GHQ/SCAP Records(RG 331)
Description of contents

THE NATIONAL ARCHIVES OF THE UNITED STATES

(1) Box no. 2038

(2) Folder title/number: (17)
National Personnel Authority (__?__)

(3) Date: Jan. 1949 - Oct. 1949

(4) Subject:

Classification	Type of record
324	c, s

(5) Item description and comment:

(6) Reproduction: (Yes) No

(7) Film no. Sheet no.

THE NATIONAL PUBLIC SERVICE LAW

(As Amended by the Diet on Nov. 30, 1948)

Incomplete

NATIONAL PERSONNEL AUTHORITY

THE NATIONAL PUBLIC SERVICE LAW
(LAW NO. 120)
INCLUDING PROPOSED REVISIONS

CHAPTER I. GENERAL PROVISIONS

(Object and Effect of this Law)

Article 1. The object of this Law is to assure the people democratic and efficient administration of their public affairs by establishing basic standards including adequate measure to promote the welfare and interest of personnel which shall be applicable to all official positions and places of employment in the national public service, and by providing that personnel shall be so selected and directed in a manner consistent with democratic practices as to promote maximum efficiency in the performance of public duties.

This Law shall solely establish the standards for administration of the civil service referred to in Article 73 of the Constitution of Japan.

No person shall wilfully violate or attempt or conspire to violate this Law or any part of it, or the rules or directives issued thereunder, or commit or attempt to commit any fraud incident to the administration of or obstruct the enforcement of this Law or rules or regulations enacted or directives issued thereunder.

If any provision of this Law or the application thereof is held invalid, the remainder of this Law or other applications of such provisions shall not be affected.

In so far as they are inconsistent or in conflict with prior laws or implementations thereunder, the provisions of this Law shall control.

(Regular and Special Government Service)

Article 2. The national public service shall be divided into the regular government service and the special government service.

The regular government service shall be comprised of all positions in the national public service other than those in the special government service.

The special government service shall be comprised of the following types of positions:

1. The Prime Minister.
2. Ministers of State.
3. Commissioners of the National Personnel Authority and Auditors of the Board of Audit.
4. Director-General of the Cabinet Secretariat.
5. Deputy Director-General of the Cabinet Secretariat.
6. Parliamentary Vice-ministers.
7. Director of the Liaison and Coordination Agency.
8. Confidential Secretaries to the Prime Minister (not exceeding three in number) and other Confidential Secretaries (one for each Minister of State or head of agency included in the special government service).
9. Positions, the occupancy of which requires an election or the appointment to which requires a resolution or consent of one or both Houses of the Diet.
10. Director of the Imepiral House Agency, Grand Chamberlain, Chamberlains and other personnel of the Imperial House Agency as designated by law or rules of the National Personnel Authority.
11. Ambassadors and Ministers.
12. Judges, one Confidential Secretary to the Chief Justice of the Supreme Court and one Confidential Secretary to each Associate Justice.
13. The provision of this Law shall apply specifically to all positions in the regular government service (to be hereafter referred to as the service and persons holding positions therein as personnel). The National Personnel Authority shall have authority to determine whether positions are in the national public service or other service, and, within the provisions of this Article, to determine whether positions are in the regular government service or the special government service.

The provisions of this Law shall not apply to positions in the special government service unless specifically provided by an amendment to this Law.

The Government shall not pay salary, wage, or other compensation for services to personnel other than in the regular government service or the special government service.

The provisions of the preceding paragraph shall not apply to contracts between the National Government or a subdivision thereof, and foreign nationals for personal services on an individual basis.

CHAPTER II. THE NATIONAL PERSONNEL AUTHORITY

(Installation)

Article 3. In order to ensure the thorough-going enforcement of this Law and attain its objectives, the National Personnel Authority thereinafter referred to as the Authority) is created and charged with prime responsibility for enforcement of this Law. In administering the national civil service, the Authority shall be set up under the jurisdiction of the Cabinet and shall report to the Prime Minister under the standards provided for in this Law.

Subject to this Law the Authority shall develop, coordinate, integrate, and order policies, standards, procedures, rules, and programs and recommend legislative and other necessary action for the government service with respect to the following matters:

1. Position classification, compensation, dual compensation, pay plan, examination, qualifications, recruitment, employment eligible lists, certification of eligibles, appointment, conditional period, temporary appointment, part-time employment, dual employment, oath of office, promotion, demotion, transfer, reinstatement, reassignment, retirement, pension, dismissal, reduction in force, evaluation of work performance, the definition of technical personnel terms, and related matters.

2. Hours of work, leave of absence, temporary retirement, health, safety, recreation, education and training, welfare, personal conduct, political activity, exclusion from private enterprise, preservation of secrecy, discipline, separation, equitable treatment, status, guarantee, employee application for administrative action, grievance procedure, compensation for illness and injury, and investigation, research, and inspection regarding governmental personnel administration and related matters.

3. Personnel records and statistics, control and audit of payrolls to the extent that the delivery of authorized compensation in conformity with this Law and rules and directives of the Authoriy is assured.

4. Administration of the National Personnel Council.

5. Other matters placed under its jurisdiction on the basis of Law.

Within the sphere in which the Authority is empowered to act by this Law, the decision and actions of the Authority shall be subject to review only by the Authority under its own procedures.

The provisions of the preceding paragraph shall not in any way affect the right of access to the courts on questions of Law.

(Personnel)

Article 4. The Authority shall be composed of three Commissioners. One of the Commissioners shall be designated and appointed as President.

The Authority shall appoint a Director-General and such other personnel as it may deem necessary to properly and adequately conduct the business of the Authority within the limitations of its budget.

The Authority shall control its own internal operating organizational structure, and the provisions of the National Government Organization Law (Law No. 120 of 1948) shall not apply to the Authority.

(Commissioners of the Authority)

Article 5. Commissioners of the Authority (to be hereinafter referred to as Commissioners) shall be appointed, with the consent of the Diet, by the Cabinet from among persons 35 years old or more, who are of highest moral character and integrity, in known sympathy with the democratic form of government and efficient administration there in based on merit principles, and possessing a wide range of knowledge and sound judgment concerning personnel administration.

In case the House of Councillors does not consent to the appointment of the Commissioner despite the consent of the House of Representatives, the consent of the House of Representatives shall be taken as the consent of the Diet in the same manner as provided by paragraph 2 of Article 67 of the Constitution of Japan.

The appointment and dismissal of a Commissioner shall be attested by the Emperor.

No person falling under one of the following specifications shall be appointed as Commissioner:

1. A person who has been adjudicated incompetent, quasi-incompetent, or bankrupt and has not yet been rehabilitated;
2. A person who has been sentenced to a penalty heavier than imprisonment without hard labor by the criminal court or

who has been punished upon conviction of an offense prescribed in Chapter IV;

3. A person who falls under one of the specifications mentioned in Item 3 or Item 5 of Article 38.

No person shall be eligible for appointment as a Commissioner who has been a candidate for national or prefectural elective public office or who is or has been an officer, political adviser, or similarly politically influential member of a political party within five years previous to the proposed date of appointment, as provided by rules of the Authority.

With respect to the appointment of Commissioners, no two persons among them shall be members of the same political party or graduates of the same department of the same university.

(Oath Taking and Performance of Duties)

Article 6. After he has been appointed as a Commissioner, the new incumbent shall not exercise the powers pertaining to his office until he has signed a written oath before the Chief Justice of the Supreme Court, as provided by rules of the Authority.

The provisions of Section VII of Chapter III shall apply correspondingly to Commissioners.

(Term of Office)

Article 7. The term of office of a Commissioner shall be four years. However, a Commissioner who is appointed to fill a vacancy shall remain in office during the unexpired portion of the term of his predecessor.

A Commissioner may be reappointed. However, he shall not remain in office continuously for a period exceeding 12 years.

A person who has been a Commissioner shall not be eligible to appointment to any position in any agency of the National Government other than the Authority for one year after the termination of his service as Commissioner.

(Retirement and Removal from Office)

Article 8. A Commissioner shall not be removed from office against his will except under one of the following specifications:

1. When he has come under one of the instances mentioned in Paragraph 4 of Article 5;
2. When his removal from office is affirmed on public impeachment proceedings based on charges filed by the Diet.
3. When he has completed his term of office and has not been

reappointed, or when he has been continuously in office as a commissioner for 12 years.

The causes for impeachment prescribed in Item 2 of the preceding paragraph shall be as follows:

1. When he is mentally or physically incompetent to perform official duties;
2. When he has acted contrary to the duties of his position or is guilty of such malfeasance as to render himself unfitting to be Commissioner.

In cases when two persons or more among Commissioners have come to belong to the same political party, all except one person shall be removed from office, with the consent of the Diet, by the Cabinet.

The provision of the preceding paragraph shall not jeopardize the position of a Commissioner who has not changed his political status in regard to party affiliations.

The provision of Paragraph 2 of Article 5 shall apply correspondingly to the instances specified in Paragraph 3.

(Impeachment of Commissioner)

Article 9. Proceedings for impeachment of a Commissioner shall be conducted by the Supreme Court.

When the Diet intends to bring impeachment action against a Commissioner, charges shall be filed by the Diet in writing setting forth the alleged offense, both in general and particular, and submitted to the Supreme Court.

In the case of the preceding paragraph, the Diet shall forward a copy of the charges mentioned in the same paragraph to the accused Commissioner.

The Supreme Court shall set a date for hearing not less than thirty days and not more than ninety days after the filing of the charges mentioned in Paragraph 2, and notify the Diet and the accused Commissioner at least thirty days in advance of the date set for hearing.

The Supreme Court shall announce its findings within one hundred days after the original date of hearing.

The proceedings for impeachment of Commissioners shall be provided by rules of the Supreme Court.

Costs of hearings shall be borne by the national treasury.

(Salary)

Article 10. A Commissioner shall be compensated on the same basis as a Minister of State and no Commissioner shall be paid by the

Government, less in total compensation than is paid for all purposes to any Minister of State.

(President of the Authority)

Article 11. The President of the Authority (to be hereinafter referred to as the President) shall be appointed by the Cabinet from among the Commissioners.

The President shall preside over the affairs of the Authority and represent the Authority.

When the President is unable to attend to his duties or if his post is vacant, a senior Commissioner shall act for the President in the performance of his duties.

(Meetings of the Authority)

Article 12. Regular meetings of the Authority shall, as a rule, be held at least once a week at a fixed place, as provided by rules of the Authority.

Proceedings at a meeting of the Authority shall be recorded in its minutes.

The minutes specified in the preceding paragraph shall be prepared by the Executive Secretary.

Necessary determinations concerning the proceedings of the Authority shall be provided by rules of the Authority.

The Director-General of the Authority shall be present at the meetings of the Authority as Executive Secretary.

When exercising the powers enumerated below, the Authority shall require a resolution of the Authority:

1. The enactment, amendment, or abrogation of rules of the Authority;
2. Disbursement from the emergency operating fund as specified in Article 13;
3. Recommendations to the head of the appropriate agency of government as specified in Article 22;
4. Submit opinions of the Authority to the Diet and the Cabinet as specified in Article 23;
5. Report to the Diet and the Cabinet as specified in Article 24;
6. Recommendation to the Diet and the Cabinet under Article 28;
7. Drafting of a position classification plan as specified in Article 29;
8. Determination of standards for evaluation and designation of an evaluating body as specified in Article 36 (including cases to be correspondingly applied in Article 37);

9. Designation of examining bodies as specified in Article 48;
10. Approval of temporary employment and its renewal, restriction of number of personnel for temporary employment and determination of their qualifications, and cancellation of temporary employment as specified in Article 60, except as provided by rules of the Authority;
11. Drafting of a pay plan as specified in Article 63;
12. Preparation of revisions of the pay plan as specified in Article 67;
13. Recommendations to the head of an appropriate agency of government, and drafting plans concerning recognition for efficient performance or measures for correcting failure to perform efficiently as specified in Article 72, except as provided by rules of the Authority;
14. Evaluation of a case as specified in Article 87;
15. Evaluation of an action as specified in Article 92;
16. Drafting of important matters concerning compensation as specified in Article 95;
17. Evaluation of a protest as specified in Article 103;
18. Drafting of important matters concerning pension as specified in Article 108;
19. Other matters which, by a resolution of the Authority, require a resolution of the Authority.

(Secretariat and Budget of the Authority)

Article 13. The Authority shall have a Secretariat, and legal counsel under its own jurisdiction.

The organization of the Authority's Secretariat and necessary determinations concerning legal counsel shall be as provided by rules of the Authority.

The Authority shall annually and prior to the beginning of the fiscal year, present to the Cabinet for inclusion in the national budget, a request for its necessary expenses for the ensuing fiscal year. Such requests shall cover purchase of land, construction of buildings, rental of offices, purchase of furniture, equipment, supplies, payments of salaries, wages, and allowances of staff together with all other services and things necessary to the complete administration and enforcement of this Law.

An emergency operating fund under the supervision of the President of the Authority shall be provided among the expenditures mentioned in the preceding paragraph and shall be discontinued March 31, 1952; disbursement from this fund shall require a resolution of the

Authority.

In the event the Cabinet desires to revise the annual budget request of the Authority for operating funds so presented, the request as compiled by the Authority and the request as revised by the Cabinet shall be presented to the Diet for consideration.

The Authority may establish local offices as it deems necessary with the approval of the Diet.

(Director-General of the Authority)

Article 14. The Director-General of the Authority shall be the executive assistant to the President. Subject to general supervision of the President, the Director-General shall direct and supervise all administrative and technical activities of the Authority; plan programs to achieve the objectives of this Law; plan, recruit, organize, direct staff of the Authority; and do such other proper and legal acts as may be necessary to achieve the objectives of this Law; act as the Executive Secretary of the meetings of the Authority and Chairman of the National Personnel Council.

Except for family allowances and overtime allowances as provided by law, the Director-General shall be compensated on the same basis as a Vice-Minister and the Director-General shall be paid by the government, not less in total compensation than is paid for all purposes to any Vice-Minister.

(Prohibition of Personnel of the Authority from Holding Concurrent Positions)

Article 15. No Commissioner or Director-General shall hold concurrently any other position.

(Rules and Directives of the Authority)

Article 16. The Authority shall make rules, issue directives, and establish procedures concerning matters necessary for the execution of this Law. The Authority may revise its rules from time to time at its discretion.

Rules and revision of the rules of the Authority shall be published in the Official Gazette.

The Authority is authorized to issue directives to implement a rule or take other action under this Law.

(Inevestigation)

Article 17. The Authority, or any person or persons designated by the Authority may conduct investigations of an employment situa-

tion involving personnel of the service, the condition of personnel management and other matters related to personnel administration.

The Authority, or person or persons designated in accordance with the provision of the preceding paragraph, may, when necessary in conducting the investigations specified therein, subpoena witnesses or demand the presentation of books and records or copies thereof pertinent or alleged to be pertinent to any investigation or hearing.

(Control of Delivery of Compensation)

Article 18. The Authority shall control delivery of compensation to personnel of the service.

No compensation shall be paid or delivered to personnel of the service contrary to the rules or directives of the Authority.

(Personnel Records)

Article 19. The Authority shall administer matters concerning personnel records relating to personnel of the service.

The Authority shall prescribe that the Prime Minister's Office and any ministries or agencies of government prepare and maintain personnel records inclusive of all particulars relating to personnel of the agencies of government concerned.

The particulars to be entered in personnel records, the form thereof, and other necessary determinations concerning personnel records shall be provided by rules of the Authority.

Where it is deemed that the personnel records maintained by the Prime Minister's Office or any ministry or agency of the government are contrary to the rules of the Authority, the Authority may order revisions and such other steps as may be called for.

(Statistical Reporting)

Article 20. The Authority shall, as provided by rules of the Authority, prescribe and administer a system of statistical reporting concerning employment in the service.

When it is necessary in connection with the statistical reporting mentioned in the preceding paragraph, the Authority may require any appropriate agency of government to give required information on request or at specified time and in specified form.

(Delegation of Functions)

Article 21. Of the functions prescribed in this Law, the Authority may delegate certain of these functions as prescribed by rules of the Authority to other agencies of government. Even in these cases, the

Authority shall not be free from responsibility in regard to the exercise of such functions.

(Recommendations for Improvement of Personnel Administration)

Article 22. The Authority may make recommendations to any appropriate minister or head of other agency of government concerning improvements of personnel administration.

The Authority may make recommendations to any appropriate minister or head of another agency of government concerning the change of placement and transfer of personnel between the various ministries or agencies of the National Government or other matters relating to labor utilization so as to contribute to the improved efficiency of administrative operations throughout the Government.

