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JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

April 23, 1951

To:

Mr. Maynard Shirven,

Chief of Civil Service Division,

Government Section, GHQ, SCAP

Change of Bureau Chiefs

It has been decided that, at the earnest request of the Economic Stabilization Board, Mr. ONO Kazuo, Chief of Administration Bureau, will be appointed as Executive Director of the Resources Research Council which is an independent organization of that board. As to the successor of Mr. Ono, after a number of consultations with the Commissioners, it has been decided to appoint Mr. Murao, Chief of Equity Bureau, as Chief of Administration Bureau and to promote Mr. Yagura, Chief of Disciplinary Appeals Section, as Chief of Equity Bureau. As to the successor of the Chief of Disciplinary Appeals Section, several plans are now under consideration, but it has been decided that this post be carried on concurrently by Mr. Yagura for the time being until a definite decision is made on the successor. All these changes will become effective on the first of next month.

Maruo

T. Sato

SATO Tomoo

Director-General
of
National Personnel Authority

N.P.A. OFFICIALS
18 December 1950

ASAI, Kiyoshi	President
YAMASHITA, Okiiyo	Commissioner
UEMO, Yoichi	Commissioner
SATO, Tomoo	Director General
MIYAJI, Kenjiro	Recruitment Bureau
NAKAYA, Yasukichi	Planning Section
YAMAGUCHI, Kazuo	Examination Section
SHIMIZU, Shiro	Transactions Section
TAKEMOTO, Tadao	Compensation Bureau
KEITOKU, Shoi	Compensation Bureau (Deputy)
ONOUCHI, Yukio	Classification Section
OZAKI, Asai	Compensation Research Section
FUJIMAKI, Tadashi	Compensation Hearing Section
HORIGOME, Sojiro	Injury Compensation Section
SAKAMAKA, Zenji	Retirement Section
KANEKO, Hiroshi	Efficiency Bureau
ISHIKAWA, Makoto	Training Section
TAKEYASU, Yoshimitsu	Safety Section
OISO, Toshio	Health Section
OTOMO, Ichiro	Welfare Section
YANAGIDA, Toru	Recreation Section
ANDO, Mizuo	Employee Evaluation Section
KYOGOKU, Jujiro	Employee Utilization Section
MANUO, Takeshi	Equity Bureau
YAGUNA, Ichiro	Disciplinary Appeals Section
MIYAZAKI, Masami	General Appeals Section
KAWASAKI, Senzo	Investigation Bureau
OKUMA, Jiichi	Employee Investigating Section
TOMOMI, Toshio	Violations Investigation Section
KASUYA, Yoshio	Public Information Bureau
HIMOUYE, Ryoichi	~~Councilling~~ Section
~~OKABE, Shiro~~ YAMAGUCHI, Susumu	~~Drafting~~ Section
OKABE, Shiro	Law Bureau
TAKATSUJI, Masami (Acting Bureau Chief)	Law Bureau
TSUKUMI, Ryoichiro	Councilling Section
OTAKE, Hideo	Drafting Section
ONO, Kazuo	Administration Bureau
YUKAWA, Ryuiji	Organization & Planning Section
OKADA, Katsuji	Budget & Finance Section

Editorial Dissemination

SEKIDO, Yoshiaki	Statistics Section
MIYA, Koichi	Library Section
KAMATSUGU, Hiroshi	Personnel Bureau
YAMAGUCHI, Koichi	Staff Recruitment Section
OKEMOTO, Katsuto	Staff Compensation Section
NAGASAKA, Shinichi	Staff Efficiency Section

REGIONAL OFFICE CHIEFS

SAPPORO	
YAMAMOTO, Mitsumasa	Nishi 7 Chome, Kita-nijo, Sapporo City, Hokkaido
SENDAI	
HATSUOKA, Toshisuke	1 - 4, Atozukemachi, Sendai City Miyagi Prefecture
NAGOYA	
HOSAKO, Teiji	6--1, Minami Sotoborecho, Naka-ku, Nagoya City, Aichi Prefecture
TOKYO	
ISHIKAWA, Sato	c/o MPA
OSAKA	
IMAI, Tsuguo	Hoenzaka-cho, Higashi-ku, Osaka City
HIROSHIMA	
FUJII, Yutaka	c/o Hiroshima Prefecutural Office Kasumi-cho Hiroshima City
TAKAMATSU	
OTSUBO, Katsumi	106 Tenjin-mae, Takamatsu City, Kagawa Prefecture
FUKUOKA	
MIZON, Sanji	c/o Fukuoka District Economic Bureau 3-26, Nagahama, Fukuoka City

COPY

~~SALTER~~ MS
~~SHIVELY~~
~~SPEICHER~~
~~MACHIN~~ HD
~~SHIRVEN~~ MS

File MS

HEADQUARTERS, MILITARY GOVERNMENT
OF THE RYUKYU ISLANDS
APO 331

31 July 1950

Mr. Kiyoshi Asai
President,
National Personnel Authority
Jinji-In Kasumigasaki,
Chiyoda Ku, Tokyo, Japan

Dear Mr. Asai:

Mr. Tsuguo Imai has completed his assignment to this Headquarters as a visiting consultant. I regret seeing him leave as he has rendered an outstanding service.

His ability to quickly analyze new and difficult personnel and organizational problems and reduce these problems to a solution easily understood by both Americans and Ryukyuans has been outstanding.

I wish to thank you again for making Mr. Imai available to us and to congratulate you on retaining such an outstanding man on your staff.

Sincerely yours,

LINDSEY A. BROWN
Director, Food & Natural Resources

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

File copy

Confidential

July 26, 1950

To:

Mr. Maynard Shirven,

Acting Chief of Civil Service Division,

Government Section, GHQ, SCAP

I hasten to report to you on the Diet situation.

The Social-Democratic Party has begun a campaign to remove the Commissioners of the National Personnel Authority from office on the ground that they have neglected their duty by failure to present a pay recommendation. This is the modified form of a Diet struggle which takes the place of the pay raise issue. Two methods could be considered in this connection. The first is to bring impeachment action under the National Public Service Law, and the second is to introduce a resolution to the Diet demanding the removal of the Commissioners to the Cabinet. Either method has the possibility of being adopted by the House of Councillors where the opposition parties are strong. And the Cabinet itself may be indifferent to stop such action, since they want to have Commissioners who will act more accommodatingly at their beck and call. The National Personnel Authority is now in a critical situation. It is only right and proper that the National Personnel Authority which is an agency of the Government should follow the supreme policy of GHQ, SCAP, and although this is the supreme duty of us Commissioners, I cannot understand why the performance of our duty should be taken as being contrary to our duty. Again, if the Commissioners are made victims of a political struggle and removed from their office merely by delay in submitting a pay recommendation - merely by not giving early a weapon for a political struggle to some political parties -, we cannot fulfill our impartial duty. Moreover, those political parties are fully aware that such recommendation cannot be acted upon in the budget by the present Diet. It is precisely for an eventuality of this sort that the Commissioners enjoy a guarantee of their status. Furthermore, it is illegal

that the Social-Democratic Party is trying to accomplish its object by a House resolution instead of having recourse to impeachment proceedings. The Commissioners are given a guarantee of their status by the National Public Service Law in that they cannot be removed from their office except by impeachment action. Consequently, even if such resolution is adopted, the Cabinet is not in a position to carry it out, so that it must be said to be an illegal resolution. This is exactly the same thing if a judge or an auditor of the Board of Audit is to be removed by a Diet resolution. Also, it is far more illegal to call the Commissioners to account for their political responsibility to the Diet on this score. The Commissioners do not assume any political responsibility to the Diet. It is clear from the Constitution that such responsibility is borne collectively by the Cabinet.

I am reporting the above facts to you and would ask you to be so good as to explain our position to General Whitney.

Asai Kiyoshi

Asai Kiyoshi

President
of
National Personnel Authority

Note:

Diet was informed that in this case the NPA was acting pursuant to SCAP directives and consequently impeachment proceedings could not be permitted.

mnf

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

June 21, 1950

To:

Mr. W. Pierce MacCoy,

Acting Chief of Civil Service Division,

Government Section, GHQ, SCAP

6/22/50

Appointment of Bureau Chiefs of the National Personnel Authority as the Result of S1 Examination

As the result of the S1 Examination, we contemplate appointing Mr. MARUO Takeshi - personal history attached hereto - as chief of Equity Bureau, while there is no change in chiefs of other bureaus and their deputy. It would be appreciated if you will kindly give your understanding to the appointment herein proposed.

approved WKM

T. Sato

Sato Tomoo

Director-General
of
National Personnel Authority

1) DeAngelis APP
2) ~~Salter~~
3 Files 6-16-50

CIVIL SERVICE DIVISION
Government Service

15 June 1950

MEMORANDUM FOR: Mr. Maynard Shirven
Chief, Examination Branch

SUBJECT : Delegation of Authority to NPA Offices

According to the memorandum of 23 May 1950, the following are the Bureau of Compensation activities delegated to each regional office of the National Personnel Authority:

1. Investigation and research work to be accompanied by enacting and enforcement of position-classification plan.

2. To audit payroll.

3. Works with regard to enforcement of the Law for compensation for injury and disease incurred in time of duty.

Insofar as the staffing of these regional offices are concerned, this appears an over-ambitious program. In the Sendai Regional Office, there is one person engaged on a part-time basis in position classification work and one person engaged on a part-time basis on compensation work. It is intended to add two more people to the staff in connection with these activities. It appears unlikely that the number of personnel engaged in these activities will be sufficient to perform them competently.

A similar situation exists in the Osaka Regional Office of the National Personnel Authority. There, four people are engaged in classification and compensation activities and the Director of that office has stated that he is not aware of any plans to increase the size of the staff. It does not appear evident that the number is sufficient to deal adequately with the volume of activities in relation to compensation and classification work.

If the personnel situation is similar in the other regional offices, it is likely that the preceding comments will be applicable in those areas.

WALTER P. DOMANOWSKI
Compensation Specialist

WPD:VT

CIVIL SERVICE DIVISION
Government Section

22 May 1950

MEMORANDUM FOR Mr. Blaine Hoover
Chief, Civil Service Division

SUBJECT: Iiyama Dismissal Case

1. Following is an extract from the Governmental News Items appearing in the Japanese press, which are prepared daily for General MacArthur's information:

"NPA 'IIYAMA DISMISSAL CASE TRIAL' OPENS

Tahei Iiyama, former Director of the Agriculture and Forestry Ministry's Fisheries Agency, yesterday refuted Agriculture and Forestry Minister Kotaro Mori's charges that he had refused to cooperate with the government at the opening day trial of the National Personnel Authority's investigation into the 'Iiyama Dismissal Case.' The major reasons set forth yesterday by Mori for Iiyama's dismissal were as follows:

a. Iiyama had failed to keep in contact with the Agriculture and Forestry Minister, and had seldom attended bi-weekly meetings of the Ministry's leading officials.

b. Iiyama took official trips without the prior approval of the Agriculture and Forestry Minister.

c. Iiyama failed to contact the Agriculture and Forestry Minister in February 1949 on an urgent issue involving agriculture-forestry administration.

d. Iiyama during August 1949 while the personnel retrenchment program was being carried out made an official trip to Hokkaido in violation of orders from the Agriculture and Forestry Minister, and had to be recalled by telegram.

e. Iiyama after having been advised to resign on 8 Dec 49 failed to submit a reply for three months, and adopted an antagonistic attitude towards the Agriculture and Forestry Minister.

Iiyama in reply to these charges declared:

a. The Agriculture and Forestry Minister seldom attended the Ministry conferences referred to. Furthermore, he (Iiyama) dispatched his representatives to these conferences when urgent business precluded his attendance or when the agenda did not concern fishing.

b. The urgent issue of February 1949 was apparently the problem of expanding fishing lots for dragnet fishing in the waters of western Japan, a question upon which he had conferred with the Minister and GHQ.

c. The Minister's approval was obtained for every official trip.

d. The Hokkaido trip referred to had been postponed three times due to the personnel retrenchment program, and when taken had not caused any impediment to the program.

Iiyama declared:

> "I am going to fight against the injustice which still prevails in the government, and which has enabled the Agriculture and Forestry Minister to discharge a public servant at his own discretion."

The trial will be continued on 22 May according to KYODO and JIJI PRESS.

W. PIERCE MACCOY
Deputy Chief

JAPANESE GOVERNMENT

National Personnel Authority

Jinji-In, Kasumigaseki, Chiyoda-ku, Tokyo

April 6, 1950

To:

Mr. W. Pierce MacCoy,

Acting Chief of Civil Service Division,

Government Section, CHQ, SCAP

Issue of order for appointment of acting chief of Office Services Section

At the request of the Ryukyu Military Government Headquarters, Chief Imai Tsuguo of Office Services Section, Bureau of Administration of this Authority, is scheduled to be detailed to Ryukyu for a period of three months. During his absence, it is my intention to order Mr. Ogi Koichi, a member of the Office Services Section, to carry on the duties of chief of Office Services Section, as acting chief of the section.

Please give your approval for this appointment.

Asai Kiyoshi
President

Yamashita Okiie
Commissioner

Uyeno Yoichi
Commissioner

Seen by Director-General
T. Sato

OK

Bettis

CIVIL SERVICE DIVISION
Government Section

30 September 1949

MEMORANDUM FOR: Project Chiefs, Civil Service Division

SUBJECT : Proposed Personnel Quotas for NPA for the Budget Year 1950-51

1. The attached indicates the proposed personnel quotas for the various bureaus and sections of NPA for the coming budget year. It also represents the result of several conferences of the bureau chiefs and has the approval of the Commissioners and the Director General. This approval, however, does not necessarily mean that the proposed quotas cannot be changed if substantial reason can be shown that revisions should be made. The proposed staff for NPA for the coming year is 1594 as contrasted with 1234 for the current budget year. The figure of 1594 has been submitted to the Ministry of Finance as well as that of the Cabinet.

2. I should like to have each one of you study these proposals rather carefully because unless you can recommend necessary changes, they will be the basis for discussion on our part with ESS. The latest word on our meetings with ESS will occur on or about October 15. Obviously, if we are to secure some 360 additional employees, we must have substantial reasons on pressing our demands.

3. I should like your comments if you propose any revisions. Otherwise, it will be assumed that you are satisfied with the figures ~~I have~~ shown.

