.

Article 36. The following laws and orders shall be abolished:

Law concerning Salaries and Other Pay of Government Employees

(Law No. 12, 1948)

Law concerning Salaries and Other Pays of Government Employees from June, 1948, onwards

(Law No. 95, 1948)

Dajokan Tatsu (Government Order) No. 27, 1873

(Concerning Sundays as Holidays)

Cabinet Order concerning the Guaranteed Minimum Wage by Age from June, 1948, onwards

(Cabinet Order No. 234, 1948)

2. Such parts of the Law concerning Compensation Granted to Public Servants under the Labor Standards Law and the Other Laws (Law. No. 167, 1947) and Cabinet Ordinance No. 6, 1922 (Concerning Work Hours in Government Agencies and Leaves of Absence) as are in conflict with this Law shall lose their effect.

Article 37. A part of the National Public Service Law Shall be amended as follows:

In Article 22, Paragraph 5 of the National Public Service Law, "Article 14" shall read as "Article 9".

Article 38. The following laws shall be abolished:

The Law concerning Temporary Allowance for Government Workers

(Law No. 140, 1947)

The Law concerning Lump Sum Grant for Government Workers

(Law No. 166, 1947)

The Law concerning Taxation Special Allowance to Government Employees who serve in Regional Financial Bureau and Taxation Office.

(Law No. 168, 1947)

The Law concerning Lump Sum Grant for Government Workers

(Law No. 216, 1947)

The Law concerning Lump Sum Grant for Government Workers

(Law No. 8, 1948)

Appendix No. 1 GENERAL SALARY SCHEDULE

	1	2	3	4	5	6	7	8	9	10
1	2400	2470	2541	2613	2688	2765				
2	2541	2613	2688	2765	2844	2926	3009			
3	2844	2926	3009	3096	3184	3275	3369			
4	3184	3275	3369	3466	3565	3667	3772			
5	3565	3667	3772	3880	3991	4105	4223	4344	4468	4596
6	4223	4468	4727	4863	5002	5145	5292	5444	5600	5760
7	5145	5292	5444	5600	5760	5926	6094	6269	6448	6633
8	5926	6094	6269	6448	6633	6823	7018	7219	7426	7638
9	6823	7018	7219	7426	7638	7857	8082	8313	8551	8796
10	7857	8313	8796	9047	9306	9573	9847			
11	9573	9847	10129	10419	10717	11024				
12	11024	11339	11664	11998	12341	12695				
13	12695	13056	13432	13816	14212	14619				
14	14619	15037	15467	15910	16365	16834				
15	16320	19940	21700	22620						

Appendix No. 2

TAX COLLECTORS AND ECONOMIC INVESTIGATORS

1	1	2	3	4	5	6	7	8	9	10	11	12
1	2844	2926	3009	3096	3184	3275	3369	3466	3565			
2	3369	3565	3772	3991	4223	4468	4727	4863				
3	4223	4468	4727	4863	5002	5145	5292	5444				
4	5145	5292	5444	5600	5760	5925	6094	6269	6448	6633	6823	7018
5	6094	6269	6448	6633	6823	7018	7219	7426	7638	7857	8082	8313
6	7018	7426	7857	8313	8796	9047	9306					
7	8313	8756	9047	9306	9573	9847	10129					
8	9306	9573	9847	10129	10419	10717	11024					
9	10419	10717	11024	11339	11664	11998						

Appendix No. 3

Police, Employees of Maritime Safety Board (as designated by rules of the National Personnel Authority) and Prison Employees.

	1	2	3	4	5	6	7	8	9	10	11
1.	3565	3667	3772	3880	3991	4105	4223	4344	4468	4596	4727
2.	4468	4727	4863	5002	5145	5292	5444	5600	5760	5925	
3.	5145	5292	5444	5600	5760	5925	6094	6269	6448	6633	
4.	5925	6269	6633	7018	7426	7857	8313				
5.	7018	7426	7857	8313	8796	9047	9306				
6.	8313	8796	9047	9306	9573	9847	10129				
7.	9306	9573	9847	10129	10419	10717	11024				
8.	9847	10129	10419	10717	11024	11339	11664				