In cases of the preceding two paragraphs, the Authority shall submit a due report thereon to the Cabinet.

(Advice on Enactment, Amendment or Abrogation of Laws and Orders)

Articles 23. If, in order to ensure the realization of the objectives of this Law, the Authority has opinions concerning the enactment or amendment or abrogation of laws and orders, it shall submit them to the Diet and to the Cabinet simultaneously.

(Report on Business)

Article 24. The Authority shall make an annual report to the Diet and the Cabinet of its activities and accomplishments covering each fiscal year of operation.

The Cabinet shall publish the report mentioned in the preceding paragraph.

(Directors of Personnel)

Article 25. In the Prime Minister's Office, the various ministries and other agencies of government designated by rules of the Authority, there shall be, as a member of its staff, a Director of Personnel.

The Director shall be head of a bureau or division in charge of business pertaining to personnel functions, and assist the head of the agency of government concerned by taking charge of business pertaining to personnel functions.

(National Personnel Council)

Article 26. In order to ensure close contact and mutual cooperation concerning the enforcement of this Law between the Authority

and the Prime Minister's Office, the various ministries and other agencies of government, there shall be set up in the Authority a National Personnel Council.

The National Personnel Council shall be composed of a Chairman and members.

The Chairman shall be the Director-General and members shall be the Directors specified in the preceding Article.

The National Personnel Council may submit recommendations to the President on important matters relating to personnel administration.

Except as prescribed in the preceding four paragraphs, necessary determinations concerning the National Personnel Council shall be provided by rules of the Authority.

CHAPTER III. STANDARDS FOR THE SERVICE

Section I. General Rules

(Principles of Equal Treatment)

Article 27. In the administration of this Law, all of the people shall be accorded equal treatment and shall not be discriminated against by reason of race, religious faith, sex, social status, family origin, or political opinions or affiliations except as provided in Item 5, Article 38.

(Principle of Meeting Changing Conditions)

Article 28. The standards concerning compensation, hours of work and other working conditions to be established under this Law may be from time to time revised by the Diet to meet changing conditions. It shall be the duty of the Authority to recommend such changes.

The Authority shall report to the Diet and the Cabinet simultaneously on the propriety of salary and wage schedules not less than once each year. If factors entering into wage determination at any time suggest a wage revision of such schedules by 5% or more either upward or downward, such report thereon shall be made to the Diet and the Cabinet with appropriate recommendations by the Authority.

Section II. Position Classification Plan

(Establishment of Position Classification Plan)

Article 29. The position classification plan shall be prescribed by Law.

The Authority shall develop a position classification plan whereby

all positions in the service are classified according to the kinds of duties and by the degrees of complexity of duties and responsibilities involved.

In the position classification plan, classification of positions shall be so effected that the same qualifications may reasonably be required for and the same schedules of basic pay may be applied equitably to all positions in the same class under substantially the same employment conditions.

The plan as provided in the preceding three paragraphs shall be submitted to the Diet for approval.

The classification plan as provided by Article 14 of the Law Administering the New Pay, enacted May 31, 1948, shall be construed as being and meeting the requirements of the plan referred to in this Article and otherwise in this Law and shall remain in effect until subsequent modifications are recommended by the Authority and enacted by the Diet.

(Enforcement of the Position Classification Plan)

Article 30. The position classification plan may be gradually enforced, commencing first with segments where it is practicable.

Except as prescribed in this Law, determinations necessary for the enforcement of the position classification plan shall be provided by rules of the Authority.

(Allocation of Positions)

Article 31. In effectuating the position classification plan, the Authority shall, as provided by rules of the Authority, allocate to one of the classes of the position classification plan every position to which such plan is applicable.

The Authority shall, as provided by rules of the Authority, review at any time the allocations prescribed in the preceding paragraph, and revise them, where deemed necessary.

(Prohibition of Classification of Positions by other than the Position Classification Plan)

Article 32. In regard to all positions in the regular service, no classification of positions on any basis other than the position classification plan shall be made.

Section III. Examination, Appointment and Dismissal

(Basic Standard for Appointment and Dismissal)

Article 33. Appointment of a person in the service shall, as determined by this Law and the rules of the Authority, be made entirely on

the basis of the result of his examination and the merit of his performance of duties or other demonstrated abilities.

The Authority shall at its discretion determine whether an examination shall be original entrance, or promotional, or both.

Dismissal of a person in the service shall be for cause as provided by law.

Except as prescribed in this Law, determinations necessary for enforcing the basic standard mentioned in the preceding three paragraphs shall be provided by rules of the Authority.

Part I. General Rules:

(Definition of Technical Terms)

Article 34. The Authority by rule shall define, amplify and authorize the use of technical terms as it deems necessary in administering this Law.

(Method of Filling Vacancies)

Article 35. When a vacancy occurs in the service, an appointing officer, except as specially provided by law or rules of the Authority, may appoint a person by any one of the following means; transfer, initial appointment, promotion or demotion. This shall not, however, apply to cases where the Authority recognizes the special necessity and designates the method of employment.

(Method of Initial Appointment)

Article 36. Initial appointment of personnel shall be by competitive examination. However, in cases where, with respect to positions prescribed by rules of the Authority, the approval of the Authority has been obtained, this provision shall not preclude such initial appointment by means of an evaluation of demonstrated abilities other than by competitive examination.

The evaluation specified in the proviso of the preceding paragraph shall be conducted by the Authority or an evaluating body appointed by the Authority in accordance with standards established by the Authority.

(Method of Promotion)

Article 37. Promotion of personnel shall be by competitive examination, to be hereinafter referred to as examination, among incumbents of positions of lower levels than that to which the promotional position under consideration belongs. However, the Authority may at

its discretion restrict the scope of persons to be examined when such restriction is deemed necessary.

In cases where, in view of the duties and responsibilities of the position to which appointment is to be made, the Authority deems it impracticable to hold an examination among the incumbents concerned, promotion may be made by means of an evaluation based on the past service record of such incumbents.

The provision of Paragraph 2 of the preceding Article shall apply correspondingly to the instances of the evaluation under the preceding paragraph.

(Provisions for Disqualification)

Article 38. No person falling under one of the following types of cases shall be eligible to appointment in the service, except as provided by rules of the Authority:

1. A person who has been adjudicated incompetent;
2. A person who has been sentenced to a penalty heavier than imprisonment without hard labor by the criminal court, and of whom the execution of the sentence has not been completed or who has not yet ceased to be amenable to the execution of the sentence;
3. A person who was dismissed by disciplinary decision and of whom a period of two years has not expired since the date of dismissal;
4. A Commissioner or Director-General who has committed a crime prescribed in Articles 109 to 111 inclusive and has been convicted;
5. A person who, on or after the date of the enforcement of the Constitution of Japan, formed or belonged to a political party or association which advocated the overthrow by force of the Constitution of Japan or the Government existing thereunder.

(Prohibition of Illegal Acts Concerning Personnel Matters)

Article 39. No person shall, for the purpose of realizing any one of the items mentioned below, pay or receive or offer or solicit or promise to pay or receive money or other benefit, or use threat, coercion or other similar method, or, directly or indirectly, use or offer or demand or promise to use public office or be in any way concerned with such acts.

1. Resignation, temporary retirement or failure to accept appointment;
2. Withdrawal of his application for examination or appointment, or suspension of competition for appointment;

3. Effecting or recommending employment, promotion, retention in employment or other advantage in the service.

(Prohibition of Acts of Fraud Concerning Personnel Matters)

Article 40. No person shall make any false or dishonest statement, record, certificate, mark, rating, evaluation or report with regard to any examination, evaluation, personnel record or appointment.

(Prohibition Against Obstructing the Right to Examination or Appointment and Furnishing of Information)

Article 41. No person belonging to any examining body or other personnel in the service shall obstruct any person in his right to examination or appointment or furnish any special or secret information for the purpose of favorably affecting or discriminating against the rights or prospects of any person with respect to examination or appointment in the service.

Part 2. Examination

(Instances of Holding Examination)

Article 42. Examination shall be held, as provided by rules of the Authority.

(Disqualifications for Examination)

Article 43. Persons who are ineligible to appointment for reasons other than those specified in Article 44 shall not compete in an examination.

(Prerequisites of Eligibility for Examination)

Article 44. For persons intending to compete in an examination, objective and uniformly applicable qualifications which constitute a minimum essential to the performance of the duties of positions involved, shall be determined as prerequisites by rules of the Authority.

(Content of Examination)

Article 45. Each examination shall have as its object the accurate measurement of the relative abilities of the persons examined to perform the duties of the positions concerned.

(Entrance Examination to be Open and Equal)

Article 46. Entrance examination shall be open and on equal terms to any citizen who possesses the minimum qualifications determined as

prerequisites by rules of the Authority.

(Announcement of Entrance Examination)

Article 47. Announcement of entrance examinations shall be given publication by means of Official Notification.

The announcement of examination of the preceding paragraph shall set forth the duties and responsibilities of the positions for which examination is to be held, the rates of pay, the prerequisites of eligibility, the time and place of examination and where, when and how necessary application forms may be secured and filed and other qualifying procedure observed and such other information as the Authority may deem pertinent.

The Official Notification prescribed in Paragraph 1 shall, as provided by rules of the Authority, be given publicity in such a way that all pertinent details relating to the examination in view may reasonably become known to all persons presumably qualified for such examination. Examinations announced or in process may be cancelled or revised by the Authority.

The Authority shall at all times exercise diligence in the efforts to secure adequate participation of presumably qualified persons in examinations.

(Examining Bodies)

Article 48. Examinations shall, as provided by rules of the Authority, be conducted only by examining bodies determined by the Authority.

(Time and Place of Examination)

Article 49. The time and place of examinations shall be so decided that they may be reasonably accessible to any qualified citizen in the country.

Part 3. Employment Eligible Lists

(Preparation of Eligible List)

Article 50. In regard to employment of personnel by examination, employment eligible lists (entrance eligible lists and promotion eligible lists) shall be prepared as provided by rules of the Authority.

(Persons to be Entered in Entrance Eligible List)

Article 51. The names and examination scores of those who have achieved the qualifying score or better under entrance examination

shall be entered in the entrance eligible list in the precise order of their examination scores as eligible to appointment to the positions covered by the list.

(Persons to be Entered in Promotional Eligible List)

Article 52. The names and examination scores of those who have achieved the qualifying score or better in promotion examinations shall be entered in the promotional eligible list in the precise order of their examination scores as eligible to promotion to the positons covered by the list.

(Inspection of Eligible List)

Article 53. Employment Eligible Lists shall be at all times open to inspection of the persons examined, appointing agencies of government and other interested parties upon demand.

(Cancellation of Eligible List)

Article 54. The Authority may, at its discretion, cancel eligible lists which have been in use for over one year or at any time for one of the causes prescribed by the Authority.

Part 4. Employment

(Appointing Officer)

Article 55. Except as specifically prescribed by law, the appointing power shall be vested with the Cabinet, each minister (this refers to the Prime Minister, the Attorney General and Ministers of each Ministry to be same hereinafter), the president of the Board of Audit, the president of the National Personnel Authority and the heads of each independent organization.

The authority of the head of these organs to appoint personnel in the service shall be restricted to positions within the organization structure of such official, while the Cabinet shall appoint personnel only to positions within the organizations directly presided over by the Cabinet. However, the authority to appoint heads of independent organizations shall be vested with each Minister.

The appointing officer who is the head of an administrative agency of government prescribed in the preceding paragraph, may delegate such appointing power only to a high official of such agency. All such delegations of appointing power shall be certified to the Authority in writing in advance of the effective date.

No person shall be appointed, employed, promoted or transferred in the service or assigned to perform the duties of any position in the

service who has not met the requirements of this Law and the rules enacted and directives issued thereunder.

(Method of Appointment from Entrance Eligible List)

Article 56. Initial appointment from an entrance eligible list shall be made from among the top five names on such list for each vacancy to be filled. However, prior to July 1, 1951, the National Personnel Authority by resolution may restrict the choice to less than the top five names as applied to any position or group of positions.

(Method of Promotion from Promotional Eligible List)

Article 57. Promotion of personnel from a promotional eligible list shall be made from among the top five names on such list for each vacancy to be filled.

(Recommendation of Eligibles for Employment)

Article 58. In cases where the appointing officer desires to fill an authorized vacancy by initial appointment or promotion and makes due application therefor, the Authority shall, as prescribed by rules of the Authority, submit the required number of eligibles prescribed in the preceding two Articles for the employment in view from among those entered in the appropriate employment eligible lists.

(Conditional Period of Initial Appointment)

Article 59. Any initial or promotional appointment to any position in the regular service shall be considered conditional and shall become regular only after the appointee shall have served in the position concerned a period of not less than six months during which he shall have performed satisfactorily the duties of that position.

Necessary determinations concerning conditional initial appointment or the establishment of a conditional period in excess of six months shall be provided by rules of the Authority.

(Temporary Employment)

Article 60. An appointing officer, as provided by rules of the Authority, may effect, with the approval of the Authority, temporary appointment each not to exceed six months in duration, in emergencies, to positions of an essentially temporary and transitory nature or in instances when an eligible list has not been established by the Authority. In such cases, temporary appointment may, with the approval of the Authority, be renewed once for an additional period of six months, as provided by rules of the Authority, but not more than once.

The Authority may, with respect to temporary appointment, limit

the number of such appointments and specify qualifications of personnel so employed.

The Authority may cancel any temporary appointment which violates provisions of the preceding two paragraphs or rules of the Authority.

Temporary appointment shall not in any way confer the right to or preference in selection for permanent employment.

Except as prescribed in the preceding four paragraphs, this Law and rules of the Authority shall apply to temporary appointees.

Part 5. Temporary Retirement, Reinstatement, Retirement and Dismissal

(Temporary Retirement, Reinstatement, Retirement and Dismissal)

Article 61. The temporary retirement, reinstatement, retirement, and dismissal of personnel of the service shall be effected by the appointing officer, subject to this Law and rules of the Authority.

Section IV. Compensation

(Basic Standard for Compensation)

Article 62. Personnel of the service shall be compensated on the basis of the duties and responsibilities of their positions.

The purport of the provision of the preceding paragraph shall be achieved as quickly as possible.

Part I. Pay Plan

(Delivery of Compensation Under Pay Plan)

Article 63. The Compensation to personnel of the service shall be effected under a pay plan prescribed by law, and unless provided therein, no money or valuable thing of any kind may be given as compensation.

The Authority shall conduct necessary investigations and studies and, as a result thereof, draft and submit to the Diet and the Cabinet a pay plan conforming to the position classification plan.

(Compensation Schedule)

Artidle 64. A compensation schedule shall be provided in the pay plan.

The compensation schedule, which shall be determined after taking

into consideration the cost of living, prevailing wage rates and other pertinent factors as determined by the Authority, shall include a clearly specified range of pay for each grade or class.

(Matters to be Provided in Pay Plan)

Article 65. In addition to the compensation schedule of the preceding Article, the following items shall be provided in the pay plan:

1. Standards for an increase of pay within a same grade or class;
2. Compensation of positions upon the initial application of the position classification plan;
3. Compensation for overtime, night and holiday work;
4. Allowances for service in specially designated areas, for hazardous jobs and other extraordinary services;
5. Adjustments of compensation by the Authority in regard to number of dependents, positions not requiring full time service, those for which the facilities necessary for living are wholly or partly supplied at official expense, and others with special working conditions.

The standards of Item 1 of the preceding paragraph shall be determined after taking into consideration length of service, efficiency of service and such other service connected factors.

(Determination of Amount of Compensation)

Article 66. Each person in the service shall be paid at one of the rates set forth in the pay plan for the class of positions in which he is employed.

(Revisions of Pay Plan)

Article 67. The Authority shall at all times conduct necessary investigations and studies concerning the pay plan and shall, as frequently as it deems such action necessary, prepare and submit to the Diet and the Cabinet any revisions, either upward or downward of the compensation schedules.

Part 2. Delivery of Compensation

(Payroll)

Article 68. A person or persons who deliver compensation of any kind to personnel of the service shall first prepare a payroll in regard to a recipient or recipients.

Payrolls shall be kept available for examination by personnel of the Authority at any time.

Except as prescribed in the preceding two paragraphs, necessary determinations concerning payrolls shall be provided by rules of the Authority.

(Auditing of Payroll)

Article 69. Where it is necessary to ensure that delivery of compensation is conducted in compliance with law, order, rules or directives of the Authority, the Authority may audit payrolls or order corrections when it is deemed necessary.