4. In the near future Mr. Bettis will discuss with each of you the reasons for the increase in each and every instance, and both of us will appreciate any arguments which we may present in order to realize our demands. In the face of the retrenchment program, obtaining additional employees at this time will be no easy matter and if your particular program requires additional employees, we must have good solid reasons in order to sell your requests.

Foster B Roser

FOSTER B. ROSER
Acting Deputy Chief
Civil Service Division

FBR:jb

NPA Personnel
File
8/31/49

CONFIDENTIAL

CIVIL SERVICE DIVISION
Government Section

30 August 1949

MEMORANDUM FOR : Mr. W. Pierce MacCoy, Chief, General Personnel Administration Branch

SUBJECT : Salary and Wages Section, NPA Bureau of Compensation

1. Mr. Kawasaki reports that at 4 o'clock yesterday, six probationary employees of the Salary and Wages Section were discharged (Notified of the Termination of Appointments). In addition to these six who were discharged, six employees were transferred from the Salary and Wages Section to offices such as Injury Compensation, Retirement, Public Information and Health. All known members of the Communist Party were included among the six who were discharged. Three of the persons transferred are known to be sympathizers of the Communist Party.

2. In connection with the discharge of the six probationary employees a secret executive meeting of the NPA Employee's Association was held to determine the Union's policies. It is said to have been attended by the Chairman, Vice-Chairman, and one other key member of the Association Executive Committee. It was decided at this meeting that the Association would not openly oppose the probationary discharges due to their belief that by so doing they would incur unfavorable attention by the authorities and be themselves discharged.

3. Director-General, Sato (who was present during Kawasaki's report) and Kawasaki are of the opinion that the "general house-cleaning" of undesirable employees which is to follow will be accomplished smoothly in view of the stand being taken by leaders of the Association.

T.E.

THOMAS ELIOT
Personnel Specialist

TE:med

CONFIDENTIAL

NATIONAL PERSONNEL AUTHORITY

July 12, 1949

Internal Personnel Division

Reasons for Increasing Third Class Officials

The National Personnel Authority's Secretariat has planned to staff its sections at the beginning of the current fiscal year as per annexe No.1.

However, there arose subsequently, due to various circumstances, the necessity for speedy establishment of position classification plan, revision of new pay base, establishment of examination, equity and investigation procedures, etc. as required by the National Public Service Law. Fairly high level duties and responsibilities are involved in the work of these projects, which also require frequent contacts and negotiations with the staff of other government agencies, so that at least third class officials are necessary to do the work. However, the present fixed number of the third class officials of the National Personnel Authority is not sufficient for the purpose. Accordingly, we desire to reduce the fixed number of "Koin" and "Yonin" to the very minimum and appoint the rest as third class officials, since, even if we reduce, as a temporary expedient, the number of third class officials in Efficiency Division, Law Division, Administration Division and Internal Personnel Division to the minimum and place the rest of the employees thus made available to temporary use in other divisions, there is still a shortage of 115 persons.

Our plan, therefore, is to deduct 95 "Koin" and 20 "Yonin" - a total of 115 - from their respective fixed number and increase third class officials/115 in order that they may serve in urgently necessary work.

An outcome of re-staffing sections under the above plan is shown in annexe No. 2.

CIVIL SERVICE DIVISION
Government Section

~~Mr. Hoover~~ Please see me
BH 6/29/49

29 June 1949

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

SUBJECT : Mr. Uyeno--Presidency of the Japan Efficiency League

file WRR

At 1530 hours on Tuesday, 28 June 1949, Mr. Ono, Vice-President of the newly formed Japan Efficiency League, and Mr. Morikawa, Director of the Japan Efficiency Institute (now a member of the Japan Efficiency League), called to intercede for Mr. Uyeno and request that this office give permission for Mr. Uyeno to accept the presidency of the Japan Efficiency League. Mr. Ono stated that he had been advised by Mr. Uyeno that he wished to accept the presidency to which he had been elected, but he could not do so because a high official in SCAP would not permit him to accept the office. Mr. Ono was very careful not to state that Mr. Uyeno had told him that the "high official in SCAP" was Mr. Hoover, but he stated that since the Civil Service Division as personified by Mr. Hoover directed the activities of the NPA, it was logical to assume that this was the person to whom Mr. Uyeno was referring.

The Japan Efficiency League was organized on 16 June 1949 and held its first election at that time. Mr. Uyeno was elected by the members present but did not accept nor assume office and has not done so. I pointed out to Mr. Ono Article 15 of the National Public Service Law which reads: "No Commissioners or Director General shall hold concurrently any other position." Mr. Ono inquired as to whether we would be willing to grant an exception in Mr. Uyeno's case because Mr. Uyeno is the outstanding efficiency engineer in Japan and the only one properly qualified by the general concensus of opinion to head the new League which is a combination of some seventeen efficiency organizations in Japan. He pointed out that he felt an exception was justified in view of the fact that the presidency was an honorary position to which no remuneration was attached, and Mr. Uyeno would be required to preside at only one annual meeting. I pointed out that the Article did not say "except honorary positions", but that it did say emphatically "any other position" and that, therefore, apparently no exception was intended by the lawmakers. I further pointed out that neither Mr. Hoover nor any other individual in SCAP could make an exception to this Article since it is a part of a law passed by the Diet, the national legislative body of Japan.

I stated that this matter had been discussed, among many other things, by the personnel committees and it was their feeling, in which we heartily concurred, that the job of Commissioners, NPA, is of such responsibility that the individuals should not be required nor permitted to expend any

K. Morikawa.
Dir. Nippon Noritsu K.K.
(Japan Efficiency Institute)

日本能率協會理事長 森川覺三

東京都目黒區中目黒一ノ五八四
東京工業試驗所內電話大崎(49)三九三四

社團法人化學機械協會會長
工學博士 大野巖

MR. ONO
V. PRES. JAPAN EFF. LEAGUE

CIVIL SERVICE DIVISION
Government Section

~~Mr MacCoy~~ Please see me
BH 6/29/49

29 June 1949

file WKR

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

SUBJECT : Mr. Uyeno--Presidency of the Japan Efficiency League

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自宅
世田ヶ谷区北澤三丁目二十九番地
電話松澤三五三五番

大野化學機械
大田區春ヶ崎町七十番地
電話大森(06)一一〇五五……八番
(三三七……九番

化學機械協會
中央區銀座八の四文詢社ビル八〇九號
電話銀座(57)五〇〇二番

of their time or their attention on anything other than the operation of the Authority. Mr. Ono then stated that Mr. Uyeno had told him that he was more interested in terminating his life's work in the efficiency field in serving as President of the Japan Efficiency League, and that he felt many other well-qualified men could be selected to fill his position as Commissioner; that he had, therefore, tried to resign but that Mr. Hoover would not permit him to submit his resignation.

I pointed out to Mr. Ono that, with all due respect to both himself and Mr. Morikawa, the question he was now raising was one which was personally and directly between Mr. Uyeno and Dr. Asai, as President of the NPA, and Mr. Hoover, as an advisor to the Japanese Government on civil service, and that it was, therefore, not a matter which we could discuss since none of the principals were present nor involved in the discussion. Both Mr. Ono and Mr. Morikawa seemed greatly amused at this statement and admitted the defeat of their mission in appearing for Mr. Uyeno. Mr. Ono stated that he would report the failure of his mission to Mr. Uyeno personally, and both gentlemen bowed themselves out.

W. Pierce MacCoy

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

CIVIL SERVICE DIVISION
Government Section

28 June 1949

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

SUBJECT : Delegation of Responsibility

1. In conference today, Dr. Asai expressed the opinion that the National Personnel Authority (three Commissioners) cannot delegate authority and responsibility to persons within its Secretariat to the extent of allowing such subordinates to act in their own names or to act in the name of the National Personnel Authority without the affixation of the official stamp of NPA, unless Article 21 can be construed to grant such permission. Apparently he has some doubt that the Article can be so construed. The sentence in question is as follows:

> "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."

2. Dr. Asai is willing to take a chance on a broad interpretation of Article 21 and even thinks he would be supported by the courts, although I was unable to determine by what line of reasoning. Because the form of delegation contemplated by Civil Service Division seems quite foreign to Japanese legal practice and custom, Dr. Asai recommends that delegation be limited to matters strictly internal to NPA's Secretariat and that NPA continue the practice of requiring its official seal on any document involving other agencies of government or persons not on the staff of NPA.

3. I indicated that such limited delegation is administratively inadequate. He recognizes the inefficiency resulting from such practice.

4. Dr. Asai hopes to discuss this matter with you in your meeting tomorrow.

GORDON W. PETERSON,
Chief, Organization Branch.

GWP:mvb

NPA - Commissioners

National Personnel Authority

FILE

June 24, 1949

To:

Mr. Blaine Hoover,

Chief of Civil Service Division,

Government Section, GHQ, SCAP

We enclose herewith statements showing the positions we are now holding besides the Commissionership of the National Personnel Authority, and shall appreciate it if you will be so kind as to judge whether or not it is appropriate that we continue to hold such positions.

Asai Kiyoshi

President

Yamashita Okiie

Commissioner

Uyeno Yoichi

Commissioner

DISCUSSED WITH NPA. 7-1-'49

Position held besides the office of President
of National Personnel Authority

1. Director of Association of Public Law

Meeting of scholars of public law.

I am now holding the aforementioned position and no other.

Asai Kiyoshi

President
of
National Personnel Authority

Position held besides the Commissionership

of National Personnel Authority

1. President of Motor Transportation Investigation Council

This above is the Council belonging to the Ministry of Transportation, but no meeting has been held for the last two years. Resignation will be tendered in the near future. (a day or two)

2. Councillor of the Japan Communications Association

I resigned from the directorship of the above association, but have just received a notice that I have been nominated councillor. Resignation from the latter post will be tendered in a day or two.

I am now holding the aforementioned positions and no other.

Yamashita Okiie

Yamashita Okiie

Commissioner
of
National Personnel Authority

Position held besides the Commissionership

of National Personnel Authority

1. Director of the Society to Promote Japanese Language Reform
2. Director of the Industrial Accounting Society
3. Adviser to the Japan Office Management Association
4. Adviser to the Japan Efficiency Association
5. Chairman of the Board of Directors of the Foundational Juridical Person Japan Efficiency School.
6. President of the General Federation of Efficiency Associations

I have been elected to but have not yet accepted this position.

Of the above positions, while I can resign at any time from those given in "1" to "4", resignation from "5" will take some time due to the time element involved in holding a meeting of the Board of Directors, etc.

I am now holding the aforementioned positions and no other.

Uyeno Yoichi

Uyeno Yoichi

Commissioner
of
National Personnel Authority

CIVIL SERVICE DIVISION
Government Section

24 June 1949

MEMORANDUM FOR: The Record

SUBJECT : Appointment of Yonada as Chief, Budget and Finance Section, Bureau of Internal Administration

1. The following is an example which clearly illustrates the lack of understanding on the part of NPA supervisory personnel of the principles of personnel administration after 18 months of training, conferences and guidance.

2. Approximately six weeks ago, Mr. Yonada, an employee of the Office Service Section, was promoted to the position of Chief of that section. About the same time the Chief of Budget and Finance Section resigned and Mr. Yonada was appointed Chief of the latter section, on a concurrent basis, which both Mr. Shirven and I understood to be of a temporary nature pending selection of a qualified candidate. Obviously, the candidate should be a trained accountant.

3. Immediately following the resignation of the prior incumbent of the Finance Section, Mr. Kanatsugu had stated that my difficulty in getting satisfactory work from the section was due to the lack of personnel trained in bookkeeping and accounting.

4. Two weeks ago, Mr. Yonada and I had considerable discussion as to the number of employees required in the Budget Section and to determine his competence to discuss the matter, I asked if he were an accountant. I received an unqualified "no" for an answer.

5. I learned yesterday that his permanent assignment is now that of Chief of the Budget and Finance Section and the Commission is seeking a candidate for the Chief of the Office Service Section.

6. I asked Mr. Yonada what his qualifications are for his position as Chief of the Budget and Finance Section, and he replied that he was a law graduate and had experience in politics. He also states that he knows various taxation and financial laws. In light of his qualifications, I have inquired as to how he was qualified to do the various accounting operations necessary to which he replied that his assistants would do such work. Then in reply to what his duties would be, he stated he was to "transmit to his subordinates, orders and instructions from his superiors." Asked how many accountants he had on his staff, he stated "they were all accountants."

7. To indicate the extent to which this type of thinking prevails throughout the supervisory personnel, and probably throughout the staff, I discussed this matter with Mr. Kanatsugu. Mr. Kanatsugu is Chief of the Bureau of Internal Personnel, and in such capacity should be vitally concerned with the qualifications of candidates for staff appointments. Mr. Kanatsugu is certain that if Mr. Yonada is given an opportunity he will do an excellent job as Head of the Finance Department. His outstanding qualifications, in Mr. Kanatsugu's opinion, are those of his personality and the fact that his background in politics will enable him to deal satisfactorily before the Diet and the Ministry of Finance. Mr. Kanatsugu also informed me that not only he but the Commissioners and Mr. Sato feel that Mr. Yonada will make an excellent chief and would have appointed him much sooner if Mr. Fujita, previous incumbent, had resigned at an earlier date. Mr. Kanatsugu feels that Mr. Yonada and the subordinates can adequately do the work.

8. I asked Mr. Kanatsugu if he felt this type of appointment was consistent with the principles of modern personnel administration as had been taught at Nikko and in the supervisory training courses which I conducted (in my lecture course I dwelt considerable length on the fact that a supervisor must have a thorough knowledge of his work to enable him to plan the work of the unit, to make intelligent estimates, to determine whether the work was being done efficiently, to analyze positions, etc.). Mr. Kanatsugu saw little inconsistency with the appointment and the training which we have given.

9. I inquired if Mr. Kanatsugu realized that Mr. Yonada would be required at some time in the future to successfully pass a written examination in accounting and its related fields. Mr. Kanatsugu felt that there should be no question as to the outcome of such an examination in Mr. Yonada's case because of his familiarity with taxation and financial laws and the fact that since he has been appointed to this position, he is studying financial text books.

10. Mr. Yonada's appointment not only had the approval of the Commissioners, but apparently their blessing as well. Justification for the above type of appointment represents top-level thinking in NPA. If this type of thinking continues, we might well question how we can change similar thinking in the other ministries and agencies in the Japanese government.