Appendix No. 4

SHANSHI

	1	2	3	4	5	6	7	8	9
1.	2844	2926	3009	3096	3184				
2.	3009	3096	3184	3275	3369	3466	3565		
3.	3369	3466	3565	3667	3772	3880	3991	4105	4223
4.	3991	4223	4468	4727	4863	5002	5145	5292	
5.	4727	4863	5002	5145	5292	5444	5600	5760	
6.	5292	5444	5600	5760	5925	6094	6269	6448	
7.	6269	6448	6633	6823	7018	7219	7426	7638	
8.	7426	7638	7857	8082	8313	8551	8796		
9.	8796	9047	9306	9573	9847	10129			
10.	9573	9847	10129	10419	10717	11024			
11.	11024	11339	11664	11998	12341	12695			
12.	12695	13058	13432	13816	14212	14619			

Appendix No. 5

RAILWAY OPERATING EMPLOYEES

	1	2	3	4	5	6	7	8	9
1.	2541	2613	2688	2765	2844	2926			
2.	2844	2926	3009	3096	3184	3275			
3.	3184	3275	3369	3466	3565	3667			
4.	3565	3667	3772	3880	3991	4105	4223	4344	
5.	4223	4344	4468	4596	4727	4863	5002	5145	
6.	4727	4863	5002	5145	5292	5444	5600	5760	5925
7.	5444	5600	5760	5925	6094	6269	6448	6633	6823
8.	6269	6448	6633	6823	7018	7219	7426	7638	7857
9.	7219	7426	7638	7857	8082	8313	8551		
10.	8082	8313	8551	8796	9047	9306			
11.	8796	9047	9306	9573	9847				
12.	9847	10129	10419	10717	11024				

Regn - APA
Appd - AA

Appendix No. 6

OFFICIAL SALARY RATES

Step No.	Current Salary Rate	New Salary Rate	Step No.	Current Salary Rate	New Salary Rate	Step No.	Current Salary Rate	New Salary Rate	Step No.	Current Salary Rate	New Salary Rate
1.	1300	2400	18.	2410	3580	36.	4290	6448	54.	7540	10717
2.	1370	2470	19.	2470	3991	37.	4420	6633	55.	7800	11024
3.	1430	2541	20.	2540	4105	38.	4550	6823	56.	8060	11339
4.	1500	2613	21.	2600	4223	39.	4680	7018	57.	8320	11664
5.	1560	2688	22.	2670	4344	40.	4810	7219	58.	8580	11998
6.	1630	2765	23.	2730	4468	41.	4940	7426	59.	8840	12341
7.	1690	2844	24.	2800	4596	42.	5070	7638	60.	9100	12695
8.	1760	2926	25.	2860	4727	43.	5200	7857	61.	9360	13058
9.	1820	3009	26.	2990	4863	44.	5330	8082	62.	9620	13432
10.	1890	3096	27.	3120	5002	45.	5460	8313	63.	9880	13816
11.	1950	3184	28.	3250	5145	46.	5590	8551	64.	10140	14212
12.	2020	3275	29.	3380	5292	47.	5720	8796	65.	10400	14619
13.	2080	3369	30.	3510	5444	48.	5980	9047	66.	10920	15037
14.	2150	3466	31.	3640	5600	49.	6240	9306	67.	11440	15467
15.	2210	3565	32.	3770	5760	50.	6500	9573	68.	11960	15910
16.	2280	3667	33.	3900	5925	51.	6760	9847	69.	12480	16365
17.	2340	3772	34.	4030	6094	52.	7020	10129	70.	13000	16834
			35.	4160	6269	53.	7280	10419			

Bill killed by Diet committee decision April 1. H of R bill passed instead

HOUSE OF COUNCILLORS

Sat. Apr. 1, 1950.

Law Concerning Base Pay, etc. to Employees in the Regular Government Service.

Proposed by: ISHIHARA Kanichiro (L.)

(Object and Effect of this Law)

Article 1. The object of this Law is to provide temporarily for matters concerning the base pay, compensation schedule and its adjustment, family allowance, area allowance, special work allowance, work hours, overtime allowance, holiday pay, night allowance and issuance of regulations concerning the administration of compensation prescribed for employees in the regular government service except as otherwise provided by law, as defined in Article 2 of the National Public Service Law (Law No. 120, 1947) (hereinafter referred to as "employee" or "employees"), and otherwise to promote uniformity in personnel and compensation policy within the government service. This Law prescribes the principle that the average total pay of employees, (inclusive of base pay, family allowance, area allowance and special work

lowance, work hours, overtime allowance, holiday pay, night allowance and issuance of regulations concerning the administration of compensation prescribed for employees in the regular government service except as otherwise provided by law, as defined in Article 2 of the National Public Service Law (Law No. 120, 1947) (hereinafter referred to as "employee" or "employees"), and otherwise to promote uniformity in personnel and compensation policy within the government service. This Law prescribes the principle that the average total pay of employees, (inclusive of base pay, family allowance, area allowance and special work allowance and exclusive of all other factors) shall be six thousand three hundred and seven yen (¥6,307) per month.

