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Law No. 95 Law Concerning Base Pay of Employees in the Regular Government Service

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The controversial facts

and "Special salary schedule of public procurators (Appendix No. 5)".

Article 10, Paragraph 1 shall be amended to read as follows:

"Article 10. The amount of the new base pay of each employee shall be the amount of the new base pay given in Appendix 6 which corresponds to the amount of base pay as of March 31, 1950. However, the amount of the new base pay of employees in the positions allocated as Grade 15 shall be the amount of the base pay given in the salary schedule which corresponds to their pay step as of March 31, 1950 and the amount of the new base pay of the public proculators shall be the amount of the base pay given in the salary schedule which corresponds to the new pay step switched over by Appendix 7 from his pay step as of March 31, 1950."

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

Article 35 shall be revised as follows:

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

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

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

March 6, 1950

Tentative draft by Bureaus of Compensation and Law, NPA

Article 1 shall be amended by deleting the words "December 10, 1948" and "yen 6,307" as used in Paragraph 1 and substituting therefor the words "December 4, 1949" and "yen 7,877" respectively, and by deleting the sentence "All provisions of this Law shall automatically become null and void on March 31, 1950 or on any earlier date as may be provided by law" in Paragraph 2.

Paragraphs 2 and 3 of Article 17 shall be amended to read as follows:

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

(1) Class 1 area 5%

(2) Class 2 area 10%

(3) Class 3 area 15%

(4) Class 4 area 20%

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

Reference

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

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

The pay amount of the part-time employees shall be increased and ~~the~~ its pay system shall be rationalized.

Paragraph 5 of the same article shall be amended to read as follows and Paragraph 6 shall be deleted:

"5. In case the amount of new base pay of an employee adjusted under the provision of Paragraph 1 comes under a pay step which does not correspond to a pay step representing the amount of base pay of such employee prior to the adjustment, the pay step representing the amount of new base pay shall be regarded as the pay step of the employee concerned."

を「検察官特別俸給表（別表第五）」に改める。

参考

第十三条の次に次の一条を加える。

第十三条の二　同一の職務の級に永年忠実に勤務している職務の級十級（特別俸給表にあつては、これに相当する級）以下の職員で、その俸給が、その職員に適用される俸給表に掲げる職務の級における俸給の幅の最高額である場合又は最高額をこえている場合には、第十条第四項の規定にかゝわらず、その最高額に相当する別表第六に掲げる号俸から三つ上位の号俸に相当する額まで、人事院の定める基準に従い昇給することができる。

本法の中に取入れる。

5　左の法令は、廃止する。

検察官の俸給等に関する法律（昭和二十三年法律第七十六号）

5　第一項本文の規定により切替えられた職員の新俸給額に対する職務の級のなかの号が、切替前の号と異なる場合は、新俸給額に対する号をもつてその職員の号とする。

第十一条を第十二条に、第十二条を第十一条に改め、同条中「職員の毎月の俸給は、遅くともその月の二十五日までに、これに基いてその支給を受けるよう、この法律を適用しなければならない。」を「それぞれその所属の職員について第七条及び第九条の規定に基き、その職務の級及び俸給を決定し、所属の職員に俸給を支給するものとする。」に改める。

第十条　職員の新俸給額は、昭和二十五年三月三十一日現在の俸給額に対応する俸給の新旧切替表（別表第六）に掲げる新俸給額とする。

但し、十五級に格付された官職にある職員の新俸給額は、昭和二十五年三月三十一日現在におけるその者の号に対する俸給表に掲げる俸給額とし、検察官の新俸給額は、昭和二十五年三月三十一日現在におけるその者の号を検察官の号の切替表（別表第七）により切替えた新しい号に対応する俸給表に掲げる俸給額とする。

同条第五項を次のように改め、第六項を削る。

第十條は削る。

第一条第一項中「昭和二十三年十二月十日」を「昭和二十四年十二月四日」に、「六千三百七円」を「七千八百七十七円」に改め、同条第二項中「この法律のすべての規定は、昭和二十五年三月三十一日（法律をもつてそれ以前の期日を定めたときは、その期日）」を削る。

2 勤務地手当の月額は、俸給の月額と扶養手当の月額との合計額に次の各号に定める支給地域の区分に応ずる支給割合を乗じた額とする。

一 一級地　百分の五

二 二級地　百分の十

三 三級地　百分の十五

四 四級地　百分の二十

3 前項各号の支給地域の区分は、勤務地手当支給地域区分表（別表第八）の定めるところによる。

X

第三十五条を次のように改める。

2　検察庁法（昭和二十二年法律第六十一号）第二十四条の規定により欠位を待つことを命ぜられた検察官には、引きつき扶養手当及び勤務地手当を支給する。検察官には、超過勤務手当、休日給及び夜勤手当を支給しない。

Changes in law 46
which would represent
improvements
1 Sep. 1950

政府職員の新給与実施に関する法律の一部を改正する法律（案）

（二五、二、二五　給与局　法制局　試案）

政府職員の新給与実施に関する法律（昭和二十三年法律第四十六号）の一部を次のように改正する。

第二条第三号中「国会及び内閣に」の下に「同時に」を加え、同条第四号中「給与」を「俸給」に改め、同条同号の次に次の一号を加え、同条第五号を第六号に改め、以下一号づゝ順次繰り下げる。

五　休暇に関する制度を調査研究して、その適当と認める改訂を国会及び内閣に同時に勧告すること

第六条第一項中「第八条第三項及び第四項」を「第八条第二項」に、「この法律の定めるところに従い国庫からの現金の支払に当つて、」を「この場合においてその支払額に、」に改める。

第八条第一項中「勤務地手当、」の下に「特殊勤務手当、」を加え、同条第二項を次のように改め、同条第三項及び第四項を削る。

2　宿舎、食事、制服その他これらに類する有価物が支給され又は無料で貸与される場合においては、これを給与の一部とし、別に法律の定めるところにより、その職員の俸給額を調整する。但し、国家公務員のための国設宿舎に関する法律（昭和二十四年法律第百十七号）に定める公邸及び無料宿舎については、この限りでない。

第九条第二項中「刑務職員」を「矯正保護職員」に、「鉄道現業職員級別俸給表（別表第五）」を削る

第十条第一項を次のように改める。

第十四条を次のように改める。

（俸給の支給方法）

第十四条　俸給の給与期間（以下「給与期間」という。）は、月の一日から十五日まで及び月の十六日から末日までのそれぞれの期間とし、各給与期間につき、俸給月額の半額を支給する。

2　各給与期間における俸給の支給日は、人事院規則で定める。

第十四条の次に次の三条を加える。

第十四条の二　新たに職員となつた者又は昇給、降給等により俸給額に異動を生じた者には、その日から俸給を支給し、又は俸給額を改訂して支給する。但し、離職した国家公

務員が即日職員になつたときは、その日の翌日から俸給を支給する。

第十四条の三　職員が離職又は死亡したときは、その日の属する給与期間の末日まで俸給を支給する。但し、在職した職員が即日国家公務員になつたときは、その日の翌日から俸給を支給する。

第十四条の四　前二条の規定により俸給を支給する場合であつて、給与期間の初日から支給するとき以外のときは、その俸給額は、その給与期間の現日数から勤務を要しない日の日数を差引いた日数を基礎として日割によつて計算する。

第十五条第一項中「同種の職務を行う官職」、同条同項第一号中「同一級の官職」及び同条同項第二号中「同一級の官職」を「同種の職務と責任を有する官職」に改める。

第十六条の次に次の一条を加える。

第十六条の二　職員は、左の各号の一に該当する事実がある場合においては、直ちにその旨を各庁の長又はその委任を受けた者に届け出なければならない。

一　新たに職員となつた者に扶養親族がある場合

二　新たに扶養親族たる要件を具備するに至つた者がある場合

三　扶養親族たる要件を欠くに至つた者がある場合

2　扶養手当は、前項に掲げる事実の生じた日の属する給与期間の次の給与期間からその支給を開始し、その支給額を改訂し、又はその支給をやめる。但し、前項第一号又は第二号の場合において、その届出が、事実の生じた日から三十日を経過した後においてなされたものであるときは、その届出を受理した日の属する給与期間の次の給与期間からその支給を開始し、又はその支給額を改訂する。

第十七条第二項及び第三項を次のように改める。

第十九条第三項中「一日曜日以外の日をもつて勤務を要しない日とすることができる。」を「別に勤務を要しない日を定めることができる。」に改める。同条第三項の次に次の一項を加える。

第二項の次に次の一項を加え、同条第三項を第四項に改め同条同項中「第二項」を「第三項」に、

3

し、且つ、その勤務時間が俸給算定の基礎となつている職員の勤務時間の最高限をこえて勤務することを必要とする庁の長は、人事院の承認を経て別に定めるところにより、その勤務時間について、各庁の長は、人事院の承認を経て別に定めるところにより、その勤務時間について、

第二十一条を次のように改める。

第二十一条　正規の勤務時間をこえて勤務することを命ぜられた職員には、正規の勤務時間につき、第二十四条に規定する勤務一時間当りの給与額の百分の百二十五（その勤務が午後十時から翌日の午前五時までの間である場合は百分の百五十）を超過勤務手当として支給する。

2　各庁の長は、超過勤務手当の支給に代え、人事院規則の定めるところによりこれに相当する代休を職員に与えることができる。

第二十二条第二項中「正規の勤務時間中に勤務したときは、」の下に「勤務一時間につき、」を加える。

第二十三条中「その間に勤務した全時間に対して、」の下に「勤務一時間につき、」を加える。

第二十四条中「勤務地手当」を「これに対する勤務地手当」に改める。

第二十五条中「第十二条」を「第十一条」に改める。

第二十八条中「勤務一日につき千円」を「勤務一時間につき百六十円」に、「これらの職員には、他のいかなる給与も支給しない。」を「但し、その額は、勤務一日につき千二百五十円をこえてはならない。」に改める。

第二十九条を次のように改める。

第二十九条　一時間又は一日を単位として一時的に雇傭される職員又は六ケ月以内の期間を定めて一時的に雇傭される職員については、各庁の長は、労働省の定める各地の一般職種別賃金を考慮し人事院の承認を経て定めた額の給与を支給することができる。

2　前項の規定の適用をうける職員で勤務時間の定めのある者については、一日を単位として一時的に雇傭される職員にあつては、超過勤務手当及び夜勤手当を、六ケ月以内の期間を定めて一時的に雇傭される職員にあつては、超過勤務手当、休日給及び夜勤手当を支給する。この場合における勤務一時間当りの給与額の算出については、第二十四条の規定の趣旨に従い人事院規則で定める。