(Acting Against Illegal Payment)

Article 70. In case it is discovered that compensation is paid contrary to law, order, rules or directives of the Authority, the Authority, besides taking appropriate steps in regard to the matters under its own jurisdiction, shall, if it is deemed necessary, according to its nature report the case to the Board of Audit or the public procurator for action.

Section V. Efficiency

(Basic Standard for Efficiency)

Article 71. Personnel of the service shall have their efficiency fully developed and increased.

Except as prescribed in this Law, determinations necessary for enforcing the basic standard of the preceding paragraph shall be provided by rules of the Authority.

The Authority shall conduct necessary investigations and studies concerning programs which will develop and increase the efficiency of personnel of the service and take appropriate steps to assure the installation of such programs.

(Evaluation of Work Performance)

Article 72. The performance on duty of personnel of the service shall be periodically evaluated by the head of the administrative agency of government where they are employed, who shall take such appropriate action as the result of evaluation may call for.

The Authority shall have the power of making necessary determinations concerning the evaluation mentioned in the preceding

Article and records thereof and of recommending to the head of the appropriate administrative agency such action consistent with this Law as may be calculated to develop and improve the efficiency of the personnel of the service.

The Authority shall draw up plans concerning recognition for efficient performance and measures for correcting failure to perform efficiently and take appropriate action thereon.

(Programs for Improving Efficiency)

Article 73. For the purpose of developing and improving the efficiency of persons in the service, the Authority and the head of the appropriate administrative agency involved shall formulate and exercise diligence in administering programs concerning:

1. Education and training of personnel;
2. Health of personnel;
3. Recreation of personnel;
4. Safety of personnel;
5. Welfare of personnel.

In regard to the formulation and administration of the programs of the preceding paragraph, the Authority shall be responsible for their overall planning, their integration and coordination with the appropriate agencies involved and surveillance over such agencies.

Section IV. Status, Disciplinary Punishment and Guarantee

(Basic Standard for Status, Disciplinary Punishment and Guarantee)

Articl 74. In regard to their status, disciplinary punishment, and guarantee, personnel of the service shall be treated equitably.

Except as prescribed by this Law, determinations necessary for enforcing the basic standard mentioned in the preceding paragraph shall be provided by rules of the Authority.

Part 1. Status

(Guarantee of Status)

Article 75. Personnel of the service shall not, against their will, be demoted or be temporarily retired or be dismissed, unless they come one of the causes provided by law or rules of the Authority.

Personnel of the service shall suffer reduction of pay when they come under one of the causes prescribed by rules of the Authority.

(Forfeiture of Office due to Disqualification)

Article 76. When a person in the service falls under one of the cases as specified in Article 38, he shall automatically forfeit his office, except as provided by rules of the Authority.

(Separaton from the Servce)

Article 77. Provisions for separation of persons from the service shall be prescribed by this Law and rules of the Authority.

(Instances of Demotion and Dismissal Against His Will)

Article 78. In cases where a person in the service falls under one of the following cases, he may be demoted or dismissed against his will, as provided by rules of the Authority:

1. When his performance on duty fails to show sufficient merits;
2. When due to mental or physical debility, he has difficulty or is incompetent to perform official duties;
3. When otherwise he lacks the qualifications for fitness required for the position he holds;
4. When he becomes a supernumerary or his position is abolished due to an amendment or abrogation of the law concerning the official organization or of the fixed number of personnel, or as a result of a reduction in budget.

(Instances of Temporary Retirement Against His Will)

Article 79. In cases where a person in the service falls under one of the following cases, or in other cases established by rules of the Authority, he may be temporarily retired against his will:

1. When he requires a prolonged period of rest due to mental or physical debility;
2. When he is prosecuted with respect to a criminal case.

(Effect of Temporary Retirement)

Article 80. The period of temporary retirement in any case as specified in Item 1 of the preceding Article shall be as provided by the rules of the Authority; if the debility ceases to exist during the period of temporary retirement, the temporary retiremnt shall be deemed to have been automatically cancelled and the reinstatement shall be ordered forthwith.

The period of temporary retirement in any case as specified in Item 2 of the preceding Article shall be the same as the inherence of the case in question with the law court concerned.

In any case of temporary retirement the permission for such temporary retirement shall automatically be deemed to have been cancelled when the reason for such retirement has ceased to exist.

While still retaining his status in the service, a person who is temporarily retired does not attend to his official duties. During his temporary retirement, he shall not be paid compensation of any kind unless provided in the pay plan.

(Exceptions to Application)

Article 81. In regard to the status of personnel mentioned below, the provisions of Article 75, Article 78 to the preceding Article inclusive and Articles 89 to 92 inclusive shall not apply:

1. Temporary personnel;
2. Personnel in conditional period of initial appointment;
3. Persons who, in consequence of a revision of the allocation of positions by the classification plan, suffer the same result as a reduction of pay or demotion.

In regard to the status of personnel enumerated in various items of the preceding paragraph, necessary determinations may be provided by rules of the Authority.

Part 2. Disciplinary Punishment

(Instances of Disciplinary Punishment)

Article 82. When he falls under one of the following cases, a person in the service may as disciplinary punishment, be dismissed, suspended from duty, suffer reduction in pay or administration of a reprimand:

1. When he has acted contrary to this Law or rules of the Authority;
2. When he has acted contrary to the duties of his position or has neglected his duties;
3. When he is guilty of such malfeasance as to render himself unfitting to be a servant of the community.

(Effect of Disciplinary Punishment)

Article 83. The period of suspension from duty shall be provided by the rules of the Authority within the limit of but not more than one year.

While still retaining his status in the service, a person who is suspended from duty does not attend to his official duties. A person suspended from duty shall not be paid for services during such period of suspension except under provisions of Article 92.

(Administrator of Disciplinary Punishment)

Article 84. Disiplinary punishment shall be administered by an appointing officer. The Authority may file charges against any member of the service subject to investigation as herein provided.

(Relations with Criminal Court)

Article 85. While a case which is to be subjected to disciplinary punishment is in the criminal court, administrative disciplinary proceedings may be taken on the same case at the discretion of the Authority or the appointing officer with the approval of the Authority. Any disciplinary action under this Law shall not preclude the person involved from being subjected to criminal prosecution on the same or related facts.

Part 3. Guarantee

Division 1. Application for Administrative Action on Working Conditions

(Application for Administrative Action on Working Conditions)

Article 86. Personnel of the service may present application to the Authority relative to salary, wages, or any of the working conditions, and ask that they be accorded appropriate administrative action by the Authority or the head of an employing agency of government.

(Review and Evaluation of Case)

Article 87. When the application specified in the preceding Article is received, the Authority shall conduct such investigations, hearings or other fact finding operations as may in its discretion be necessary, and evaluate the situation with due regard to fairness to the public and all persons concerned and in terms of maintaining and improving the efficiency of personnel of the service.

(Action to be Taken as a Result of Evaluation)

Article 88. When the Authority considers action necessary in regard to working conditions on the basis of the evaluation specified in the preceding Article, it shall take its own action on the matters under its jurisdiction, and recommend to the head of an appropriate agency of government to take action in regard to other matters.

Division 2. Review of Disadvantageous Action Taken Against the Will of Personnel

(Delivery of Written Statement of Charges for Reduction of Pay, etc., Taken Against the Will of Personnel)

Article 89. When a person in the service, against his will, has his pay reduced, or is demoted, temporarily retired, dismissed or otherwise subjected to greatly disadvantageous action, or is about to be administered disciplinary punishment, he shall at the time of such action be given by the officer taking such action a written statement of charges fully setting forth the reasons therefor.

In cases where a person in the service considers that he has been subjected to greatly disadvantageous action specified in the preceding paragraph, he may demand delivery of the written statement of charges mentioned in the same paragraph.

(Appeal for Review)

Article 90. The employee subject to the action specified in Paragraph 1 of the preceding Article may, within thirty days after he has received the written statement of charges, appeal to the Authority for review thereof.

(Investigation)

Article 91. On receipt of the appeal specified in the preceding Article, the Authority, or an agency or agencies designated by the Authority shall promptly investigate the case.

In the cases specified in the preceding paragraph, if the employee subject to the action demands a hearing, such hearing shall be accorded. If requested by the employee concerned, the hearing shall be a public hearing.

The officer who took the action or his representative and the employee subject to the action may appear at all hearings, be represented by counsel of their own choosing, be heard and present witnesses, books, records and any pertinent facts and data.

Persons other than those mentioned in the preceding paragraph may present to the Authority any facts and data concerning the case.

(Action to be taken as a Result of Investigation)

Article 92. If, as a result of the investigation, the validity of the charges is established, the Authority shall approve or in its discretion revise the action of the employing agency of government. If, as a result of such investigation, it is established that the accused was

not guilty as charged, the Authority shall reverse the action of the employing agency of government and take such action as may be advisable and necessary to restore employment rights to the member of the service and correct any injustice that may have been done him by reason of such inaccurate accusation. The Authority may in such cases order that the accused by reimbursed for any salary lost by reason of such inaccurate accusation. Findings of the Authority in cases referred to in the preceding two paragraphs shall be final and subject to review only by the Authority under its rules.

Division 3. Compensation for Injury and Disease Incurred in Line of Duty

(Compensation for Injury and Disease Incurred in Line of Duty)

Article 93. In case a person in the service dies, is injured or incurs disease in line of duty or dies as the result thereof, a system of compensating the employee concerned and his immediate dependents for damage resultant of any such incident, shall be established and enforced.

The compensation system specified in the preceding paragraph shall be provided by law.

(Matters to be Provided in Law)

Article 94. In the compensation system mentioned in the preceding Article, the following matters shall be provided:

1. Protection of the employee concerned against economic distress during periods of incapacity resultant of injury or disease incurred in line of duty.
2. Compensation of the employee for permanent or prolonged damage to his earning capacity resultant of injury or disease incurred in line of duty.
3. In the event of the death of the employee resultant of injury or disease incurred in line of duty, compensation for damage sustained by the surviving members of his family or those who maintain their living by an income of the employee at the time of his death.

(Responsibility of the Authority for Drafting and Administering Compensation System)

Article 95. The Authority shall conduct essential studies in regard to the compensation system as soon as practicable, and submit its recommendations thereon to the Diet and the Cabinet. The injury compensation plan shall be administered by the Authority.

Section VII. Performance on Duty

(Basic Standard for Performance on Duty)

Article 96. Any person in the service, as a servant of the community, shall attend to his duties in the interest of the public, and exert his utmost in the performance of his duties.

Except as prescribed in this Law, determinations necessary for enforcing the basic standard specified in the preceding paragraph shall be provided by rules of the Authority.

(Subscription to Oath)

Article 97. Personnel of the service shall subscribe to the oath of office, as provided by rules of the Authority.

(Duty to Obey Laws and Orders and Orders of Superiors; and Employee Organizations)

Article 98. Personnel of the service in the performance of their duties shall comply with laws and orders and faithfully observe the orders of their superiors on matters pertaining to the performance of their official duties.

Personnel of the service shall be permitted to form or refrain from forming or to join or refrain from joining associations or other employee organizations. Through such organizations, personnel of the service may designate representatives of their own choice and negotiate subject to the procedures of the Authority with proper authorities for conditions of work and for other lawful purposes including social and welfare activities, provided, however, that such negotiation does not include the right of collective agreement with the Government. No person in the service shall be denied the freedom to present grievances or voice opinions by reason of his non-membership in an employee organization.

Personnel of the service shall not be subjected to adverse treatment on the ground that they are the constituent members of the association or other organization referred to in the preceding paragraph, or have attempted to form or join it, or that they have performed lawful actions in such organization.

Personnel of the police services and fire services (including personnel of the National Fire Defense Board) and personnel of the Maritime Safety Board (Coast Guard) and penal institutions shall be denied the right to organize the employee organizations or to join the employee organizations as specified in paragraph 2.

Personnel of the service shall not strike or engage in delaying or other dispute tactics against the public of Japan represented by the National Government as employer, or resort to delaying tactics which reduce the efficiency of governmental operations, nor shall personnel of the service or other persons attempt, conspire to effect, instigate or incite such illegal actions.

Any person in the service who shall resort to strike or any or all of the unlawful tactics as prescribed in the preceding paragraph shall not contest against the National Government with the rights to appointment or employment acquired and possessed by him under laws and orders at the time of such strike, dispute or delaying tactics.

The association or other employee organization referred to in Paragraph 2 may be incorporated as a juridical person. The provisions of the Civil Code (Law No. 89 of 1896) and the Law on Procedure of Non-Contentious Cases (Law No. 14 of 1898) concerning juridical persons as specified in Article 34 of the Civil Code shall be applied correspondingly to juridical persons referred to in this paragraph. However, "the competent government agency" in such provisions shall be taken to read "the National Personnel Authority."

(Prohibition of Acts causing Loss of Credit)

Article 99. No person in the service shall act in such a way as to cause the loss of credit of his position or reflect adversely on the national public service.

(Duty to Preserve Secrecy)

Article 100. A person in the service shall not divulge any secret which may have come to his knowledge in the performance of his duties. This shall also apply after he has retired from office.

In case a person in the service is to make a statement concerning any secret in respect of his duties as a witness or an expert witness prescribed by law or order, he shall require the permission of the head of his employing agency of government (or in the case of a retired employee, the head of the agency of government having jurisdiction over the position he held at the time of retirement or any position similar thereto).

The permission referred to in the preceding paragraph shall not be refused, except under conditions and procedures provided by law or rules of the Authority.

The preceding three paragraphs shall not apply where information is requested by the Authority during an investigation or hearing conducted by the Authority. It shall not be necessary for the individual to secure permission from anyone to inform and testify before the Authority on secret, confidential or restricted information when so requested by the Authority during or as a part of such investigations or hearings conducted under the official auspices of the Authority. Failure to inform and testify before the Authority on such information upon its official request shall make the individual liable to the penal provisions of this Law.

(Undivided Attention to Duty)

Article 101. Personnel of the service, except in cases authorized by rules of the Authority, shall give their full working time and occupational attention to the duties of their public position, and perform only those duties which it is the responsibility of the National Government to perform. Except as authorized by rules of the Authority, personnel of the service may not hold concurrently two or more positions in the employ of the government. Personnel in the employ of the government shall not be paid for service in more than one position at any one time.

Nothing contained in the preceding paragraph shall be construed to preclude the assignment, by competent authority, of personnel in the service to duties other than those of their public position in the event of an earthquake, fire, flood or other major catastrophe.

Personnel of the service shall not, while receiving pay of the National Government, perform duties or carry on activities for or in behalf of employee organizations. However, such personnel of the National Government may perform the activities specified and approved in Article 98 of this Law under conditions or circumstances approved by or prescribed by rules of the Authority.

(Restriction of Political Activities)

Article 102. No person in the service shall solicit, or receive, or be in any manner concerned in soliciting or receiving any subscription or other benefit for any political party or political purpose or engage in any political activity as defined by the rules of the Authority other than to exercise his right to vote.

No person in the service shall be a candidate for elective public office.

No person in the service shall be an officer, political adviser, or member with similar political function of any political party or political organization.

(Exclusion from Private Enterprise)

Article 103. A person in the service shall not concurrently hold a position therein and a position of an officer, adviser or councillor in any company or other organization established for the purpose of carrying on any commercial, industrial or financial or other private enterprise aiming at pecuniary gain (to be herein-after referred to as profit-making enterprise), nor shall he carry on, on his own account, any enterprise which aims at pecuniary gain.

Any person is hereby prohibited for a period of two years after leaving the service from accepting or serving in a position with a profit-making enterprise which involves a close connection with any agency defined by rule of the Authority of the national public service with which such person was formerly employed within five years prior to separation from the service.

The provisions of the preceding two paragraphs shall not apply to cases wherein approval is given by the Authority on the recommendation of the head of the employing agency of government, as provided by rules of the Authority.

With respect to a profit-making enterprise, when a person in the service holds stocks, shares or other interests therein to such a degree as to be in a position to participate in the management of such enterprise, the Authority may call upon such employee to submit a report regarding his holdings of stocks, shares and other interests, as provided by rules of the Authority.

When the Authority, on the basis of the report specified in the preceding paragraph, considers it inappropriate for the person concerned to continue the holdings in question in the performance of his duties, it may serve notice to the employee to the same effect, as provided by rules of the Authority.

Upon receipt of the notice mentioned in the preceding paragraph, if the employee concerned has objection to the substance thereof, he may fill a protest with the Authority within thirty days after he has received the said notice.