FOSTER ROSER
Examination Specialist

FR:rj

NPA-Personnel

CIVIL SERVICE DIVISION
Government Section

21 June 1949

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

SUBJECT : Investigation of NPA Personnel

Pursuant to Mr. Hoover's desire that necessary investigations of NPA personnel be completed in the course of last week with a view to the determination of candidates for discharge, a list of 13 names, compiled by the Investigation Division and the Bureau of Internal Personnel at NPA, has been investigated and reports thereon submitted to this division. The names submitted are as follows:

Name	Assigned To
SASA Narumi	Compensation Research Sec. Compensation Bureau
YAMASAKI Susumu	General Appeals Section Equity Bureau
KYOGOKU Jujiro	Internal Personnel Bureau
KAWAZOE Hideo	Examination Section, Recruitment Bur.
* KUWAHARA Kanae	General Appeals Section Equity Bureau
* HARA Tetsuo	Classification Section Compensation Bureau
* FUJII Yasushi	Classification Section Compensation Bureau
* KANAI Kiyoshi	Compensation Research Section Compensation Bureau
* NISHIMURA Jiro	Information Section Public Information Bureau
* TOKUNO Takeo	Employment Investigation Sec. Investigation Bureau
* SUGITA Noboru	Review Section, Recruitment Bur.
*TSUKADA Yoshihiko	Health Section, Efficiency Bur.
* UENO Akira	Compensation Research Section Compensation Bureau
* YONEMOTO Yashio	Compensation Research Section Compensation Bureau

Whereas none of the reports of investigation appear to warrant immediate dismissal action, ten persons should be watched. Accordingly, a request was made of the Investigation Division that they run a check on the activities of these ten persons (indicated by asterisk in above list) on August 1.

It will be noted that Mr. Fujii's name appears on this list. Although he was not recently investigated, you are familiar with the circumstances of his case and the reasons for his present retention as an employee.

THOMAS L. ELIOT
Personnel Specialist

TLE:jd

Reader

CIVIL SERVICE DIVISION
Government Section

17 June 1949

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

SUBJECT : Mr. Uyeno's Resignation

On 15 June, Mr. Uyeno called at the office to continue discussions relative to his request to resign from his position as Commissioner of the National Personnel Authority. First, he asked to have one point clarified. He stated that he thought he was a "free agent" and, therefore, had submitted his resignation in the belief that he had the right to resign if he so desired. He was, therefore, somewhat surprised when, during his talk with you, he received the impression that you had the right to refuse to accept his resignation and thereby force him to stay on his present job against his own desires and wishes. He said that he gathered the impression that you as a spokesman for GHQ, SCAP were telling him that GHQ, SCAP would not permit him to resign from his job. He said he wished this point made clear and thereby given an understanding whether the inference which he had drawn from your comments was correct.

I advised him that his inferences were incorrect and that to deny him the right of being a "free agent" was contrary to the Constitution of Japan and to all of the ideals for which we stood. He stated if that was the case he then wished to reiterate his statement that he wished to resign both from his own personal standpoint and from the standpoint that he felt it best under the circumstances that he remove himself from his present official position in NPA. I explained to Mr. Uyeno that I felt we had to face his problem by dividing it into two parts: (1) his personal problem, and (2) the problem of NPA and all that that implied. Having divided our problem into two recognizable parts, we then had to consider each one separately and weigh the pros and cons of each part to decide what was best for NPA first and for Mr. Uyeno second.

I pointed out to him that if NPA and the Japanese Government were in a normal situation where the government was slowly but surely getting back on its feet, and all the operations were on solid, sound, and assured lines that we would then be able to give more weight to his personal feelings as against those of the needs of the National Personnel Authority. I pointed out that if all conditions were on a sound basis and if NPA were growing in strength with an assured, unquestioned place in the Japanese public administration field that I would feel that he should have the right to decide what he wanted to do personally in the twilight years of his life, that if under those conditions he felt that he wished to retire merely to enjoy life at his leisure or to write or to come and

go as he pleased, that I would heartily recommend his resigning since I felt that he had enjoyed a full life, accomplished many things for his own personal satisfaction, and had therefore earned the right to selfishly order his own life in his declining years. However, I felt that in the present chaotic situation where NPA was actually fighting for its political and administrative life, where his country was threatened by strong outside forces which were avowedly attempting to upset, if not overthrow, the economic and administrative stability of his country, where immature minds from mere wanton and misdirected energies, nurtured in the exuberance of a released and new-found though little understood freedom, were threatening to trip the first faltering steps of an embryonic democracy and thus destroy all the gains that had been made to date under the careful guidance of SCAP, that not even a microscopic ripple should be caused unnecessarily to produce a more violent rocking of the boat of NPA than was already being caused by ungovernable and extraneous forces outside of NPA.

I reminded Mr. Uyeno that he was well aware of the abilities and proclivities of the opposition and the opposition press, not only to distort the truth but to deliberately lie about the facts in any case whenever it was felt that such distortion or lies could gain their own selfish and devious ends to unseat the democratic ideal, create chaos, and eventually if these outside forces were permitted to triumph, destroy his country politically and economically for many years to come while simultaneously placing it under the yoke of an outside power that had no interest other than to destroy the national entity of his country and make it a subservient vassal to the political and personal aggrandizement of its own mal-odorous ends.

I assured Mr. Uyeno that we could guarantee that regardless of what statements he might make in a press conference to explain the reasons for his resignation and regardless of how reasonable those explanations might be, that the enemies of the NPA and of the present democratic government reform in Japan would follow their past practices of twisting his statements, extracting sentences therefrom, and adding their own interpretation or deliberately ignoring his reasons and printing out-and-out lies to make a point of the fact that an individual who had a record as being an outstanding efficiency expert in Japan had resigned in disgust from the new NPA and, therefore, it must be assumed that the reason for his resignation was because, in spite of all of its fine publicly announced statements, it was not either efficient or an equitable instrument of government and thus use this reasoning to further attempt to discredit the operation and activities of NPA.

I stated that in view of the fact that we must maintain NPA's integrity and solidarity in the eyes of the public that neither the three Commissioners nor the Civil Service Division could permit anything to occur which would in any way damage or even taint the reputation of the

organization and that, therefore, under these circumstances it was necessary that you request that he withdraw his resignation. I assured Mr. Uyeno that both you and I were fully aware of the difficulties, the personal discomforts, and possibly even the personal indignities which he had had to suffer, but that in weighing these factors against the good of NPA I was sure that he would agree with us that the best interests of the organization must be served first and foremost over the wishes and feelings of any one individual. I attempted to draw his attention to the fact that if he believed in the ideals of the merit system as being the most efficient and best method of operation for his country's government, this then was the time and the opportunity for him to be willing to place himself and his feelings second to the interests and to the good of his government and his country.

As a final objection, a grasping of a last straw or so it seemed to me, he stated that he felt he wasn't serving either his government or his country to his best ability when he often found it necessary to sit in his office for many hours with nothing particular to do, waiting for emergencies to arise where his services as a Commissioner would be needed, either at NPA or at meetings in this office. I answered this by calling his attention to an old proverb which I said we had taken from the English and which, if my memory served me correctly, had originally come from the Chinese: "They also serve who only stand and wait." Mr. Uyeno said that the Japanese also had this proverb, and as far as they were concerned it had come from the Chinese. With this, he gave up all further attempts to argue his reasons for wishing to resign and turned to several points of difficulty in the present internal operation of NPA and its program. He seemed to be in a somewhat better frame of mind, although I can't state with any feeling of assurance that I have altered his feeling one whit or that he has changed his mind. He may have gone purely oriental on me and just decided to change the subject since he couldn't get me to agree with him; therefore, I am not being too optimistic about the results of my discussion.

The points of operation that he discussed were that the training material which we are using at Nikko is really in very bad shape in that the material has been prepared by Americans, has been faithfully translated by the Japanese into the Japanese language, but that it has remained American in construction and sound and that, therefore, many of the basic ideas which we are attempting to teach are confused and hidden from the Japanese mind. He stated that in his estimation he is the only individual in Japan who is capable because of his past training and facility with both languages to translate the thoughts and ideas of our training course into a Japanese text. I inquired as to whether or not he believed that a well educated Japanese of a high order of intellect who is simultaneously a good Japanese grammarian could learn in a very short time, i.e. in a matter of days, enough of the background thinking of the ideals and ideas which we are attempting to teach in our training course to enable him to place these ideas in good grammatical Japanese sufficient to meet the objections to our present material. I stated that it was a little hard for me to accept his statement that he is the only individual

in Japan capable of making these translations. He finally admitted that he felt that he could find some six or eight men rather quickly who are capable of handling the matter in the manner which I suggested and that the end result would be satisfactory. I related this information to Messrs. Tindale and Shively.

Mr. Uyeno also stated that the questions which the Examination Branch is devising for the critical examinations are very bad and, in fact, that the questions are often ludicrous to the point where the Japanese will laugh at both the examinations and the NPA. I also foresee another difficulty if this is true in that if the examinations are so poorly constructed that they will appear in a humorous light, they can also be attacked in the courts as to their validity for making selections. I discovered by Mr. Uyeno's own admission that Mr. Shirven through Mr. Speicher has supposedly established a system whereby material would be compiled by CSD for these examinations, submitted to the Examination Division of NPA for criticism, alteration, and/or correction as might be necessary to make them properly fit the Japanese situation. The NPA staff was to submit all questions to Mr. Uyeno for criticism and he was supposed to assist not only in correcting the questions but in instructing the NPA staff while making such corrections to the extent that they would increase their knowledge and ability to handle such examination material in the future.

I pointed out to Mr. Uyeno that I felt that this was a case where he was very remiss in his duties in that he should have assumed the leadership in making the necessary corrections and in instructing the NPA staff in its duties. I told him that I felt he could be severely criticized for his failure to take the leadership in this matter. Later upon discussing the matter with Messrs. Shirven and Speicher, I discovered that they had been receiving the questions as returned by Mr. Uyeno with merely a statement of "Okay" or "N.G." on each question, but that Mr. Uyeno had made no attempt to substitute [redacted] material for that which he had indicated as "N.G.". I instructed Mr. Shirven that hereafter when he received any questions returned to him by Mr. Uyeno with "N.G." thereon and without suggested material for the correction of the question that he should refuse to accept such returned material and immediately redirect it to Mr. Uyeno with a specific demand for substitute material.

Mr. Uyeno also complained that the supervisory staff in NPA was so young that they did not command the respect of their counterparts in other ministries. He pointed this out as an especial deterrent to the success of the training program. He said that Mr. Hosono, Chief of the Training Division, had discussed the matter with him and had stated that he, Mr. Hosono, knew that the ministries were laughing at him behind his back while discussing the coming training program at Nikko for ministry personnel. Mr. Uyeno said that Mr. Hosono felt that his youth and the youth of his staff were reasons why the various ministries had not recommended higher grade individuals for the training class at Nikko. He felt that the ministries had looked at the

training staff and decided that the course couldn't be any better than a clerical training course and had, therefore, nominated their staff members accordingly. This information was likewise passed on to Messrs. Tindale and Shively, although I am afraid that nothing much can be done about it at this late date.

Mr. Hosono told Mr. Shively that Mr. Sato had been as strict and harsh in his statements relative to the assignment of ministerial personnel to this training course to the members during the last Council meeting as he dared be and that, therefore, short of a dictatorship which they could not command or control, NPA in all good conscience could do nothing more. This presents a rather neat problem for which we will have to find some answer in the very near future.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

20 June 49

NPA - Personnel
file

CIVIL SERVICE DIVISION
Government Section

8 June 1949

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

SUBJECT : Discharge NPA Employees.

I note in the briefing sheet on the report for week ending June 3 1949 statement by Mr. Roser that:

"Considerable work on discharge of NPA employees during probation period - 11 dismissed. One emp., Mr. Fujii, on which a great deal of info has been received re his undesirability and whom CSD asked to be separated was not discharged because Dr. Asai felt it was unwarranted."

Will you please represent me in conducting a special investigation to determine reason for omission to act in this case.

BH:mw

BLAINE HOOVER
Chief
Civil Service Division

NPA Personnel

CIVIL SERVICE DIVISION
Government Section

8 June 1949

MEMORANDUM FOR : Miss Machin
Mr. Roser

SUBJECT : Dismissal of Employees - NPA

Will you please inform me whether the attached report is correct in stating that the employees concerned were asked to submit a request for dismissal. The normal procedure would be to give them order of dismissal. Why was this not done?

BLAINE HOOVER
Chief
Civil Service Division

BH:mw
1 enc.

~~Mr. Salter~~ MS
~~Mr. Lowe~~

31 file · 6-9-49

CIVIL SERVICE DIVISION
Government Section

7 June 1949

MEMORANDUM FOR: The Record

SUBJECT : Separation of Unsatisfactory Personnel

1. During the last two weeks, four conferences have been held with Mr. Onouchi regarding the separation or transfer of employees of the Classification Section whose work performance has failed to meet minimum standards. The conferences were held at this particular time because of the expiration on 2 June of the probationary period for most NPA employees.

2. Mr. Onouchi had attempted to develop some sort of efficiency rating for his employees. However, in view of the necessity for a notification of sub-standard personnel before the close of business on 2 June, it was necessary for Mr. Onouchi to reach some conclusions on the basis of personal observation rather than on a so-called efficiency rating system. The results of Mr. Onouchi's judgment are probably no more subjective than the results of the rating system which he had in mind.

3. At 1:30 on 2 June, Mr. Onouchi submitted the names of four employees of the Classification Section whose work performance was below standard. Their names and titles appear below:

MIYAJI Tsamu	Position Classifier
MYORYU Takashi	Position Classifier
NAKAJIMA Hirobumi	Position Classifier
KANEKO Terno	Tea-boy

It was understood that Mr. Onouchi would take necessary steps to have the above-named personnel notified before the close of business on 2 June that their services would no longer be utilized in the Classification Section. Mr. Kanatsugu was present during this particular conference.

4. Mr. Sato told me on Friday that five men from the Classification Section would be dropped and I have learned that the fifth person is Mr. Sakoguchi whose loyalty to the government had been subject to question although his work performance was above minimum standards according to Mr. Onouchi.