3　職務の特殊性に基き、出来高払、その他の請負払制により雇傭される職員については、その職種の一般的慣例に基いて、各庁の長が人事院の承認を経て定める標準的な生産量又は労働量を基準として算定した額を給与として支給する。

第二十九条の次に次の一条を加える。

第二十九条の二　前二条の適用をうける職員には、前二条に定める給与の外他のいかなる手当も支給しない。

附　則

1　この法律は、　　から施行し、同年四月一日以後の給与について適用する。

2　国民金融公庫法（昭和二十四年法律第四十九号）の一部を次のように改正する。

第十七条の二中「大蔵大臣」を「人事院」に改める。

3　官吏俸給令（昭和二十一年勅令第百九十二号）の一部を次のように改正する。

第二条から第六条までを次のように改める。

第二条から第六条まで削除

第十一条を次のように改める。

第十一条削除

4　政府職員の特殊勤務手当に関する政令（昭和二十三年政令第三百二十三号）の一部を次のように改正する。

第九十八条を次のように改める。

第九十八条　特殊勤務手当の給与期間は、月の一日から十五日まで及び月の十六日から末日までのそれぞれの期間とする。

2　各給与期間の特殊勤務手当は、次の俸給の支給日に支給する。

3　へき地所在官公署在勤職員の特殊勤務手当については、前項の規定にかかわらず、その給与期間の俸給の支給日に支給する。

官吏俸給令の特例に関する件（昭和二十一年勅令第三百三号）は、廃止する。

別表を次のように改める。

（別表略）

非常勤職員の増設を抑制し、その合理化を計る。

Bill killed by Dist committee decision 14 Apr 4. H of R bill passed instead

HOUSE OF COUNCILLORS

Sat. Apr. 1, 1950.

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

Proposed by: ISHIHARA Kanichiro (L.)

(Object and Effect of this Law)

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

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

All provisions of this Law shall automatically become null and void on March 31, 1951 or on any earlier date as may be provided by law.

3.

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

(Powers of the National Personnel Authority)

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

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

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

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

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

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

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

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

(Payment of Compensation)

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

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

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

(Base Pay)

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

6.

Article 5. The compensation schedules attached as appendixes provided in Article 8 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article 16 (hereinafter

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

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

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

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

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

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

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

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

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

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

I. The general salary schedule (Appendix 1);

II. The special salary schedules:

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

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

(3) Salary schedule for seamen (Appendix 4)

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

4. The general salary schedule shall be applicable to all employees except those covered by any of the special salary schedules. However, the employees as prescribed in Articles 24, 25 and 29 shall not subject to any of the compensation schedules.

Article 7. The monthly amount of the new base pay to employees shall be the same with the monthly amount of the base pay on Mar. 31, 1950, and the new grade and the new pay step of employees shall be the same with the grade and the pay step prescribed for those employees on Mar. 31, 1950 by the Law administering the New Pay of Government Employees. (Law No. 46 of 1948)

2. In case where the monthly amount of new base pay of the

employee

employee exceeds the maximum for the salary range for his grade shown in the compensation schedule to which he is subject, he shall not be given any additional pay increase, so long as he remains in the same grade.

mistrans.

Article 8. The allocation of 15 grades of positions shall be made by the National Personnel Authority in conformity with the purport of the provisions of Article 4.

Article 9. The Speaker of the House of Representatives, the President of the House of Councillors, the Prime Minister, the Attorney-General, various Ministers, the Chief Judge of the Supreme Court, the President of the Board of Audit or the President of the National Personnel Authority (hereinafter referred to as "Chiefs of Agencies") and those delegated by the Chiefs of Agencies shall, subject to the regulations of the National Personnel Authority, make appropriate application of this Law so that employees may receive their base pay for each month on the basis thereof, on no later than the 25th day of the month concerned.

Article 10. Regulations concerning standards for the base pay of employees newly recruited or those changed from one grade to another, and for their within-grade salary advancement shall be established by the National Personnel Authority.

Article 11. The procedures for payment of base pay under this Law shall be the same as those provided in the Ordinance concerning Salary of Government Service Officials (Imperial Ordinance No. 192, 1946), or Article 25 of the Diet Personnel Law (Law No. 85, 1947), and the Regulations for Pay of Diet Personnel as provided by the same Article of the Diet Personnel Law. However, employees who have heretofore been paid their base pay twice or oftener a month according to regulations or custom may continue to be so paid.

(Adjustment

(Adjustment of Amount of Compensation)

Article 12. If the National Personnel Authority deems that the amounts in the compensation schedules prescribed in Article 6 are inadequate for the position having the characteristics listed below, it is authorized to establish on account of such characteristics reasonable schedules of adjustments for the monthly amounts of base pay shown in such compensation schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in compensation schedules prescribed in this Law, when such special characteristics are uniformly presented in each position involving the same type of work in the same grade. In this case no adjustment of the monthly amount of base pay is authorized under the provisions of this Article:

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

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

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

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

work

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

(Family Allowance)

Article 13. Family allowances shall be paid to all employees who have depandent relatives.

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

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

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

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

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

(5) Those who are crippledor disabled.

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

(Area Allowance)

Article 14. Area allowance shall be paid to all employees who serve in specially designated areas where the cost of living is specifically high.

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

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

(Special

(Special Work Allowance)

Article 15. The special work allowance shall be in accordance with the Cabinet Order concerning the Special Work Allowances to be granted to Government Employees (Cabinet Order No. 323, 1948), or Article 25 of the Diet Personnel Law, and the Regulations for Pay of Diet Personnel (Law No. 85, 1947) as provided by the same Article, as to their kinds, the coverage of those who receive them, the amount of allowance and the method of payment until such time as they are incorporated into base pay in compensation schedules, or adjustments are authorized under the provision of Article 12.

(Work Hours per Week)

Article 16. The work hours shall be established by rules of the National Personnel Authority within the limitations of not less than forty hours per week nor more than forty-eight hours per week, exclusive of the rest period.

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

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

(Reduction

(Reduction of Compensation)

Article 17. Employees absent from their duties shall have their compensation reduced by its hourly amount as provided in Article 21 for each hour of absence from duties, except when they are given specific authorization for such absence.

(Overtime Allowance)

Article 18. Employees ordered to work in excess of the regular work hours shall be paid the amount obtained by multiplying their hourly amount of compensation prescribed in Article 21 by the rates given below for all hours worked in excess of the regular hours:

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

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

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

(Holiday Pay)

Article 19. All employees shall be paid their regular compensation even when their regular work days fall on holidays.

2. Employees who are ordered to work on holidays during their regular work hours, shall be paid 125 per cent of their hourly amount of compensation prescribed in Article 21 for all hours worked during their regular work hours, by way of holiday pay. No holiday pay shall be paid for the work performed outside of the regular work hours.

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

(Night Allowance)

Article 20. Employees who are ordered to work between 10 p.m. and 5 a.m. om the following day as regular work hours, shall be paid 25% of their hourly amount of compensation prescribed in Article 21 for all hours thus worked, by way of night allowance.

(Computation of the Hourly Amount of Compensation)

Article 21. The hourly amount of compensation prescribed in the prededing four Articles shall be the sum total of the monthly amount of base pay and the monthly amount of area allowance multipied by twelve and then divided by fifty-two times the number of work hours in a week.

(Revision of Base Pay)

Article 22. When the National Personnel Authority has deemed that the base pay of employees established by the Chiefs of Agencies or other delegated authority does not conform to the provisions of Article 6, he may revise or order to revise such base pay.

(Request for Review)

Article 23. An employee who has grievance with the decision concerning compensation made under the provisions of this Law (inclusive of the revision of base pay as provided in the preceding Article) may request the the National Personnel Authority for review.

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

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

Article 24. Committee-men, advisors or consultants or those similar thereto as determined by the National Personnel Authority, who are not required to perform full-time service, may be paid an allowance within the limitation of not exceeding 1,000 yen per day by Chiefs of Agencies with the approval of the National Personnel Authority. No other compensation shall be paid to such employees.

Article 25. Employees who are subject to the prevailing wage rate by general occupation category under the provisions of the Law concerning the Protection of the Government against Unjust Claims and Others (Law No. 171, 1947), Article 2, Paragraph 2, shall be paid their compensation on the basis of that Law notwithstanding the provisions of this Law.

(Examination of Amounts and Rates of Compensation)

Article 26. In order to determine whether or not revisions in the amounts or rates of compensation are necessary, the Diet shall make periodical examinations of the amounts and rates of compensation on the basis of investigations made by the National Personnel Authority, taking into account changes in the economic factors originally utilized in the enactment or revision of this Law. To this end, the National Personnel Authority shall investigate the facts, utilizing accurate and appropriate statistical data offered by the Bureau of Statistics of the Prime Minister's Office, the Ministry of Labor, and other agencies of government, and prepare recommendations on compensation.

(Penal Provisions)

Article 27. A person who in violation of the provisions of this Law, pays compensation or refuses its payment or who wilfully authorizes such acts shall be sentenced to not to exceed one year in penal servitude or fined not to exceed thirty thousand yen.

Supplementary Provisions:

Article 28. The present Law shall come into force as from the date of promulgation and apply as from April 1, 1950.

Article 29. The treatment of compensation for unrepatriated employees shall follow the instances heretofore in force, notwithstanding the provisions of this Law.

Article 30. With respect to positions which, due to their nature, are such that it is necessary to exceed the maximum of work hours prescribed in Article 16, and that, more-over, such work hours have formed the basis of computation of base pay, the work hours shall follow the instances as of March 31, 1950.

