Section 1 Human Foundation and Organization that Supports the Defense Force

In order to exert its defense capabilities with the maximum effectiveness, it is extremely important that the MOD/SDF further enhances and strengthens its human foundation and organization, which supports the defense force.

1 Recruitment and Employment

1 Recruitment

It is vital to secure highly qualified personnel for the MOD/SDF to carry out various missions appropriately. Expectations from the public for the MOD/SDF have continued to rise. In Japan, however, due to the recent economic and employment upturn, as well as the advancement of declining birthrate and popularization of higher education, the environment surrounding the recruitment of uniformed SDF personnel is severe. In such a situation, it is necessary for the MOD/SDF to recruit excellent human resources with a strong desire to enlist, by explaining sufficiently to them the missions, roles, duties, and working conditions of the SDF.

For this reason, the MOD/SDF holds recruiting meetings at schools and also maintains Provincial Cooperation Offices in 50 locations throughout Japan to respond to the individual needs of applicants, with the understanding of educators and support from recruitment counselors. Moreover, local governments are also carrying out some of the administrative activities regarding the recruitment of uniformed SDF personnel and candidates for uniformed SDF personnel, such as announcing the recruitment period and promoting the SDF as a workplace, for which the MOD allocates them the requisite budget.

Fig. III-3-1-1 (Changes in the Number of People Eligible to Join the SDF)

Chapter 3

Initiatives to Protect the Lives and Property of the People as well as Securing the Territorial Land, Water and Airspace

Overview of Appointment System for SDF Personnel

(1) Uniformed SDF personnel

Based on a voluntary system that respects individuals’ free will, uniformed SDF personnel are recruited under various categories.

Due to the uniqueness of their duties, personnel management of uniformed SDF personnel differs from that of general civilian government employees, including “Early Retirement System” and “Fixed Term System” to maintain the SDF’s strength.

After employment, uniformed SDF personnel are assigned their branch of service and duties at units all around Japan, in accordance with their choice or aptitude, following basic education and training at respective training units or schools of respective SDF services.

Rank and Retirement Age of SDF Personnel

<table>
<thead>
<tr>
<th>Rank</th>
<th>Designation</th>
<th>Mandatory Retirement Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>General (GSDF), Vice Admiral (MSDF), General (ASDF)</td>
<td>Sino</td>
<td>60</td>
</tr>
<tr>
<td>Major General (GSDF), Rear Admiral (MSDF), Major General (ASDF)</td>
<td>Shoho</td>
<td>56</td>
</tr>
<tr>
<td>Colonel (GSDF), Captain (MSDF), Colonel (ASDF)</td>
<td>Issa</td>
<td>55</td>
</tr>
<tr>
<td>Lieutenant Colonel (GSDF), Commander (MSDF), Lieutenant Colonel (ASDF)</td>
<td>Sansa</td>
<td></td>
</tr>
<tr>
<td>Major (GSDF), Lieutenant Commander (MSDF), Major (ASDF)</td>
<td>Chii</td>
<td></td>
</tr>
<tr>
<td>Captain (GSDF), Lieutenant (MSDF), Captain (ASDF)</td>
<td>Nii</td>
<td></td>
</tr>
<tr>
<td>First Lieutenant (GSDF), Lieutenant Junior Grade (MSDF), First Lieutenant (ASDF)</td>
<td>Sani</td>
<td></td>
</tr>
<tr>
<td>Second Lieutenant (GSDF), Ensign (MSDF), Second Lieutenant (ASDF)</td>
<td>Juni</td>
<td>54</td>
</tr>
<tr>
<td>Warrant Officer (GSDF), Warrant Officer (MSDF), Warrant Officer (ASDF)</td>
<td>Socho</td>
<td>53</td>
</tr>
<tr>
<td>Sergeant Major (GSDF), Chief Petty Officer (MSDF), Senior Master Sergeant (ASDF)</td>
<td>Isso</td>
<td></td>
</tr>
<tr>
<td>Master Sergeant (GSDF), Petty Officer First Class (MSDF), Master Sergeant (ASDF)</td>
<td>Niso</td>
<td></td>
</tr>
<tr>
<td>Sergeant First Class (GSDF), Petty Officer Second Class (MSDF), Technical Sergeant (ASDF)</td>
<td>Sanso</td>
<td></td>
</tr>
<tr>
<td>Sergeant (GSDF), Petty Officer Third Class (MSDF), Staff Sergeant (ASDF)</td>
<td>Shicho</td>
<td></td>
</tr>
<tr>
<td>Leading Private (GSDF), Leading Seaman (MSDF), Airman First Class (ASDF)</td>
<td>Nishi</td>
<td></td>
</tr>
<tr>
<td>Private First Class (GSDF), Seaman (MSDF), Airman Second Class (ASDF)</td>
<td>Nishi</td>
<td></td>
</tr>
<tr>
<td>Private (GSDF), Seaman Apprentice (MSDF), Airman Third Class (ASDF)</td>
<td>Nishi</td>
<td></td>
</tr>
</tbody>
</table>