The provisions of paragraphs 2 and 3 of Article 91 shall apply correspondingly to the instances of protest as specified in the preceding paragraph.

An employee who has not filed any protest as specified in Paragraph 6 and an employee whose protest has not been sustained as the result of investigation by the Authority shall divest himself of his holdings either in whole or in part within a period provided by rules of the Authority or relinquish his position, as provided by rules of the Authority.

(Restriction of Participation in Other Undertaking or Business)

Article 104. If a person in the service is, in consideration of an honorarium, concurrently to hold a position therein and a position of an officer, adviser or councillor in any undertaking other than a profit-making enterprise, or to engage in any other under-taking or to carry on business, the permission of the Authority and the head of the employing agency of government shall be required.

(Scope of Duties of Personnel)

Article 105. Apart from taking charge of duties prescribed by law, rule or directive, personnel of the service as such shall assume no other obligation whatever.

(Conditions of Work)

Article 106. Necessary determinations concerning conditions of work and other matters pertinent to the performance of duties may be provided by rules of the Authority.

The rules of the Authority mentioned in the preceding paragraph shall be consistent with the purport of this Law.

Section VIII. Pension to Retired Employees

(Basic Standard for Pension to Retired Employees)

Article 107. Persons in the service who have faithfully served for a reasonable period of time and retired shall be give pension.

Necessary determinations concerning pension mentioned in the preceding paragraph shall be provided by law.

Persons who retire as the result of injury or disease incurred in line of duty or the surviving members of those who die in line of duty may be given a pension as provided by law.

(Object of the Pension System)

Article 108. The pension system shall have as its object the provision for each person, after retirement, of an income adequate to sustain him and his immediate dependents at the time of retirement or death in manner dignified and appropriate to the circumstances of retirement or death.

In the cases of Paragraph 3 of the preceding Article, due adjustments with the compensation system specified in Article 93 shall be effected.

The pension system shall be designed on a sound actuarial basis and administered by the Authority.

The Authority shall conduct essential studies in regard to the

pension system as soon as practicable and submit its recommendations thereon to the Diet and the Cabinet.

CHAPTER IV. PENAL PROVISION

Article 109. A person falling under one of the following cases shall be sentenced to not to exceed one year in penal servitude or fined not to exceed thirty thousand yen:

1. A Cabinet member who concurs in the appointment of a Commissioner who does not qualify under the provisions of Article 5;
2. A person who accepts an appointment to a position in violation of Paragraph 3 of Article 7;
3. Cabinet members who wilfully refrain from removing a Commissioner in violation of Paragraph 3 of Article 8;
4. Cabinet members who fail to appoint a Commissioner within 60 days after a vacancy in the Authority occurs. However, in cases where the consent of the Diet is not obtained during the said period, this shall not be applicable;
5. A person who holds two positions in violation of Article 15;
6. A person who wilfully withholds publication of rules and amendments of rules in the Official Gazette in violation of Paragraph 2 of Article 16;
7. A person who wilfully fails to prepare and maintain records or revise records, in violation of Article 19;
8. A person who wilfully fails to submit report or information in violation of Article 20;
9. A person who is guilty of discrimination in violation of Article 27;
10. An employee or officer of the National Government who withholds of suppresses publicity of examinations in violation of Paragraph 3 of Article 47;
11. A person who effects a suspension in violation of paragraph 1 of Article 83;
12. A person who wilfully fails to comply with a decision, action or order of the Authority made in accordance with Article 92;
13. Any person who divulges secrets in violation of paragraphs I or 2 of Article 100;
14. Any person who holds a position in any enterprise in violation of Article 103;
15. An appointing officer who extends temporary employment in violation of Article 11 of the Supplementary Provisions.

Article 110. A person falling under one of the following cases

shall be sentenced to not to exceed three years in penal servitude or fined not to exceed one hundred thousand yen:

1. A person who violates paragraph 6 of Article 2;
2. A person who pays compensation in violation of Article 10 or Article 14;
3. A person who has been subpoenaed as a witness in accordance with the provision of paragraph 2 of Article 17 and has made a false statement;
4. A person who has been subpoenaed as a witness in accordance with the provision of paragraph 2 of Article 17 and has not responded, except for just cause, or who, in accordance with the provision of the same paragraph, has been ordered to produce books, records or copies thereof, and has not complied with such order without any just cause;
5. A person who has been ordered to produce books, records or copies thereof in accordance with the provisions of paragraph 2 of Article 17 and knowingly produces false books, records or copies thereof;
6. A person who pays or delivers compensation in violation of Article 18;
7. A person who makes an appointment in violation of paragraph 1 of Article 33;
8. A person who violates the prohibition prescribed in Article 39;
9. A person who commits an act of fraud in violation of Article 40;
10. A person who obstructs the right to examination or appointment or furnishes information in violation of Article 41;
11. A person who pays compensation in violation of Article 66 or paragraph 1 of Article 63;
12. A person who delivers compensation in violation of Article 68;
13. Any Commissioner who wilfully fails to take appropriate steps in regard to payment of compensation in violation of Article 70;
14. A person who pays a suspended person in the service in violation of paragraph 2 of Article 83;
15. A person who wilfully prevents the presentation of an application for administrative action on working conditions, in violation of Article 86;
16. A person who organizes an organization in violation of paragraph 4 of Article 98;
17. Any person who conspires to effect instigates or incites the

illegal action defined in the first part of paragraph 5 of Article 98, or attempts such action;

18. A person who fails to inform and testify in violation of paragraph 4 of Article 100;
19. Any person who violates in the restrictions on political activity set forth in paragraph 1 of Article 102;
20. An appointing officer who fails to enforce the termination of a temporary appointment in accordance with paragraph 1 of Article 9 of the Supplementary Provisions.

Money or other benefit given or received by the person mentioned in Item 8 of the preceding paragraph shall be confiscated. When it is not possible to collect such amount either in whole or in part, its value shall be sought and collected.

Article 111. A person who attempts to accomplish or who orders, wilfully permits, instigates, or is an accessory to the accomplishment of any of the acts enumerated in Items 1, 3, 4, 5 and 13 of Article 109, or Items 1 to 7 inclusive, 9 to 16 inclusive, 18 and 20 of Article 110 shall be subject to the penalty prescribed in each of these Articles.

SUPPLEMENTARY PROVISIONS

Article 1. In this Law the provision of Article 2 of the Supplementary Provisions shall be enforced from November 1, 1947, and other provisions from July 1, 1948.

In this Law provisions other than those concerning the establishment of the Authority and the Performance on Duty (inclusive of the penal provisions and supplementary provisions related thereto) may be gradually applied as practicable, as provided by law, rules or directives of the Authority.

Article 2. A Temporary National Personnel Commission (to be hereinafter referred to as the Temporary Commission) shall be set up under the jurisdiction of the Cabinet.

The Temporary Commission shall have the power of investigating positions, employment situations and other matters pertaining to personnel administration in general and making other preparations in so far as are necessary for the enforcement of this Law.

The Temporary Commission shall exercise the powers of the Authority as provided in this Law from July 1, 1948, up to the installation of the Authority. In this case, "the Authority" in this Law shall be taken to read "the Temporary Commission."

The Temporary Commission shall be composed of a Chairman and two Commissioners.

The Chairman and Members of the Temporary Commission actually holding office on the date of establishment of the Authority, pending the appointment of Commissioners of the Authority, be deemed as holding the office of such Commissioners, and, until that time, the Chairman shall perform the duties of the President of the Authority. The Chairman and members of the Temporary Commission shall retire upon the appointment of Commissioners of the Authority, and, in this case, the Chairman of the Temporary Commission shall promptly hand over charge to the President of the Authority. Such appointment shall be consummated within five days following the establishment of the Authority.

The provisions of Paragraph 1 of Article 5, Paragraphs 3 to 5 inclusive of the same Article and Paragraph 2 of Article 11 shall apply correspondingly in respect of the Chairman and Commissioners of the Temporary Commission.

The Temporary Commission shall have a Secretariat.

The Temporary Commission shall have an Executive Director whose duties and compensation shall be those described in Article 14 and other necessary personnel prescribed by Cabinet Order.

Personnel of the Temporary National Personnel Commission shall on the establishment of the Authority become personnel of the Authority in conditional status for a period of six months thereafter. Employees who successfully complete such conditional period shall thereupon be regarded as having qualified themselves in the examination or the evaluation based on this Law, or otherwise as holding positions in which they are so serving under the procedure based on this Law and shall thereby be given permanent status in the service. No provision of this paragraph shall exempt personnel of the Authority from application of the provisions of Article 9 of the Supplementary Provisions.

Necessary determinations concerning the implementation of the powers of the Temporary Commission may be provided by Cabinet Order until July 1, 1948, after which time such determinations shall be provided by law or rules of the Authority.

Article 3. In Paragraph 6 of Article 5, the department of the university shall include the department of the universities under the previous "University Ordinance (Imperial Ordinance No. 388 of 1918)" or the colleges under the previous "College Ordinance (Imperial Ordinance No. 61 of 1903)."

Article 4. Of Commissioners who are appointed at the outset, the term of office of two shall, without prejudice to the provision of Paragraph 1 of Article 7 be five years for one and three years for

the other. In this case, which Commissioner shall have which term of office shall be decided by the Cabinet.

Article 5. In case Commissioners other than the President are simultaneously appointed from the outset, in applying the provision of Paragraph 3 of Article 11, "a senior Commissioner" shall be taken to read "a Commissioner on a longer term of office."

Article 6. Dismissals by disciplinary decision referred to in Item 3 of Article 38 shall include those effected under the provisions heretofore in force.

Article 7. The temporary retirement or disciplinary punishment of a person who, under the regulations heretofore in force, has been ordered to be temporarily retired or has been under disciplinary proceedings or has been subjected to disciplinary action shall be the same as heretofore.

Article 8. The provision of Item 2 or Item 3 of Article 82 shall also apply to acts committed before the application of the provisions of the same Article.

Article 9. Persons actually holding on a date which shall be established by the Authority, positions as Vice-Ministers, heads and assistant heads of bureaus, section heads, and assistant section heads and other positions of similar organizational level in the service as designated by the Authority shall, as provided by rules of the Authority, be deemed as having received temporary employment in such positions. Such temporary employment shall not exceed three years from July 1, 1948, and may be sooner terminated by rules or directive of the Authority. The Authority shall from time to time designate additional positions as of similar organizational level and such positions shall be subject to the provisions of this Article. However, in the interest of the service the Authority may at its discretion hold examinations and effect replacements of personnel in any position, group of positions, or occupation or series of occupations in the service.

In regard to the position as specified in the preceding paragraph, it shall be the duty of the Authority by greatest diligence to administer the necessary examinations under this Law within two years after July 1, 1948.

Article 10. Person in positions other than those specified, and from time to time specified by the Authority under the preceding Article shall be regarded as having qualified under the procedures based on this Law for the positions held by them on dates as specified by the Authority and in all respects subject to the rules of the Authority.

Article 11. Prior to July 1, 1951, an appointing officer may, with the permission of the Authority and subject to its rules, extend temporary employment beyond the limits specified in paragraph 1 of Article 60.

Article 12. The provisions of Article 100 shall also apply to former personnel who had retired before the enforcement of the provisions of the same Article.

Article 13. In case it is necessary to make exceptions to this Law on the basis of the special nature of the duties and responsibilities of any positions in the regular government service, such exceptions may be separately provided by law or rules of the Authority. These exceptions shall not, however, be contrary to the spirit of Article 1 of this Law.

Article 14. Interim exceptions and other matters necessary for the revision or abrogation of the provisions of the laws and orders concerning personnel which are actually valid at the time of enforcing or applying the various provisions of this Law, and for applying the provisions of this Law to persons subject to those of such laws and orders shall be provided by law, rules or directives of the Authority.

Article 15. Prior to July 1, 1951, the Authority may extend cooperation and technical advice incident to the installation and operation of civil service agencies of prefectures, cities and other local public bodies based on the principles established under this Law.

Article 16. The coverage of the Trade Union Law (Law No. 51 of 1945), the Labor Relations Adjustment Law (Law No. 25 of 1946), the Labor Standards Law (Law No. 49 of 1947), and the Mariners Law (Law No. 100 of 1947), and any ordinances, rules, or orders issued under the provisions of these laws, shall not apply to any personnel of the regular service as defined in Article 2 of the National Public Service Law (Law No. 120 of 1947).

SECOND SUPPLEMENTARY PROVISIONS

Article 1. The present Law shall come into force as from the day of its promulgation. However, the provisions of paragraphs 3 to 5 inclusive of Article 13 of the revised National Public Service Law shall take effect as from the annual budget for the fiscal year 1949 and the provisions of Article 6 of these Supplementary Provisions and the revised provisions of Article 10 of the Mariners' Employment Security Law in Article 7 of these Supplementary Provisions shall take effect as from the date prescribed by rules of the Authority.

Article 2. Except when otherwise provided by rule of the Authority, a person in the service actively holding elective public office on the effective date of the revised provision of paragraph 2 of Article 102, National Public Service Law, shall lose his position in the service

effective as of June 30th, 1949 unless he resign from such elective office and communicate to the National Personnel Authority a copy of his resignation and official certification that such resignation has been accepted and has become effective prior to June 30th, 1949.

Article 3. With respect to persons in the regular government service the provisions of the Labor Standard Law, the provisions of the Mariners' Law and orders issued thereunder shall be applied correspondingly until such a time as a separate law is enacted and administered, as long as such provisions are not in conflict with the spirit of the National Public Service Law and are not inconsistent with the matters provided by Laws enacted pursuant to the National Public Service Law or rules of the Authority issued thereunder. However, the provisions relating to the authority of the labor standard supervisory organs shall not be applied correspondingly to the working conditions of personnel in the regular government service.

2. In cases of the preceding paragraph, necessary matters shall be provided by rules of the Authority.

Article 4. Any employee association or union actually existing on the effective date of the provision of Article 16 of the Supplementary Provisions of the National Public Service Law and having as its main constituents, personnel of the government service, may continue its existence. All such associations shall providing democratic processes for the election of officers and the conduct of business and otherwise conform in organization, purpose and procedure to the provisions of this Law. Such organizations shall register with the National Personnel Authority under procedures of that Authority.

2. Necessary determinations concerning the employee associations or unions referred to in the preceding paragraph shall be provided by law or rules of the Authority.

Article 5. With prespect to the application of penal provisions for any act committed before the enforcement of the provisions of Article 16 of the Supplementary Provisions of the National Public Service Law which violates the provisions of laws, orders, and directives enumerated in the same article, the same shall follow the instances heretofore in force, notwithstanding the provisions of the same article.

Article 6. A part of the Employment Security Law, (Law No. 141 of 1947) shall be revised as follows:

In Article 9, paragraph 1, "special" shall be deleted (in English version only) and "Minister of Labor" shall read "The National Personnel Authority"; Paragraph 2, shall be deleted; paragraph 3 shall be renumbered as Paragraph 2, in which "prior to application of the National Public Service Law, (Law No. 120 of 1947)".

shall be added at the beginning, and in line 1 after "office" a period (.) shall be deleted and replaced by a semi-colon (;), and in line 3 after "governor" a period (.) shall be deleted and replaced by "and" (in English Version only).

Article 7. A part of the Mariners' Employment Security Law shall be revised as follows:

In Article 1, "maritime enterprise" shall read "non-governmental maritime enterprise (to be hereinafter referred to as maritime enterprise)", and the following shall be added as Paragraph 2:

2. "The recruitment, qualification and appointment of officials and employees who man vessels in the service of the national government and whose salaries, wages, allowances or other compensation are paid from the National Treasury, shall be in accordance with the provisions of the National Public Service Law (Law No. 120 of 1947)".

In Article 8, after Paragraph 2 the following paragraph shall be added:

3. Matters concerning personnel actions and administration shall conform to the provisions of the National Public Service Law (Law No. 120 of 1947).

In Article 10, "the Minister of Transportation" shall read "the National Personnel Authority".

In Article 28, the following paragraph shall be added:

2. "The administration of personnel affairs of such Seamen's Training Institutes shall be governed by the provisions of the National Public Service Law (No. 120 of 1947)".

Article 8. The Cabinet Order Concerning Temporary Measures to be Taken in Consequence of the Letter of the Supreme Commander for the Allied Powers to the Prime Minister, dated July 22, 1948 (Cabinet Order No. 201 of 1948) shall be abolished as it applies to personnel of the National Government.