Article 31. A part of the National Public Service Law shall be amended as follows:

In Article 29, Paragraph 6 of the National Public Service Law, "Article 9 of the Law Administering the New Pay of Government Employees (Law No. 46 of 1948) shall read Article 6 of the Law Concerning Base Pay etc to Employees in the Regular Government Service. (Law No. of 1950)"

Appendix No. 1

General Salary Schedule

	1	2	3	4	5	6	7	8	9	10
1.	¥2400	¥2470	¥2541	¥2613	¥2688	¥2765	¥	¥	¥	¥
2.	2541	2613	2688	2765	2844	2926	3009			
3.	2844	2926	3009	3096	3184	3275	3369			
4.	3184	3275	3369	3466	3565	3667	3772			
5.	3565	3667	3772	3880	3991	4105	4223	4344	4468	4596
6.	4223	4468	4727	4863	5002	5145	5292	5444	5600	5760
7.	5145	5292	5444	5600	5760	5925	6094	6269	6448	6633
8.	5925	6094	6269	6448	6633	6823	7018	7219	7426	7638
9.	6823	7018	7219	7426	7638	7857	8082	8313	8551	8796
10.	7857	8313	8796	9048	9306	9573	9847			
11.	9573	9847	10129	10419	10717	11024				
12.	11024	11339	11664	11998	12341	12695				
13.	12695	13058	13432	13816	14212	14619				
14.	14619	15037	15467	15910	16365	16834				
15.	18320	19940	21700	23620						

Appendix No. 2

Tax Collectors and Economic Investigators

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

Appendix No. 3

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

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

Appendix No. 4

Seamen

	1	2	3	4	5	6	7	8	9
1.	¥2644	¥2926	¥3009	¥3069	¥3184	¥	¥	¥	¥
2.	3009	3096	3184	3275	3369	3466	3565		
3.	3369	3466	3565	3667	3772	3880	3991	4105	4223
4.	3991	4223	4468	4727	4863	5002	5145	5292	
5.	4727	4863	5002	5145	5292	5444	5600	5760	
6.	5292	5444	5600	5765	5925	6094	6269	6448	
7.	6269	6448	6633	6823	7010	7219	7426	7638	
8.	7426	7638	7857	8082	8313	8551	8796		
9.	8796	9047	9306	9573	9847	10129			
10.	9573	9847	10129	10419	10717	11024			
11.	11024	11339	11664	11998	12341	12695			
12.	12696	13050	13432	13815	14212	14619			

Appendix No. 5

Railway Operating Employees

	1	2	3	4	5	6	7	8	9
1.	¥2541	¥2815	¥2926	¥3096	¥3184	¥3466	¥	¥	¥
2.	2844	2926	3009	3096	3184	3275			
3.	3184	3275	3369	3466	3565	3667			
4.	3565	3667	3772	3880	3991	4105	4223	4344	
5.	4223	4344	4468	4596	4727	4863	5002	5145	
6.	4727	4863	5002	5145	5292	5444	5600	5860	5925
7.	5444	5600	5760	5925	6094	6269	6448	6633	6823
8.	6269	6448	6633	6823	7018	7219	7426	7638	7857
9.	7219	7426	7638	7857	8082	8313	8551		
10.	8082	8313	8551	8799	9047	9306			
11.	8796	9047	9306	9573	9874				
12.	9847	10129	10419	10717	11024				

秘

国家公務員給与法

（この法律の目的及び効力）

第一条　この法律は、別に法律で定めるものを除き、国家公務員（昭和二十二年法律第百二十号）第二条に規定する一般職に属する職員（以下「職員」という。）の俸給、俸給表の調整、扶養手当、勤務地手当、特殊勤務手当、勤務時間、超過勤務手当、休日給及び夜勤手当並びに給与実施についての規程の制定に関する事項を臨時に定めることを目的とする。

2　この法律の規定は、国家公務員法のいかなる条項をも廃止し、若しくは修正し、又はこれに代わるものではない。この法律の規定が国家公務員法又は同法に基く法律の規定に矛盾する場合においては、その規定は、当然その効力を失う。この法律のすべての規定は、昭和二十六年三月三十一日限り、効力を失う。

（人事院の権限）

第二条　人事院は、この法律の施行に関し、左に掲げる権限を有する。

一　この法律の実施及びその技術的解釈に必要な人事院規則を制定し、及び人事院指令を発すること

二　第　条に規定する俸給表の適用範囲を決定すること

三　職員の給与額を研究して、その適当と認める改訂を国会及び内閣に同時に勧告すること、この法律の実施及びその実際の結果に関するすべての事項について調査するとともに、その調査に基いて調整を命ずること並びに必要に応じ、この法律の目的達成のため適当と認める勧告を附してその研究調査の結果を国会及び内閣に報告すること

四　新たに職員となつた場合及び職員が一の職務の級から他の職務の級に移つた場合の俸給並びに同一級内における昇給の基準に関し人事院規則を制定し、及び人事院指令を発すること

五　休暇に関する制度を調査研究して、その適当と認める改正を国会及び内閣に同時に勧告すること

六　勤務地手当の支給地域及び支給割合の適正を改訂につき、国会及び内閣に同時に勧告するため、常に全国の各地における生計費の科学的研究調査を行うこと

七　第　条の規定による職員の苦情の申立を受理し、及びこれを審査すること

八　この法律の完全な実施を確保し、その責に任ずること

第三条　この法律に基く給与は、第五条第二項に規定する場合を除く外、現金で支払わなければならない。この場合においてその支払額に四十九銭以下の端数を生じたときはこれを切り捨て、五十銭以上一円未満の端数を生じたときはこれを一円に切り上げ、計算するものとする。

2　いかなる給与も、法律又は人事院規則に基かずに職員に対して支払い、又は支給してはならない。

3　公務について生じた実費の弁償は、給与には含まれない。

（俸給）

第四条　各職員の受ける俸給は、その職務の複雑、困難及び責任の度に基き、且つ、勤労の強度、勤務時間、勤労環境その他の勤務条件を考慮したものでなければならない。

第五条　第九条に規定する別表に定められている俸給表には、すべての職務の級の俸給を含むものとする。俸給は、第　条に

規定する勤務時間（以下正規の勤務時間という。）に対する報酬であつて、この法律に定める扶養手当、特殊勤務手当、超過勤務手当、休日給及び夜勤手当を除いた全額とする。

宿舎、食事、制服その他これらに類する有価物が支給され又は無料で貸与される場合においては、これを給与の一部とし、別に法律の定めるところにより、その職員の俸給額を調整する。

但し、国家公務員のための国設宿舎に関する法律（昭和二十四年法律第百十七号）に定める公邸及び無料宿舎については、この限りでない。

第六条　職員の職務はいこれを十五級に分類し、その分類の基準となるべき標準的な職務の内容は、人事院が定める。

2　この法律の定める俸給表は、左に掲げる一般俸給表及び特別俸給表とし、他のいかなる俸給表も認められない。

一　一般俸給表（別表第一）

二　特別俸給表

表一　税務職員及び経済調査官級別俸給表（別表第二）

表二　警察職員、海上保安庁職員及び矯正保護職員級別俸給表（別表第三）

表三　船員級別俸給表（別表第四）

第七条　前項の俸給表に掲げる額は、月額とする。

2　一般俸給表は、特別俸給表の適用を受ける者以外のすべての職員に適用する。但し、第　条及び第　条に規定する職員には、これらの俸給表を適用しない。

第七条　衆議院議長、参議院議長、内閣総理大臣、法務総裁、各省大

臣、最高裁判所長官、会計検査院長若しくは人事院総裁（以下各庁の長という。）又は各庁の長の委任を受けた者は、人事院の定めるところに従い、それぞれその所属の職員について第四条及び第六条の規定に基き、その職務の級及び俸給を決定し、所属の職員に俸給を支給するものとする。

2　十五級に格付される官職及びその俸給の決定は、前項の規定にかかわらず第四条の規定に基き、人事院が行う。

第八条　新たに職員となつた場合及び職員が一の職務の級から他の職務の級に移つた場合の俸給並びに同一級内における昇給の基準は、これに関する人事院規則が制定施行される日までは政令で定める。

（俸給の支給方法）

第九条　俸給の給与期間（以下「給与期間」という。）は、月の一日から十五日まで及び月の十六日から末日までのそれぞれの期間とし、各給与期間につき、俸給月額の半額を支給する。

2　各給与期間における俸給の支給日は、人事院規則で定める。

第十条　新たに職員となつた者又は昇給、降給等により俸給額を異動を生じた者には、その日から俸給を支給し、又は俸給額を改訂して支給する。但し、離職した国家公務員が即日職員になつたときは、その日の翌日から俸給を支給する。

第十一条　職員が離職又は死亡したときは、その日の属する給与期間の末日まで俸給を支給する。但し、離職した職員が即日国家公務員になつたときは、その日まで俸給を支給する。

第十二条　前二条の規定により俸給を支給する場合であつて、給与期間の初日から支給するとき以外のとき又は給与期間の末日まで支給するとき以外のときは、その俸給額は、その給与期間

の現日数から勤務を要しない日の日数を差引いた日数を基礎として日割によつて計算する。

第十三条　同一の職務の級に永年忠実に勤務している職員で、その俸給が、その職員に適用される俸給表に掲げる職務の級における俸給の幅の最高額であるこれに相当する級（特別俸給表にあつては、これに相当する級）以下の場合又は最高額をこえている場合には、その最高額に相当する別表第五に掲げる号俸から三つ上位の号俸に相当する額まで、人事院の定める基準に従い昇給することができる。

（俸給の調整額）

第十四条　人事院は、第六条に規定する特殊の官職に対して適当でないと認めるときは、その特殊性に基いて、その俸給表に掲げられている俸給額につき適正な調整額を定めることができる。但し、その特殊性が、その職務の級に属する同様の職務と責任を有する官職にひとしく含まれている場合においては、その官職をこの法律の規定し、その特殊性を考慮に入れることを妨げるものではない。この場合においては、その俸給の月額を本条の規定によつて調整することはできない。

一　その職務及び責任の度が、この法律に規定する俸給表のある級に相当する場合において同様の職務と責任を有する官職に属する他の職員が通常勤務する場所に比してへき遠又は交通困難な場所において勤務する職員の官職

二　同様の職務と責任を有する官職に通常含まれている労働の困難又は危険の度に比して著しい困難又は危険を含む職務に

職

2　前項の規定による俸給の調整額は、その調整前における俸給の月額の百分の二十五をこえてはならない。

3　人事院は、教育職員及びその他特別の勤務に従事する職員に対するこの法律の俸給表の適用について研究し、教育職員及びその他特別の勤務に従事する職員の俸給表その他これに関する事項につき必要と認める勧告を国会及び内閣に同時にしなければならない。

（扶養手当）

第十五条　扶養手当は、扶養親族のある職員に対し支給する。

2　扶養手当の支給については、左に掲げる者で他に生計の途がなく主としてその職員の扶養を受けている者を扶養親族とする。

一　配偶者（届出をしないが事実上婚姻関係と同様の事情にある者

を含む。一

二　満十八才未満の子及び孫

三　満六十才以上の父母及び祖父母

四　満十八才未満の弟妹

五　不具廃疾者

3　扶養手当の月額は、前項第一号に該当する扶養親族については六百円とし、同項第二号から第五号までの扶養親族については一人について四百円とする。但し、満十八才未満の子のうち一人については六