5. In discussing the above decisions, I questioned Mr. Onouchi regarding each position classifier who received a low score on the examination given at the end of the advanced training course held in November and December 1948. The names of such personnel and the action taken in regard to them are listed below:

Ohashi	Transferred to Investigations
Oniyama	Transferred to Investigations
Kanami	Transferred (section not known)
Kuwabara	Transferred to Equity
Iniwa	Transferred to Compensation
Kurakata	Transferred to Compensation
Kikuchi	Transferred (office not known)
Yasuda	Transferred to Efficiency

6. The only employee who received a low score and is still assigned to the Classification Section is a Mr. Koyama. He is performing his duties at a level above minimum standards, according to Mr. Onouchi.

7. During the first week of April, Mr. Onouchi had submitted the names of a number of employees whose services could be dispensed with. (One had falsified his educational background). As a result, eight employees received writs of retirement or were transferred.

8. Altogether, twenty-one employees of the Classification Section have been relieved from duty or transferred within the past two months. In general, Mr. Onouchi has faced this task with realism and forthrightness in view of Japanese tradition, although his actions were prompted by strong suggestions from this headquarters.

ALAN C. RANKIN
Classification Specialist

ACR:rj

NPM Sec'l
Comm.

CIVIL SERVICE DIVISION
Government Section

23 May 1949

MEMORANDUM FOR: Mr. Foster Roser, Examination Specialist

SUBJECT : Mr. Uyeno's Request for a Trip to Hiroshima

Attached is Mr. Uyeno's request, addressed to Mr. Hoover under date of 9 May, for permission to attend an anniversary meeting of the Hiroshima Association of Industrial Efficiency on May 28 at Hiroshima.

Mr. Hoover has given this matter serious consideration, and while he originally indicated his approval of Mr. Uyeno's request, he has now reconsidered the matter and has decided that in light of current events it is necessary that all three of the Commissioners be available to give their constant attention to the operation of the National Personnel Authority. It is felt that no outside interests must be allowed to detract from the attention of the Commissioners to their appointed tasks and that any publicity value or aggrandizement that might accrue to the National Personnel Authority as an organization through the outside activities of the Commissioners would be so infinitesimal at this particular time as to be negligible for all practical purposes.

Under the circumstances it will be appreciated if you will advise Mr. Uyeno personally that Mr. Hoover has disapproved the recommendation for his trip to attend this outside organization. Incidentally, it might be pointed out to Mr. Uyeno that he is placed under the restrictions of the first sentence of Article 101 of the National Public Service Law just the same as any other employee of the Japanese National Government and is, therefore, expected to give his full time, attention, and thought to the NPA and its operation in exclusion to all other activities.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb
Attachment

1 - Mr. Hoover
2 - Mr. Shirven
3 - file 5-24-49

CIVIL SERVICE DIVISION
Government Section

May 23, 1949 5/24/49

WPM 5/24/49

MEMORANDUM FOR: Mr. W. Pierce MacCoy
Chief, General Personnel Administration Branch

SUBJECT : Appointment of the Chief of the Bureau of Compensation

In answer to your memorandum of 17 May, concerning the above appointment, Mr. Shirven has discussed this matter with Mr. Yamashita. It appears that the Commission has interviewed and wishes to appoint a Mr. Takemoto, by profession a mathematician, and who is now employed in the Bureau of the Labor Statistics.

The reason for the delay in this appointment is due to the reluctance of Mr. Takemoto's bureau chief in releasing him from his present duties. Apparently, the Vice Minister has consented to the transfer.

FOSTER ROSER
Examination Specialist

FR:rr

- Roser

CIVIL SERVICE DIVISION
Government Section

- Roser

17 May 1949

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

SUBJECT : Chief of the Bureau of Compensation

I recently discussed the selection of various bureau and section chiefs with Mr. Sato, and he advised me that they apparently had an excellently qualified individual selected for the Chief of the Bureau of Compensation. This man was to be interviewed by the three Commissioners and Mr. Sato this week.

It is my understanding that Mr. Yamashita has recommended him. I again urged that they expedite the selection of an individual to fill this position, recognizing the handicap that the lack of a chief in this bureau is causing in your group.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb
cc. Mr. Roser

Foster:

Please follow up on this case and advise me of what action the Commissioners have taken.

WPM

File

5-25-49

CIVIL SERVICE DIVISION
Government Section

Mr Shirven

May 23, 1949

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

SUBJECT : Appointment of Mr. Kawasaki Sanzo

There are attached request from the NPA for the appointment of Mr. Kawasaki Sanzo as Chief of the Investigation Bureau, The Personal History of Mr. Kawasaki and his questionnaire submitted to the Central Screening Committee. Your advice on this appointment is requested.

Maynard Shirven
MAYNARD SHIRVEN
Chief, Examination Branch

MS:rr

Attachment

appointment approved
with approval of B.H.
WBR
5/24/49

National Personnel Authority

May 14, 1949

To:

Mr. Blaine Hoover,

Chief of Civil Service Division,

Government Section, GHQ, SCAP

In re. appointment of Chief of Investigation Division
of the National Personnel Authority's Secretariat

With respect to the appointment of the Chief of Investigation Division of the National Personnel Authority's Secretariat, we wish to appoint Mr. Kawasaki Sanzo to the position. The approval of your GHQ on this matter is cordially requested.

ASAI Kiyoshi

President

YAMASHITA Okiie

Commissioner

UYENO Yoichi

Commissioner

Seen by:

Director-General

NPA Commissioners

CIVIL SERVICE DIVISION
Government Section

20 May 1949

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

SUBJECT : Official Housing for NPA Commissioners

Apropos of the attached:

1. We will not sponsor or assume position of sponsorship of any such bill by default or otherwise. We are vitally concerned with any such legislation from two standpoints: (1) compensation; (2) maintenance of the status of the National Personnel Authority.

2. We will, with respect to the housing of the NPA Commissioners, stand on the language of the National Public Service Law.

1947

BLAINE HOOVER
Chief
Civil Service Division

BH:jb

That's why I called this to your attention. Its too late to say "we will not" because, as stated in my opening paragraph, we already have and have been taking the lead in handling the subject for several weeks. This is one of the ones dug up by Salter in discussing compensation with Reed et al of ESS and because they had it done much he (Salter) moved in and took over. I know your interest in the matter of the NPA and was afraid that the method of settlement had not been clear

Ans. Yes. Will see you.

CIVIL SERVICE DIVISION
Government Section

20 May 1949

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

SUBJECT : Official Housing for NPA Commissioners

This is merely to call your attention to one particular point in the new official Housing Bill which has been worked on by Messrs. Bettis and Salter of this Division and in effect unofficially sponsored by the Civil Service Division, more by default than by actual assignment since it is my understanding that Public Finance, ESS, was supposed to be the official sponsor of the bill.

Article 10 of the National Public Service Law states, "Commissioners 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." (Underlining added for emphasis by writer). While this is the only place in the National Public Service Law that such a comparison is drawn, we have ruled in the past that this places all three Commissioners on the same organizational basis as a Minister of State for any and all considerations, i.e. pay, legal status, official status, social status.

In the new official Housing Bill all Ministers of State receive free government housing. It has been ruled that all Associate Justices of the Supreme Court who are considered on the same level as a Minister of State shall likewise receive free government housing. The bill, however, provides free housing for only the President of the NPA while the other two Commissioners are not to receive free government housing. It should be noted that this is likewise true of the Board of Audit where the President of the Board receives free government housing while such free housing is denied other Board members even though, I am assured, their organization law states that the Board members are likewise on the same level as a Minister of State. I note in the new law that the Attorney General does not receive a new house while the Procurator General does.

Mr. Bettis advises me that if we object and request that the other two Commissioners be included for free housing on the basis that they are at the same level as a Minister of State that this objection will effect and set a precedent for appeals from some half-dozen other Boards. It seems that the laws establishing other Boards have taken the NPS Law as their guide and have utilized almost the same wording in designating the status of Board members as we have utilized it to define the status of the three

* Committee in the H/R changed the bill to include Assoc. Justices.

Commissioners. I am advised by Mr. Bettis that the Housing Law passed the House of Representatives on either Monday, 16 May, or Tuesday, 17 May, and is now before the House of Councillors.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

1-Mrs Sattler WS
2-Mr Rockett
3-Mrs Rozee 7BL
4-Miss Bettis 4B
5-File 5-24-49

CIVIL SERVICE DIVISION
Government Section

18 May 1949

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

SUBJECT : Key Positions

BH
WBH
5/20/49

This afternoon I have talked with Mr. Yamashita about the filling of key positions at NPA with the following results:

Chief, Bureau of Compensation

It is proposed to appoint Mr. Takimoto of the Bureau of Labor Statistics to this position. The concurrence of the Vice-Minister has been obtained and the concurrence of the bureau chief who is Mr. Takimoto's immediate superior is being sought. Final decision is expected within a few days.

Deputy Chief, Bureau of Compensation

It is desired to appoint Mr. Keitoku of the Allowance Bureau to this position. It is understood that the concurrence of the Vice-Minister has been obtained but that some reluctance has been displayed by Mr. Imai, who is Mr. Keitoku's immediate superior.

Chief, Bureau of Administration

It is desired to appoint Mr. Ono of the Ministry of Agriculture and Forestry to this position. The concurrence of the Vice-Minister has been obtained but some reluctance is felt by the bureau chief who is Mr. Ono's immediate superior. However, a successful conclusion of this negotiation is now expected within a short time.

Chief, Bureau of Efficiency

It is desired to promote Mr. Kaneko who is now Chief of the Employee Evaluation Section to this position.

Chief, Investigations Bureau

The appointment of Mr. Kawasaki is now under consideration

It has been pointed out to Mr. Yamashita that under the NPSL it is not legally necessary for him to obtain concurrences for any of the foregoing appointments. However, such appointments if made without the concurrence of the agencies concerned would undoubtedly leave a bad taste and might hamper the program of the NPA in the future.

Maynard W Shirven

MAYNARD SHIRVEN
Chief, Examination Branch

MS:jd

NPA - Personnel

CIVIL SERVICE DIVISION
Government Section

17 May 1949

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

SUBJECT : Chief of the Bureau of Compensation

I recently discussed the selection of various bureau and section chiefs with Mr. Sato, and he advised me that they apparently had an excellently qualified individual selected for the Chief of the Bureau of Compensation. This man was to be interviewed by the three Commissioners, and Mr. Sato this week.

It is my understanding that Mr. Yamashita has recommended him. I again urged that they expedite the selection of an individual to fill this position, recognizing the handicap that the lack of a chief in this bureau is causing in your group.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb
cc. Mr. Roser

CIVIL SERVICE DIVISION
Government Section

16 May 1949

MEMORANDUM FOR: Mr. Foster B. Roser
Examination Specialist

SUBJECT : Appointment to Key Positions

1. No objection is interposed to the appointment of Mr. Tonomi as Chief of the Violations Investigation Section and of Mr. Okuma as Chief of the Employment Investigation Section. Both of these men have been acting in the respective positions for some time and are believed to have performed satisfactorily.

2. In the case of Mr. Kawasaki, it will be necessary for us to have further information concerning the results of his screening under the purge directive. When that information has been received I shall present the matter to Mr. Hoover for his consideration.

MAYNARD SHIRVEN
Chief, Examination Branch

MS:jd

Jpp Govt, Adm. Reorganization

Mr Hoover

file

CIVIL SERVICE DIVISION
Government Section

April 29, 1949

MEMORANDUM FOR: Mr. W. Pierce MacCoy, Deputy Chief

SUBJECT : Personnel Directors

During the course of the meeting with the Commissioners, yesterday, Mr. Yamashita made the following comment:

> "Personnel Directors consider their positions primarily as stepping stones to higher level positions, such as Bureau Chiefs. They are not interested in personnel work as such."

This remark was made in connection with a discussion he was having with Mr. Tindale concerning the training of personnel directors in which he expressed keen interest.

MACDONALD SALTER
Chief, Classification and
Compensation Section

MS:vr

This serves to underline my previous comments re: Govt. Reorganization. I still feel we will not secure a strong position for the Personnel Offices or Personnel Directors until they are officially established at the Bureau level.

WPM
5/2/49

CIVIL SERVICE DIVISION
Government Section

27 April 1949

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

SUBJECT : Proposed Appointment of KAWASAKI, Sanzo

1. Attached is personal history of Mr. KAWASAKI Sanzo who is proposed by the NPA as Chief of the Investigations Division. Mr. KAWASAKI Sanzo is sponsored by Dr. Asai who, I believe, is personally acquainted with him. I have informed the NPA through Mr. Sato that this Division would have no objection to the proposed appointment provided that Mr. KAWASAKI successfully passes the screening test.

2. In spite of the fact that I have conditionally approved this appointment, I have some reservations about Mr. KAWASAKI, primarily because I am somewhat dubious concerning his political connections. The fact that he was closely associated with Japanese diplomats in Rome and Berlin at the time of the formation of the Axis is not exactly a recommendation. However, if he survives the screening, I ~~suggest~~ suppose that we can regard the question as settled, at least for the time being.

Maynard Shirven
MAYNARD SHIRVEN
Chief, Examination Branch

MS:rj
Att. to Rozer

Shirven
Please let me know
how he comes through
our screening test.
Appointment is subject
to be made until we
have discussed results
of that test
RJH
4/28/49

NPA Personnel

file
WPM

CIVIL SERVICE DIVISION
Government Section

19 April 1949 4/21

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

SUBJECT : Labor Relations Adviser in NPA

Reference is made to Mr. Salter's memorandum of 18 April to you on the above subject.

I concur with Mr. Salter in the need for the appointment of a Labor Relations Adviser in NPA since it will be necessary to have some individual well versed in all current labor legislation and completely conversant with union trends; however, I disagree with Mr. Salter's suggestion that the individual be assigned to a position in the Office of the Director General.

I am definitely opposed to adding specialists, advisers, etc. as adjuncts to the Director General's Office since this invariably results in the building of a super-staff group and ends in confusion and a welter of conflicting instructions to an operating staff. I have seen this super-staff installed and in operation in too many agencies in Washington to have any use for it.