2. With respect to the application of penal provisions for any act committed before the abolition of the Cabinet Order referred to in the preceding paragraph which violates the provisions of paragraph 1 of Article 2 of the same Cabinet Order, the same shall follow the instances heretofore in force.

Article 9. On the effective date of this Law, "National Personnel Commission," "Chairman of the National Personnel Commission," "Commissioner of the National Personnel Commission" and "Rules of the National Personnel Commission" in other laws and orders shall be taken to read respectively, "National Personnel Authority," "President

of the National Personnel Authority," "Commissioner of the National Personnel Authority," and "Rules of the National Personnel Authority" respectively.

Article 10. Persons actually holding positions or employment in the Temporary National Personnel Commission on the effective date of this Law shall be deemed to hold equivalent appointments or employment in the National Personnel Authority unless other written notification of action is given them by the Authority. The position of Director-General of the Authority shall be regarded as equivalent to Executive Director of the Temporary Commission.

Article 11. Employees of the Diet and the Court shall be included in the provisions of the regular service as defined by this Law until December 31, 1951.

Article 12. The Ordinance relating to Disciplinary Punishment of Government Officials (Imperial Ordinance No. 63 of 1899), the Official Organization of the Higher and Junior Civil Service Examination Committees (Imperial Ordinance No. 9 of 1918), the Higher Civil Service Examination Ordinance (Imperial Ordinance No. 15 of 1929), the Official Organization of the First Class Officials Selection Committee (Imperial Ordinance No. 4 of 1941), the Ordinance relating to Special Provisions in regard to the Qualifications of Second Class Administrative Officials (Imperial Ordinance No. 77 of 1945), the Official Organization of the Second Class Administrative Officials Selection Committee (Imperial Ordinance No. 78 of 1945), and the Law concerning Temporary Measures to be Taken for the Higher and Junior Civil Service Examination Committees (Law No. 53 of 1948), and orders issued thereunder shall be abolished on the effective date of this Law.

However, the Higher Civil Service Examination Ordinance and the Higher Civil Service Examination Committee shall be regarded as continuing their respective existence under the conditions provided by the laws heretofore in force, insofar as, in the case of the former, the examinations referred to in Article 66 of the Court Organization Law (Law No. 59 of 1947) and Article 66 of the Court Organization Law (Law No. 59 of 1947) and Article 3 of the Lawyers Law (Law No. 53 of 1933) are concerned, and, in the case of the latter, the Third Division is concerned until not later than December 31, 1948.

On the effective date of this Law, personnel actually engaged on a full-time basis in the business of the committees established by the laws and orders prescribed in Paragraph 1 shall be regarded as having been relieved of their posts on that date without any written notification for such action.

OFFICIAL GAZETTE

GOVERNMENT PRINTING BUREAU

ENGLISH EDITION

昭和二十一年十一月三十日　第三種郵便物認可

No. 831　　SATURDAY, JANUARY 8, 1949　　Price 28.00 *yen*

REGULATIONS

January 8, 1949

Pursuant to the National Public Service Law, the National Personnel Authority hereby establishes the following rule concerning application of provisions of the National Public Service Law:

President of National Personnel Authority
ASAI Kiyoshi

Rule No. 1-3 of the National Personnel Authority

(Effective date: January 8, 1949)

Application of Provisions of the National Public Service Law

The following provisions of the National Public Service Law are hereby declared to be in operation:

Articles 1-24 inclusive
" 27-29 "
" 32
" 34
" 38-57 inclusive
" 59
" 61-111 inclusive

Supplementary Provisions
Articles 1- 8 inclusive
" 12-16 "

Supplementary Provisions to the First Revision of the Law (Law No. 222 of 1948)
Articles 1-12 inclusive

Supplementary Provisions to the Second Revision of the Law (Law No. 258 of 1948)

January 8, 1949

Pursuant to the National Public Service Law, the National Personnel Authority hereby establishes the following rule concerning negotiation procedure:

President of National Personnel Authority
ASAI Kiyoshi

Rule No. 14-0 of the National Personnel Authority

(Effective date: January 8, 1949)

Negotiation Procedure

Subject to the provisions of Article 98, Paragraph 2 of the Law, which Article is now declared to be in operation, personnel of the service may individually or collectively negotiate with proper authorities relative to conditions of work and for other lawful purposes including social and welfare activities; provided that such negotiation does not include the right of collective agreement with the Government. In instances where personnel of the service elect to be represented by their employee organizations negotiations shall be subject to the following procedure:

1. Negotiations shall be conducted by the representatives of the employee organizations with the head of the agency concerned or his duly appointed representatives at a time mutually determined upon.

2. Negotiations shall be restricted to conditions over which the head of agency lawfully has discretion and control.

3. Negotiations shall be conducted only by employee organizations registered with the National Personnel Authority.

NOTIFICATIONS

Ministry of Finance Notification No. 6

January 8, 1949

A part of the Notification providing the details, etc. of the Fixed Savings with Premiums of the Wassamu-mura Agricultural Cooperative Association (Ministry of Finance Notification No. 353 of October, 1948) in accordance with the provisions of Articles 3 and 5 of the Law for Establishment of the Savings with Premiums, has been amended as follows and has been effective December 11, 1948:

Minister of Finance pro tempore
Minister of State
OYA Shinzo

In 3. Period for Handling, "Dec. 10, 1948" shall be revised as "Jan. 15, 1949".

In 5. Date of Drawing, "Dec. 15, 1948" shall be revised as "Jan. 25, 1949".

In 6. Starting Date of Payment of Premiums, "Dec. 20, 1948" shall be revised as "Jan. 31, 1949".

Attorney-General's Office Notification No. 5

January 8, 1949

The following partial amendments shall be made to the Notification (Ministry of Justice Notification No. 14 of April, 1941) concerning Jurisdiction of Rehabilitation District prescribed by Article 4 of the Ordinance concerning the Offenders Rehabilitation Commissioners:

Attorney-General
UEDA Shunkichi

Under the head of Hiroshima Offenders Rehabilitation Committee, the West Rehabilitation District and East Rehabilitation District shall be deleted, and the following Rehabilitation Districts shall be added newly:

Rehabilitation District	Jurisdiction
West 1	In Hiroshima-shi, Moto-machi, Shioya-machi, Tate-machi, Kawaya-machi, Shinkawaba-machi, Shimonaka-machi, Fukuro-machi, Kokutaiji-machi, Zakoba-machi, Ote-machi, Hirataya-machi, Higashi-uoya-machi, Togiya-machi, Harimaya-machi, Teppoya-machi, Naka-machi, Nishi-uoya-machi, Kamiya-machi, Onomichi-machi, Ko-machi, Yoko-machi, Toriya-machi, Tenjin-cho, Kobiki-cho, Nakajimashin-machi, Nakajimahon-machi, Zaimoku-cho, Kako-machi, Yoshijima-machi, Yoshijima-hagoromo-cho, Motoyanagi-machi, Sarugaku-cho, Yoshijimahon-machi, Saiku-machi, Sakai-machi, Tsukamoto-machi, Nekoya-machi, Aburaya-machi, Tokaichi-machi, Eno-machi, Kitaeno-machi, Shin-ichi-machi, Funairi-machi, Funairinaka-machi, Funairihon-machi, Funairi-saiwai-machi, Funagawairi-machi, Yokobori-machi, Nishiki-cho, Takajo-machi, Tera-machi, Nishijigata-machi, Koami-machi, Hirosekita-machi, Hirosemoto-machi, Nishidaiku-machi, Nishihiki-mido-machi, Kajiya-machi, Nishikuken-cho, Sakan-machi, Nishishin-machi, Sorazaya-machi, Kawahara-machi, Eba-machi, Yokokawa-machi, Kusunoki-machi, Misasahon-machi, Shinsho-machi, Oshiba-machi, Mitaki-machi, Uchikoshi-machi, Yamate-machi, Higashisenda-machi, Minamisenda-machi, Senda-machi, Hirano-machi
West 2.	In Hiroshima-shi, Higashi-kannon-machi, Kannonhon-cho, Nishikannon-machi, Minamikannon-machi, Temma-machi, Nishitemma-machi, Kamitemma-machi, Fukushima-machi, Nakahiro-machi, Minami-misasa-machi, Koi-machi, Kusatsuhigashi-machi, Kusatsumoto-machi, Kusatsuhama-machi, Kusatsu-minami-machi, Kogo-machi, Furuta-machi
East 1	In Hiroshima-shi, Onaga-machi, Kojin-machi, Atago-machi, Osuga-machi, Matsubara-machi, Wakakusa-machi, Enkobashi-machi, east of the Enko River in Niho-machi, Higashikaniya-machi, Nishikaniya-machi, Ushida-machi, Yaga-machi
East 2	In Hiroshima-shi, Kyobashi-machi, Hijiyama-machi, Hashimoto-machi, Futabanosato, Osu-machi, Matoba-machi, Minamikaniya-machi, Daiya-machi, Shino-nome-machi, Dambara-ohata-machi, Dambara-suehiro-machi, Dambara-hinode-machi, Dambara-naka-machi, Dam-bara-shin-machi, Dambara-yamasaki-machi, Minami-dam-bara-machi, Dambara-higashi-ura-machi, Kirinoki-machi, Dambara-machi, Hijiyamahon-machi, Hijiyama-koen, Dote-machi, Matsukawa-machi, Inari-machi, Kanayama-machi, Kamiyanagi-machi, Nobori-machi, Kaminagaregawa-machi, Teppo-machi, Hatcho-bori, Iwamiya-machi, Yama-guchi-machi, Kanayama-machi, Higashiebisu-machi, Ebisu-machi, Chigiya-machi, Horikawa-machi, Yayoi-machi, Shimoyanagi-machi, Yagem-bori, Shimonagaregawa-machi, Hiratsuka-machi, Tanaka-machi, Mikawa-machi, Takeya-machi, Fujimi-machi, Showa-machi, Takara-machi, Tsurumi-machi, Hakojima-higashinaka-machi, Hakojima-naka-machi, Hakojima - nishinaka - machi, Hakojima-kuken-cho, Hako-jima-kita-machi, Higashi-kako-jima-machi, Nishi-hakojima-machi, Minami-takeya-machi

In the clause of Ujina Rehabilitation District, "Minami-takeya-machi, Hirano-machi, Higashi-senda-machi, Senda-machi, Minami-senda-machi" in Hiroshima-shi, shall be deleted.

Attorney-General's Office Notification No. 6

January 8, 1949

The following partial amendment shall be made to the Notification (Ministry of Justice Notification No. 14 of April, 1941) concerning the Jurisdiction of Rehabilitation District prescribed by Article 4 of the Ordinance concerning the Offenders Rehabilitation Commissioners:

Attorney-General
UEDA Shunkichi

Under the head of Ibaragi Offenders Rehabilitation Committee, "Funashima-mura, Kimihara-mura, Ami-machi", shall be added next to "Moto-shinjima-mura" in Inashiki-gun in the clause of Edozaki Rehabilitation District; "Asahi-mura" shall be added next to "Kukizaki-mura" in Inashiki-gun in the clause of Ryugasaki Rehabilitation District, and "in Inashiki-gun, Funajima-

mura, Kimihara-mura, Ami-mura, Asahi-mura" in the clause of Tsuchiura Rehabilitation District, shall be deleted.

"Juwa-mura, Yahara-mura" shall be added next to "Onogawa-mura" in Tsukuba-gun in the clause of Yatabe Rehabilitation District; "in Yuki-gun, Shimoyuki-mura, Ansei-mura, Ogata-mura, Okada-mura, Iinuma-mura, Nishitoyota-mura, Toyokami-mura, Fusakami-mura, Tama-mura, Sodo-mura, Kogai-mura, Toyota-mura, Ishige-machi" in the clause of Shimozuma Rehabilitation District, shall be deleted; "Ogata-mura, Okada-mura, Iinuma-mura, Toyokami-mura, Fusakami-mura, Tama-mura, Sodo-mura, Kogai-mura, Toyota-mura, Ishige-machi" shall be added next to "Toyooka-mura" in Yuki-gun in the clause of Suikaido Rehabilitation District; "in Kitasoma-gun, Sugau-mura, Uchimoriya-mura, Kokinu-mura, Sakate-mura" and "in Tsukuba-gun, Juwa-mura, Yahara-mura" in the said clause, shall be deleted; "Shimoyuki-mura, Ansei-mura, Nishitoyota-mura" shall be added next to "Nazaki-mura" in Yuki-gun in the clause of Yuki Rehabilitation District, and "Sugau-mura, Uchimoriya-mura, Kokinu-mura, Sakate-mura" shall be added next to "Fukawa-machi" in Kitasoma-gun in the clause of Torite Rehabilitation District.

Under the head of Gumma Offenders Rehabilitation Committee, "Kasukawa-mura" in Seta-gun in the clause of Seta Rehabilitation District, shall be deleted; "in Usui-gun, Yahata-mura, Toyooka-mura, Satomi-mura, Karasufuchi-mura" in the clause of Gumma Rehabilitation District, shall be deleted; "Karasufuchi-mura, Yahata-mura, Satomi-mura, Toyooka-mura" shall be added next to "Gokan-mura" in Usui-gun in the clause of Annaka Rehabilitation District; "in Saha-gun, Misato-mura, Akabori-mura, Azuma-mura, Toyoke-mura, Nawa-mura, Shibane-mura, Tamamura-machi, Joyo-mura, Miyago-mura" in the clause of Isezaki Rehabilitation District, shall be deleted, and the following Rehabilitation District, shall be added next to Isezaki Rehabilitation District and Sakai Rehabilitation District shall be deleted:

Rehabilitation District	Jurisdiction
Saha	Saha-gun

The Jurisdiction of Ota Rehabilitation District shall read as follows:

Rehabilitation District	Jurisdiction
Ota	Ota-shi In Nitta-gun, Ojima-machi, Kizaki-machi, Hosen-mura, Goto-mura, Ikushina-mura, Yabutsuka-honmachi, Serada-mura, Watauchi-mura

and "in Nitta-gun, Kasagake-mura" in the clause of Kiryu Rehabilitation District, shall be deleted; "Kasugawa-mura" shall be added next to "Azuma-mura" in Seta-gun in the clause of Omama Rehabilitation District, and "in Nitta-gun, Kasagake-mura" shall be added in the said clause.

Under the head of Niigata Offenders Rehabilitation Committee, the following Rehabilitation Districts shall be added next to Shirane Rehabilitation District, and Nishi-kambara Rehabilitation District shall be deleted:

Rehabilitation District	Jurisdiction
Southern part of Nishi-kambara	In Nishi-kambara-gun, Tsubame-machi, Jizodo-machi, Kunigami-mura, Shimagami-mura, Awauzu-mura, Koike-mura, Konakagawa-mura, Matsunaga-mura, Koyoshi-mura
Northern part of Nishi-kambara	In Nishi-kambara-gun, Maki-machi, Yoshida-machi, Uchino-machi, Sone-machi, Akatsuka-mura, Mineoka-mura, Urushiyama-mura, Nakanokoya-mura, Yonozu-mura, Ohara-mura, Tsukigata-mura, Wano-mura, Dojo-mura, Yotsugo-mura, Yoroigo-mura, Masugata-mura, Yahiko-mura, Kurosaki-mura, Matsunoo-mura, Sakaiwa-mura, Iwamuro-mura, Kakuta-mura, Urahama-mura, Ajikata-mura, Masemura

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Ministry of Commerce and Industry
Notification No. 1

January 8, 1949

In compliance with the provisions of the proviso of Art. 2 of Rules concerning Examination of Capacity for Heating Control (Ministry of Commerce & Industry Ordinance No. 2 of 1948) the eligibility of those who may be exempted from being examined in some of the subjects of the examination of the capacity for heating control and the subjects in question shall be determined as follows:

Minister of Commerce and Industry
OYA Shinzo

1. A licensed fire-man of special rank and a licensed fire-man of first rank under the Regulations concerning Labor Safety and Health (Ministry of Labor Ordinance No. 9 of 1948) shall be exempted, as to the A category or the B category examination and as to the B category examination,

respectively, from being examined in "Introduction to heating control and fuel" and "Burning method and equipment" in the compulsory subjects and "Steam boiler and water feed" in the optional subjects.

2. A licensed senior technician of the A category gas enterprise and a licensed senior technician of the B category gas enterprise under the Regulations concerning Operation of Gas Enterprise Law (Ministries of Commerce & Industry and Home Affairs Ordinance of 1925) shall be exempted, as to the A category or the B category examination and as to the B category examination, respectiveiy, from being examined in "Introduction to heating control and fuel" in the compulsory subjects and "Low-temperature carbonization and gasification equipment" in the optional subjects.