第十六条　職員は、左の各号の一に該当する事実がある場合には、直ちにその旨を各庁の長又はその委任を受けた者に届け出なければならない。

一　新たに職員となつた者に扶養親族がある場合

二　新たに扶養親族たる要件を具備するに至つた者がある場合

三　扶養親族たる要件を欠くに至つた者がある場合

2　扶養手当は、前項に掲げる事実の生じた日の属する給与期間の次の給与期間からその支給を開始し、その支給額を改訂し、又はその支給をやめる。但し、前項第一号又は第二号の場合において、その届出が、事実の生じた日から三十日を経過した後においてなされたものであるときは、その届出を受理した日の属する給与期間の次の給与期間からその支給を開始し、又はその支給額を改訂する。

（勤務地手当）

第十七条　勤務地手当は、生計費が著しく高い特定の地域に在勤する職員に対し支給する。

2　勤務地手当の月額は、俸給の月額と扶養手当の月額との合計額に一定の割合を乗じた額とする。

3　第一項の区分は、なお従前の例による。但し、人事院は、著しく不均衡と認めるものに限り、その割合及び地域の区分を変更することができる。

（特殊勤務手当）

第十八条　特殊勤務手当の種類、支給を受ける者の範囲、手当の額及びその支給方法は、その特殊勤務手当が俸給表の俸給に組み入れられ、又は第十四条の規定による調整が行われるまでは、政府職員の特殊勤務手当に関する政令（昭和二十三年政令第三百二十三号）又は国会職員法第二十五条及び同条の規定による国会職員給与規程の定めるところによる。

（一週間の勤務時間）

第十九条　職員の勤務時間は、休憩時間を除き、一週間について四十時間を下らず四十八時間を超えない範囲内において、人事院規則で定める。

2　各庁の長は、その官庁の特殊の必要に応ずるため、人事院の承認を経て、休憩時間を除き、一週間について四十時間を下らず四十八時間をこえない範囲内において、前項の規定によつて定められた勤務時

間を変更し又は延長することができる。

3　職務の性質により第一項に規定する勤務時間の最高限を超えて勤務することを必要とし、且つ、その勤務時間が俸給算定の基礎となつている職員の勤務時間については、各庁の長は、人事院の承認を得て従前の例に準じ別に定めるものとする。

4　前三項の勤務時間は、特に支障のない限り、月曜日から土曜日までの六日間においてその割振を行い、日曜日は、勤務を要しないものとする。但し、各庁の長は、特別の勤務に従事する職員につき、人事院規則の定めるところにより、別に勤務を要しない日を定めることができる。

（給与の減額）

第二十四条　職員が勤務しないときは、その勤務しない一時間につき、第二十四条に規定する勤務一時間当りの給与額を減額して給与を支給する。ただし、

一　超過勤務手当）

第二十一条　正規の勤務時間をこえて勤務した職員には、正規の勤務時間につき、第二十四条に規定する勤務一時間当りの給与額の百分の百二十五（その勤務が午後十時から翌日の午前五時までの間である場合は百分の百五十）を超過勤務手当として支給する。

2　各庁の長は、超過勤務手当の支給に代え、人事院規則の定めるところにより、これに相当する休暇を職員に与えることができる。

（休日給）

第二十二条　職員には、正規の勤務日が休日に当つても、正規の給与を支給する。

2　休日において、正規の勤務時間中に勤務することを命ぜられた職員には、正規の勤務時間中に勤務した全時間に対して、勤務一時間当りの給与額の百分の百二

十五を休日給として支給する。正規の勤務時間外に勤務をしても、休日給は、支給されない。

3　前二項において「休日」とは、国民の祝日に関する法律（昭和二十三年法律第百七十八号）に規定する日をいう。

（夜勤手当）

第二十三条　正規の勤務時間として、午後十時から翌日の午前五時までの間に勤務することを命ぜられた職員には、その間に勤務した全一時間に対して、勤務一時間につき、第二十四条に規定する勤務一時間当りの給与額の百分の二十五を夜勤手当として支給する。

（勤務一時間当りの給与額の算出）

第二十四条　前四条に規定する勤務一時間当りの給与額は、俸給の月額とこれに対する勤務地手当の月額との合計額に十二を乗じ、その額を一週間の勤務時間に五十二を乗じたもので除した額とする。

（俸給の更生決定）

第二十五条　人事院は、各庁の長又はその委任を受けた者が第七条第一項の規定により決定した職員の俸給が第六条の規定に合致しないと認めたときは、その俸給を更正し又はその俸給の更正を命ずることができる。

（審査の請求）

第二十六条　この法律の規定による給与の決定（前条の規定による給与の更正決定を含む。）に関して苦情のある職員は、人事院に対して審査の請求をすることができる。

2　前項の請求があつたときは、人事院は、前条に準じて、これに関する決定をなし、これを本人及び関係各庁に通知しなければならない。

（非常勤職員等の給与）

第二十七条　委員、顧問若しくは参与の職にある者又は人事院の指定する常勤を要しない職員については、これらに準ずる職にあつて常勤を要しない範囲内において、各庁の長が勤務一時間につき百六十円をこえない範囲内で、その額は、人事院の承認を得て手当を支給することができる。但し、勤務一日につき千二百五十円をこえてはならない。

第二十八条　一時間又は一日を単位として一時的に雇傭される職員又は六ケ月以内の期間を定めて一時的に雇傭される職員（国家公務員法第六十条第一項の規定により任用候補者名簿がないために臨時的に任用された職員を除く。）については、各庁の長は、法律の定めるところにより労働省の承認を経て定めた給与を支給することができる。

前項の規定の適用をうける職員で一定の勤務時間の定められている者については、一日を単位として一時的に雇傭される職員にあつては、超過勤務手当及び夜勤手当を、六ケ月以内の期間を定めて一時的に雇傭される職員にあつては、超過勤務手当、休日給及び夜勤手当を支給する。この場合における勤務一時間当りの給与額の算出については、第二十四条の規定の趣旨に従い人事院規則で定める。

職務の特殊性に基き、出来高払、その他の請負払制により雇傭される職員については、その職種の一般的慣例に基いて、各庁の長が人事院の承認を経て定める標準的な生産量又は労働量を基準として算

定した額を給与として支給する。

第二十九条　前二条の規定の適用を受ける職員には、前二条に定める給与の外他のいかなる手当も支給しない。

2　前二条の規定の適用を受ける職員の勤務時間については、各庁の長が、人事院の承認を経て別に定める。

（給与の額及び割合の検討）

第三十条　国会は、給与の額又は割合の改訂が必要であるかどうかを決定するために、この法律の制定又は改正の基礎とされた経済的諸要素の変化を考慮して、人事院の行つた調査に基き、定期的に給与の額及び割合の検討を行うものとする。この目的のために、人事院は、総理府統計局、労働省その他の政府機関から、提供を受けた正確適切な統計資料を利用して、事実の調査を行い、給与に関する勧告を作成する。

（罰則）

第三十一条　この法律の規定に違反して給与を支払い、若しくは支払を拒み、又はこれらの行為を故意に容認した者は、一年以下の懲役又は三万円以下の罰金に処する。

附　則

1　この法律は、公布の日から施行し、昭和二十五年四月一日以後の給与について、俸給表に掲げる職務の級における俸給の巾の最高額をこえる俸給を支給されている職員については、なお従前の例により別表第五に掲げる俸給を支給する。

2　未帰還職員の給与の取扱については、この法律の規定にかかわらず、なお従前の例による。

3　国家公務員法の一部を次のように改正する。

第二十九条第五項中「政府職員の新給与実施に関する法律（昭和二十三年法律第四十六号）第九条第一項」を「国家公務員給与法（昭和二十五年法律第　号）第六条第一項」に改める。

4　国民金融公庫法（昭和二十四年法律第四十九号）の一部をつぎのように改正する。

第十七条の二中「大蔵大臣」を「人事院」に改める。

第二条から第六条までを次のように改める。

官吏俸給令（昭和二十一年勅令第百九十二号）の一部を次のように改正する。

第十一条を次のように改める。

2　第二条から第六条まで削除

第十一条削除

政府職員の特殊勤務手当に関する政令（昭和二十三年政令第三百二十三号）の一部を次のように改正する。

第九十八条を次のように改める。

第九十八条　特殊勤務手当の給与期間は、月の一日から十五日までのそれぞれの期間とする。

2　特殊勤務手当は、次の給与期間の俸給の支給日に

5　へき地所在官公署在勤職員の特殊勤務手当については、前項の規定にかかわらず、その給与期間の俸給の支給日に支給する。

8　官吏俸給令の特例に関する件（昭和二十一年勅令第三百三号）は、廃止する。

別表第一

一般俸給表

職務の級 / 俸給	一号	二号	三号	四号	五号
一級	二四〇〇円	二四七〇円	二五四一円	二六一三円	二六八八円
二級	二五四一	二六一三	二六八八	二七六五	二八四四
三級	二八四四	二九二六	三〇〇九	三〇九六	三一八四
四級	三一八四	三二七五	三三六九	三四六六	三五六五
五級	三五六五	三六六七	三七七二	三八八〇	三九九一
六級	四二二三	四四六八	四七二七	四八六三	五〇〇二
七級	五一四五	五二九二	五四四四	五六〇〇	五七六〇
八級	五九二五	六〇九四	六二六九	六四四八	六六三三
九級	六八二三	七〇一八	七二一九	七四二六	七六三八
十級	七八五七	八三一三	八七九六	九〇四七	九三〇六
十一級	九五七三	九八四七	一〇二一九	一〇四一九	一〇七一七
十二級	一一〇二四	一一三九	一一六六四	一一九八	一二三四一
十三級	一二六九五	一三〇五八	一三四三二	一三八一六	一四二一二
十四級	一四六一九	一五〇三七	一五四六七	一五九一〇	一六三六五
十五級	一八三二〇	一八九四〇	一九四八〇	二〇〇二〇	二〇五六〇

円

職務の級	俸給	六号	七号	八号	九号	十号
		円	円	円	円	円
一級	一、〇二四	二、七六五	三、〇〇九	四、三四四	四、六八八	四、九六三
二級	一二、六九五	二、九二六	三、三六九	五、四四四	五、六〇〇	五、七六〇
三級	一四、六一九	三、二七五	三、七七二	六、二六九	六、四四八	六、六三三
四級	一六、八三四	三、六六七	四、二二三	七、二一九	七、四二六	七、六三八
五級		四、一〇五	五、二九二	八、三一三	八、五五一	八、七九六
		四、五一四五	五、二九二			
		五、九二五	六、八〇九四			
		六、八二三	七、八〇一八			
		七、八五七	八、〇八二			
		九、五七三	九、八四七			