Notes: 1. The mandatory age of retirement for SDF personnel who hold the rank of General (GSDF and ASDF) or Admiral (MSDF), and serve as Chief of Staff of Joint Staff Office, GSDF Chief of Staff, MSDF Chief of Staff, or ASDF Chief of Staff, is 62.
2. The mandatory age of retirement for SDF personnel who hold positions such as physician, dentist, pharmacist, musician, military police officer, or information analyst, is 60.
(2) SDF Reserve Personnel, SDF Ready Reserve Personnel, and Candidates for SDF Reserve Personnel

It is essential to secure the required number of uniformed SDF personnel promptly depending on situational changes in the event of a crisis. To secure the required number promptly and systematically, the MOD maintains the following three systems: the SDF Reserve Personnel system, the SDF Ready Reserve Personnel system, and the Candidates for SDF Reserve Personnel system.

SDF Reserve Personnel become uniformed SDF personnel upon the issuance of a defense call-up order or other orders, and carry out logistical support and base guard duties. SDF Ready Reserve Personnel become uniformed SDF personnel and are assigned to carry out their mission together with incumbent uniformed SDF personnel as part of frontline units following the issuance of a defense call-up order or other orders. SDF Reserve Personnel candidates, some of whom are recruited among those with no prior experience as uniformed SDF personnel, are appointed as SDF Reserve Personnel after completing the necessary education and training.

Previously, it was stipulated that SDF Reserve Personnel and SDF Ready Reserve Personnel who received a disaster and other call-up orders would begin their service as SDF personnel five days or later (ten days in the case of a defense call-up order for SDF Reserve Personnel) after the issuance of the order. However, based on the performance of calling up the SDF Ready Reserve Personnel in response to the Kumamoto Earthquake in April 2016, the Order for Enforcement of the SDF Law was partially revised in August 2016 to make it possible to shorten the number of days, provided that those personnel have no objection.

As SDF Reserve Personnel and others work in their civilian jobs under normal circumstances, they need to adjust their work schedule to participate in periodic training exercises. Therefore, understanding and cooperation from the companies that employ these personnel are essential for the smooth operation of the systems.

For this purpose, the MOD provides a special subsidy to the companies that employ SDF Ready Reserve Personnel and take necessary measures to allow such employees to attend training sessions for 30 days a year, by taking into consideration the burden on such companies. Also, the MOD issues special certificates to companies that create an environment for SDF Reserve Personnel they employ to participate in training sessions. Moreover, the MOD takes various measures to gain understanding and cooperation from the companies that employ SDF Reserve Personnel. For example, the MOD has been developing a framework that allows the MOD/SDF to provide such information as the scheduled term of a training call-up and scheduled term that SDF Reserve Personnel are called up to perform actual operations and are appointed as uniformed SDF personnel, when requested by their employers.

Also, the MOD promotes the use of SDF Reserve Personnel in a wide range of fields, such as the appointment of retired SDF pilots, who are to be reemployed in the human foundation and organization that supports the defense force, and active participation of female SDF personnel.
The 20th Anniversary of the SDF Ready Reserve Personnel System and Comments of Ready Reserve Personnel

SDF Ready Reserve Personnel actively serve on the front line with the standing SDF personnel in various situations. The SDF Ready Reserve Personnel system was introduced in FY1997 and will celebrate its 20th anniversary in FY2017. SDF Ready Reserve Personnel have been called in twice so far in the wake of natural disasters to conduct activities such as livelihood support for the affected people. They play an active part as a component of the human infrastructure supporting Japan’s defense capability.

Sergeant First Class (GSDF) Masao Yamashita, Ready Reserve Personnel, 24th Infantry Regiment (Miyazaki Prefecture)

I joined the SDF as Ready Reserve Personnel in March 1999, and 18 years have passed since then. I am truly grateful to my company and family for their understanding, which has enabled me to balance my work at my company and my duties with the SDF.