Ministry of Transportation Notification No. 1

January 8, 1949

A part of the provisional through traffic regulations for the conveyance of Korean repatriate's goods which accepted or remained in Japan laid down jointly by the Japanese Government Railways and the Civilian Merchant Marine Committee as prescribed by the Ministry of Transportation Notification No. 282 of November, 1946, shall be amended as follows:

Minister of Transportation
OZAWA Saeki

Nos. 1 and 3 in No. 7 shall read as follows:

1. Korean repatriate's consignment goods for Southern Part of Korea

Classification Description of goods	For railway transportation (per kilometer from forwarding station to trans-shipping station)	Trans-shipment charges	Transportation of steamship lines operated by the Civilian Merchant Marine Committee
Light machinery tools	Ordinary rate	¥128	¥441

3. Remained goods in Japan

Classification Description of goods	For railway transportation (per kilometer from forwarding station to trans-shipping station)	Trans-shipment charges	Transportation of steamship lines operated by the Civilian Merchant Marine Committee
Household effect	100% additional of the ordinary rate	¥148	¥1,068
Light machinery tools	Ordinary rate	128	441

(1) of 4 in No. 11 shall be amended as follows:

(1) The weight of household effects allowed for each individual to be accepted shall not exceed 1814.4 kilograms (4,000 lbs)

Ministry of Communications Notification No. 5

January 8, 1949

The following post office was closed on December 23, 1948 for some time being. However, the affairs that had been handling at this post office were taken over by the following post office:

Minister of Communications
FURUHATA Tokuya

Name	Location	Succeeded office
Kyoto-karasu-maru-matsubara Post Office	Tamatsushima-machi, Matsubaradori-karasu-maru-nishiiru, Shimo-kyo-ku, Kyoto	Shichijo Post Office

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Ministry of Communications Notification No. 6

January 8, 1949

The following post office shall be established without mail collection and delivery service on January 11, 1949 and shall be designated as special post office in accordance with the provisory clause of Article 10, Paragraph 1 of the Governing Organization for Communications Office:

Minister of Communications
FURUHATA Tokuya

Name	Location
Sendai-higashi-ichibancho Post Office	Kokubu-cho, Sendai-shi (within the postal district of Sendai Post Office)

Ministry of Communications Notification No. 7

January 8, 1949

The following telephone branch office was established on December 5, 1948:

Minister of Communications
FURUHATA Tokuya

Name	Location
Chigusa Branch Office of Nagoya Central Telephone Office	3-chome, Imaike-machi, Higashi-ku, Nagoya

GOVERNMENT MATTERS

MINISTRY OF TRANSPORTATION

Notices to Mariners No. 1
(Paragraphs 1 to 18)

January 8, 1949
KANJI SUDA
Hydrographer of the Japanese Government

1 (T.)* List of Temporary and Preliminary Notices to Mariners issued

Description — List of Temporary and Preliminary Notices to Mariners dating January 8, 1949, has been issued. Copies of this list are obtainable from the distributing agents of notices to mariners.

Former notice — N. M. No. 35 (635), 1948 (superseded).

Authority — Hydrographic Bureau.

(H. M. No. 1, 1949)

2 (T.)* Hokkaido, S. coast—Erimo Saki Radiobeacon restored

Description — Erimo Saki Radiobeacon which was previously reported off air was restored to normal operation on December 11, 1948.

Position — Erimo Saki Light Station.
41° 55.5′N., 143° 14.9′E. (approx.)

Remarks — (1) The signal will be emitted on 375 and 310 kc. for the present.
(2) Radiocompass is still inoperative.

Charts — 34-43-3-1070.

Publications — Pub. 3A, Hokkaido Coast Pilot, p. 62-Pub. 100A, Light List Vol. I, Nos. 1205, 7002, 8006-H. O. Light List Vol. II (1947), No. 186-N. M. No. 48 (904), 1948 (canceled).

Authority — Lighthouse Bureau. [770178(5)]

(N. M. No. 1, 1949)

3* Hokkaido, S. coast—Esan Saki, NE.ward Aerial gunnery range discontinued

Description — Aerial gunnery range northeastward of Esan Saki has been discontinued.

Position — Area bounded by the following 4 points:
(a) 42° 02′N., 141° 50′E. (b) 41° 52′N., 142° 20′E.
(c) 42° 07′N., 142° 30′E. (d) 42° 17′N., 142° 00′E.

Note — Supplement to Pub. 90B, delete page 1 and the chartlet No. 1 faced to page 1.

Chart — 43.

Publications — Pub. 3A, Hokkaido Coast Pilot, p. 58-Pub. 90B suppl., p. 1 and chartlet No. 1-N. M. No. 33 (614), 1948 (canceled).

Authority — General Headquarters Supreme Commander for the Allied Powers. [780240(9)]

(N. M. No. 1, 1949)

4 Hokkaido, W. coast—Tomamae Harbor Light non-existent

Description — Fixed white light at Tomamae Life Saving Station does not exist, and it will be expunged from the chart.

Position — Southeastward of basin.
44° 18.6′N., 141° 39.3′E. (approx.)

Abridged description — Lt. F.

Notes — (1) Pub. 3A, page 140, delete lines 26 and 27.
(2) Pub. 1003A, page 130, delete lines 13 and 14.

Chart — 40 (Haporo Hakuti).

Publications — Pub. 3A, Hokkaido Coast Pilot, p. 140-Pub. 1093A, Simplified Pilot Hokkaido Coast, page 130-Pub. 100A, Light List Vol. I, No. 3138 (deleted)-H. O. Light List Vol. II (1947), No. 346 remarks.

Authority — Hydrographic Bureau. [635201(356)]

(N. M. No. 1, 1949)

5 Hokkaido, W. coast—Haporo Road Lights non-existent

Description — North Breakwater Light and South Breakwater Light, Haporo Harbor Basin, do not exist.

Positions — (a) North Breakwater Light. Head of North Breakwater.
44° 22.1′N., 141° 42.1′E. (approx.)
(b) South Breakwater Light. Head of South Breakwater.

Abridged descriptions (a) F. 7_2m. 10M. (U) (b) F. R. 7_2m. $7^1/_2$M. (U)
Notes (1) Pub. 3A, page 140, delete lines 5 through 8.
(2) Pub. 1003A, page 129, delete lines 17 through 20.
Charts 40 (Haporo Hakuti)-41.
Publications Pub. 3A, Hokkaido Coast Pilot, p. 140-Pub. 1003A, Simplified Pilot Hokkaido Coast, p. 129-Pub. 100A, Light List Vol. I, Nos. 1286, 1287 (each to be deleted) -H. O. Light List Vol. II (1947), Nos. 350, 352.
Authority Hydrographic Bureau. [635201(357)]

(N. M. No. 1, 1949)

6 Honsyu, N. coast—Aomori Harbor Light buoy reestablished
Description Aomori Harbor Light Buoy No. 7 has been established about 320 metres NNE. of East Breakwater Light, Aomori Harbor.
Position 500 metres 71° from North Breakwater Light.
40° 49.8′N., 140° 45.0′E. (approx.)
Abridged description Fl. ev. 3 sec. $8^1/_2$M.
Details Characteristic:—Flashing white every 3 seconds.
Elevation:—3.3 metres above water.
Visibility:—8.5 miles.
Structure:—Black cylindrical buoy with framework superstructure.
Chart 1152 (Aomori Ko).
Publications Pub. 1B, Honsyu Coast Pilot Vol. II, p. 190-Pub. 100A, No. 904 (inserted).
Authority Lighthouse Bureau. [691678(2)]

(N. M. No. 1, 1949)

7 (T.) Honsyu, N. coast Mutu Gulf—Kominato Harbor Light buoys not burning
Description Asadokoro Oki Temporary Light Buoy and Kominato Harbor Temporary Light Buoy No. 3 have been reported not burning.
Positions (a) Asadokoro Oki Temporary Light Buoy.
About 1,200 metres northeastward of Railway Ferry Pier.
40° 56.7′N., 140° 59.9′E. (approx.)
(b) Kominato Harbor Temporary Light Buoy No. 3.
About 510 metres northeastward of above pier.
Abridged descriptions (a) Fl. R. ev. 3 sec. $5^1/_2$M. (Tempy.)
(b) Fl. ev. 3 sec. $7^1/_2$M. (Tempy.)
Charts 1158-143.
Publications Pub. 1B, Honsyu Coast Pilot Vol. II, p. 193-Pub. 100A, Light List Vol. I, Nos. 907, 908.
Authority Lighthouse Bureau. [691685]

(N. M. No. 1, 1949)

8 Tokyo Gulf Yokosuka Harbor—Section II Prohibited area established
Description Prohibited area has been established on the southwestward of Kuroiwa Hana, Nagaura, due to dredging operations.
Area Bounded by the following points:
(a) Crane, about 900 metres southwestward of Kuroiwa Hana.
35° 17.5′N., 139° 38.6′E. (approx.)
(b) 100 metres 302° from point (a) above.
(c) 350 metres 30° from point (b) above.
(d) About 320 metres 122° from point (c) above and on the shore line.
Period December 15, 1948 through March 31, 1950.
Marking Red flag will be shown in points (b) and (c) each.
Charts 1083-1082-1081.
Publication Pub. 1A, Honsyu Coast Pilot Vol. I, p. 29.
Authority Yokosuka Harbor Master. [786296]

(N. M. No. 1, 1949)

9 (T.) Honsyu, S. coast—Irako Channel, SE.ward Buoy missing
Description Ise Bay Swept Channel Buoy No. 8 which was previously reported off station was reported missing on December 18, 1948.
Position About 1.8 miles eastward of Kami Sima Light.
34° 32.6′N., 137° 01.6′E. (approx.)
Type Black and white vertical banded conical buoy with cylindrical topmark.

Charts 1053-1052.
Publications Pub. 1A, Honsyu Coast Pilot Vol. I, p. 92-Pub. 100A, No. 4575-N. M. No. 11 (216), 1948 (superseded).
Authority Lighthouse Bureau.

(N. M. No. 1, 1949)

10 (T.)* Honsyu, S. coast—Miki Saki Provisional light changed
Description Provisional light at Miki Saki Light Station has been changed as follows.
Position On Miki Saki.
33° 58.2′N., 136° 16.4′E. (approx.)
Abridged description Fl. ev. 15 sec. $11^1/_2$M.
Alteration Visibility:—11.5 miles. Intensity:—200 cp. Without other change.
Charts 75-93-61.
Publications Pub. 1A, Honsyu Coast Pilot Vol. I, p. 148-Pub. 100A, Light List Vol. I, No. 214-H.O. Light List Vol. II (1947), No. 1274-N. M. No. 21 (414), 1948 (superseded).
Authority Lighthouse Bureau. [691685]

(N. M. No. 1, 1949)

11 (T.)* Osaka Bay—Kisiwada Harbor Breakwater construction works
Description Breakwater construction works are in progress in Kisiwada Harbor and the temporary buoys have been established to mark the construction area.
Positions (a) North end of West Breakwater extension area.
48 metres $5^1/_2$° from West Breakwater Light.
34° 28.1′N., 135° 22.2′E. (approx.)
(b) East end of North Breakwater construction area.
420 metres 67° from above light.
(c) West end of North Breakwater construction area.
90 metres 76° from above light.
(d) East end of new Breakwater construction area.
620 metres 87° from above light.
Period December 1, 1948 through March 31, 1949.
Markings Wooden temporary buoy carrying red flag by day and red light by night in each case.
Remark Red light on the west end of North Breakwater has been discontinued.
Charts 106 (plan Kisiwada Ko)-150.
Publications Pub. 2, Inland Sea Pilot, p. 59-N. M. No. 29 (719), 1948 (superseded).
Authority Construction Section, Osaka Prefecture. [780228(4)]

(N. M. No. 1, 1949)

12 (T.) Inland Sea—Kannonzi Harbor Lights replaced by provisional lights
Description North and South Breakwater Lights, Kannonzi Harbor, have been replaced by provisional lights as follows.
Positions (a) North Breakwater Light. Head of North Breakwater.
34° 07.3′N., 133° 38′E. (approx.)
(b) South Breakwater Light. Head of South Breakwater.
Abridged descriptions (a) Lt. F. (b) F. R.
Characteristics (a) Fixed white, (b) fixed red.
Charts 102 (Kannonzi Ko)-153.
Publications Pub. 2, Inland Sea Pilot, p. 140-Pub. 100A, Nos. 513, 514-H. O. Light List Vol. II (1947), Nos. 1580, 1584.
Authority Lighthouse Bureau. [691685]

(N. M. No. 1, 1949)

13 Inland Sea Suo Nada—Motoyama Misaki, W.ward Light buoy established
Description Onoda Passage Light Buoy has been established about 2.6 miles westward of Motoyama Misaki.
Position 5,820 metres 215° from Breakwater Light, Onoda Harbor.
33° 55.6′N., 131° 07.9′E. (approx.)
Abridged description Fl. ev. 5 sec. $7^1/_2$M.
Details Characteristic:—Flashing white every 5 seconds.
Elevation:—3.6 metres above water.
Visibility:—7.5 miles. Intensity:—60 cp.
Structure:—Black and white vertical striped cylindrical iron buoy with frame-work super structure.

Charts 127-1101.
Publications Pub. 2, p. 254-Pub. 100A, No. 627a (inserted).
Authority Lighthouse Bureau. [691685]

(N. M. No. 1, 1949)

14 Inland Sea—Simonoseki Strait, W. entrance Light buoy changed
Description Dairi Oki Light Buoy has been changed to show flashing red light.
Position About 800 metres ESE. of Yamasoko-no-Hana Light.
33° 54.4′N., 130° 56.0′E. (approx.)
Abridged description Fl. R. ev. 5 sec. 8M.
Alteration Characteristic:—Flashing red every 5 seconds.
Others remain unchanged.
Charts 1226-135-201.
Publications Pub. 100A, Light List Vol. I, No. 668-H. O. Light List Vol. II (1947), No. 1876.
Authority Lighthouse Bureau. [691685]

(N. M. No. 1, 1949)

15 Inland Sea—Simonoseki Strait, W. entrance Light buoy changed
Description Sinmati Oki Light Buoy has been changed to show occulting white and red light.
Position About 1,400 metres SSW. of Yamasoko-no-Hana Light.
33° 54.0′N., 130° 55.2′E. (approx.)
Abridged description Occ. W. R. ev. 4 sec. 8, 7M.
Details Occulting white and occulting red, every 4 seconds (light 2 seconds eclipse 2 seconds).
Others remain unchanged.
Charts 1226-135-201.
Publications Pub. 100A, Light List Vol. I, No. 671-H. O. Light List Vol. II (1947), No. 1880.
Authority Lighthouse Bureau. [691686(2)]

(N. M. No 1, 1949)

16 (T.)* Kyusyu, N. coast—Hakata Harbor Light buoy missing
Description Hakata Harbor Light Buoy No. 1 (Fl. W.) which was previously reported not burning has been reported missing.
Position About 1,750 metres northwestward of West Breakwater Light.
33° 37.4′N., 130° 22.1′E. (approx.)
Abridged description Fl. ev. 3 sec. 8M.
Chart 190.
Publications Pub. 4, Kyusyu Coast Pilot, p. 26-Pub. 100A, Light List Vol. I, No. 936-N. M. No. 13 (264), 1947 (superseded).
Authority Lighthouse Bureau. [691685]

(N. M. No. 1, 1949)

17 Corrections to chart and publications

(1) Chart 1155 (Niigata Ko).

Stranded wreck marked "(1947)" charted about 800 metres southward of Breakwater Light, Niigata Harbor, is to be expunged.

Approx. position: 37° 56.9′N., 139° 04.3′E.

(Hydrographic Bureau)

(2) Pub. 3A suppl., supplement to Hokkaido Coast Pilot.

Page 6, delete lines 5 through 9.

(Lighthouse Bureau) [691667(3)]

(3) Pub. 100A., Light List Vol. I.

Delete Nos. 1194, 1195 and 1196.

(Lighthouse Bureau) [691667(3)]

(4) N. M. No. 47, 1948 (amendments to Pub. 100A.)

(a) Paragraph No. 896 will be amended to read No. 895 in Light List Vol. I, No. 179a.

(b) Paragraph No. 901 will be amended to read No. 900 in Light List Vol. I, No. 2181.

(Hydrographic Bureau)

(5) N. M. No. 51 (961), 1948.