等級 / 俸給の額	一等	二等	三等	四等	五等	六等	七等	八等	九等
	円	円	円	円	円	円	円	円	円
一級	三八、四〇〇	三九、三〇〇	三〇〇、九〇〇	三〇、九〇〇	三一、八〇〇	三二、七〇〇	三三、六〇〇	三四、五〇〇	三五、四〇〇
二級	三七、六〇〇	三八、五〇〇	三九、四〇〇	三〇、三〇〇	三一、二〇〇	三二、一〇〇	三三、〇〇〇	三三、九〇〇	三四、八〇〇
三級	三六、八〇〇	三七、七〇〇	三八、六〇〇	三九、五〇〇	三〇、四〇〇	三一、三〇〇	三二、二〇〇	三三、一〇〇	三四、〇〇〇
四級	三六、〇〇〇	三六、九〇〇	三七、八〇〇	三八、七〇〇	三九、六〇〇	三〇、五〇〇	三一、四〇〇	三二、三〇〇	三三、二〇〇
五級	三五、二〇〇	三六、一〇〇	三七、〇〇〇	三七、九〇〇	三八、八〇〇	三九、七〇〇	三〇、六〇〇	三一、五〇〇	三二、四〇〇
六級	三四、四〇〇	三五、三〇〇	三六、二〇〇	三七、一〇〇	三八、〇〇〇	三八、九〇〇	三九、八〇〇	三〇、七〇〇	三一、六〇〇
七級	三三、六〇〇	三四、五〇〇	三五、四〇〇	三六、三〇〇	三七、二〇〇	三八、一〇〇	三八、〇〇〇	三八、九〇〇	三九、八〇〇
八級	三二、八〇〇	三三、七〇〇	三四、六〇〇	三五、五〇〇	三六、四〇〇	三七、三〇〇	三八、二〇〇	三八、一〇〇	三八、〇〇〇
九級	三二、〇〇〇	三二、九〇〇	三三、八〇〇	三四、七〇〇	三五、六〇〇	三六、五〇〇	三七、四〇〇	三七、三〇〇	三七、二〇〇
十級	三一、二〇〇	三二、一〇〇	三三、〇〇〇	三三、九〇〇	三四、八〇〇	三五、七〇〇	三六、六〇〇	三六、五〇〇	三六、四〇〇
十一級	三〇、四〇〇	三一、三〇〇	三二、二〇〇	三三、一〇〇	三四、〇〇〇	三四、九〇〇	三五、八〇〇	三五、七〇〇	三五、六〇〇
十二級	二九、六〇〇	三〇、五〇〇	三一、四〇〇	三二、三〇〇	三三、二〇〇	三四、一〇〇	三四、〇〇〇	三四、九〇〇	三四、八〇〇
十三級	二八、八〇〇	二九、七〇〇	三〇、六〇〇	三一、五〇〇	三二、四〇〇	三三、三〇〇	三三、二〇〇	三三、一〇〇	三三、〇〇〇
十四級	二八、〇〇〇	二八、九〇〇	二九、八〇〇	三〇、七〇〇	三一、六〇〇	三二、五〇〇	三二、四〇〇	三二、三〇〇	三二、二〇〇
十五級	二七、二〇〇	二八、一〇〇	二九、〇〇〇	二九、九〇〇	三〇、八〇〇	三一、七〇〇	三一、六〇〇	三一、五〇〇	三一、四〇〇
十六級	二六、四〇〇	二七、三〇〇	二八、二〇〇	二九、一〇〇	二九、〇〇〇	二九、九〇〇	二九、八〇〇	二九、七〇〇	二九、六〇〇
十七級	二五、六〇〇	二六、五〇〇	二七、四〇〇	二八、三〇〇	二八、二〇〇	二八、一〇〇	二八、〇〇〇	二七、九〇〇	二七、八〇〇
十八級	二四、八〇〇	二五、七〇〇	二六、六〇〇	二七、五〇〇	二七、四〇〇	二七、三〇〇	二七、二〇〇	二七、一〇〇	二七、〇〇〇

俸給 職務の級	七号	八号	九号	十号	十一号	十二号
	月額					
	円	円	円	円	円	円
一級	三、三六九	三、四六六	三、五六五			
二級	四、七二七	四、八六三				
三級	五、二九二	五、四四四				
四級	六、〇九四	六、二六九	六、四四八			
五級	七、二一九	七、四二六	七、六三八	七、八五七	八、〇八二	
六級	九、三〇六			六、六三三	六、八二三	七、〇一八
七級	一〇、一二九					八、三一三
八級	一一、〇二四					
九級						

別表第三

警察職員、海上保安庁職員及び矯正保護職員級別俸給表

俸給	俸給					
職務の級	一号	二号	三号	四号	五号	六号
一級	三、五六五円	三、六六七円	三、七七二円	三、八八〇円	三、九九一円	四、一〇五円
二級	四、四六八	四、七二七	四、八六三	五、〇〇二	五、一四五	五、二九二
三級	五、一四五	五、二九二	五、四四四	五、六〇〇	五、七六〇	五、九二五
四級	五、九二五	六、二六九	六、六三三	七、〇一八	七、四二六	七、八五七
五級	七、〇一八	七、四二六	七、八五七	八、三一三	八、七九六	九、〇四七
六級	八、三一三	八、七九六	九、〇四七	九、三〇六	九、五七三	九、八四七
七級	九、三〇六	九、五七三	九、八四七	一〇、一二九	一〇、四一九	一〇、七一七
八級	九、八四七	一〇、一二九	一〇、四一九	一〇、七一七	一一、〇二四	一一、三三九

職務の級	俸給月額									
	七号	八号	九号	十号	十一号					
一級	四、二二三円	四、三四四円	四、四六八円	四、五九六円	四、七二七円					
二級	五、四四四	五、六〇〇	五、七六〇	五、九二五						
三級	六、〇九四	六、二六九	六、四四八	六、六三三						
四級	八、三一三									
五級	九、三〇六									
六級	一〇、一二九									
七級	一一、〇二四									
八級	一一、六六四									