I left the SDF due to personal circumstances, but I applied to become SDF Ready Reserve Personnel as soon as the system was launched. Since I had to leave the SDF despite my intention to serve as SDF personnel, I was eager to contribute to the SDF for which I have admiration. For this reason, I still continue serving as SDF Ready Reserve Personnel.

Sergeant First Class (GSDF) Hiroko Takahara, Ready Reserve Personnel, 48th Infantry Regiment (Gunma Prefecture)

I serve as SDF Ready Reserve Personnel while being a housewife. When the Great East Japan Earthquake occurred, I was also affected. My house was washed away by the tsunami, and I was at a loss right after the disaster. However, when I happened to find things I had used in SDF training in my collapsed house, I calmly myself down and responded to a disaster call-up order to engage in relief activities in the affected areas. The experience of participating in the disaster relief dispatch made me aware of the duties and missions of SDF personnel, and still remains in my mind as my pride.

Into the future!
private sector, to SDF Reserve Personnel through the reemployment system.7

(3) Administrative Officials, Technical and Engineering Officials, Instructors, and Other Civilian Personnel

There are approximately 21,000 civilian personnel — administrative officials, technical and engineering officials, instructors, and others8 — in addition to uniformed SDF personnel in the MOD/SDF. Civilian personnel are mainly recruited from those who have passed the Recruitment Examination for Comprehensive and General Service National Public Employees conducted by the National Personnel Authority (NPA), and those who have passed the Recruitment Examination for Ministry of Defense Specialists conducted by the MOD. After participating in the common training course, civilian personnel recruited in this process work in a wide range of fields.

Administrative officials are engaged in defense-related policy planning in the Internal Bureaus of the MOD and at the Acquisition, Technology and Logistics Agency (ATLA); analysis and research at the Defense Intelligence Headquarters; and administrative works at the SDF bases, the Regional Defense Bureaus, and other locations throughout the country.

Technical and engineering officials are working in the Internal Bureaus of the MOD, ATLA, the SDF bases, the Regional Defense Bureaus, and other locations throughout the country. They are engaged in constructing various defense facilities (headquarters, runways, magazines, etc.), carrying out R&D, efficient procurement, maintenance and improvement of a range of equipment, as well as providing mental health care for SDF personnel.

Instructors conduct advanced research on defense and provide high-quality education to SDF personnel at the National Institute for Defense Studies, the National Defense Academy, the National Defense Medical College, and other organizations.

2 Daily Education and Training

1 Education of Uniformed SDF Personnel

Enhancing the ability of the individual uniformed SDF personnel who comprise SDF units is essential for the execution of the units’ duties. For this purpose, the respective SDF training units and schools provide opportunities for phased and systematic education according to rank and duties to nurture necessary qualities and instill knowledge and skills.

A considerable extent of human, temporal, and economic efforts such as securing instructors with special skills, and improving equipment and educational facilities, are necessary for providing education. In the event that personnel need to further improve their professional knowledge and skills, or that it is difficult for them to acquire such knowledge and skills within the SDF, the MOD/SDF commissions education to external institutions, including those abroad, as well as domestic companies and research institutes.

2 SDF Training

(1) Training by Each SDF

Training conducted by units in each service can be broadly divided into training for individual SDF personnel to improve the necessary proficiency for their respective fields, and training for units to enhance

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7 The reemployment system for SDF pilots aims to prevent the outflow of active young SDF pilots to civil aviation companies in an unregulated manner. This system is also designed to utilize SDF pilots over a certain age as pilots of commercial airlines, and is also significant from the perspective of the development of the airline industry in Japan as a whole.

8 Among the employees of the MOD, special national government employees are called “SDF personnel,” which include administrative officials, technical and engineering officials, instructors, and others in addition to uniformed SDF personnel.
their systematic capabilities. Training for individuals is conducted one-on-one in stages based on occupational classification and individual ability. Training for units is conducted depending on the size of unit, from small to large; meanwhile, large-scale comprehensive training including coordination between units is also conducted.