I would suggest that the Labor Relations Adviser be assigned as a staff adviser to the chief of the Bureau of Efficiency. The component parts of this Bureau cover most of the areas of operation in which union activities would be involved under the National Public Service Law and, therefore, the Adviser's field of activities would fall more logically, I believe, in this area. He could be assigned as an adviser to the Bureau of Equity; however, this does not appear too wise to me in view of the fact that very possibly he will have to refer many cases to the Bureau of Equity either for a decision or as an adviser to that Bureau, and I feel that it would have the appearance of a more equitable approach if he were not a constituent member of the Bureau.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb
cc. Mr. Salter

Mr Mac Coy -
Recommendation
I discussed
conference Today
4/21/49

CIVIL SERVICE DIVISION
Government Section

18 April 1949

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

SUBJECT : Labor Relations Adviser in NPA

Last Fall when we were organizing the Compensation Bureau of the NPA, one of the detailed functions to be performed by that bureau was the establishment of at least one position which would be responsible for inventorying union activities and for developing information concerning labor relations problems as might be required. During the ensuing period no action has been taken in recognizing even this relatively low grade function.

Within a short period of time rules will be issued placing NPA in the position of asserting certain controls over employee associations. Needless to say this will also involve many labor relations problems.

It is recommended that a Labor Relations Adviser be established at the earliest possible time within the organization of the NPA. Because of the importance of this particular function it would seem well to place this position in the Office of the Director-General. I believe a decision on this matter should be arrived at as soon as possible.

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

cc: Mr. MacCoy

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

CIVIL SERVICE DIVISION
Government Section

Client File
4-19-49

18 April 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Confidence Vote on NPA Commissioners

Telephonic report by a CIC investigator to CIS (Mr. Fesperman) indicates that a second deadline for the central receipt and tallying of confidence votes was established as 12 April.

CIC inquiries subsequent to that date establish the fact that only two national government employee unions have completed their voting. In these two unions the vote ran 80 per cent against the commissioners. Other union headquarters contacted revealed incomplete returns and a marked lack of knowledge of, enthusiasm for, or interest in, this voting program.

CIC will continue to check on voting results and attempt to ascertain in advance plans for using the results of the voting.

TE

THOMAS ELIOT
Personnel Specialist

TE:jd

Later in April, Dr. Gray agreed that all objectives listed below could be accomplished and have necessary rules drafted. [illegible]

PeTesson

CIVIL SERVICE DIVISION
Government Section

8 April 1949

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

SUBJECT : Division and Delegation of Responsibility and Authority Within NPA and Its Staff

Listed below are objectives which we may wish to see accomplished with respect to NPA and its organization. Before I push these ideas with the commissioners, I should like to have you review them and let me know of any particulars in which your opinion may differ.

1. The three commissioners, or majority thereof, should decide by resolution in meeting all matters specified in Article 12 of the law. (This is inevitable by the wording of the law itself). yes

2. It should be possible for the staff of NPA to perform all work preliminary to the action of NPA as required by Article 12 of the law. Rule, regulation or order by the commission in meeting might, however, be required in order to clarify the duty of staff to perform such work. yes

3. It should be possible for NPA to delegate to its staff any and all matters which are specified by the law to be performed or decided by NPA, other than those matters specified in Article 12. In addition there should be either yes

a. an opportunity on the part of designated staff members to perform such activities in their own names; or

b. an opportunity for designated members of staff to perform such activities in the name of NPA or by order of NPA, without the necessity of affixing the official seal of NPA; or if this is not possible prefer

4. It should be possible for the Director General to issue regulations governing any matters internal to the staff of NPA except as restricted by the commissioners in meeting, i.e. without the express approval of each action or each kind of action by NPA. yes

5. In the delegation by NPA of matters which the law specifies as to be performed or decided by NPA (other than as listed in Article 12), it should be possible either to delegate such matters to the Director General and for him, in turn, to redelegate them to subordinate staff; or to provide a method of delegation which includes both the Director General and yes (1)

if this is not possible

his staff without the necessity of affixing Director General's official seal despite the fact that he still retains responsibility for direction of the activity. To illustrate, Article 58 states that "the Authority shall, as prescribed by rules of the Authority, submit the required number of eligibles....." It should be possible for certification of eligibles to be handled entirely within the Recruitment Bureau under the general direction of the Director General, and without the latter's official seal.

6. Do you have any preference between the issuance of external regulations by, or with the approval of, the three commissioners in meeting, or the issuance of such regulations independently by the president of NPA? By the 3 Com.

7. In general, do you want to discourage independent decisions by the president and encourage decisions by the three commissioners together? yes

GORDON PETERSON
Chief, Organization Branch

GP:rj

Mr Hoover
I have noted my suggestions in red in the margin. Mr Peterson is awaiting your reply however.
WMB
4/8/49

Mr Peterson
WPM notes OK
4/12/49

file

CIVIL SERVICE DIVISION
Government Section

30 March 1949

MEMORANDUM FOR : Brigadier General Courtney Whitney
Chief, Government Section

SUBJECT : Expression of Opinion by Mr. Ueno, Commissioner, National Personnel Authority

Yomiuri, 27 March 1949, quotes Commissioner Ueno in part as follows:

"Personally I think that the adjustment goal should be higher. In my opinion, one third of the present personnel will suffice if administrative methods on the US pattern are applied in the operation of administrative business in Japan".

BLAINE HOOVER
Chief
Civil Service Division

BH:mw

CONFIDENTIAL

file

CIVIL SERVICE DIVISION
Government Section

29 March 1949

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

SUBJECT : Confidence Vote NPA Commissioners

1. C.I.S. reported this afternoon by telephone (to be confirmed by a spot intelligence report tomorrow) that the scheduled date for the release to the press of voting results (31 March) has been indefinitely postponed to "early in April". This is apparently due to the fact that the voting returns have been slow in coming in. As, for example, Kokutetsu votes are only 9% returned.

2. Available information to date does not disclose any elaborate plans for a publicity campaign based on the voting results.

3. C.I.S. informants have been generally impressed with the lack of interest and enthusiasm on the part of the mass of union members. Such active promotion as the confidence vote is receiving comes from relatively few individuals who follow the line layed down by Zenkanko.

T.E.

THOMAS ELIOT,
Personnel Specialist.

TE:mvb

CONFIDENTIAL

HEADQUARTERS
441st COUNTER INTELLIGENCE CORPS DETACHMENT
GENERAL HEADQUARTERS
FAR EAST COMMAND

C I C S P O T R E P O R T

CDT
Hour: 1710
Date: 29 Mar 49

SUBJECT: Government Workers Vote on National Personnel Authority

TO : Chief, CIS

1. Details:

a. Tokyo CIC Area learned that National Liaison Council of All Government and Public Office Workers' Union (Zenkankocho) has not received results of balloting for vote of confidence or non-confidence in present three board members of Japanese Government's National Personnel Authority.

b. Voting took place on 19 Mar 49, with 1,900,000 union members from eight Zenkankocho-affiliated unions participating. Although original plans were to announce result of voting by 30 Mar 49, due to circumstances, results will not be known until later date, source said.

c. Source said that although no concrete plans have been formed, it is presumed that when final results of voting are announced, publicity with intensified propaganda against National Personnel Authority will be given freely through newspaper channels.

d. Official of All Japan Communications Workers' Union (Zentei) reveals that only 15 percent of votes has been reported to its headquarters. Tabulation of these indicates 85 percent voted non-conficence, source said.

e. Government Railway Workers' Union (Kokutetsu) official reveals that only 9 percent of votes has been reported with 80 percent of these indicating non-confidence. Kokutetsu spokesman said propaganda against National Personnel Authority would be intensified with announcement of voting results, although no plans are being made at present.

Evaluation:

Source - fairly reliable
Information - possibly true

SECRET

NPA Personnel

B. Hoover
Investigation of Japanese Nationals 26-8925

Government Section G-2 March 25, 1949

1. 1. The following named persons hold positions as indicated in the National Personnel Authority Employee Association (人事院職員組合):

KUWAHARA Kanae	Chairman
HARA Tetsuro	Vice Chairman
YOKOI Kazuhito	Secretary
SASA Seibi	Chief, Culture Section
KATO Harue	Chief, Women's and Youths' Section

2. It is requested that these individuals be fully investigated. Particular importance would be attached to any evidences indicative of (a) liaison or contact with other government employee unions or members thereof; (b) contact or affiliation with known members of or collaborators with the Japanese Communist Party; (c) present or past association with or membership in any Communist-dominated organization including any of the various citizens' associations, student leagues, labor unions or cultural groups which are regarded as "communist front" activities.

CSD -

3. The five persons named above are all employees of the National Personnel Authority. Their positions in NPA organization, home addresses, home telephone numbers (if any) and names in kanji are set forth below:

KUWAHARA Kanae 桑原要衛

Position: Staff of Employee Relation Section, Equity Division
Home Address: c/o Nihonbashi-ryo, No. 1 Kodenmacho-1 Chome
Chuo-Ku Tokyo Metropolis
Telephone No. Nihonbashi (66) 4623
地位： 公平部世話課
住所： 東京都中央区小傳馬町一，一 日本橋寮
電話： 日本橋 (66) 4623

HARA Tetsuro 原哲郎

Position: Staff of Position Classification Section, Compensation Division
Home Address: No. 13 Kanamemachi- 1 Chome Toshima-Ku Tokyo Metropolis
地位： 給与部職階課
住処： 東京都豊島要町一，一三

SECRET

SECRET

1. YOKOI Kazuhito 横井一仁

Position: Staff of Training Section, Efficiency Division
Home Address: No. 325 Mure Mitaka-Cho Kitatamagun Tokyo Metropolis.

地位： 能率部研修課

住処： 東京都北多摩郡三鷹町牟礼三二五

SASA Seibi 佐々成美

Position: Staff of Salary and Wage Section, Compensation Division.
Home Address: c/o Suzuki No. 691 Minamioizumi-Cho Nerimaku Tokyo Metropolis

地位： 給与部俸給課

住処： 東京都練馬区南大泉町五九一 鈴木理方

KATO HARUE 加藤春江

Position: Staff of Position Classification Section, Compensation Division.

Home Address: No. 83 Yakuoji Shinjuku-ku Tokyo Metropolis.

地位： 給与部職階課

住処： 東京都新宿区薬王寺八三

C. W.

SECRET

Mrs. Hyams

B/t

with

RESTRICTED

HEADQUARTERS
441st COUNTER INTELLIGENCE CORPS DETACHMENT
GENERAL HEADQUARTERS
FAR EAST COMMAND

C I C S P O T R E P O R T

CDT
Hour: 1245
Date: 24 Mar 49

SUBJECT: Government Workers Vote on National Personnel Authority

TO : Chief, CIS

1. Details:

a. Tokyo CIC Area learned from confidential sources that on 19 Mar 49, members of eight unions affiliated with Liaison Council of All Government and Public Office Workers' Union (Zenkankocho) were to have conducted secret balloting for vote of confidence or non-confidence in Japanese Government's National Personnel Authority.

b. Because approximately 1,900,000 members of eight unions affiliated with Zenkankocho are scattered throughout Japan, final tabulation of votes still is unknown. However, following is consensus of officials of eight affiliated labor unions:

(1) 75 percent of about 620,000 members of Government Railway Workers' Union (Kokutetsu) are expected to have voted non-confidence. (Evaluation: B-2).

(2) 85 percent of about 350,000 members of All Japan Communications Workers' Union (Zentei) are expected to have voted non-confidence. (Evaluation: C-3).

(3) 70 percent of about 470,000 members of All Japan Teachers' Union (Nikkyo) are expected to have voted non-confidence. (Evaluation: C-3).

(4) 80 percent of 150,000 members of National Council of All Government Office Workers' Union are expected to have voted non-confidence. (Evaluation: C-3).

(5) 85 percent of about 250,000 members of General Federation of Japan Autonomous Government Workers' Union (Jichi Roren) are expected to have voted non-confidence. (Evaluation: C-3).

(6) 90 percent of about 50,000 members of National Finance Office Workers' Union (Zenzai) are expected to have voted non-confidence. (Evaluation: C-3).

RESTRICTED

(7) 65 percent of about 26,000 members of Finance Ministry Three Operating Bureaus Workers' Union (Okura Sangencho) are expected to have voted non-confidence. (Evaluation: C-3).

(8) 80 percent of about 60,000 members of Federation of Tokyo Metropolitan Workers' Union (Tororen) are expected to have voted non-confidence. (Evaluation: C-3).

c. Confidential source stated that Shinagawa Kazuto, known member of JCP and secretary-general of Zenkankocho, boasted that about 80-90 percent of members of affiliated unions who cast ballot will have voted for non-confidence in three board members of NPA. Source said, however, that Shinagawa stated that, due to lack of enthusiasm among rank and file, it is expected that about 90 percent of union members voted. Source said that Shinagawa further stated there is general lack of enthusiasm and atmosphere of unimportance among unions concerned over matter.

d. National Personnel Authority board, established on 3 Dec 48, consisting of following three commissioners, was appointed by Cabinet with approval of Diet and signature of Prime Minister:

(1) Asai Kiyoshi
(2) Yamashita Okiiye
(3) Ueno Yoichi

2. Remarks: Ref: CIC Spot Report, Code no 792.

3. Action Taken: Tokyo CIC Area continues to observe.

R. G. D.

Code no 866.

人事官信任投票用紙（全官勞）

意志表示	官名	氏名
	人事官	淺井清
	人事官	上野陽一
	人事官	山下興家

◎註　信任の場合は○印不信任の場合は×印

人事官略歷

淺井清（明治二十八年十月二十四日生）

大正八年　慶大法律科卒業
昭和四年　慶大教授
〃　二十三年　人事院總裁

上野陽一（明治十六年十月二十八日生）

明治四十年　東京大學文科大學本科卒業
昭和十五年　陸軍兵器本部に關する業務囑託
昭和十七年　海軍功績調査部事務囑託
〃　二十三年　日本能率學校理事長就任
人事官任命

山下興家（明治十四年四月三十日生）

明治三十九年　東京大學機械工學科卒業
〃　四十年　南滿洲鐵道株式會社々員
大正五年　鐵道院技師
昭和十六年　大興亞技術委員會委員
〃　二十一年　行政調査部運營部長
〃　二十三年　人事官任命

NPA Commissioners

CIVIL SERVICE DIVISION
Government Section

March 23, 1949

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

SUBJECT : Confidence Ballot for NPA Commissioners

1. The attached ballot printed by ZENKANRO (Government Workers Union) was turned over to this office by NPA and is believed to have come from the Ministry of Commerce and Industry. Space is provided for voting on each Commissioner separately; confidence to be indicated by "O" and non-confidence by "X". No other instructions or explanations are given.

