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文書ノ出所竝ニ成立ニ照スル證明書

一三號

自分川井巖ハ復員廳第二復員局ノ職ニ在ル者ナル處・茲ニ添附セラレタル
日本語ニ依ツテ書カレニ 頁ヨリ成ル海軍省人事局内規配員内規抜萃ト
題スル書類ハ日本政府（復員廳第二復員局）ノ保管ニ係ル公文書ノ抜萃ノ正
確ニシテ眞實ナル寫シナルコトヲ證明ス

昭和二十二年六月二日

於東京

川井

巖

右署名捺印ハ自分ノ面前ニ於テ爲サレタリ

同日於同所

立會人

瀧川政次郎



海軍省人事局内規(第二類配員補充)抜萃

配員内規

(昭和十二年十一月決裁)

- 一 配員ハ昭和十二年制定海軍人事行政方針ニ依ル外本内規ニ依ルモトス
- ニ乃至一六 省略

配員上ノ参考事項

- 一 補職ハ最良ノ教育ニシテ本人ノ將來ヲ左右スル最モ重大ナル要素ナリ其ノ將來ヲ考ヘ最モ適切ニ補職スルハ最モ親切ナル所以ナリ
- ニ 各部ノ希望意見等ハ努メテ傾聴シテ異動ヲシテ實情ニ即セシムコト肝要ナリ然レ共異動ノ計畫實施ハ常ニ自主的ニシテ他ノ掣肘ニ依リ左右サルコト無キ様留意スルヲ要ス
- 三 責任者以外ノ意見ノ希望等ハ特殊場合ノ外一般ニ害有リテ益ナシコトヲ得ザル

場合、外徴モガルヲ可トス。特ニ本人ノ運動ガマニキ事、絶対ニ許容スベカラズ。

但シ巷間ノ風説ニ留意スルヲ要ス。

四同一ノ配置モ轉任者ノ從來ノ閱歷・前配置・將來ノ志望等ニ依リ與フル印象ヲ

異ニスルモノナリ。異動ニ當リ配置ノ選定ヲ適切ニシテ總テノ者ヲシテ欣然トシテ新

配置ニ赴カシムルコトハ海軍ノ能率ヲ向上セシムル最良手段ナリ。

五個人ノ情願ヲ聽クニ本人ノ事ヲ先ニシ家族ノ事ヲ後ニス。生命ニ關スル事ヲ先

ニシ利害問題ニ關スル事ヲ後ニス。

二 上級者及ニ重要配置ノ配員ニ就テハ生國ヲ考慮シ一部ニ偏セガル如ク努ルヲ要ス。

三 省略

三 発表以前ノ内示ハ公平ニ流レガル様留意スルコト。

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of Demobilization Bureau

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CERTIFICATE OF SOURCE AND AUTHENTICITY

I, KAWAI, Jwao, who occupy the post of the Chief of Personal Affairs of 2nd Demobilization Section hereby certify that the document hereto attached, written in Japanese, consisting of 2 pages and entitled "Excerpts from Intra-Bureau Regulations of the Personnel Bureau, Navy Ministry" is an exact and authorized excerpt from an official document in the custody of Japanese Government (2nd Demobilization Section of Demobilization Bureau)

certified at Tokyo,

on this 2 day of June, 1947

KAWAI, Jwao

(seal)

I hereby certify that the above signature and seal were affixed hereto in the presence of the witness.

at the same place,

on this same date

Witness:

TAKIGAWA Masajiro

(seal)

Provisionary Regulations in Allocating Personnel

Excerpts from Intra-Bureau Regulations of the Personnel Bureau,
Navy Ministry.

(Part II. Allocation of Personnel and Replacement).

Provisionary Regulations in Allocating Personnel.

(Approved in November 1937).

1. In allocating personnel, besides following the Principle in naval Personnel Policy instituted in 1937, the present regulations shall be adhered to.

2. - 5. (Deleted).

Some hints in Allocating Personnel.

1. To install a person in the fittest position constitutes the best education for him, and it has the gravest bearing upon his future. It follows therefore that to endeavor to install him in the fittest position in view of his future is the most benevolent act for him.
2. It is of urgent necessity that the assignments and appointments will be effected in close conformity with the actual situation, and such will be realized through paying eager attention to desires, opinions, etc. of various parties concerned. Care should be exercised, however, that the assignments and appointments be planned and put into effect by the members of this Bureau always on their own judgement, never affected by the interference of others.
3. Generally speaking, the opinions, suggestions, etc. of persons not officially responsible are harmful and useless except in special cases. Such outsiders had better not to be consulted except in unavoidable cases. Especially a contact or appeal from outsiders suggestive of favoritism shall never be tolerated. Meanwhile, rumors in the street shall carefully be weighed.
4. Any post or office will be differently appreciated or evaluated by the persons who are to be installed to it depending upon their past ~~his immediately~~ careers, former positions, future intentions, etc. It will be the best means for promoting the naval efficiency to have every person take his new post wholeheartly through placing the right man in the right place.
5. When to attend to a request by an individual, matters concerning to his own person shall be given priority to his family affairs, and matters concerning health to that of other interests.

11. In the allocation of personnel in higher level or in important post, their native place shall be taken into consideration, to avoid such situation from arising that persons hailing from a certain region may preponderate in one segment.
 12. (Deleted).
 13. Informal information prior to an official announcement shall be made with care so as not to be tinged with the shade of favoritism.
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