In addition to training for national defense, the MOD is endeavoring to improve training corresponding to the diversified SDF roles required in recent years, such as peacekeeping operations and large-scale disaster relief operations. Moreover, in order to strengthen joint operational capabilities and to respond to various situations, the MOD is making efforts to widen the scope of joint exercises and bilateral and multilateral exercises participated by the individual SDF services.9

(2) Training Environment
SDF training has been planned and conducted under conditions that are as close as possible to actual combat situations, yet many restrictions remain. Therefore, the SDF makes maximum use of its limited domestic training areas, including further use of the prime training environment of Hokkaido stated in the National Defense Program Guidelines (NDPG) and other guidelines. They also strive to carry out more practical combat training by conducting joint exercises and other training and exercises in the United States and surrounding sea and airspace where they can secure training conditions not available in Japan.

Reference 71 (Major Exercises Conducted in FY2016)

3 Measures Aimed at Ensuring Effective Use of Human Resources

1 Measures for Personnel System Reform and for the Improvement of Pay and Conditions
With regard to the personnel structure of the SDF, the fixed number of SDF personnel has been constantly reduced. On the other hand, there has been the need for further skilled and professional personnel in order to respond to the advancement of equipment as well as diversification and internationalization of SDF missions.

In light of such circumstances, it is stated in the NDPG that measures are to be implemented with regard to personnel system reform in order to ensure the robustness of the SDF and to make effective use of human resources under the constrained budget. Specifically, the MOD will implement the following measures to ensure an appropriate age distribution, taking into account the various missions and characteristics of each branch of the SDF: the retirement age of 60 will be reviewed; an early retirement system will be proactively adopted; more suitable management of personnel will be implemented; and the reemployment of aircraft pilots in the private sector.

See Reference 72 (Results of Firing Training and Related Training by Dispatch of Each of the Self-Defense Forces to the United States (FY2016))

3 Safety Management Initiatives
Any accident that can cause injury to the public, damage to its property, or the loss of life of SDF personnel, must be avoided at all costs. Therefore, during routine training, the MOD/SDF makes a united effort to ensure the constant management of safety by giving utmost attention to ensuring safety.

Reference 72 (Results of Firing Training and Related Training by Dispatch of Each of the Self-Defense Forces to the United States (FY2016))

9 Training includes SDF Joint Exercises, Japan-U.S. Bilateral Joint Exercises, and Ballistic Missile Response training which are to prevent and repel direct threats to Japan. Other additional training includes International Peace Cooperation Exercises that assumes SDF’s international peace cooperation activities and Joint International Humanitarian Operation Training, in which the treatment of prisoners of war and other detainees is practiced.

SDF personnel talking with his family by video conference on an MSDF destroyer dispatched to the Gulf of Aden

SDF personnel picking up goods sent by their families at the camp in South Sudan
Implementation of the Family Support Training, “Bonding of Echigo”

Colonel Yutaka Okada, then Commanding Officer of the Operation Unit, GSDF Camp Takada (Joetsu City, Niigata Prefecture)

When a large-scale natural disaster occurs, SDF personnel are sent on disaster relief dispatches, even if they themselves or their families are also victims of the disaster. Therefore, the MOD/SDF offers family support measures in collaboration with relevant external groups and organizations such as the JSDF Family Association and Taiyukai (a public interest incorporated association for retired SDF personnel and candidate reserve personnel). This is to ensure that SDF personnel can commit themselves to their missions without worrying about their families while they are on duty. In Niigata Prefecture, GSDF Camp Takada plays a central role in this initiative and conducted a family support training called “Bonding of Echigo,” the largest-scale training of its kind, in 2016.

The training was conducted based on a scenario in which an earthquake with a seismic intensity of 7 occurred in Niigata Prefecture. It reconfirmed the collaboration procedure between the SDF and relevant external groups/organizations for confirming the safety of disaster-affected families, and also identified issues to be examined. I, as a coordinator for the prefecture, worked in close cooperation with the Commanding Officers of GSDF, MSDF, and ASDF within the prefecture, and the presidents of the JSDF Family Association and Taiyukai to deepen the understanding and shared perception of the situation among the people involved. At the same time, we also aimed to establish “a human relationship with confidence and trust of the people involved” and “a mutual relationship of trust that enables consultations with each other with true intentions anytime.”

Despite being the first initiative of its kind carried out by Niigata Prefecture, “Bonding of Echigo” succeeded in holding passionate exchanges of honest opinions by all of the participants and unifying their views on the direction of future collaboration and other matters. Following the training, inquiries were received from all over Japan, and we have felt first hand that “bonding” for family support is expanding nationwide. I expect that family support initiatives will further evolve at the national level, making the best use of the achievements of “Bonding of Echigo.”