2. The remainder of the sheet is translated below:

Brief Personal Histories of Personnel Commissioners

ASAI Kiyoshi (Born 24 October, 1895)
1919 Graduated Law Department, Keio University
1929 Professor, Keio University
1948 President, National Personnel Authority

UENO Yoichi (Born 28 October 1883)
1907 Graduated Tokyo University, College of Arts and Sciences
1940 Shokutaku service with Army Ordnance Department
1942 Shokutaku service with Navy Board of Merit
1942 Director, Japan Efficiency School
1948 Personnel Commissioner

YAMASHITA Okiiye (Born 30 April, 1881)
1906 Graduated Tokyo University, Department of Mechanical Engineering
1907 Employee, South Manchurian Railway, Ltd.
1916 Engineer, Railway Authority
1941 Commissioner, Greater Asia Development Technical Commission
1946 Chief, Management Division, Administration Research Bureau
1948 Personnel Commissioner

John R. Shively
JOHN SHIVELY
Training Specialist

JS:vr
Att: 1

_C_O_N_F_I_D_E_N_T_I_A_L_

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

NPA personnel file 3/23/49

22 March 1949

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

SUBJECT : MYORYO, Takashi

In view of the attached confidential intercept referring to a letter addressed to Takashi Myoryo, I called the entire matter to the attention of Dr. Asai and Mr. Sato and requested that they make a quiet investigation to ascertain whether Mr. Myoryo was or had given any indication of being a member of the Communist Party.

You will note that he is a National Personnel Authority employee in the Classification Section. He was formerly a citizen of Formosa and the National Personnel Authority states that he has been naturalized as a Japanese citizen.

Mr. Sato reported on 21 March that as far as they could ascertain by quiet investigation, Mr. Myoryo had given no evidence of being a Communist. However they are placing him under close surveillance and should it be discovered at a later date that he is frequently associating with Communists or attending Communist meetings, or taking any active part in spreading Communist propaganda, that this office will be immediately advised and they will request advice as to what steps should be taken to eliminate him from the National Personnel Authority.

W. Pierce MacCoy

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM/hm
Attachment

CONFIDENTIAL

CIVIL CENSORSHIP DETACHMENT
CIS – MIS – GHQ – SCAP

INTERCEPT: JP/OSA/TOS/2920

From: SEE TEXT

LIST:

To: SEE TEXT

LIST:

Type: Letters

Dated: Various

Language: Japanese

Disposition: Passed

Relevant Records:

Examiner: TOS

Prep. Date: 21 Feb 49

Eval-Alloc: 216-24-2

DISTRIBUTION:

25 G2
III CIC
Osaka CIC

DAI DIV
CIS/SPI/JPPB
GB/POL
GS

TEXT

ORGANIZATIONS: CP ACTIVITY TAKES GREAT STRIDES IN OSAKA AREA

Intercept #1

From: NAKANO Yoshiyuki 中野芳之
Municipal 2nd Residence
No. 30
Sekiya-cho, Naniwa-cho,
Osaka-shi, (Japan)

To: TADACHI Hyo 舘正鴻
NATIONAL PERSONNEL
GENERAL AFFAIRS BUREAU
Rank Section
2 Kasumigaseki,
1-chome, Chiyoda-ku,
Tokyo-to, (Japan)

Date of Comm: 30 Jan 49

Writer states:

"The General election has ended in a great victory for our labor camp. The activities taken in this election by our comrades in Tokyo were splendid, indeed. The KYOSANTO's (Communist Party, List: X-76) advance was far more remarkable than we had expected. From this, we must understand that the idea of the general people was far more progressive than ours and that we Communists should maintain closer contact with them so that we may understand them more clearly than before.

"In Osaka, we now see a possibility of sending two Communist members to the Diet from the 1st and 2nd electoral zones. On the other hand, in Nagano Prefecture, a Communist territory, the results were not as favorable as we had expected.

"The Tennoji Cell of the KOKUTETSU (Government Railway Workers' Union, List: H-31) has grown big. At the station, that little struggle of 'give us bedding' which we launched 6 months ago has now ripened and the membership of the cell has increased to 8 and that of the SEIKYO (Youth Communist League, List: X-76) to 6, and at the electric car section, 4 and 5 respectively. A cell was also established at the administration section. A cell of 100 members is now within the range of possibility.

"Far away from your parents, brothers and companions, you are now struggling against the enemy of proletariate and your illness. You will be beset with all kinds of troubles. Revolution will not be achieved until you conquer them all.

"We, as expressed by Molotov, are living in an age when all roads lead to Communism."

--- (Continued)

NOTICE: Distribution of the information contained in this document obtained from private communication will be confined solely to those military and or civilian officials who are authorized to receive such information.

Confidential JP/OSA/TOS/2920

Intercept #2

From: KUWABARA Hideyuki 桑原秀行
TOYO GOMU (Toyo Rubber Industrial Co., Ltd.)
Osaka Factory
48-3 Minami-Dempo-cho,
(Konohana-ku), Osaka-shi,
(Japan)

To: MANDA Kazuyoshi 満田一良
Noda, Handa-mura,
(Ibo-gun), Hyogo-ken,
(Japan)

Date of Comm: 30 Jan 49

Writer states:

"In the labor union of our factory the members of the KYOSANTO are active in their propaganda. There are only several members, but their agitation upon 400 union members is effective because our labor union is not strong enough to cope with them and hold down their activities."

Intercept #3

From: ISHIGAMI Mitsuru 石上充
c/o Osaka Dormitory
494 Nishi-Nagai-cho,
Abeno Post Office District,
Osaka-shi, (Japan)

To: KAITE Itaru 甲斐至
c/o Taga Primary School
Taga-mura, Gunya Post Office District,
Tsuna-gun, Hyogo-ken, (Japan)

Date of Comm: 2 Feb 49, Postmark: 10 Feb 49

Writer, a Communist, states:

"It is already nearly a year since I joined the Communist Party. Meanwhile the Party has made great strides. Needless to say, I do not believe in Communism as an absolute doctrine, but under the present circumstances it is the best principle and philosophy. Such a belief made me a member of the Communist Party.

"I wonder whether there is a cell organization in your Taga Village. If not, I wish to form one there and do my bit to propagate this worthy principle with the final objective to bring about an ideal community to our fatherland.

"I recommend you to read through the Party pamphlets not once but twice or three times, and hope you will have more chance to talk or communicate with me on Communism."

Confidential

NPA Personnel

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

22 March 1949

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

SUBJECT : Investigation of Shiro OKABE's Statement to Dobashi.

You will recall that on 16 March 1949, AKAHATA reported that Mr. Okabe had apparently appealed to Mr. Dobashi to assist him in his dilemma since he had received no pay for the first half of March.

This matter was taken up with Dr. Asai and Mr. Sato of the National Personnel Authority on 16 March and they agreed to make an immediate investigation of the matter. On 21 March, Mr. Sato reported the following to me. He had discussed the matter with Mr. Okabe and discovered the following facts:

On 8 March Mr. Okabe had received his pay envelope, only to find it empty. He had gone to the Allowance Section of the National Personnel Authority to secure information as to why he had not received any pay. It must be remembered that this section is physically located in one large room with no private office space and therefore any conversation held in the room could be overheard by others. At the time of the discussion, a representative of the Japanese radio station JOAK was in the room apparently visiting a friend. He overheard the comments and on the 9:30 news broadcast on 8 March an item went on the air purporting to explain the situation surrounding the empty pay envelopes received by many government employees. In the process of explanation, the news broadcaster made a statement to the effect that low-grade employees did not need to feel that they had been singled out for unfair treatment since many high-paid officials of the Japanese government had received like treatment and proceeded to mention the fact that a Mr. Okabe, "a high official of the National Personnel Authority" had also received an empty pay envelope.

When Messrs Kato and Dobashi called to see Mr. Sato on 9 March, and failing to see him, called on Mr. Okabe, one or the other of them, and Mr. Okabe is not sure which one, asked him if the news broadcast of the previous eveing had been true and if he was the Mr. Okabe referred to in the broadcast. Mr. Okabe stated that he was and said something to the effect that he had a family of six and did not know how he was to take care of them. He states emphatically that he did not ask Mr. Dobashi, "How shall I feed them?" Nor did he at any time

by direct statement or implied reference request Mr. Dobashi's help. Mr. Okabe insists that this is a direct lie attributed to him either by Mr. Dobashi personally or by AKAHATA. While there were witnesses to the conversation, as so often happens in these cases, the witnesses were not paying particularly close attention to the conversation and therefore are not in a position to make definite or sworn statements as to exactly what was said if it became necessary.

Under the circumstances I advised Mr. Sato to point out to Mr. Okabe and to other officials and employees of the National Personnel Authority that this should serve as a very clear-cut warning to them as to how carefully they must guard what they say in the future and to whom they say it. Personally I would like to get Dobashi in this office and "put him on the pan" for either making such a remark or permitting it to be made as a quotation in AKAHATA since it is a known fact that he controls AKAHATA. However, under the circumstances it does not seem advisable to take such action. I did not give any such indication of my feelings to Mr. Sato. Apparently this incident has scared Okabe to the point where we can hope that he will be doubly careful in any statements that he may make, even in jest, in the future.

W. Pierce MacCoy

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM/hm

Mr. MacCoy

AKAHATA - 16 March 1949 -

When Communist Representatives DOBASHI and KATO visited the Personnel Commission on the ninth, they dropped in on KATO's high-school classmate, OKABE Shiro, the commission's legislation director. OKABE sat at his desk abstractedly, doing nothing. When asked why, OKABE said "look at this," and showed them his empty pay envelope for the first half of March.

OKABE is a grade 13, vice-minister class official. His base pay is 6,529 yen; his family allowance, 1,400 yen; his regional allowance 2,379 yen. This makes a total of 10,308 yen. Deductions shown were: Money due the National Treasury, 131 yen; income tax, 2,409 yen; year-end adjustment, 7,768 yen. Since the deductions totalled 10,308 yen, his take home pay was zero.

OKABE laughed forlornly. "I have a family of six living in IBARAKI. How shall I feed them? Please help me, DOBASHI."

4th day of Public Hearing

Year-end tax adjustment

NPA Commissioners file

CIVIL SERVICE DIVISION
Government Section

21 March 1949

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

SUBJECT : Confidence Ballot for NPA Commissioners

The attached ballot was picked up in Osaka and turned over to this office by CCD.

Translation: Personnel Commissioners

Confidence Ballot

The three Personnel Commissioners listed at the left appointed by the Yoshida Cabinet and attested by the Emperor as the National Personnel Authority which bears the responsibility for the proper execution of the National Public Service Law, have presented us with the ¥6300 base, the 40 [sic] hour system, position classification and salary recomputation, as well as labor suppression and administrative adjustment, and since they in the future will decide on firings, classification, salaries, and working hours, etc., the Liaison Conference of the All Japan Government Workers Union is holding a confidence vote by all on March 19th in regard/ to the present Commissioners.

Note: Space is provided for voting on each Commissioner separately; confidence to be indicated by "O" and non-confidence by "X". No space for the voter's signature or identification is provided. In the January voting on Justices of the Supreme Court non-confidence was indicated by "X" also, but no mark was required for confidence.

JOHN R. SHIVELY
Training Specialist

JRS:jd

人事官 信任投票用紙

公務員法の適正運營の責を負う人事院、吉田内閣に任命され、天皇が認證した左記三名の人事官はわれ／＼に對して、六三〇〇圓ベース、四十時間制、職階制給料再計算その他勞働强化、行政整理を贈つてくれ今後も首切りに、職階給與に勤務時間その他を審議するが全國官公廳勞働組合連絡協議會は三月十九日一齊に現人事官に對し信任投票を行います

記入方法

○信任の場合は ○印
○不信任の場合は ×印

意志表示欄	人事官氏名
	淺井清
	上野陽一
	山下興家

CIVIL SERVICE DIVISION
Government Section

18 March 1949

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

SUBJECT : Confidence Vote NPA Commissioners

The following data is based on a spot intelligence report of which we will be furnished a copy this afternoon, dated 1745, 17 March 1949.

1. Zenkanko (National Liaison Council of Government and Public Office Workers Union) is directing its 1,900,000 members of affiliated unions to vote confidence or non-confidence on the three commissioners of NPA on 19 March.

2. The voting results are to be submitted to Zenkanko on 25 March .

3. Zenkanko will issue a press release 30 March concerning the voting results. Zenkanko will prepare and submit a report to the Diet concerning what they expect to be an overwhelming vote of non-confidence in "first part of April".

Thomas L. Eliot
Personnel Specialist

TE:mw

C
O
P
Y

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

CDT
Hour: 1745
Date: 17 Mar 49

SUBJECT: Government Workers to Vote on National Personnel Authority

1. Details:

a. It was learned from union officials that Liaison Council of All Government and Public Office Workers Unions (Zenkanko) has directed that member unions conduct vote of confidence or non-confidence in three members of National Personnel Authority. Sources said balloting by 1,900,000 members of affiliated unions is scheduled to be held in their respective workshops on 19 Mar 49.

b. Sources said eight affiliated unions of Zenkanko will submit results of voting to Zenkanko hq on 25 Mar 49. Final compilation of balloting will be released to press on or about 30 Mar 49 and final report submitted to Diet during first part of Apr 49, according to sources.

c. Members of Natl Personnel Authority said that body was established on 3 Dec 48 in connection with revision of Natl Public Service Law by Diet. The three commissioners (board members) were appointed by Cabinet with approval of Diet and signature of Prime Minister, sources said. Following three mem are members of present board:

(1) Asai Kiyoshi

(2) Yamashita Okiiye

(3) Ueno Yoichi

d. Zenkanko officials declare that board members have no sincerity in their work and have shown complete disregard for unions' demands. Unions have been particularly interested in proposed retrenchment program of government workers and also are opposed to 48-hour week and 6,307 yen basic wage, sources said.

2. Remarks:

a. Zenkanko sources were confident that balloting will result in non-confidence decision by overwhelming majority.

CIVIL SERVICE DIVISION
Government Section

17 March 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Vote of Confidence on Commissioners of NPA

Attached herewith is a translation from the Asahi Shimbun from Gifu dated 12 March 1949, prepared by Mr. Kasuya of NPA.