別表第四

船員給別俸給表

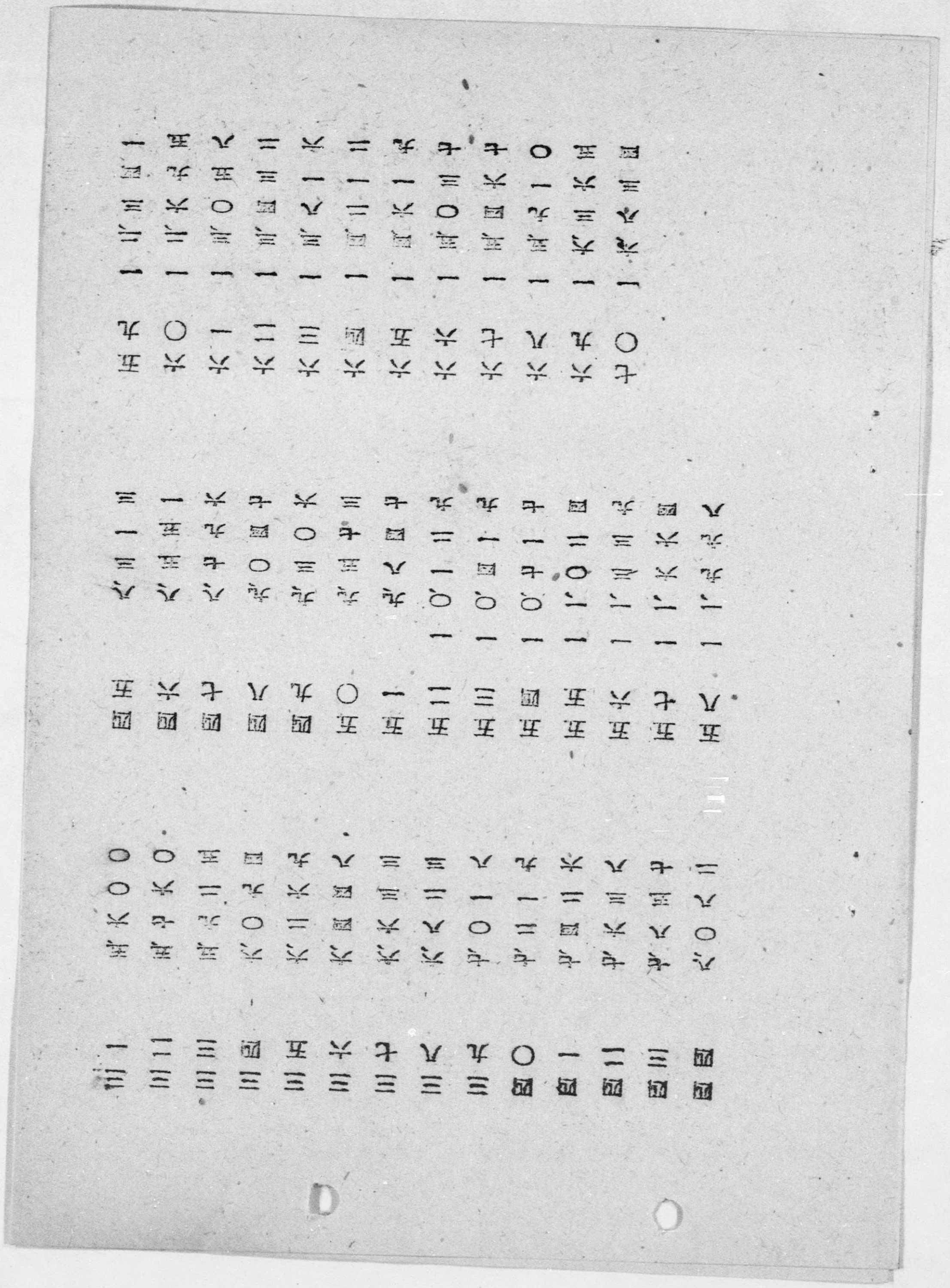
職務の級 ＼ 俸給	一号俸	二号俸	三号俸	四号俸	五号俸
	円	円	円	円	円
一	三八四四	三九二六	四〇九	三〇九六	三一八四
二	三〇〇九	三〇九六	三一八四	三二七二	三二八四
三	二九三九	三〇一一	三〇九六	三一八四	三二七二
四	二八七一	二九五一	三〇二六	三一〇一	三一九六
五	二八一一	二九〇一	二九七一	三〇五一	三一三一
六	二七五一	二八四一	二九四一	三〇〇一	三〇八一
七	二六九一	二七八一	二八八一	二九五一	三〇三一
八	二六三一	二七二一	二八二一	二九〇一	二九七一
九	二五七一	二六六一	二七六一	二八五一	二九二一
十	二五一一	二六〇一	二七〇一	二八〇一	二八七一
十一	二四五一	二五四一	二六四一	二七五一	二八二一
十二	二三九一	二四八一	二五八一	二六九一	二七七一
十三	二三三一	二四二一	二五二一	二六四一	二七二一
十四	二二七一	二三六一	二四六一	二五九一	二六六一
十五	二二一一	二三〇一	二四〇一	二五四一	二六一一
十六	二一五一	二二四一	二三四一	二四九一	二五六一
十七	二一〇一	二一九一	二二九一	二四四一	二五一一
十八	二〇四一	二一三一	二二三一	二三九一	二四六一
十九	一九九一	二〇八一	二一八一	二三四一	二四一一
二十	一九四一	二〇三一	二一三一	二二九一	二三六一
二一	一八九一	一九八一	二〇八一	二二四一	二三一一
二二	一八四一	一九三一	二〇三一	二一九一	二二六一
二三	一七九一	一八八一	一九八一	二一四一	二二一一
二四	一七四一	一八三一	一九三一	二〇九一	二一六一
二五	一六九一	一七八一	一八八一	二〇四一	二一一一
二六	一六四一	一七三一	一八三一	一九九一	二〇六一
二七	一五九一	一六八一	一七八一	一九四一	二〇一一
二八	一五四一	一六三一	一七三一	一八九一	一九六一
二九	一四九一	一五八一	一六八一	一八四一	一九一一
三十	一四四一	一五三一	一六三一	一七九一	一八六一
三一	一三九一	一四八一	一五八一	一七四一	一八一一
三二	一三四一	一四三一	一五三一	一六九一	一七六一
三三	一二九一	一三八一	一四八一	一六四一	一七一一
三四	一二四一	一三三一	一四三一	一五九一	一六六一
三五	一一九一	一二八一	一三八一	一五四一	一六一一
三六	一一四一	一二三一	一三三一	一四九一	一五六一
三七	一〇九一	一一八一	一二八一	一四四一	一五一一
三八	一〇四一	一一三一	一二三一	一三九一	一四六一
三九	九九一	一〇八一	一一八一	一三四一	一四一一
四十	九四一	一〇三一	一一三一	一二九一	一三六一
四一	八九一	九八一	一〇八一	一二四一	一三一一
四二	八四一	九三一	一〇三一	一一九一	一二六一
四三	七九一	八八一	九八一	一一四一	一二一一
四四	七四一	八三一	九三一	一〇九一	一一六一
四五	六九一	七八一	八八一	一〇四一	一一一一
四六	六四一	七三一	八三一	九九一	一〇六一
四七	五九一	六八一	七八一	九四一	一〇一一
四八	五四一	六三一	七三一	八九一	九六一
四九	四九一	五八一	六八一	八四一	九一一
五十	四四一	五三一	六三一	七九一	八六一
五一	三九一	四八一	五八一	七四一	八一一
五二	三四一	四三一	五三一	六九一	七六一
五三	二九一	三八一	四八一	六四一	七一一
五四	二四一	三三一	四三一	五九一	六六一
五五	一九一	二八一	三八一	五四一	六一一
五六	一四一	二三一	三三一	四九一	五六一
五七	九一	一八一	二八一	四四一	五一一
五八	四一	一三一	二三一	三九一	四六一
五九	九一	八一	一三一	三四一	四一一
六十	四一	三一	一三一	二九一	三六一
六一	九一	八一	一三一	二四一	三一一
六二	四一	三一	一三一	一九一	二六一
六三	九一	八一	一三一	一四一	二一一
六四	四一	三一	一三一	九一	一六一
六五	九一	八一	一三一	四一	一一一
六六	四一	三一	一三一	九一	六一
六七	九一	八一	一三一	四一	一一
六八	四一	三一	一三一	九一	六一
六九	九一	八一	一三一	四一	一一
七十	四一	三一	一三一	九一	六一
七一	九一	八一	一三一	四一	一一
七二	四一	三一	一三一	九一	六一
七三	九一	八一	一三一	四一	一一
七四	四一	三一	一三一	九一	六一
七五	九一	八一	一三一	四一	一一
七六	四一	三一	一三一	九一	六一
七七	九一	八一	一三一	四一	一一
七八	四一	三一	一三一	九一	六一
七九	九一	八一	一三一	四一	一一
八十	四一	三一	一三一	九一	六一
八一	九一	八一	一三一	四一	一一
八二	四一	三一	一三一	九一	六一
八三	九一	八一	一三一	四一	一一
八四	四一	三一	一三一	九一	六一
八五	九一	八一	一三一	四一	一一
八六	四一	三一	一三一	九一	六一
八七	九一	八一	一三一	四一	一一
八八	四一	三一	一三一	九一	六一
八九	九一	八一	一三一	四一	一一
九十	四一	三一	一三一	九一	六一
九一	九一	八一	一三一	四一	一一
九二	四一	三一	一三一	九一	六一
九三	九一	八一	一三一	四一	一一
九四	四一	三一	一三一	九一	六一
九五	九一	八一	一三一	四一	一一
九六	四一	三一	一三一	九一	六一
九七	九一	八一	一三一	四一	一一
九八	四一	三一	一三一	九一	六一
九九	九一	八一	一三一	四一	一一
百十	四一	三一	一三一	九一	六一
百一	九一	八一	一三一	四一	一一
百二	四一	三一	一三一	九一	六一
百三	九一	八一	一三一	四一	一一
百四	四一	三一	一三一	九一	六一
百五	九一	八一	一三一	四一	一一
百六	四一	三一	一三一	九一	六一
百七	九一	八一	一三一	四一	一一
百八	四一	三一	一三一	九一	六一
百

月額

俸給 / 職務の級	六号 円	七号 円	八号 円	九号 円
一級				
二級	三、四六六	三、五六五		
三級	三、八八〇	三、九九一	四、一〇五	四、二二三
四級	五、〇〇二	五、一四五	五、二九[illegible]	
五級	五、四四四	五、六〇〇	五、七六〇	
六級	六、〇九四	六、二六九	六、四四八	
七級	七、二一九	七、四二六	七、六三八	
八級	八、五五一	八、七九六		
九級	一〇、一二九			
十級	一一、〇二四			
十一級	一二、六九五			
十二級	一四、六一九			

別表第五

号俸	俸給額	号俸	俸給額	号俸	俸給額
一	二四〇〇円	一一	三一八四円	二一	四二三四円
二	二四七〇	一二	三二七五	二二	四三四四
三	二五四一	一三	三三六九	二三	四四六八
四	二六一三	一四	三四六六	二四	四五九六
五	二六八八	一五	三五六五	二五	四七二七
六	二七六五	一六	三六六七	二六	四八六三
七	二八四四	一七	三七七二	二七	五〇〇二
八	二九二六	一八	三八八〇	二八	五一四五
九	三〇〇九	一九	三九九一	二九	五二九二
一〇	三〇九六	二〇	四〇一五	三〇	五四四〇円



理由

政府職員の新給与実施に関する法律の失効に伴い、国家公務員の給与に関する法律を緊急に制定する必要がある。これが、この法律案を提出する理由である。

National Personnel Authority

June 3, 1950

Compensation Hearings Section,

Bureau of Compensation

In re: Legal Basis for Allocation of Jobs to Grade 15

The Law Administering the New Pay of Government Employees (to be hereinafter referred to as "the Old Law") became null and void and the Law concerning Compensation of Employees in the Regular Government Service (to be hereinafter referred to as "the New Law") was enacted. In the New Law, the text which corresponds to Article 11 of the Old Law was deleted, but as to the powers of the National Personnel Authority in respect to the allocation of positions to grade 15, our interpretation is as follows:

1. In re: positions in grade 15 now existing:

Positions allocated to grade 15 as having jobs already designated by Circular Notice Kyu Hon Ko No. 47 and others are effective under the provision of Article 2 of the Supplementary Provisions of the New Law.

2. Positions to be newly designated:

Now that Article 11 of the Old Law was deleted, where are we to seek the authority for allocation of jobs to grade 15? Kyu Hon Ko No. 4, issued under Article 9 of the Old Law, gives "exemplary jobs illustrative of the various levels of work for the respective grades" and provides the basic standards for the duties and responsibilities of the jobs in grade 1 to grade 14, while, as for jobs in grade 15, it states "the duties as provided separately" and does not specifically provide the contents of such duties. However, it is the authority of the National Personnel Authority under Article 6 of the New Law to provide the contents of the duties of jobs for grade 15, as in the case of jobs for grade 1 to grade 14.

As to which positions are to be allocated to the duties of jobs for grade 15 can be determined by the National Personnel Authority as stated in Article 7 of the New Law, which provides that this can be done "subject to the regulations of the National Personnel Authority". Accordingly, the specific positions which can be allocated to grade 15 may be determined by the National Personnel Authority with Article 7 of the New Law as authority for doing so.

Furthermore, under Article 12-2 of the Cabinet Order No. 401, the step rates of grade 15 can also be determined by the National Personnel Authority.

Considering in the light of what has been described above, while the regular procedure involves the taking of "three-step" process, namely, (1) to determine the duties of jobs for grade 15 under Article 6 of the New Law, (2) to provide basic standards for allocation of individual positions under Article 7 of the New Law, and (3) to determine the step rates under Article 12-2 of the Cabinet Order No. 401, it is construed that the determination of the positions to be allocated to grade 15 on the authority of the aforementioned three articles by omitting the intermediate step and also the determination of the step rates for such positions are lawful as the powers of the National Personnel Authority.

Remarks: The designation of positions in grade 15 is now effected by a mere circular notice, but the advisability of listing such positions hereafter in the NPA regulation could now be considered.

OFFICIAL GAZETTE

GOVERNMENT PRINTING AGENCY — ENGLISH EDITION — 昭和二十一年十一月三十日 第三種郵便物認可

EXTRA No. 24 — MONDAY, APRIL 3, 1950

LAW

I hereby promulgate the Law concerning Compensation of Employees in the Regular Government Service.