In addition to exchanges between units and personnel’s families, as well as between the families, the MOD in cooperation with relevant external groups and organizations is also actively working to develop a family support system to be implemented in the event of large-scale natural disasters and other events, which will include receiving cooperation in confirming the safety of the family members of SDF personnel. All of these are conducted as routine initiatives. Furthermore, specific welfare services for SDF personnel deployed overseas include facilitating direct communication between SDF personnel and their families in Japan by means such as e-mail and video conference systems. Support for sending comfort items from their families on a later day is also provided. Moreover, briefing sessions for families of the dispatched personnel are held to provide them with a variety of information, and a consultation desk exclusively for families of the dispatched personnel (family support centers) and similar facilities have been established to answer the various questions and concerns raised by the families.
Personnel Power Harassment Prevention Week.”

With regard to the prevention of power harassment in particular, the MOD established a directive in April 2016 with the aim of creating a healthy work environment in which its personnel can fully perform their abilities and their individuality and dignity are respected. Measures to prevent power harassment include providing education to personnel, assigning counsellors to units and organizations around the country, and setting up hotlines connected to the Internal Bureaus, as well as the Staff Offices of the GSDF, MSDF and ASDF.

**Initiatives to Prevent Suicide among SDF Personnel**

SDF personnel suicides was a record 101 in FY2005, but have subsequently declined, with 65 suicides in FY2016. The suicide of SDF members is truly a great tragedy for both the individuals themselves and their bereaved families. It also represents a great loss to the MOD/SDF in terms of the loss of capable personnel, and the MOD/SDF is taking ongoing measures to prevent suicides, including the following initiatives: (1) Expansion and enhancement of the counseling system (internal/external counselors, a 24-hour telephone counseling hotline, assignment of clinical psychotherapists at camps and bases, etc.); (2) Strengthening of education to raise awareness about mental health for commanders as well as enlisted personnel; and (3) Establishment of a campaign period for enhancing mental health care, close monitoring by commanders of the mental health condition of their subordinates whose working environment has been changed due to personnel transfers, etc., and distribution of various reference materials.

**Commemorating Personnel who Perished in the Line of Duty**

Since the establishment of the National Police Reserve in 1950 and through its evolution via the National Safety Force and the Coastal Safety Force into the SDF today, SDF personnel have been striving to accomplish the noble mission of protecting the peace and independence of Japan. They have been devoting themselves unstintingly to training, day and night, to live up to the expectations and trust of Japanese citizens, regardless of danger, and with a strong sense of responsibility. During this time period, however, more than 1,900 personnel have lost their lives in the line of duty.

In the MOD/SDF, funeral ceremonies in order to express condolences are carried out by each unit to which the personnel who perished in the line of duty belonged. Moreover, in order to eternally recognize the achievements of the SDF personnel who perished in the line of duty, and to express deep honor and condolences, memorial ceremonies are carried out in various forms, such as the Memorial for SDF Members Killed in the Line of Duty conducted with the participation of the Prime Minister.10

**Dealing with Retirement and Re-Employment of SDF Personnel**

In order to maintain the strength of the SDF, many uniformed SDF personnel retire in their mid-50s (personnel serving under the early retirement system) or in their 20s (most uniformed SDF personnel serving under the fixed-term service system). Therefore, many of them need to find another job after retirement in order to secure their livelihoods.

Since supporting re-employment is the responsibility of the Japanese Government (the MOD) as the employer, and is crucially important both for resolving any concerns that uniformed SDF personnel may have about their future as well as for securing qualified human resources, the MOD conducts support measures such as occupational training useful for their re-employment. The measures to support the re-employment of retired uniformed SDF personnel is also important from the perspective of enabling them to give back to society with their various skills, thereby reinforcing human resources infrastructure.

As the MOD does not have the authority to provide them with employment placement, the Foundation for the SDF Personnel Support Association provides free job consultation services with permission from the Minister of Health, Labor and Welfare and the Minister of Land, Infrastructure, Transport and Tourism.