In addition to this particular article Dr. Asai also submits the following questions sent to him by the regional representative of NPA at Nagoya:

1. Is it proper or not for government employee unions to seek a vote of non-confidence on the Commissioners of NPA?

2. Is it proper or not for newspapers to carry the results of the vote?

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

Att.

Asahi Shimbun, Gifu Edition of March 12, 1949

All employees for non-confidence

Voting for confidence of NPA Commissioners by Branch Office of Bureau of Commerce and Industry.

At a time when a wave of dissatisfaction against NPA is mounting high because of the 48-work-hour rule, the question of area allowances and the ex existence of a considerable number of employees whose pay is lower than that on the Yen 3700 pay base despite the raise of pay base to Yen 6300, the All-Japan Commerce & Industry Ministry Workers' Union carried out the voting for confidence of NPA commissioners by means of unsigned ballots on the 10th instant according to each of its branch chapters.

In the local chapter for the workers of the Gifu Branch of the Bureau of Commerce and Industry the voters totalled 88 of whom 74 cast votes each to consist of three plural votes of three, the total number of votes being 222. The result follows: the first figure indicates the number for confidence and the second for non-confidence: Mr. Asai 8-62; Mr. Uyeno 9-61; and Mr. Yamashita 5-65; the blank votes 3 each and invalid vote 1. Thus, the non-confidence was voted by the meeting.

The same union states that the appearance of a few votes for confidence was affected somewhat by a radio broadcast delivered by President Asai the other day, and it is thought that the vote of non-confidence does not reflect anything personal against the Commissioners as individuals, but is rather a criticism against the National Personnel Authority as a body.

CIVIL SERVICE DIVISION
Government Section

March 16, 1949

MEMORANDUM FOR: The Record

SUBJECT : Confidence Vote on NPA Commissioners by Unions

1. In a meeting with Dr. Asai this morning, he indicated that information had reached him that white collar workers had already cast a vote. It was believed to have been taken on 10 March, 1949 and that enterprise workers would vote on the 19th of March. This information is in conflict with previous information received and the posters distributed by Zenkanko.

2. Dr. Asai feels that the Ministry of Finance is cooperating with labor union leaders for the intent and purpose of having such labor unions smash NPA. He stated that the Ministry of Finance had issued statements to the effect that NPA was responsible for initiating the forty-eight hour work week. The continued bad management of pay for government employees seems to stem from the Ministry of Finance. (Incidentally, a number of the bad management actions taken with respect to pay for government employees have been Cabinet decisions. The Cabinet is now controlled to a great extent by the opinion of the Minister of Finance, the only old line bureaucrat in the Cabinet. All other Cabinet members have no administrative experience.)

MACDONALD SALTER
Chief, Classification and
Compensation Branch

MS:vr

CIVIL SERVICE DIVISION
Government Section

15 March 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Confidence Vote on NPA Commissioners by Unions

I met with Dr. Asai this afternoon at his offices to determine his present evaluation of the proposed union action to take a confidence vote upon the Commissioners.

Dr. Asai felt that this whole matter had arisen as a direct result of the 48 hour work week. The Communists are fully aware that this is a SCAP policy and that NPA has the support of SCAP. Being unable to attack SCAP policy they are therefore making NPA the scapegoat for their criticisms and actions.

Information received to date indicates that the situation, if allowed to continue, will result in a vote of non-confidence for the NPA Commissioners. Dr. Asai does not feel any action other than action by GHQ will now stop the casting of this vote. The results will be very embarrassing and awkward to NPA since NPA is charged with the responsibility of representing the government employees who supposedly will be casting a vote of non-confidence for them. This will have repercussions in many places and will detrimentally affect NPA's standing in the Diet.

Dr. Asai stated that as a result of the public hearing, union feeling has been gaining towards NPA. For example, the Japanese Teachers Union now looks on NPA as its supporter. Zentai (National Finance Office Workers Union) visited Dr. Asai today and were very calm and affable. In fact they apparently were one of the strong supporters of the big rally in the Imperial Plaza during which attention was directed at the proposed reorganization and reduction in personnel but no attention was directed against NPA. Other unions apparently are softening their attitude toward NPA, but the lack of information and knowledge concerning NPA outside of Tokyo means that this attitude may not prevail in vote taking.

Dr. Asai feels that this whole movement is directly sponsored by the Communists who are now gaining support from the Socialists. His reason is that the Socialists are reconstructing their own party and this attack upon NPA is a good opportunity and rallying point.

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

CIVIL SERVICE DIVISION
Government Section

15 March 1949

MEMORANDUM FOR THE RECORD

SUBJECT: Confidence Vote on NPA Commissioners by Unions

A large 2'x2½' printed poster has been placed in government offices and in various places throughout Tokyo calling the attention of union employees to the vote to be cast on 19 March 1949 as an expression of their confidence or lack of confidence of the NPA commissioners. This large printed posted is about 4/5 in red with a hand holding a ballot in the center on which is written:

THIS VOTE

Do you vote for confidence or non-confidence of the NPA Commissioners?

In order to hear the criticism against the Commissioners in whose hands our life is placed by publishing confidence or non-confidence in them.

Lets Join this Pool Vote
Date of Vote March 19

Sponsor ZENKANKO
Railway Union
Communications Union
Zenkanro
Zensai (National Finance Office Workers Union)
3 Enterprise Union
Local Public Workers Union
Metropolitan Union
School Teachers Union

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

CONFIDENTIAL
CIVIL CENSORSHIP DETACHMENT
CIS - MIS - GHQ - SCAP JP/OSA/81863

INTERCEPT:

From:
ZENKOKU SEMBA IKYOKU RODO KUMIAI
(National Monopoly Bureau Workers' Union)
5/72 Higashi Shinagawa, Shinagawa-ku,
Tokyo-to, (Japan)
List: H-31

To:
ZENKOKU SEMBAIKYOKU RODO KUMIAI
(National Monopoly Bureau Workers' Union) Kyoto Branch Chief
148 Omiya, Matsubara-dori,
Shimokyo-ku, Kyoto-shi, (Japan)
List: H-31

Type:
Letter

Dated:
P: 2 Mar 49

Language:
Japanese

Disposition:
Passed

Relevant Records:
JP/OSA/81649

Examiner:
W/L 5779
TOS

Prep. Date:
9 Mar 49
CH

Eval-Alloc:
224-11-3

DISTRIBUTION:
TOK-KANA CIC
Tokyo CIC
I G2
III CIC
Kyoto CIC
CIS/SPI/JPPB
CIS/SPI/GA
GS
GB/EC

TEXT

LABOR:

Mimeographed directive No. 36, dtd 4 March, issued by the Central Executive Committee Chief of the National Monopoly Bureau Workers Union, states:

"The National Public Service Law was enacted to insure democratic and efficient services to the public, and the National Personnel Board was consequently inaugurated for the proper execution of this law.

"This Board, made up of three members, has been vested with vast authority which if misused, may result in bureaucracy. Thus, the authority of these three officials sways the fate of Government workers, and the democratization of Japan. It also greatly influences working efficiency.

"The self-righteous measures enforced by this Board, such as the 48-hour system, the job-classification scale, etc, have all met with the open opposition of the worker. In order to deliberate on the trustworthiness of such officials, to present the results of this deliberation to the judgment of society, and to take the matter up to the next Diet Session, a poll is to be conducted by the Council of All Government and Public Office Workers Unions. We therefore notify all locals to prepare for this poll along the following lines:

1. Balloting day: 19 March
2. Balloting procedure:
   a. Each local will use posters, leaflets, etc, to publicize the meaning of this poll.
   b. Workshop meetings will be held to discuss and freely criticize personnel officials.
   c. Proper measures should be taken in order not to restrict freedom of the vote.
   d. Each local will report the result to this Hqs. by 25 March.
   e. Ballots will be kept secret and will not be made public without permission.

--(Continued)--

CONFIDENTIAL

JP/OSA/81863

Trying to get a ballot or translation. T.E.

Attached specimen ballot form lists Personnel Board members: ASAI Kiyoshi (List: H-31) UYENO Yoichi (List: H-31) and YAMASHITA Okiiye (List: H-31), with sketches of their personal histories.

Examiner's Note: JP/OSA/81649 covers poster, published by ZEN KANKOCHO RODO KUMIAI RENRAKU KYOGIKAI (Liaison Council of All Government and Public Office Workers' Unions), asking public vote of confidence or non-confidence in the National Personnel Board.

Inclosure: 1
1 copy of same

CONFIDENTIAL

file 3-21-49

Mr Tindale
7 Feb '49

CIVIL SERVICE DIVISION
Government Section

4 February 1949

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

SUBJECT : Chief, Public Information Division, N. P. A.

1. Pursuant to your request of this date there is resubmitted for your consideration personal history of Mr. Tamihachi Shimbo. As I told you this morning, Dr. Asai does not believe that Mr. Shimbo is the best qualified candidate who can be secured for this position. I suggested to him that if he had other candidates in mind ~~that~~ he recommend them for approval by this office.

2. Although Mr. Sato, the present head of the Public Information Division, has not been brilliantly successful in that position, I believe that he is a man of considerable ability and an effort should be made to utilize his services elsewhere in the N. P. A. where he may be more effective. I am sure that Mr. Sato himself would welcome the change.

MAYNARD N. SHIRVEN,
Acting Chief, Examination Branch.

MNS:mvb
Encl. 1

Roser -
file - closed

CIVIL SERVICE DIVISION
Government Section

25 January 1949

MEMORANDUM FOR: National Personnel Authority

SUBJECT : Section Chief Appointments

1. Approval is given for the temporary appointment of Mr. Yanagida as Chief of the Recreation Section, Bureau of Efficiency. This approval is contingent, of course, on the fact that Mr. Yanagida has not been disqualified for holding public office.

2. Approval is given for the temporary appointment on a concurrent basis of Mr. Hiroshi Kanatsugu as Chief of the Personnel Section in view of the separation of Mr. Kenichiro Habu.

JAMES R. BELL,
Chief, Organization Branch.

JRB:mvb

James Bell -
Mr. Roat -

MR. TAMIHACHI SHINBO
MANAGING DIRECTOR OF "KAO" CO.
Will return at 1400.

TEL. KAYABACHO (66)
1196-1198

OFFICE: BAKURO-CHO, NIHONBASHI, TOKYO.
BRANCH: ITACHIBORI KITA-DORI, OSAKA AND
OTARU, SHIOGAMA, SAKATA, KANAZAWA,
WAKAMATSU, WAKAYAMA.

0

Roser -
To Return
file - Osaka

CIVIL SERVICE DIVISION
Government Section

25 January 1949

MEMORANDUM FOR: National Personnel Authority

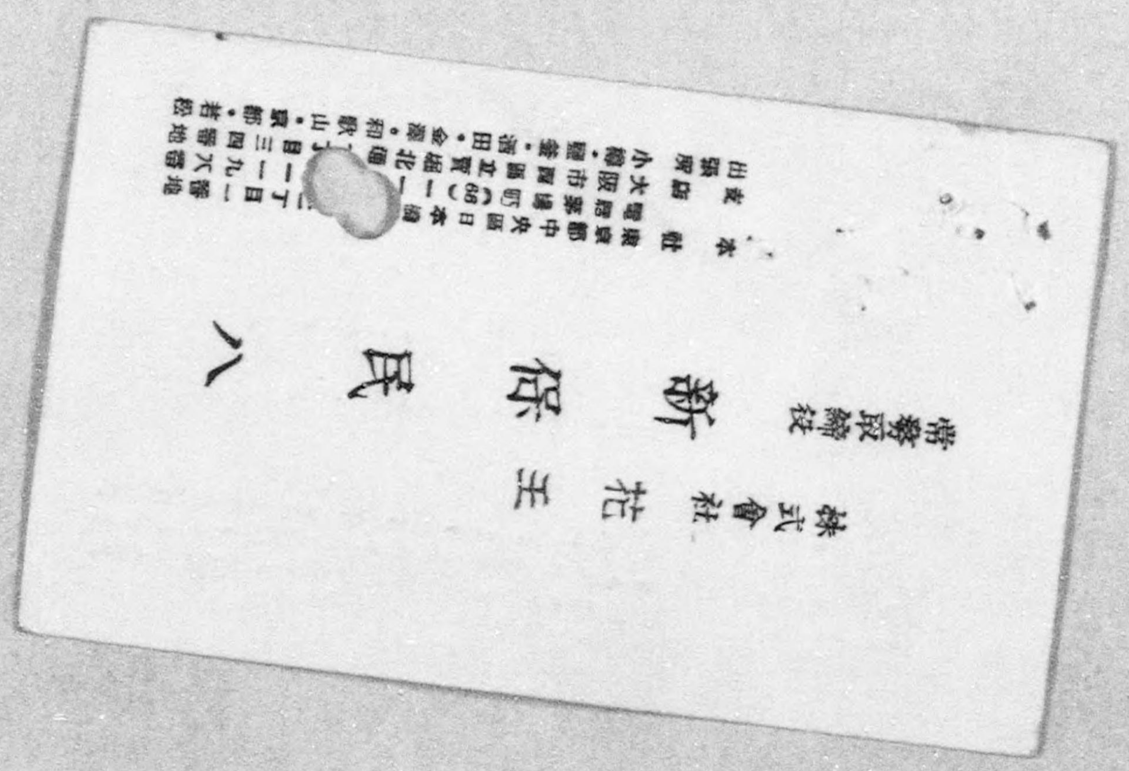
SUBJECT : Section Chief Appointments

1. Approval is given for the temporary appointment of Mr. Yanagida as Chief of the Recreation Section, Bureau of Efficiency. This approval is contingent, of course, on the fact that Mr. Yanagida has not been disqualified for holding public office.

2. Approval is given for the temporary appointment on a concurrent basis of Mr. Hiroshi Kanatsugu as Chief of the Personnel Section in view of the separation of Mr. Kenichiro Habu.

JAMES R. BELL,
Chief, Organization Branch.

JRB:mvb



FILE

1-13-49

CIVIL SERVICE DIVISION
Government Section

13 January 1949

MEMORANDUM FOR: The National Personnel Authority

SUBJECT : Appointment of Mr. Koike Tatsuyuki

Approval is given for the temporary appointment of Mr. Koike Tatsuyuki as Chief of the Bureau of Equity.

