

# FISCAL YEAR APPOINTED EMPLOYEE SYSTEM

Starting from April 2020, the Fiscal Year Appointed Employee System will be implemented in Japan, affecting employees of local public entities (prefectural or municipal.)

## What is the Fiscal Year Appointed Employee System?

Employees of local public entities (such as a prefectural or municipal office) can be split into the following two categories:

### REGULAR PUBLIC EMPLOYEE



No limit to length of contract or term of service

### NON-REGULAR PUBLIC EMPLOYEE



Fixed-term contract, shorter term than regular public employee

Until now, the rules and regulations governing non-regular employees have been inconsistent and varied by local public entity.

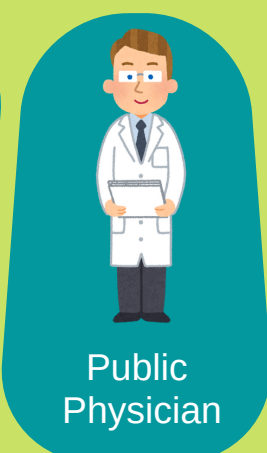


Under the new system, **all non-regular employees** will be treated as Fiscal Year Appointed Employees and be **subject to the same rules and regulations**.

In addition, non-regular employees will now be **eligible to receive bonuses**.

## Who will be affected?

Below is a list of some of the main positions which will be affected by the new system from the Ministry of Internal Affairs and Communications:



## What should you do now?



- First, determine whether or not your position falls under the category of Fiscal Year Appointed Employee.
- If you will be a Fiscal Year Appointed Employee come April, make time to meet with your employer and discuss the changes to your contract, being sure to check your hours, leave, salary, etc.

If you would like to know more specifics about the new Fiscal Year Appointed Employee System, please inquire with the Local Administration Bureau of the Ministry of Internal Affairs and Communication.

For those who need interpretation assistance, please don't hesitate to contact our Center!

