

# Current status and issues of telescope maintenance

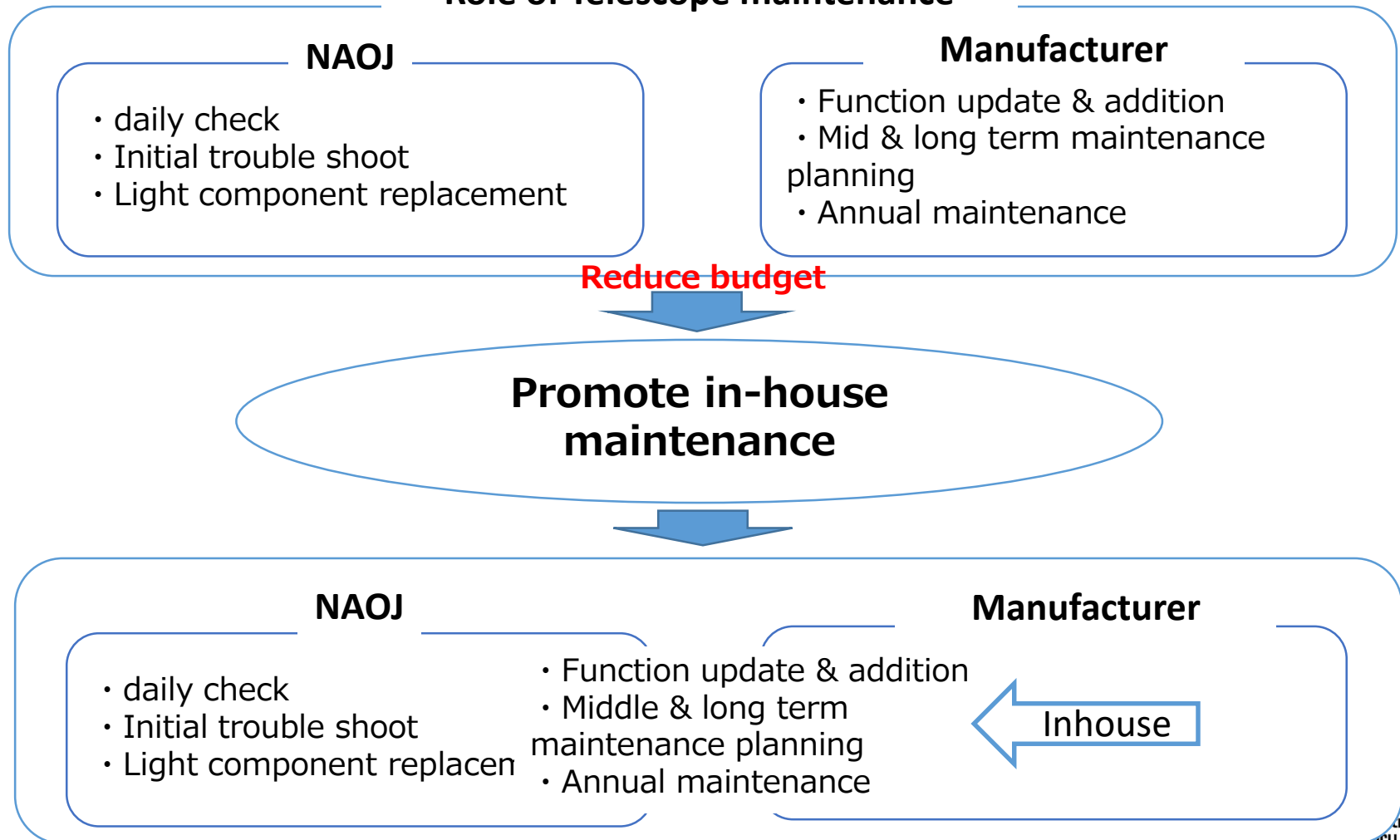
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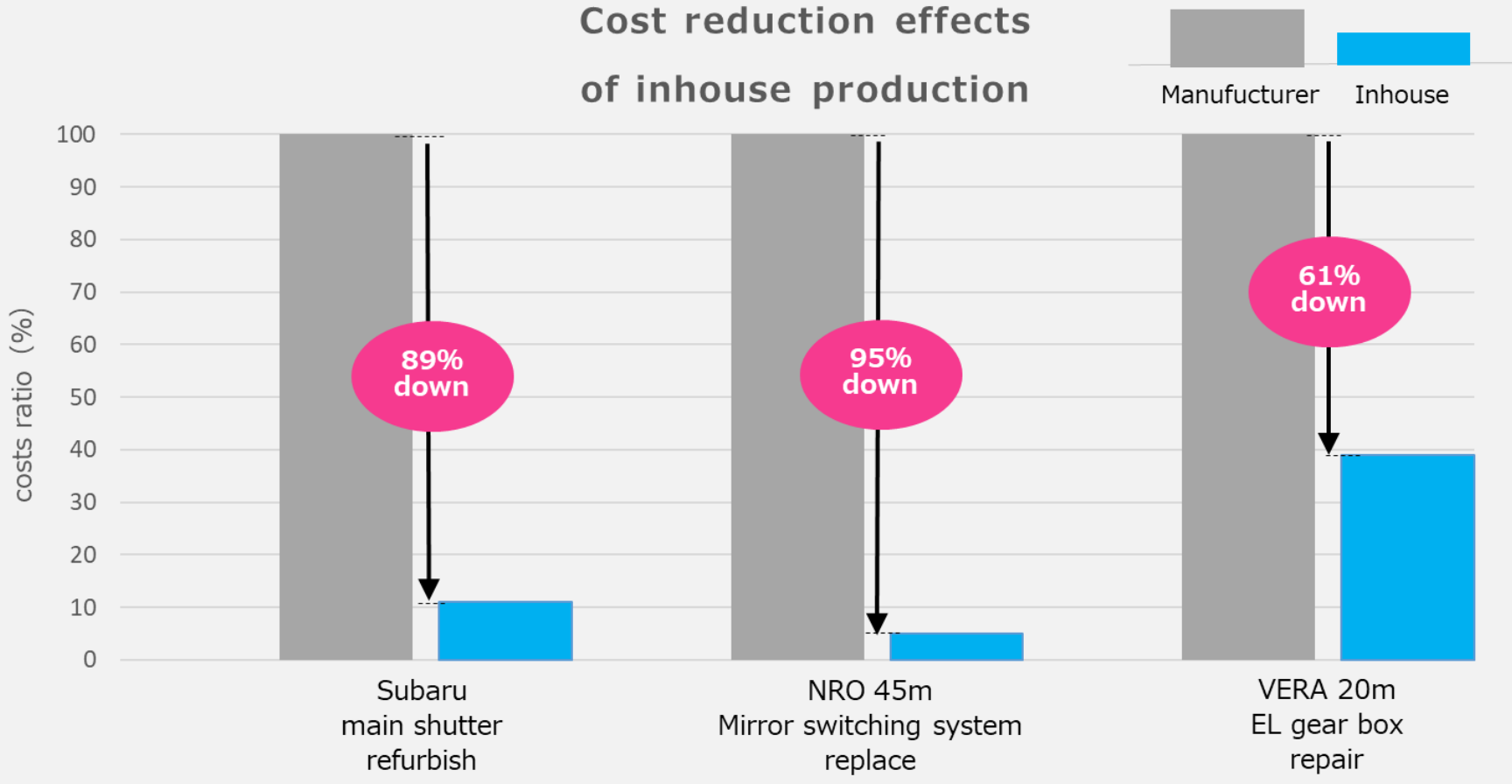
# Current status of telescope maintenance

## Role of Telescope maintenance



# Cost reduction effects

Cost reduction effects  
of inhouse production



**tens of millions to hundreds of millions reduce**

# Issues

- **Shortage of staff**

- In-house production increases the amount of work in NAOJ = technical staff is required
- However, increase staff will increase labor costs.
- We have a lot of talented technical staff, but each branches are independent, the manpower cannot be used effectively.

- **It is very important to manage technical staff as a whole and make effective use of human resources**

# Conclusion

- Promoting in-house telescope maintenance in response to the tight budget.
- In-house maintenance is reducing costs and getting skills.
- Shortage of staff is an issue for more promote in-house maintenance.
- NAOJ needs to be reorganized to respond to the shortage of human resources.

# Finally...

- The issues and suggestions are almost same that already presented in the "NAOJ Engineering Decadal Planning Workshop" held in February 2018.
- **However, the organizational structure has not changed for two years.**
- It is necessary to accelerate organizational reform from the top down. Otherwise, bottom-up improvements will also plateau.