JAMES R. BELL, Chief
Organization Branch

JRB:jd

NPA Personnel file

CIVIL SERVICE DIVISION
Government Section

12 January 1949

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

SUBJECT : Proposed appointment of Mr. Koike Tatsuyuki

1. The above named person has been proposed by the National Personnel Authority for appointment as chief of the Bureau of Equity. The request is attached. On the basis of what information I could gain upon interviewing this man, I would recommend approval of the appointment.

2. Mr. Koike seems to be sufficiently matured and has demonstrated a real interest in personnel work. All of his work since graduating from College has been in the personnel field, so he told me. In the Tokyo Gas Company he was at various times concerned with recruitment and appointment, labor conditions, labor statistics and welfare as well as compensation and general administration. Since 1945, he has worked as labor inspector concerned chiefly with labor education and as executive director of the Kanagawa Local Labour Commission. He stated that as executive director he served a commission of fifteen members in an administrative capacity and in addition, gathered evidence and material on labor disputes, acted as neutral chairman and from time to time personally served as conciliator and mediator.

JAMES R. BELL
Chief, Organization Branch

JRB:rr

1-17-49 Discussed with NPA - approved

CIVIL SERVICE DIVISION
Government Section

File
1-12-48

12 January 1949

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

SUBJECT : Proposed appointment of Mr. Koike Tatsuyuki

1. The above named person has been proposed by the National Personnel Authority for appointment as chief of the Bureau of Equity. The request is attached. On the basis of what information I could gain upon interviewing this man, I would recommend approval of the appointment.

2. Mr. Koike seems to be sufficiently matured and has demonstrated a real interest in personnel work. All of his work since graduating from College has been in the personnel field, so he told me. In the Tokyo Gas Company he was at various times concerned with recruitment and appointment, labor conditions, labor statistics and welfare as well as compensation and general administration. Since 1945, he has worked as labor inspector concerned chiefly with labor education and as executive director of the Kanagawa Local Labour Commission. He stated that as executive director he served a commission of fifteen members in an administrative capacity and in addition, gathered evidence and material on labor disputes, acted as neutral chairman and from time to time personally served as conciliator and mediator.

JAMES R. BELL
Chief, Organization Branch

JRB:rr

CIVIL SERVICE DIVISION
Government Section

FILE
1-5-49

5 January 1949

MEMORANDUM FOR: National Personnel Authority

SUBJECT : Staff Appointment

1. Approval is given for the temporary appointment of Mr. Onouchi Yukio as Deputy Chief of Classification Section.

JAMES R. BELL
Chief, Organization Branch

JRB:rr

To Mr. Roser
We want to put this advertisement on the Nippon Times,
your clearance is requested.
from Mr. Kanatsugu.

HELP WANTED

Several TRANSLATERS required by the Tokyo Office of the National Personnel Authority. Will be appointed as second or third Class Officials according to qualifications, regardless of sex, age and educational background. Applicants are requested to apply in person to the Internal Personnel Division of the N.P.A. with their personal histroy not later than July 23rd.

Fujii
12-30-48

CIVIL SERVICE DIVISION
Government Section

30 December 1948

MEMORANDUM FOR: National Personnel Authority

SUBJECT : Appointments to NPA Staff

Approval is given for the temporary appointment of the following individuals to the positions indicated:

Hiroshi Kaneko	Chief of Employee Evaluation Section, Efficiency Division,
Yutaka Fujii	Chief of Hiroshima Regional Office, Office of Director General,
Narihisa Ando	Chief of Nagoya Regional Office, Office of Director General.

JAMES R. BELL,
Chief, Organization Branch.

JRB:mvb

FILE
12-30-48

CIVIL SERVICE DIVISION
Government Section

29 December 1948

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

SUBJECT : Proposed appointments in NPA

1. Attached are requests for the appointment of:

Hiroshi Kaneko	Chief of Employee Evaluation Section, Efficiency Division,
Yutaka Fujii	Chief of Hiroshima Regional Office, Office of Director-General,
Narihisa Ando	Chief of Nagoya Regional Office, Office of Director-General,

2. Approval is recommended on the basis of the employment records attached. Mr. Tindale has interviewed Mr. Kaneko and Mr. Marsh has reviewed the personal history statements. Mr. Fujii is presently a member of the NPA staff and can be dispatched to Hiroshima in the immediate future. Mr. Ando, as well as Mr. Kaneko, would be entered in the new training class to be begun shortly upon your approval.

JAMES R. BELL,
Chief, Organization Branch.

JRB:mvb

Note: all reasons be temporary appointments subject later to examination. (B)

Mr Bell
Hall
Tindale
12/29/48

National Personnel Authority

December 28, 1948

To:

Mr. Blaine Hoover,

Chief of Civil Service Division,

Government Section, GHQ, SCAP

In Re: KANEKO Hiroshi

Being desirous of appointing the above-named as a Chief of Employee Evaluation Section, Efficiency Division, Office of Director-General, National Personnel Authority, approval of your GHQ is hereby requested.

Asai Kiyoshi

President

Kiyoshi Asai

Yamashita Okiie

Commissioner

Yamashita Okiie

Uyeno Yoichi

Commissioner

Uyeno Yoichi

CIVIL SERVICE DIVISION
Government Section

23 December 1948

MEMORANDUM FOR: The National Personnel Authority

SUBJECT : Appointment of Section Chiefs

Approval is given for the temporary appointment of the following two men as section chiefs in the Bureau of Investigation:

Tonomi Toshio
Okuma Jiichi

JAMES R. BELL
Chief, Organization Branch

JRB:jd

CIVIL SERVICE DIVISION
Government Section

December 9, 1948

MEMORANDUM FOR: National Personnel Authority

SUBJECT : Authorization for Temporary Appointments

The following temporary appointments as Section Chiefs are approved.

Law Division

Review Section	Tsurumi Ryoichiro
Drafting Section	Kunii Seiichi

Public Information Division

	Sato Toshio
	Takimoto Kunihiko

JAMES R. BELL
Chief, Organization Branch

JRB:VT

NPA - Staff

file

CIVIL SERVICE DIVISION
Government Section

December 8, 1948

MEMORANDUM FOR: The National Personnel Authority

SUBJECT : Temporary Appointments of Section Chiefs

The following temporary appointments are approved:

Recruitment Division

Planning and Control Section	Mr. Otake Masao
Examination Section	Mr. Yamaguchi Kazuo
Transactions Section	Mr. Shimizu Shiro

Efficiency Division

Training Section	Mr. Hosono Teiji
Health Section	Mr. Igarashi Yoshiaki
Employee Utilization Section	Mr. Yukawa Ryuji

Equity Division

Employee Relations Section	Mr. Misuno Masamoto

JAMES R. HELL
Chief, Organization Branch

JRH:VT

file 11-24-48

STAFF ASSIGNMENTS

Compensation Plan

Bettis - Shirven
ESS: Buchanan - Balicka
NPA: Fujita - Dozaki
Specialists: Kuramochi - Hasumi

Allowances

Bettis - Vaughn
NPA: Yoneda - Kurakata
Specialists: Keitoku - Suzuki - Sakai

Classification Plan

Borthick - Roser - Domanowski
NPA: Miyake - Nagata - Tanaka
Specialists: Haboyama - (Finance) Sakata; Takohaski - (Transportation) Kobayashi; Imahashi - (Communications) Habu - (Education) Shimizu - (National Public Safety Commission) Tanemura

Classification Survey

Salter - Vaughn
NPA: Miyake and staff

Minimum Cost of Living

Marsh - Speicher - Pierson - (Shirven)
ESS: Levine; Public Health - O'Donnell
NPA: Tenma - Morita - Sugahara
Specialists: Imai - Kaneko - Okawa - Samejima

CIVIL SERVICE DIVISION
Government Section

F1 CF 1-25-49

23 November 1948

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

SUBJECT : Proposed Appointments - NPA Staff

1. Attached is a request from NPA for approval of the appointment of 14 individuals as section chiefs in the Authority. All of these persons have been interviewed by all of the Commissioners and by the Director General as well as by the appropriate bureau chief where there is one. Some of the men have been on the NPA staff since the beginning of the agency; the others have been transferred to NPA and all but one have received the basic training course. As a result their work and attitude and potentialities have been observed to some extent.

2. Mr. Marsh and Mr. Tindale concur in the recommendations for appointments to the Recruitment Division and Efficiency Division respectively. Toshio Sato has been acting as Chief of the Public Information Section but the Commissioners do not feel that he is Bureau Chief caliber. Kunihiko Takimato is a transferee to N.P.A. and one of the few men with any degree of professional qualifications for Public Information work. I have observed R. Tsurumi who is proposed as a section chief in the Law Bureau and he gives a favorable impression. General impressions of Mizuno and Okuma (Investigation Bureau) are favorable, but it seems that the best criterion will be actual performance.

3. We wish to consider further the proposed appointments of Mr. Onouchi, Mr. Kunii and Mr. Tonomi with the Commissioners. In fact, Mr. Salter would like to have the Commissioners revaluate proposed appointments to the Compensation Bureau after the present training course is completed.

4. It is recommended that approval be given for the temporary appointment of those names checked in red. All will be subject to later qualification by examination in accordance with the National Public Service Law.

okd by BH

JAMES R. BELL,
Chief, Organization Branch.

JRB:mvb

Temporary National Personnel Commission

November 17, 1948

To:

Mr. Blaine Hoover,

Chief of Civil Service Division,

Government Section, GHQ, SCAP

In re: Staffs recommended as Section Chiefs

I enclose herewith a list of staffs recommended as Section Chiefs in the various Divisions of the Temporary National Personnel Commission, for which your approval is requested.

Kiyoshi Asai

Asai Kiyoshi

Chairman

Yamashita Okiie

Yamashita Okiie

Commissioner

Uyeno Yoichi

Uyeno Yoichi

Commissioner

November 16, 1948

List of Staff recommended as Section Chiefs

Date approved

Recruitment Division

12/8 Planning and Control Section — ✓Mr. Otake Masao

12/8 Examination Section — ✓ " Yamaguchi Kazuo

12/8 Transactions Section — ✓ " Shimizu Shiro

Compensation Division

Deputy Chief of Classification Section — ✓Mr. Onouchi Yukio

Efficiency Division

12/9 Training Section — ✓" Hosono Teiji

12/9 Health Section — ✓" Igarashi Yoshiaki

12/9 Employee Utilization Section — ✓" Yukawa Ryuji

Equity Division

12/8 Employee Relations Section — ✓ Mizuno Masamoto

Law Division

12/9 Review Section — ✓ Tsurumi Ryoichiro

12/9 Drafting Section — ✓" Kunii Seiichi

Investigation Division — ✓" Tonomi Toshio x

12/23 — ✓ Okuma Jiichi x

12/23

Public Information Division — ✓ Sato Toshio x

12/9 — ✓ Takimoto Kunihiko x

12/9

Note: x Selected as Section Chiefs, but their respective posts are all undecided pending the establishment of sections in these divisions.

CIVIL SERVICE DIVISION
Government Section

3 November 1948

MEMORANDUM FOR: National Personnel Authority

SUBJECT : Appointment of Hasumi, Taichi

Approval is given for the temporary appointment of the above individual as Chief, Salary and Wage Section, National Personnel Authority. The same conditions apply to this appointment as to previous appointments of bureau and section chiefs.

JAMES R. BELL, CHIEF
Organization Branch

JRB:jb

CIVIL SERVICE DIVISION
Government Section

N.P.A staff

3 November 1948

MEMORANDUM FOR: Mr. W. Pierce MacCoy

SUBJECT : Appointment of Hasumi, Taichi

1. Attached is a request for the appointment of subject person as Chief, Salary and Wage Section, NPA. At the time this request was presented, I discussed it at some length with Mr. Salter, and he requested that the Commissioners consider another individual named Yamada and also carefully weigh the possible consequences of appointing to this job a man who had served with the Railway Labor Union.

2. Subsequently, Mr. Sato presented a memorandum on this point. It is attached. The Commissioners also have all interviewed Mr. Hasumi, Mr. Uyeno having interviewed him at considerable length only yesterday. Mr. Sato reports that the Commissioners are fully satisfied that Mr. Hasumi is very capable and qualified to take over this post. They do not believe that his previous union affiliations will introduce any bias or prejudice into his work nor bring about any adverse reaction. They urgently request approval of his appointment.

3. I have discussed the matter further with Mr. Salter and Mr. Bettis who have no objections, and so the three of us recommend that Mr. Hasumi be given a temporary appointment.

4. It appears altogether likely that Mr. Hasumi's appointment may cause some adverse reaction from the left wing and possibly the extreme right wing. That may be all to the good, and probably any appointee would be attacked by those in the extreme camps. You will note that Mr. Hasumi is not a graduate of Tokyo Imperial University and is not what we would call an old line bureaucrat, since he was only appointed as a third-class official in 1945. Mr. Salter states that the man has shown considerable astuteness and appears to have a reasonably good grasp of the compensation problem.

Approved for temp. appointment
WPM
11/3/48

James R. Bell

JAMES R. BELL, CHIEF
Organization Branch

JRB:jb

Temporary National Personnel Commission

October 22, 1948

To:

Mr. W. Pierce MacCoy,

Acting Chief of Civil Service Division,

Government Section, GHQ, SCAP

In re: Hasumi Taichi

Being desirous of appointing the above-named as Chief of Salary and Wage Section, Compensation Division, the Temporary National Personnel Commission's Secretariat, approval of Your GHQ is hereby requested.

Kiyoshi Asai

Asai Kiyoshi

Chairman

Yamashita Okiie

Yamashita Okiie

Commissioner

Uyeno Yoichi

Uyeno Yoichi

Commissioner

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I. S. Kabayashi,
Deputy Dir, Labor Bur, Min' of Transp.

Yanada,
Sect Hd, Bur of Stad, Cab.

CIVIL SERVICE DIVISION
Government Section

FILE
NGP STAFF

26 October 1948

MEMORANDUM FOR: The National Personnel Authority

SUBJECT : Appointment of Miya Koichi

The temporary appointment of Miya Koichi as Chief, Library Section, is approved under the same conditions as established for previous appointments to posts of division and section chiefs.

JAMES R. BELL
Chief, Organization Branch

JRB:jd