Signed: HIROHITO, Seal of the Emperor

This third day of the fourth month of the twenty-fifth year of Showa (April 3, 1950)

Prime Minister
YOSHIDA Shigeru

Law No. 95

Law concerning Compensation of Employees in the Regular Government Service

(Object and Effect of This Law)

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

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

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

(Powers of the National Personnel Authority)

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

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

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

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

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

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

(6) To receive and review appeals of grievance of employees as provided for in Article 21;

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

(Payment of Compensation)

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

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

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

(Base Pay)

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

Article 5. The compensation schedules attached as appendix provided for in Article 6 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article 14 (hereinafter referred to as "regular work hours") but not including family allowances, area allowances, over-time allowances, holiday pay and night allowances as provided by this Law.

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

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

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

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

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

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

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

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

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

(1) The general salary schedule (Appendix 1);

(2) The special salary schedules;

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

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

3) Salary schedule for seamen (Appendix 4)

3 The amounts as prescribed in the compensation schedules under the preceding paragraph shall be the monthly amounts.

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

Article 7. The Speaker of the House of Representatives, the President of the House of Councillors, the Prime Minister, the Attorney-General, various Ministers, the Chief Judge of the Supreme Court, the President of the Board of Audit or the President of the National Personnel Authority (hereinafter referred to as "Chiefs of Agencies") and those delegated by the Chief of Agencies shall, subject to the regulations of the National Personnel Authority, make appropriate application of this Law so that employees may receive their base pay for each month on the basis thereof, not later than the 25th day of the month concerned.

Article 8. Standards for the base pay of employees newly recruited or those changed from one grade to another, and for their within-grade salary advancement shall be fixed by Cabinet Order by such time as rules thereof are established and enforced by the National Personnel Authority.

Article 9. The procedures for payment of base pay under this Law shall be the same as those

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

(Adjustment of Amount of Compensation)

Article 10. If the National Personnel Authority deems the amounts in the compensation schedules prescribed in Article 6 inadequate for the position having the characteristics listed below, it is authorized to establish on account of such characteristics reasonable schedules of adjustments for the monthly amounts of base pay shown in such compensation schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in compensation schedules prescribed in this Law, when such special characteristics are uniformly presented in each position involving the same type of work in the same grade. In this case no adjustment of the monthly amount of base pay is authorized under the provisions of this Article:

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

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

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

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

(Family Allowance)

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

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

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

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

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

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

(5) Those who are crippled or disabled.

3 Family allowance shall be paid at the monthly rate of six hundred *yen* (¥600) for the dependent falling under item (1) of the preceding paragraph, and four hundred *yen* (¥400) for each of those falling under items (2) to (5) inclusive. However, with respect to one of the children under eighteen years of age it shall be six hundred *yen* (¥600).

(Area Allowance)

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

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

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

(Special Work Allowance)

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

(Work Hours Per Week)

Article 14. The work hours shall be established by rules of the National Personnel Authority within the limitations of not less than forty hours per week or not more than forty-eight hours per week, exclusive of the rest period.

2 In order to meet the special necessities of their agencies, the Chiefs of Agencies, may with the approval of the National Personnel Authority, change or prolong the work hours as prescribed in the preceding paragraph with-

in the limitations of not less than forty hours per week or not more than forty-eight hours per week, exclusive of the rest period.

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

(Reduction of Compensation)

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

(Overtime Allowance)

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

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

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

However, in case the work included time between 10 p. m. and 6 a. m. on the following day—150 per cent.

(Holiday Pay)

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

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

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

(Night Allowance)

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

(Computation of the Hourly Amount of Compensation)

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

(Revision of Base Pay)

Article 20. When the National Personnel Authority has deemed the base pay of employees established by the Chiefs of Agencies or other delegated authority not conforming to the provisions of Article 6, he may revise or order to revise such base pay.

(Request for Review)

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

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

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

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

Article 23. Employees who are subject to the prevailing wage rate by general occupation category under the provision of Article 2 paragraph 2 of the Law concerning the Protection of the Government against Unjust Claims and Others (Law No. 171 of 1947), shall be paid their compensation on the basis of that Law notwithstanding the provisions of this Law.

(Examination of Amounts and Rates of Compensation)

Article 24. In order to determine whether or not revisions in the amounts or rates of compensation are necessary, the Diet shall make periodical examinations of the amounts and rates of compensation on the basis of investigations made by the National Personnel Authority, taking into account changes in the

economic factors originally utilized in the enactment or revision of this Law. To this end, the National Personnel Authority shall investigate the facts, utilizing accurate and appropriate statistical data offered by the Bureau of Statistics of the Prime Minister's Office, the Ministry of Labor, and other agencies of government, and prepare recommendations on compensation.

(Penal Provision)

Article 25. A person who is in violation of the provisions of this Law, pays compensation or refuses its payment or who wilfully authorizes such acts shall be sentenced to penal servitude not exceeding one year or a fine not exceeding thirty thousand *yen* (¥30,000).

Supplementary Provisions:

1. This Law shall come into force as from the day of its promulgation, and shall apply as from April 1, 1950.
2. The determinations and other procedures regarding pay which were made on the basis of the provisions of the Law Administering the New Pay of Government Employees (Law No. 46 of 1948) shall be deemed to have been made on the basis of the provisions of this Law.
3. The base pay of an employee who was being paid his base pay in accordance with the provision of Article 10 paragraph 3 of the Law Administering the New Pay of Government Employees shall not be lowered after the application of this Law, nor shall it be increased so long as the employee remains in the same grade.
4. The treatment of compensation for unrepatriated employees shall follow the instances heretofore, notwithstanding the provisions of this Law.
5. With respect to positions which, due to their nature, are such that it is necessary to exceed the maximum of work hours prescribed in Article 14, and that, moreover, such work hours have formed the basis of computation of base pay, the work hours shall follow the instances heretofore in force.
6. Such parts of the Law concerning Compensation Granted to Public Servants as Emergency Measures under the Labor Standards Law and Other Laws (Law No. 167 of 1947) and Cabinet Ordinance No. 6, 1922 (concerning Work Hours in Government Agencies and Leaves of Absence) as are in conflict with this Law shall lose their effect.
7. Cabinet Orders, rules of the National Personnel Authority and any other orders issued on the basis of the provisions of the Law Administering the New Pay of Government Employees shall be deemed to have been issued on the basis of the provisions of this Law.
8. The National Public Service Law shall be partially amended as follows:

   In Article 29 paragraph 5, "Article 9 of the Law Administering the New Pay of Government Employees (Law No. 46 of 1948)" shall be amended as "Article 6 of the Law concerning Compensation of Employees in the Regular Government Service (Law No. 95 of 1950)".

Appendix No. 1

Base Pay / Office Grade	General Salary Schedule									
	1	2	3	4	5	6	7	8	9	10
1.	¥ 2,400	¥ 2,470	¥ 2,541	¥ 2,613	¥ 2,688	¥ 2,765				
2.	2,541	2,613	2,688	2,765	2,844	2,926	¥3,009			
3.	2,844	2,926	3,009	3,096	3,184	3,275	3,369			
4.	3,184	3,275	3,369	3,466	3,565	3,667	3,772			
5.	3,565	3,667	3,772	3,880	3,991	4,105	4,223	¥4,344	¥4,468	¥4,596
6.	4,223	4,468	4,727	4,863	5,002	5,145	5,292	5,444	5,600	5,760
7.	5,145	5,292	5,444	5,600	5,760	5,925	6,094	6,269	6,448	6,633
8.	5,925	6,094	6,269	6,448	6,633	6,823	7,018	7,219	7,426	7,638
9.	6,823	7,018	7,219	7,426	7,638	7,857	8,082	8,313	8,551	8,796
10.	7,857	8,313	8,796	9,047	9,306	9,573	9,847			
11.	9,573	9,847	10,129	10,419	10,717	11,024				
12.	11,024	11,339	11,664	11,998	12,341	12,695				
13.	12,695	13,058	13,432	13,816	14,212	14,619				
14.	14,619	15,037	15,467	15,910	16,365	16,834				
15.	18,320	19,940	21,700	23,620						

Appendix No. 2

Tax Collectors and Economic Investigators

Base Pay / Office Grade	1	2	3	4	5	6	7	8	9	10	11	12
1.	¥2,844	¥2,926	¥3,009	¥3,096	¥3,184	¥3,275	¥3,369	¥3,466	¥3,565			
2.	3,369	3,565	3,772	3,991	4,223	4,468	4,727	4,863				
3.	4,223	4,468	4,727	4,863	5,002	5,145	5,292	5,444				
4.	5,145	5,292	5,444	5,600	5,760	5,925	6,094	6,269	6,448	¥6,633	¥6,823	¥7,018
5.	6,094	6,269	6,448	6,633	6,823	7,018	7,219	7,426	7,638	7,857	8,082	8,313
6.	7,018	7,426	7,857	8,313	8,796	9,047	9,306					
7.	8,313	8,796	9,047	9,306	9,573	9,847	10,129					
8.	9,306	9,573	9,847	10,129	10,419	10,717	11,024					
9.	10,419	10,717	11,024	11,339	11,664	11,998						

Appendix No. 3

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

Base Pay / Office Grade	1	2	3	4	5	6	7	8	9	10	11
1.	¥3,565	¥3,667	¥3,772	¥3,880	¥3,991	¥4,105	¥4,223	¥4,344	¥4,468	¥4,596	¥4,727
2.	4,468	4,727	4,863	5,002	5,145	5,292	5,444	5,600	5,760	5,925	
3.	5,145	5,292	5,444	5,600	5,760	5,925	6,094	6,269	6,448	6,633	
4.	5,925	6,269	6,633	7,018	7,426	7,857	8,313				
5.	7,018	7,426	7,857	8,313	8,796	9,047	9,306				
6.	8,313	8,796	9,047	9,306	9,573	9,847	10,129				
7.	9,306	9,573	9,847	10,129	10,419	10,717	11,024				
8.	9,847	10,129	10,419	10,717	11,024	11,339	11,664				

Appendix No. 4

Base Pay / Office Grade	Seamen								
	1	2	3	4	5	6	7	8	9
1.	¥ 2,844	¥ 2,926	¥ 3,009	¥ 3,096	¥ 3,184				
2.	3,009	3,096	3,184	3,275	3,369	¥ 3,466	¥ 3,565		
3.	3,369	3,466	3,565	3,667	3,772	3,880	3,991	¥4,105	¥4,223
4.	3,991	4,223	4,468	4,727	4,863	5,002	5,145	5,292	
5.	4,727	4,863	5,002	5,145	5,292	5,444	5,600	5,760	
6.	5.292	5,444	5,600	5,760	5,925	6,094	6,269	6,448	
7.	6,269	6,448	6,633	6,823	7,018	7,219	7,426	7,638	
8.	7,426	7,638	7,857	8,082	8,313	8,551	8,796		
9.	8,796	9,047	9,306	9,573	9,847	10,129			
10.	9,573	9,847	10,129	10,419	10,717	11,024			
11.	11,024	11,339	11,664	11,998	12,341	12,695			
12.	12,695	13,058	13,432	13,816	14,212	14,619			