In publication, for "N. M. No. 22 [295-2], 1947" read "N. M. No. 22 [295(2)], 1947, N. M. No. 21 [412(1-e)], 1948".

(Hydrographic Bureau)

(1) New miscellaneous chart.

No.	Title	Scale	Date	Size	Price	Page & col. of Catal.
6029	Pilot Chart . . .	1:20,000,000	Dec., 1948	1/4	¥30	12-I

(2) New edition of chart.

No.	Title	Scale	Date	Size	Page & col. of Catal.
109	Plans in Bungo Suido		Nov., 1948	Full	31-I
	Iwamatu Byoti	1 : 30,000			
	Hirazyo Byoti	1 : 25,000			
	Saeki Ko	1 : 30,000			
	Katasima Ko and approach	1 : 25,000			

(3) Chart canceled.

No.	Title	Date
109	Plans in Bungo Suido	Oct., 1941

(4) Publication canceled.

No.	Title	Date	Page & col. of Catal.
Pub. 110A	Tide Tables Vol. I, 1948	Oct., 1947	16-I
Pub. 681	Nautical Almanac, 1948	Oct., 1947	16-II
Pub. 683	Abridged Nautical Almanac, 1948	Apr., 1947	16-II
Pub. 684	Japanese Ephemeris, 1948	May, 1947	16-II
Pub. 686	Altitude and Azimuth Almanac, 1948	Oct., 1947 Jan., 1948	16-II

(N. M. No. 1, 1949)

Supplement

(1) Hokkaido, S. coast—Hakodate Harbor About the wreck marking buoy

Wreck buoy marking the sunken wreck of S. S. Seikan Maru No. 10 located about 650 metres northward of Breakwater Light, Hakodate Harbor, has been reported missing. Two red drum buoys have been established on the bow and stern of the wreck.

Approx. position: 41° 47.9′N., 140° 42.1′E.

〔Chart 6 (with plan), Pub. 3A, page 36 and N. M. No. 11 (162), 1947 refer.〕

(Hakodate Railway Ferry Subdivision) 〔714503〕

(2) Honsyu, NW. coast—Niigata Harbor Caution about shipping

Mariners are cautioned that dredging operations will be conducted as indicated in the fairway from southwestward of Wharf No. 1 to the vicinity of Training Wall Light.

(a) Fairway from southwestward of Wharf No. 1 to the front of Niigata Iron Works.
37° 56.4′N., 139° 04.2′E. (approx.)
October 15, 1948 through March 31, 1949.

(b) Northwestward of North Wharf.
37° 56.1′N., 139° 04.1′E. (approx.)
December 5, 1948 through January 15, 1949.

(c) Vicinity of Training Wall Light.
37° 56.0′N., 139° 04.0′E. (approx.)
January 16, through February 10, 1949.

(d) Southeastward of Niigata Iron Works.
37° 55.9′N., 139° 03.8′E. (approx.)
February 11, through February 25, 1949.

〔Chart 1155 Niigata Ko refers.〕

(Niigata Maritime Safety Bureau) 〔780294〕

(3) Honsyu, NW. coast—Sakata Harbor Shoaling

According to the report dating December 16, 1948, there is a depth of about 4.6 metres in the fairway, about 300 metres in length, inside of the head of South Breakwater, Sakata Harbor.

Approx. Position: Head of South Breakwater. 38° 55.5′N., 139° 48.2′E.

〔Chart 1160 refers.〕

(Civilian Merchant Marine Committee) 〔638027(7)〕

(4) Inland Sea Akasi Seto, N. Side—Akasi Harbor approach About the obstruction

The obstruction charted about 1,500 metres westward of Akasi Harbor Jetty Light is reported consist of a portion of Hull of wooden ship, macadams and solidified cement; mariners are cautioned in the vicinity.

Depth over obstruction . . . . 0.8–1.3 metres.

Depth in the vicinity .... 2.5 metres.
Approx. position: 34° 38.3′N., 134° 58.6′E.
〔Chart 131 and Pub. 2, page 78 refer.〕

(Toyo Salvage K. K. Kobe Branch) 〔780295〕

(5) Inland Sea Bisan Seto, E. part—Usimado Harbor, SW.ward Light buoy not burning

Usimado Passage Light Buoy No. 2 (Fl. W.) was reported not burning on December 19, 1948.
Approx. position: 34° 35.0′N., 134° 08.6′E.
〔Chart 155 (Usimado Ko and approaches) and Pub. 100A, No. 463d refer.〕

(Lighthouse Bureau) 〔691686(2)〕

(6) Kyusyu, N. coast Genkai Sima, W. ward—Todai Se Light not burning

Todai Se Light (Fl. W.) has been reported not burning.
Approx. position: 33° 39.2′N., 130° 07.4′E.
〔Chart 1228 and Pub. 100A, No. 943a refer.〕

(Lighthouse Bureau) 〔691685〕

(7) Dangers to havigation Derelict

Date & time reported	Position	Reference chart	Authority
0900, Dec. 21 Motor junk	About 1.5 miles westward of Io Sima Light, W. coast of Kyusyu. 32° 42′N., 129° 44′E.	203	L. S. T. Q 002 〔787615〕
0000, Dec. 22 Whaleboat	About 39 miles SSE. of Nozima Saki Light, E. coast of Honsyu. 34° 21′N., 140° 20′E.	62	Unnumbered Hydropac

LOCAL AUTONOMY

WAKAYAMA PREFECTURAL GOVERNMENT

Partial Amendment of Business Regulations

The Wakayama Prefectural Government revised on Dec. 28, 1948, the regulations relating to office routine and thereby enforced the abolition of both Architectural Guidance Section and Construction Section, and the establishment of Architectural Section in Public Works Dept.

NOTICE

PUBLIC NOTICE

Notice re Dissolution

January 8, 1949

Notice is hereby given that the undermentioned company was dissolved in accordance with the decision made at the stockholders' general meeting held on Dec. 15, 1948. Accordingly the creditors to this company are requested to report their claims within two months from the day of publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

K. K. Beniya
Liquidator: Hisao Nakanishi
No. 595, c/o Marunouchi Bldg.,
No. 2, 2-chome, Marunouchi,
Chiyoda-ku, Tokyo

Notice re Dissolution

December 22, 1948

Notice is hereby given that the undermentioned company was dissolved on Nov. 26, 1948, in accordance with the decision made at the stock holders' general meeting. Accordingly the creditor to this company are requested to report their claims within two months from the day of publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

K. K. Fuji Gumi
Liquidator: Shozo Usuki
5th floor, Branch Bldg. of the
Meiji Life, No. 11, 1-chome,
Nihombashi Edobashi,
Chuo-ku, Tokyo

Notice re Dissolution

January 8, 1949

Notice is hereby given that the undermentioned company was dissolved on Sept. 2, 1948. Accordingly the creditors to this company are requested to report their claims within two months from the day of publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Goshi Kaisha Yorozu Shokai
Liquidator: Sanenori Taniguchi
No. 12, 1-chome, Nihombashi
Kakigara-cho, Chuo-ku, Tokyo

Notice re Amalgamation of Companies

January 8, 1949

Notice is hereby given that at the stockholders' general meetings of the undermentioned companies respectively held on Oct. 9, 1948, it was decided that Kamaya Kagaku Kogyo K. K. should be merged with K. K. Kamaya Shoten and the former continue to exist and the latter be dissolved on the effectuation of the said amalgamation. In this connection, any creditor who has objection to the above decision is requested to report to that effect within two months from the day following publication of this notice.

Kamaya Kagaku Kogyo K. K.
No. 4-1, 1-chome, Asakusa Torigoe,
Daito-ku, Tokyo
K. K. Kamaya Shoten
Address: ditto

Notice re Capital Reduction

January 8, 1949

Notice is hereby given in accordance with the provisions of the Commercial Code that at the special stockholders' general meeting held on Dec. 12, 1948, it was decided that the authorized capital ¥195,000 shall be reduced to ¥19,500.

Any creditor who has objection to the said decision is requested to notify the company to that effect within two months from the day following publication of this notice.

Nihon Kokyu Urushi Toryo K. K.
No. 1495, 2-chome, Takata-hon-cho,
Toshima-ku, Tokyo

Notice re Dissolution

January 8, 1949

Notice is hereby given that the undermentioned company was dissolved on Dec. 20, 1948, in accordance with the decision made at the stockholders' general meeting. Accodingly the creditors to this company are requested to report their claims within two months from the day following publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Shioiri Un-yu K. K.
Liquidators: Masanosuke Ishizuka
Tatsutaro Kimino
Yasaburo Kunogi
No. 120, 3-chome, Minami Senju-machi,
Arakawa-ku, Tokyo

Notice re Dissolution

January 8, 1949

Notice is hereby given that the undermentioned company was dissolved on Aug. 16, 1948, in accordance with the decision made at the stockholders' general meeting. Accordingly the creditors to this company are requested to report their claims within two months from the day following publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Yukawa Shindo K. K.
Liquidators: Etsunao Yukawa
Kazuo Zaiki
No. 34, Fukuine Kakimoto-cho,
Higashiyama-ku, Kyoto

Notice re Dissolution

December 20, 1948

Notice is hereby given that the undermentioned union was dissolved on Feb. 28, 1947, in accordance with the provisions of Art. 76 of the Commercial and Industrial Cooperative Union Law. Accordingly the creditors to this union are requested to report their claims within two months from the day following publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Osaka Koryo Kogyo Shisetsu Kumiai
Liquidator: Hanzo Kimura
No. 3, 3-chome, Hirano-machi,
Higashi-ku, Osaka

Notice of Reorganization

November 1, 1948

Notice is hereby given that the undermentioned company shall change its organization into a joint-stock company, pursuant to the resolution made at the extraordinary general meeting of the component members held on November 1, 1948. Therefore any creditor who has objection to this reorganization is required to report his objection within two months from the date following publication of this notice.

Eiwa Yoriito Yugen Kaisha
Representative Director:
Hiroshi Takamoto
No. 129, Hiranoichi-machi, Higashi
Sumiyoshi-ku, Osaka

Notice re Dissolution

December 21, 1948

Notice is hereby given that the undermentioned company was dissolved on Dec. 20, 1948 with the unanimous consent of the entire members. Accordingly the creditors to this company are requested to report their claims within two months from the day of publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Goshi Kaisha Tanaka Han Shoten
Liquidator: Han-emon Tanaka
No. 205-16, Nishi Ichiba-cho,
Ikeda-shi, Osaka

Notice re Dissolution

December 21, 1948

Notice is hereby given that the undermentioned company was dissolved on Aug. 29, 1948. Accordingly the creditors to this company are requested to report their claims within two months from the day of publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Mutsumi Fuhaku Yugen Kaisha
Liquidator: Shinju Mikami
No. 24, 2-chome, Onoe-cho,
Naka-ku, Yokohama

Notice re Dissolution

December 21, 1948

Notice is hereby given that the undermentioned company was dissolved on April 5, 1946. Accordingly the creditors to this company are requested to report their claims within two months from the day of publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Yokohama Kokuki K.K.
Liquidator: Keijiro Kitada
No. 512, 3-chome, Shintama,
Odawara-shi

Notice re Capital Reduction

December 21, 1948

Notice is hereby given that at the special stockholders' general meeting held on Dec. 15, 1948, it was decided that the authorized capital ¥2,700,000 shall be reduced to ¥1,890,000.

Any creditor who has objection to the said reduction is requested to notify the company to that effect within two months from the day following publication of this notice.

Oyoshi Kogyo K.K.
No. 49, 6-chome, Sumaura-dori,
Sumi-ku, Kobe

Notice re Dissolution

December 20, 1948

Notice is hereby given that the undermentioned company was dissolved on Dec. 15, 1948, in accordance with the decision made at the stockholders' general meeting. Accordingly the creditors to this company are requested to report their claims within two months from the day following publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Mitami Mokuhin Kokyo K.K.
Representative Liquidator:
Masao Yamamoto
No. 27, Nakanoshima, Wakayama-shi

Notice re Calling for Application for Creditors to Heritage and Legatee

November 29, 1498

The Inherited: Fukuichi Kinoshita
No. 60, Oaza Imafuku, Takata-mura, Miike-gun, Fukuoka-ken

Notice is hereby given in accordance with Art. 937 of the Civil Code that the creditors of the heritage and legatees of the abovementioned person, as the heir of the person, Fukuichi, is not obvious, are requested to file their claims within 70 days from the day of publication of this notice.

In case of failure to file, their claims shall be excluded from the liquidation.

Administrator of Inheritage of the inherited, Fukuichi Kinoshita,
Kikutaro Hirota
Nos. 175 & 176, Oaza Imafuku,
Takata-mura, Miike-gun,
Fukuoka-ken

Notice re Dissolution

January 8, 1949

Notice is hereby given that the undermentioned company was dissolved on Sept. 30, 1948, in accordance with the decision made at the stockholders' general meeting. Accordingly the creditors to this company are requested to report their claims within two months from the day following publication of this notice.

Any claim failing to be submitted within the aforesaid period shall be excluded from the liquidation.

Nihon Shikimono K.K.
Liquidator: Naotaro Tsutada

Notice re Correction

December 28, 1948

Notice is hereby given that in the notice re authorization of adjustment plan inserted in the Official Gazette dated Dec. 27, 1948, the amount to be borne by creditors with the obligation responsible for special loss "¥2,818,886.32" shall read "¥2,810,886.32".

Tokyo Seitetsu K.K.
No. 46, Senju Sekiya-cho,
Adachi-ku, Tokyo

NO POLITICS RULE OF NPA IS BACKED BY SCAP OFFICIAL

MacCoy Rebuffs Charges Regulation Violates New Constitution

Acting-Chief W. Pierce MacCoy of the Civil Service Division of SCAP's Government Section flatly rebuffed yesterday the accusations of "uninformed individuals or those bent on malicious mischief" that Rule 14-7 of the National Personnel Authority, in violation of the Constitution, restricted the political activities of Government workers.

Speaking before the Commissioners of the National Personnel Authority, Mr. MacCoy stated that "This rule was in reality a protection of Government employees and not a restricting factor."

First taking up the condemnation that the NPA had no authority to issue such a rule, he quoted Article 102 of the National Public Service Law, duly approved by the Diet, empowering the NPA to set forth regulations concerning the political activities of public servants.

The words, "personnel shall not . . . engage in any political activity as defined by the Rules of the Authority," clearly gave the NPA the right to issue the Rule 14-7, he continued.

Mr. MacCoy showed that the NPA was seeking in this rule to clarify the important sentence in Article 13 of the Constitution that "All public officials are servants of the whole community and not of any group thereof."

He stressed the fact that the rule embodied the desire of the Diet and the NPA to "protect" and not "restrict" government workers by setting forth certain "rules of the game."

Citing a famous verdict once passed by Justice Oliver Wendell Holmes, Mr. MacCoy said: "The public servant has the constitutional right of free speech, but he does not have a constitutional right to have a job as a public servant. . . "

In other words, he continued, a public servant must accept this rule as terms of his employment, or resign if he is not willing to comply.

He pointed out the dangers of unrestricted political activity of public servants. "Partisan activity . . . might result in the formation of a dangerous political machine composed of Government employes and financed by Government money, which could perpetuate itself in office, regardless of whether its activities were contrary to the good of the people as a whole or not."

He then pointed out that "civil servants of the United States Government has never looked upon their Political Activity Rule as a restriction but are proud of it and the protection which it affords them. . . ."

He countered the accusations that that the NPA rule was more restrictive than any other such regulation in other democracies, by giving examples of the stricter conduct required of American civil workers.

Mr. MacCoy then took up the current question of the effect of Rule 14-7 upon teachers and professors.

He quoted Paragraph 7," No provision of this rule will be deemed to prohibit or restrict any action in which is naturally incumbent upon an employee to perform in the prosecution of his proper duties," as specifically covering the educational group.

He said that "the forcing of education into restricted and specific channels (in line with political beliefs) . . . is not education, but propaganda in its worst sense."

"That the NPA in writing this rule has recognized this point is heartening in the extreme, because it is evidence to the world that the Japanese Government does not ever again intend to force the mind of its youth into an iron-bound political mold, but intends to make them free citizens in a free democracy able to make their own judgments."

In conclusion, Mr. MacCoy voiced the following warning:

"National public supervisors and officials charged with the responsibility of operation under the NPSL and the rules of the NPA, are warned that they must not abuse this Political Activity rule in its application, by utilizing it to discipline or terminate the services of employees for any purpose other than for what the rule was designed.