2. The provisions of this Law shall not be construed as repealing, amending or superseding in any particular any provision of the National Public Service Law. Any provisions of this Law in conflict with any provisions of the National Public Service Law inclusive of laws based thereon shall be null and void. All provisions of this Law shall automatically become null and void on March 31, 1951 or on any earlier date as may be provided by law.

3. The classification plan as provided by Article 6 of this Law shall be construed as being and meeting the requirements of the plan submitted to the Diet for approval in accordance with Article 29 and otherwise of the National Public Service Law and shall remain in effect until subsequent modifications are recommended by the National Personnel Authority, and enacted by the Diet.

(Powers of the National Personnel Authority)

Article 2. The National Personnel Authority shall have the following powers in connection with the enforcement of this Law:

(1) To make rules and issue directives necessary in the administration and technical interpretation of this Law;

(2) To decide the extent of application of the compensation schedules prescribed in Article 6;

(3) To make studies of the amounts of compensation of employees with a view to recommending to the Diet and to the Cabinet any adjustment deemed by the National Personnel Authority to be appropriate, to make investigations upon

lowing powers in connection with the enforcement of this Law:

(1) To make rules and issue directives necessary in the administration and technical interpretation of this Law;

(2) To decide the extent of application of the compensation schedules prescribed in Article 6;

(3) To make studies of the amounts of compensation of employees with a view to recommending to the Diet and to the Cabinet any adjustment deemed by the National Personnel Authority to be appropriate, to make investigations upon all matters touching on the administration of this Law and its practical effect while, at the same time, the National Personnel Authority may direct the adjustments on the basis of those investigations and, whenever it deems it necessary, to report the results of its studies and investigations to the Diet and to the Cabinet with its recommendations which may be deemed appropriate for the accomplishment of the purposes of this Law;

(4) To provide rules and to issue directives concerning the standard for compensation of newly recruited employees and employees changed from one grade to another and for within-grade salary advancement;

(5)

(5) To make continuous, scientific studies and investigations of the cost of living in areas throughout the country for the purpose of recommending to the Diet and the Cabinet simultaneously an appropriate classification of areas and area allowance rates.

(6) To receive and review appeals of grievance of employees as provided for in Art. 23.

(7) To secure complete enforcement of this Law and to bear responsibility therefor.

(Payment of Compensation)

Article 3. Compensation authorized under this Law shall be paid in cash except as provided in Article 5, Paragraphs 3 and 4. Calculations in regard to the payment of cash from the Treasury in accordance with this Law shall be done in a manner by which figures under 50 sen shall be dropped and figures above 50 sen (inclusive) shall be counted as one yen.

2. No compensation shall be paid or issued to employees except as provided by law or rules of the National Personnel Authority.

3. Any reimbursement of actual expenses incurred as incident to public service shall not be included in compensation.

Article 3. Compensation authorized under this Law shall be paid in cash except as provided in Article 5, Paragraphs 3 and 4. Calculations in regard to the payment of cash from the Treasury in accordance with this Law shall be done in a manner by which figures under 50 sen shall be dropped and figures above 50 sen (inclusive) shall be counted as one yen.

2. No compensation shall be paid or issued to employees except as provided by law or rules of the National Personnel Authority.

3. Any reimbursement of actual expenses incurred as incident to public service shall not be included in compensation.

(Base Pay)

Article 4. The base pay for all employees shall be based on the complexity and difficulty of their duties and responsibilities, taking into consideration hardships, work hours, environments, and other working conditions.

6.

Article 5. The compensation schedules attached as appendixes provided in Article 6 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article 16 (hereinafter

(hereinafter referred to as "regular work hours") but not including family allowances, area allowances, over-time allowances, holiday pay and night allowances as provided by this Law.

2. The amounts of adjustment of base pay under the provisions of Article 12 and special work allowances as provided in Article 15 shall form a part of base pay. However, the special work allowance which is not based on the purport of the preceding Article shall not form a part of base pay as determined by the National Personnel Authority.

3. Where housing, lodging, meals, uniforms, or other like allowances in kind are provided, any of such allowances in kind shall be treated as part payment of compensation and deducted from the base pay as provided by separate law. However, such items shall not be deductable when appropriations and laws or regulations otherwise provided.

4. The provisions of the preceding paragraph shall not apply to the employees enumerated below, provided that the regular duties of the position held by such employees include the