

E-Mail Newsletter from Mayor of Okayama City “Challenge of Legendary Okayama” (12)
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[The Personnel Change for fiscal 2014]

Hello, I'm Omori, Mayor of Okayama.

The personnel change for fiscal 2014 in the City of Okayama was announced yesterday. Today, I would like to talk about personnel matters which are delicate to be mentioned.

The personnel change in the City of Okayama becomes effective as of April 1 same as other municipalities.

Therefore, we take great time to discuss the personnel change as of April 1 every year and I have also repeated discussions with the people in charge from the beginning of this year.

However, it was only 3 months since I assumed the office of the Mayor. I did not know the abilities and the characters of the executives of the municipal government well, so I left most of personalized personnel matters to Deputy Mayor Hashimoto and presented the following 3 views from a perspective of administrative and financial reform:

- (1) To boost motivation of the municipal workers for work
- (2) To promote friendly competition among the municipal workers and the workers dispatched from the national government
- (3) To promote female workers

Concretely speaking, I will change workers dispatched from the national government to the municipal workers in the 2 posts: the Policy Bureau Director who influences Okayama's city planning policy and the Health and Welfare Bureau Director who is the person in charge of medical services and welfare. We also have workers dispatched from the national government who will support these Directors holding the secondary position.

I expect the dispatched workers to propose excellent policies with their plentiful knowledge and experience, while competing with the executives of the municipal government.

Next, as to promotion of female workers, I selected a woman as Director this time. She has not experienced an executive position for a long time but can do her job carefully. That is why we select her as the person responsible for the development toward the city where women can be active and risk management.

Additionally, the percentage of the female workers taking the post of Manager and senior positions is raised from 5.7% to 6.5%; I assigned women to Personnel Division Manager and Tokyo Office Deputy Director.

This is the best we can do now from the viewpoint of the current percentage of female workers in the City of Okayama. We need to consider new ways for further promotion of female workers.

I am also sticking to my policy in administrative and financial reform by changing the number of the executives in the Director post from 143 to 134 .

Only you can totally evaluate these personnel matters. All I can say is the personal change was one of the most delicate works for me.