Retired uniformed SDF personnel have excellent abilities in planning, leadership, faculty, cooperativeness and responsibility gained through their work performance, education, and training. Furthermore, they have various qualifications and licenses acquired through their duties and vocational training. Therefore, they are making positive contributions in a broad range of sectors, including manufacturing and service industries, as well as finance, insurance, real estate, and construction industries, in addition to the areas of disaster prevention and risk management at local governments. Based on

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10 The Monument for SDF Personnel who Perished in the Line of Duty was constructed in 1962 in Ichigaya. In 1998, the Memorial Zone in its current form was completed by combining this monument with other monuments located in the same area. The MOD holds an annual memorial ceremony for SDF personnel who perished in the line of duty with the attendance of surviving family members, the Prime Minister, high-ranking officials of the MOD/SDF, including the Minister of Defense, former Defense Ministers, and others. At the Monument for SDF Personnel who Perished in the Line of Duty in the Memorial Zone, there is an iron plate containing the names and other information of personnel who perished in the line of duty. When foreign dignitaries such as Defense Ministers visit the MOD, they make offerings of flowers, expressing their respect and condolences to personnel who perished in the line of duty. Memorial ceremonies are also held at individual SDF posts and bases.
the NDPG, the MOD has promoted further utilization of retired uniformed SDF personnel in the areas of disaster prevention and crisis management at local governments, and has provided supports for these retired personnel’s re-employment in the sectors that lack sufficient human resources in collaboration with relevant ministries and agencies. The MOD will make further efforts to improve the re-employment environment for retired SDF personnel.

For the purpose of ensuring an environment where uniformed SDF personnel can devote themselves to their duties without any concerns, the MOD allows uniformed SDF personnel to be reappointed for fixed terms within three years before the age of 60 (one year for SDF administration officials and others). The Mid-Term Defense Program (MTDP) states that the SDF will actively reappoint retiring personnel possessing advanced knowledge, skills and experience where such personnel prove beneficial to the SDF’s strength.

Meanwhile, with regard to the re-employment of SDF personnel, new regulations about re-employment were introduced in October 2015 replacing the former prior approval system. As are the cases in other national government employees, the following three regulations were put in place in order to ensure the trust of the public regarding the fairness of official duties: 1) regulation on requesting re-employment of other personnel and retired personnel and requesting information; 2) regulation on seeking employment opportunities at companies in which retired personnel had a stake whilst in office; and 3) regulation on re-employed personnel making requests. In order to ensure strict observation of these regulations, bodies comprised of academic experts with no history serving as SDF members (Defense Personnel Review Board’s Separate Meeting for Monitoring Reemployment and Cabinet Office’s Re-employment Surveillance Commission) monitor the situation and any violation will be met with penalties. Additionally, for the purpose of appropriate implementation of unified management and disclosure of re-employment information by institutionalizing notification and announcement of such information by the Cabinet, it has been decided that information on the re-employment status of retired SDF personnel who were in managerial positions (equivalent to the position of Senior Coordinator in the MOD or higher) is to be published every fiscal year by the Cabinet. In response to the introduction of this system in FY2015, notifications of re-employment of the retired SDF personnel who were in managerial positions submitted during FY2015 were compiled, and a total of 136 cases were officially announced in September 2016.

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**Column**

**Voice**

First Retired SDF Personnel to Become a Disaster Prevention Official in Okinawa Prefecture!

Masahito Ujiie (former Lieutenant Colonel (GSDF), Deputy Chief of the General Affairs Department, Tomigusuku City, Okinawa Prefecture

I joined the SDF in 1977 and completed my 40-year career with the SDF in February 2017. I spent most of that time flying across Japan as an aviation pilot, and also planning, coordinating, and implementing various missions and trainings as an SDF officer. In particular, the duties while stationed in Okinawa included air transportation of emergency patients, and I was dispatched for 216 air transports.

Air transportation of emergency patients refers literally to transporting emergency patients by air from an isolated island in Okinawa Prefecture to its main island where large hospitals are located. Through this duty, I began wondering, “Are there any other jobs through which I can contribute to other people further, or any other jobs in which I can make use of my skills?”

In considering my own re-employment, I consulted with an officer in charge at an SDF Provincial Cooperation Office. Then, I was asked, “Do you prefer local government or a private company?” Without hesitation, I answered that I prefer working at a local government where I would be able to contribute directly to the local people.

From April this year, I am serving as a Deputy Chief of the General Affairs Department at Tomigusuku City Hall. I am also the first retired SDF personnel to be tasked with disaster prevention in Okinawa Prefecture. Going forward, I will work hard to ensure the safety and security of the people in Tomigusuku City by making use of my experience with the SDF, and through assisting the Mayor in an emergency as well as planning and implementing disaster prevention drills. I thank everyone who helped me with my re-employment.