Prime Minister
YOSHIDA Shigeru
Attorney-General
UEDA Shunkichi
Minister for Foreign Affairs
YOSHIDA Shigeru
Minister of Finance
IKEDA Hayato
Minister of Education
TAKASE Sotaro
Minister of Welfare
HAYASHI Joji
Minister of Agriculture and Forestry
MORI Kotaro

Minister of International Trade and Industry
IKEDA Hayato
Minister of Transportation
OYA Shinzo
Minister of Postal Services
OZAWA Saeki
Minister of Telecommunications
OZAWA Saeki
Minister of Labor
SUZUKI Masabumi
Minister of Construction
MASUTANI Shuji
President of Economic Stabilization Board
YOSHIDA Shigeru

Law Concerning Base Pay of Employees in the Regular Government Service

Law No. 95, 1950

(Object and Effect of this Law)

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

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

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

(Powers of the National Personnel Authority)

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

(1) To make rules and issue directives necessary in the administration and technical interpretation of this Law;
(2) To decide the extent of application of the compensation schedules prescribed in Article 6;
(3) To make studies of the amounts of compensation of employees with a view to recommending to the Diet and to the Cabinet any adjustment deemed by the National Personnel Authority to be appropriate, to make investigations upon all matters touching on the administration of this Law and its practical effect while, at the same time, the National Personnel Authority may direct the adjustments on the basis of those investigations and, whenever it deems it necessary, to report the results of its studies and investigations to the Diet and to the Cabinet with its recommendations which may be deemed appropriate for the accomplishment of the purposes of this Law;

(4) To provide rules and to issue directives concerning the standard for compensation of newly recruited employees and employees changed from one grade to another ani for within-grade salary advancement;
(5) To make continuous, scientific studies and investigations of the cost of living in areas throughout the country for the purpose of recommending to the Diet and the Cabinet simultaneously an appropriate classification of areas and area allowance rates.
(6) To receive and review appeals of grievance of employees as provided for in Article 23.
(7) To secure complete enforcement of this Law and to bear responsibility therefor.

(Payment of Compensation)

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

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

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

(Base Pay)

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

Article 5. The compensation schedules attached as appendixed provided in Article 6 shall include base pay for all grades. Base pay shall represent the total remuneration for fulltime employment on the basis of work hours prescribed in Article 14 (hereinafter referred to as "regular work hours") but not including family allowances, area allowances, over-time allowances, holiday pay and night allowances as provided by this law.

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

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

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

by such employees include the special services referred to below and are rendered outside of regular work hours:

(1) Those who are required to be available outside of their regular work hours in the prevention of loss of life or property;
(2) Those who are required to perform emergency service in connection with research projects or laboratory experiments;
(3) Those whose regular duties require them to work in isolated and remote areas;
(4) Those who are responsible custodians of government buildings and must live on the premises to carry out their duties.

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

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

I. The general salary schedule (Appendix 1):

II. The special salary schedules:
(1) Salary schedule for tax collectors and economic investigators (Appendix 2)
(2) Salary schedule for police, employees of the Maritime Safety Board (as designated by rules of the National Personnel Authority) and prison employees (Appendix 3)
(3) Salary schedule for seamen (Appendix 4)

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

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

Article 7. The Speaker of the House of Representatives, the President of the House of Councillors, the Prime Minister, the Attorney-General, various Ministers, the Chief Judge of the Supreme Court, the President of the Board of Audit or the President of the National Personnel Authority (hereinafter referred to as "Chiefs of Agencies") and those delegated by the Chief of Agencies shall, subject to the regulations of the National Personnel Authority, make appropriate application of this Law so that employees may receive their base pay for each month on the basis thereof, on no later than the 25th day of the month concerned.

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

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

(Adjustment of Amount of Compensation)

Article 10. If the National Personnel Authority deems that the amounts in the compensation schedules prescribed in Article 6 are inadequate for the position having the characteristics listed below, it is authorized to establish on account of such characteristics reasonable schedules of adjustment for the monthly amounts of base pay shown in such compensation schedules. However, nothing contained herein shall preclude it from taking such characteristics into consideration in allocating a given position to a grade in compensation schedules prescribed in this Law, when such special characteristics are uniformly presented in each position involving the same type of work in the same grade. In this case no adjustment of the monthly amount of base pay is authorized under the provisions of this Article:

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

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

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

(Family Allowance)

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

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

(1) Spouse (including anyone who, though not registered, is actually under marital status with the employee);
(2) Children and grandchildren under eighteen years of age;
(3) Parents and grandparents over sixty years of age;
(4) Younger brothers and sisters under eighteen years of age;
(5) Those who are crippled or disabled.

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

(Area Allowance)

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

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

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

(Special Work Allowance)

Article 13. The special work allowance shall be in accordance with the Cabinet Order concerning the Special Work Allowances to be granted to Government Employees (Cabinet Order No. 323, 1948), or Article 25 of the Diet Personnel Law, and the Regulations for Pay of Diet Personnel (Law No. 85, 1947) as provided by the same Article, as to their kinds, the coverage of those who receive them, the amount of allowance and the method of payment until such time as they are incorporated into base pay in compensation schedules, or adjustment are authorized under the provision of Article 10.

(Work Hours per Week)

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

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

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

(Reduction of Compensation)

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

(Overtime Allowance)

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

(1) That portion in excess of the regular hours until it reaches the actual eight hours of work a day - 100 per cent;
(2) That portion exceeding the actual eight hours of work a day - 125 per cent. However, in case the work included time between 10 p.m. and 5 a.m. on the following day - 150 per cent.

(Holiday Pay)

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

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

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

(Night Allowance)

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

(Computation of the Hourly Amount of Compensation)

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

(Revision of Base Pay)

Article 20. When the National Personnel Authority has deemed that the base pay of employees established by the Chiefs of Agencies or other delegated authority does not conform to the provisions of Article 6, he may revise or order to revise such base pay.

(Request for Review)

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

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

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

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

Article 23. Employees who are subject to the prevailing wage rate by general occupation category under the provisions of the Law concerning the Protection of the Government against Unjust Claims and Others (Law No. 171, 1947), Article 2, Paragraph 2, shall be paid their compensation on the basis of that Law not-withstanding the provisions of this Law.

(Examination of Amounts and Rates of Compensation)

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

(Penal Provisions)

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

Supplementary Provisions

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

2. The determinations and other procedures regarding pay which were made on the basis of the provisions of the Law Administering the New Pay of Government

Employees (Law No. 46, 1948) shall be deemed as having been made on the basis of the provisions of this Law.

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

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

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

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

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

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

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

Appendix No. 1

General Salary Schedule

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

Appendix No. 2

Tax Collectors and Economic Investigators

	1	2	3	4	5	6	7	8	9	10	11	12
1.	¥2844	¥2926	¥3009	¥3096	¥3184	¥3275	¥3369	¥3466	¥3565			
2.	3369	3565	3772	3991	4223	4468	4727	4863				
3.	4223	4468	4727	4863	5002	5145	5292	5444				
4.	5145	5292	5444	5600	5760	5925	6094	6269	6448	6633	6828	7016
5.	6094	6269	6448	6633	6823	7018	7292	7426	7638	7857	8082	8313
6.	7018	7426	7858	8313	8796	9047	9306					
7.	8313	8796	9047	9306	9573	9847	10129					
8.	9306	9573	9847	10129	10419	10717	11024					
9.	10419	10717	11024	11339	11664	11998						

Appendix No. 3

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

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

Appendix No. 4.

Seamen

	1	2	3	4	5	6	7	8	9
1.	¥2844	¥2926	¥3009	¥3069	¥3148	¥	¥	¥	¥
2.	3009	3096	3184	3275	3369	3466	3565		
3.	3369	3466	3565	3667	3772	3880	3991	4105	4223
4.	3991	4223	4468	4727	4863	5002	5145	5292	
5.	4727	4863	5002	5145	5292	5444	5600	5760	
6.	5292	5444	5600	5760	5925	6094	6269	6448	
7.	6269	6448	6633	6823	7018	7219	7426	7638	
8.	7426	7638	7857	8082	8313	8551	8796		
9.	8796	9047	9306	9573	9847	10129			
10.	9573	9847	10129	10419	10717	11024			
11.	11024	11339	11664	11998	12341	12695			
12.	12695	13058	13432	13816	14212	14619			

Revised

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

Deangelis
Final Draft
recd 10 March 1950

March 6, 1950

Tentative draft by Bureaus of Compensation and Law, NPA

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

Article 1 shall be amended by deleting the words "December 10, 1948" and "yen 6,307" as used in Paragraph 1 and substituting therefor the words "December 4, 1949" and "yen 7,877" respectively, and by deleting the sentence "All provisions of this Law shall automatically become null and void on March 31, 1950 or on any earlier date as may be provided by law" in Paragraph 2.

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

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

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

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

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

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

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

Article 10, Paragraph 1 shall be amended to read as follows:

"Article 10. The amount of the new base pay of each employee shall be the amount of the new base pay given in Appendix 6 which corresponds to the amount of base pay as of March 31, 1950. However, the amount of the new base pay of employees in the positions allocated as Grade 15 shall be the amount of the base pay given in the salary schedule which corresponds to their pay step as of March 31, 1950 and the amount of the new base pay of the public proculators shall be the amount of the base pay given in the salary schedule which corresponds to the new pay step switched over by Appendix 7 from his pay step as of March 31, 1950."

Paragraph 5 of the same article shall be amended to read as follows and Paragraph 6 shall be deleted:

"5. In case the amount of new base pay of an employee adjusted under the provision of Paragraph 1 comes under a pay step which does not correspond to a pay step representing the amount of base pay of such employee prior to the adjustment, the pay step representing the amount of new base pay shall be regarded as the pay step of the employee concerned."

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

Article 14 shall be amended to read as follows:

"(Method of salary payment)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Paragraphs 2 and 3 of Article 17 shall be amended to read as follows:

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

(1) Class 1 area 5%

(2) Class 2 area 10%

(3) Class 3 area 15%

(4) Class 4 area 20%

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

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

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

Article 21 shall be amended to read as follows:

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

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

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

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

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

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

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

Article 29 shall be amended to read as follows:

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