"That purpose simply stated is, first, to protect the employees from undue political pressure and, secondly, to assure the citizens of Japan that their public servants will serve them impartially regardless of which political party may gain power for the moment."

Gives Press Interview

In a press interview following his talk, Mr. MacCoy said that no professors or teachers had so far been dismissed under the NPA regulations.

He added that there was a tendency for the public to confuse the personnel adjustment programs carried out on the authority of University heads with imagined dismissals at the order of the NPA.

Nippon Times, 15 Octaber 1949

F NATIONAL PERSONNEL AUTHORITY

President: ASAI, Kiyoshi (Ninsho-Kan)

Commissioner: YAMASHITA, Okiie (Ninsho-Kan)

UYENO, Yoichi (Ninsho-Kan)

Secretariat

Chief: SATO, Tomoo (1st class)

Secretary Room

Chief NAKAE, Naoji

(In charge of matters pertaining to the general secretarial work for the Chairman, the Commissioners, the Chief or his deputies.)

Recruitment Division

Chief: MIYAJI, Kenjiro (1st class)

(In charge of matters pertaining to all of the activities relating to the filling of positions in the regular service.)

Planning and Control Section

Chief: OTAKE, Masao

(In charge of matters pertaining to planning, coordinating and controlling recruitment programs bases on the needs of the service.)

Examination Section

Chief: YAMAGUCHI, Kazuo

(In charge of matters pertaining to all activities relating to the determination of the qualifications of individuals for employment.)

Transaction Section

Chief: SHIMIZU, Shiro

(In charge of matters pertaining to actin, on and controlling the documents relating to employment.)

Compensation Division

Chief: (vacant)

1 July 49

(In charge of matters pertaining to administration and operations of all programs relating to the compensation of employees.)

Position Classification Section

Chief: ONOUCHI, Yukio

(In charge of matters pertaining to recommending and administrating the classification plan.)

Salary and Wage Section

Chief: HASUMI. Taichi

(In charge of matters pertaining to recommending and administering the pay plan.)

Injury Compensation Section

Chief: (vacant)

(In charge of matters pertaining to devising and administering the plan for compensating employees for injuries received or diseases contracted in line of duty or for compensating their dependents in the event of the employee's death in line of duty.)

Retirement Section

Chief: (vacant)

(In charge of matters pertaining to devising and administering a comprehensive retirement plan for employees of the National Government.)

Efficiency Division

Chief: (vacant)

(In charge of matters pertaining to those activities which are concerned directly with protecting and improving the efficiency of employees.)

Training Section

Chief: HOSONO, Teiji

(In charge of matters pertaining to developing, planning and coordinating training programs in the government service.)

Health Section

Chief: IGARASHI, Yoshiaki

(In charge of matters pertaining to establishing and carrying out programs for setting and enforcing health standards for employment; promoting general health protection and improvement programs for employees.)

Safety Section

Chief: (vacant)

(In charge of matters pertaining to the conduct of safety programs throughout the government service.)

Welfare Section

Chief: SARUWATARI, Shinichi

(In charge of matters pertaining to administering those programs which within all practicable means will protect and improve the economic and personal welfare of employees.)

Recreation Section

Chief: YANAGIDA, Tooru

(In charge of matters pertaining to administering the programs relating to employee recreation as an aid to improving employee morale.)

Employee Evaluation Section

Chief: KANEKO, Hiroshi

(In charge of matters pertaining to administering programs for the evaluation of employee performance as a necessary adjunct to improving employee performance and job satisfaction.)

Employee Utilization Section

Chief: UKAWA, Ryuji

(In charge of matters pertaining to the development of programs leading to the most effective utilization of employees skills, knowledges and abilities.)

<u>Equity Division</u>

Chief: KOIKE, Tatsuyuki (1st class)

(In charge of matters pertaining to the fair, equitable and impartial handling of requests for information, petitions, grievances and formal appeals against adverse actions presented by employees and employee groups.)

Appeals and Hearings Section

Chief: (vacant)

(In charge of matters pertaining to formally hearing or otherwise evaluating appeals from alleged adverse action against employees and making recommendations thereon to the Authority)

Employee Relations Section

Chief: MIZUNO, Masamoto

(In charge of matters pertaining to clearing employee and ministerial requests for information, employee grievances, petitions and appeals from adverse actions.)

Investigation Division

Chief: KAWASAKI, Sanzoo (1st class)

(In charge of matters pertaining to the fact finding for the Authority and performing all field investigations other than the technical investigations which are an integral part of the other operating programs)

Employment Investigation Section

Chief: OKUMA, Jiichi

(In charge of matters pertaining to all field investigations relating to the qualification of persons for employment by the National Government.)

Violations Investigation Section

Chief: TONOMI, Toshio

(In charge of matters pertaining to investigating and reporting the facts on alleged violation of the National Public Service Law and the rules of the National Personnel Authority as well as the facts relating to employee complaints, grievances and appeals.)

Public Information Division

Chief: KASUYA, Yoshio (1st class)

(In charge of matters pertaining to the dissemination of information concerning the National Public Service Law, the work of the Authority and the law and rules under which it operates.)

Editorial Section

Chief: (vacant)

(In charge of matters pertaining to the preparation of basic information text.)

Dissemination Section

Chief: TAKIMOTO, Kunihiko

(In charge of matters pertaining to the dissemination of information through all available media.)

Law Division

Chief: OKABE, Shiro (1st class)

(In charge of matters pertaining to giving legal advice, consultation and interpretation to the Authority and its staff.)

Review Section

Chief: TSURUMI, Ryoichiro

(In charge of matters pertaining to advising on, reviewing and handling litigation and questions of law relating to the National Public Service Law, other pertinent laws and the rules of the National Personnel Authority.)

Drafting Section

Chief: KUNII, Seiichi

(In charge of matters pertaining to drafting relating to the National Public Service Law, other pertinent law and the rules of the National Personnel Authority.)

Administration Division

Chief: (vacant)

(In charge of matters pertaining to the internal business management of the Authority.)

Organization and Planning Section

Chief: (vacant)

(In charge of matters pertaining to planning the organization, the staffing and the procedural operations of the Authority.)

Budget and Finance Section

Chief: YONEDA, Teruo

(In charge of matters pertaining to planning and controlling the financial program of the Authority.)

Office Services Section

Chief: YONEDA, Teruo
(Concurrently)

(In charge of matters pertaining to the house keeping and general office service functions for the Authority.)

Statistics and Reports Section

Chief: SEKIDO, Yoshiaki

(In charge of matters pertaining to gathering, compiling, analyzing and interpreting statistics relating to National Government employment and to the activities of the Authority.)

Library Section

Chief: MIYA, Koichi

(In charge of matters pertaining to the custody of the collection of books and other publications for the use of the staff of the Authority to unable it properly to perform its work.)

Internal Personnel Division

Chief: KANATSUGU, Hiroshi
(1st class)

(In charge of matters pertaining to the personnel program covering the staff of the Authority.)

Staff Recruitment Section

Chief: (vacant)

(In charge of matters pertaining to the employment, status and maintenance of records of the personnel of the National Personnel Authority.)

Staff Compensation Section

Chief: (vacant)

(In charge of matters pertaining to the administration all programs relating to the compensation of the staff.)

Staff Efficiency Section

Chief: ISHIKAWA, Satoshi

(In charge of matters pertaining to those activities which are concerned directly with perfecting and improving the efficiency of the employees of the Authority.)

Local Offices

Sapporo

Chief: YAMAMOTO, Mitsunaga

Sendai

Chief: MATSUOKA, Toshisuke

Nagoya

Deputy Chief: ANDOO, Narihisa

Osaka

Deputy Chief: NAGASAKA, Shinichi

Hiroshima

Chief: FUJII, Yutaka

Fukuoka

Chief: MIZOE, Sanji

Takamatsu

Chief: OOTSUBO, Katsumi

End

GOVERNMENT SECTION
Public Administration Division

Japanese Government Organization: National Personnel Authority
*Organ of: Cabinet
*Date Established: 3 December 1948
Interested SCAP Section: GS, Civil Service Division
*Number of Personnel:
**Authorized: 979 Actually Employed 1 ~~XXX~~ Mar 49: 753

*Established in Accordance with:

oral or informal recom

National Personnel Authority

No Change Proposed

Established by: National Public Service Law
(Law No. 120, 21 October 1947)

Approved by: GS/Marcum - 30 August 1947
Amendments approved GS/Marcum - 15 Oct 47

Amended by: Law No. 222, 3 December 1948

Approved by: GS/CSD/MacCoy - 9 November 1948
GS/Williams - 24 November 1948

*Source: List compiled by Central Liaison and Coordination Section, 5 Feb 1949
**Source: Report of Administrative Management Agency - "Number of Personnel in the Regular Government Service" - as of 1 Jan 1949

aA-26. TEMPORARY NATIONAL PERSONNEL COMMISSION

Chairman: ASAI, Kiyoshi

Commissioners: YAMASHITA, Okiie
UENO, Yoichi

Secretariat

Executive Director: SATO, Tomoo (1st class)

Secretarial Office

Chief: (vacant)

(In charge of matters pertaining to the general secretarial work for the Chairman, the Commissioners, the Executive Director and his deputies.)

Recruitment Division

Chief: MIYAJI, Kenjiro (1st class)

(In charge of matters pertaining to all of the activities relating to the filling of positions in the regular service.)

Planning and Control Section

Chief: (vacant)

(In charge of matters pertaining to planning, coordinating, and controlling recruitment programs based on the needs of the service.)

Examination Section

Chief: (vacant)

(In charge of matters pertaining to all activities relating to the determination of the qualifications of individuals for employment.)

Transactions Section

Chief: (vacant)

(In charge of matters pertaining to acting on and controlling the documents relating to employment.)

Compensation Division

Chief: (vacant)

(In charge of matters pertaining to administration and operations of all programs relating to the compensation of employees.)

as of November 1948

aA-24. APPOINTEES EXAMINATION COMMITTEE

Chairman:	UEDA, Misao
Committee Member	FUKUDA, Ichitaro HIRAOKA, Toshio OSHIMA, Yoshio SUGI, Michisuke TAKAGAKI, Torajiro TAKIGUCHI, Yoshitoshi WAKIMURA, Yoshitaro YAMADA, Seiichi
Secretariat	
Chief:	TSUMURA, Shinjiro

aA-25. APPOINTEES RE-EXAMINATION COMMITTEE

Chairman:	KAWAZOE, Seikichi
Committee Member	ANZAI, Ko ENJOJI, Jiro KASHIMA, Goro NISHIYAMA, Yuichi OKI, Kinjiro OKUI, Fukutaro
Secretariat	
Chief:	INOUE, Tsuyoshi (1st class)

Position Classification Section

Chief: MIYAKE, Taro

(In charge of matters pertaining to recommending and administrating the classification plan.)

Salary and Wage Section

Chief: (vacant)

(In charge of matters pertaining to recommending and administering the pay plan.)

Injury Compensation Section

Chief: (vacant)

(In charge of matters pertaining to devising and administering the plan for compensating employees for injuries received or diseases contracted in line of duty or for compensating their dependents in the event of the employee's death in line of duty.)

Retirement Section

Chief: (vacant)

(In charge of matters pertaining to devising and administering a comprehensive retirement plan for employees of the National Government.)

Efficiency Division

Chief: KASUYA, Takao (1st class)

(In charge of matters pertaining to those activities which are concerned directly with prolecting and improving the efficiency of employees.)

Training Section

Chief: (vacant)

(In charge of matters pertaining to developing, planning and coordinating training programs in the government service.)

Safety Section

Chief: (vacant)

(In charge of matters pertaining to the conduct of safety programs throughout the government service.)

Health Section

Chief: (vacant)

(In charge of matters pertaining to establishing and carrying out programs for setting and enforcing health standards for employment and promoting general health protection and improvement programs for employees.)

Welfare Section

Chief: (vacant)

(In charge of matters pertaining to administrating those programs which within all practicable means will protect and improve the economic and personal welfare of employees.)

Recreation Section

Chief: (vacant)

(In charge of matters pertaining to administering the programs relating to employee recreation as an aid to improving employee.)

Employee Evaluation Section

Chief: (vacant)

(In charge of matters pertaining to administering programs for the evaluation of employee performance as a necessary adjunct to improving employee performance and job satisfaction.)

Employee Utilization Section

Chief: (vacant)

(In charge of matters pertaining to the development of programs leading to the most effective utilization of employees skills, knowledges and abilities.)

Equity Division

Chief: (vacant)

(In charge of matters pertaining to the fair, equitable and impartial handling of requests for information, petitions, grievances and formal appeals against adverse actions presented by employees and employee groups.)

Appeals and Hearings Section

Chief: (vacant)

(In charge of matters pertaining to formally hearing or otherwise evaluating appeals from alleged adverse actions against employees and making recommendations thereon to the Commission.)

Employee Relations Section

Chief: (vacant)

(In charge of matters pertaining to clearing the employee and ministerial requests for information, employee grievances, petitions and appeals from adverse actions.)

Investigation Division

Chief: (vacant)

(In charge of matters pertaining to the fact finding for the commission and performing all field investigations other than the technical investigations which are an integral part of the other operating programs.)

Public Information Division

Chief: (vacant)

(In charge of matters pertaining to the dissemination of information concerning the National Public Service Law, the work of the commission and the law and rules under which it operates.)

Law Division

Chief: OKABE, Shiro (1st class)

(In charge of matters pertaining to giving legal advice censultation and interpretation to the Commission and its staff.)

Administration Division

Chief: (vacant)

(In charge of matters pertaining to the internal business management of the commission.)

Organization and Planning Section

Chief: (vacant)

(In charge of matters pertaining to planning and controlling the financial program of the Commission.)

Budget and Finance Section

Chief: FUJITA, Shigeru

(In charge of matters pertaining to planning and controlling the financial program of the Commission.)

Personnel Section

Chief: HABU, Kenichiro

(In charge of matters pertaining to the personnel program covering the staff of the Commission.)

Office Service Section

Chief: KANATSUGU, Hiroshi

(In charge of matters pertaining to the housekeeping and general office service functions for the Commission.)

Statistics and Reports Section

Chief: (vacant)

(In charge of matters pertaining to gathering, compiling, analysing and interpreting statistics relating to National Government employment and to the activities of the Commission.)

Library Section

Chief: MIYA, Koichi

(In charge of matters pertaining to the custody of the collection of books and other public actions for the use of the staff of the Commission to enable it properly to perform its work.)

Sixth Section

Chief: KANAZAWA, Kaoru
(FUJII, Junichiro: transferred)

Fourth Audit Bureau

Second Section

Chief: FUJII, Junichiro
(WATANABE, Shizuo: transferred)

Third Section

Chief: YOSHIDA, Nobuyoshi
(KOHARA, Tsuyoshi: transferred)

Examination Section

Chief: WATANABE, Shizuo
(KANAZAWA, Kaoru: transferred)

Decision Section

Chief: SHINODA, Seidai
(YAMANA, Mikio: transferred)

d. NATIONAL PERSONNEL AUTHORITY

(This Authority was established on 1 January 1949 by virtue of National Public Service Law.)

President: ASAI, Kiyoshi

Commissioners: YAMASHITA, Okiie
UENO, Yoichi

Secretariat

(This Secretariat has the same organization and personnel as the Secretariat of Temporary National Personnel Commission except the following changes:)

I. Change in Organization

Director-General: SATO, Tomoo (1st class)

(This office was newly created in place of Executive-Director of Secretariat of Temporary National Personnel Commission.)

Law Division

Review Section (Newly established)

Chief: TSURUMI, Ryoichiro

(In charge of matters pertaining to advices and reviews as well as disposition of law-suits and legal problems concerning the National Public Service Law and other laws relevant thereto as well as rules of the National Personnel Authority.)

Drafting Section (Newly established)

Chief: KUNII, Seiichi

(In charge of planning matters concerning the National Public Service Law and the relevant laws as well as rules of the National Personnel Authority.)

II. Change in Personnel

Recruitment Division

Planning and Control Section

Chief: OTAKE, Masao

Examination Section

Chief: YAMAGUCHI, Kazuo

Transaction Section

Chief: SHIMIZU, Shiro

Efficiency Division

Training Section

Chief: HOSONO, Teiji

Health Section

Chief: IGARASHI, Yoshiaki

Employee Utilization Section

Chief: YUKAWA, Ryuji

Equity Division

Employee Relations Section

Chief: MIZUNO, Masamoto

e. (void)

f-1. (void)

f-2. REGIONAL COMMERCE AND INDUSTRY OFFICES

No change