

## Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to Annual Salary System

**Note: The document below is an English translation of the University Work Regulations, originally composed in Japanese. The English version of the Work Regulations has been provided merely as a reference for international researchers and employees. Therefore, it should not be considered an official employment contract. Please note that any and all official employment contracts are concluded solely on the basis of the Japanese version of the Work Regulations.**

### Chapter 1: General Provisions

#### (Purpose)

Article 1: The purpose of these regulations shall be to provide details pertaining to salary in accordance with Article 21 of the Work Regulations for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as the "Work Regulations") with respect to Staff who regularly work for National University Corporation Osaka University (hereinafter referred to as "The University"), to whom the Work Regulations apply, and whose salary is paid as annual basic salary and performance-based bonuses (hereinafter referred to as "Staff subject to Annual Salary System").

#### (Relationship with Laws and Ordinances)

Article 2: In addition to what is stipulated in the Labor Standards Law (Law No. 49 of 1947: hereinafter referred to as the "LSL") and other laws and ordinances, the salary of Staff subject to Annual Salary System shall be in accordance with the provisions of these regulations.

#### (Types of Salary)

Article 3: Salary paid to Staff subject to Annual Salary System shall be comprised of annual basic salary, performance-based bonuses and allowances.

2. Allowances shall be comprised of the adjusted amount of annual basic salary, administrative post allowance, adjustment allowance for medical staff, radiological material allowance, abnormal pressure allowance, Helicopter Emergency Medical Service (hereinafter referred to as "HEMS") flight allowance, night medical service allowance, overtime allowance, holiday allowance, night work allowance and night/day allowance.

#### (Date of Payment of Salary, etc.)

Article 4: The amount equal to one-twelfth (1/12) of annual basic salary shall be paid on the 17th of each month, as the monthly basic salary (hereinafter referred to as "basic salary"). However, basic salary shall be paid on the 15th of the month in cases where the 17th of the month falls on a Sunday (or on the 18th of the month in cases where the 15th falls on a holiday), on the 16th in cases where the 17th falls on a Saturday and on the 18th in cases where the 17th falls on a holiday (applicable to Mondays only).

2. The closing day for basic salary shall be the last day of each month and, in cases where, for reasons such as absence within the month, any deficiency or excess exists between the basic salary paid in accordance with the provisions of the foregoing item and the actual basic salary to be paid, the necessary adjustment shall be made to the basic salary of the month following the month within which said reason occurred. However, in cases where this is not possible due to unavoidable reasons, the timing of such adjustments may be delayed.

3. Except for the case prescribed in Items 2 and 3, Article 12, the performance-based bonus shall be paid on June 30 and December 10 each year. However, if the payment day falls on a Sunday, the payment shall be made on the day 2 days before the payment day, and if the payment day falls on a Saturday, the payment shall be made on the day 1 day before the payment day.

4. The amount equal to one-twelfth (1/12) of the adjusted amount of annual basic salary shall be paid on the day of the payment of basic salary, as the monthly amount of the adjustments (hereinafter referred to as the "Adjustments").

5. Administrative post allowance and adjustment allowance for medical staff shall be paid on the day of the payment of basic salary.

6. Radiological material allowance, abnormal pressure allowance, HEMS flight allowance, night medical service allowance, overtime allowance, holiday allowance, night work allowance and night/day allowance shall be paid on the day of the payment of basic salary for the month following the month within which the circumstances warranting the payment of said allowance occurred. However, in cases where this is not possible due to administrative reasons, the payment of said allowance may be made in the month two months after the month within which the circumstances warranting the payment of said allowance occurred.

7. Notwithstanding the provisions of Items 1, 4, 5 and the foregoing item, in cases where a request is lodged in

order to meet costs in cases of the emergencies detailed in the following Nos., the early payment of basic salary and applicable allowances for past work shall be made. The foregoing provision shall also apply in cases where Staff subject to Annual Salary System in question retire or are dismissed, or in other cases in which The University recognizes the need for early payment.

(1) In cases where Staff subject to Annual Salary System in question, or persons dependent upon the income of said Staff subject to Annual Salary System become burdened with costs arising from marriage, birth, illness, calamity or death.

(2) In cases where Staff subject to Annual Salary System in question, or persons dependent on the income of said Staff subject to Annual Salary System are unavoidably required to return to their hometown for a period of more than 1 week.

(Basic Rules for Payment of Salary, etc.)

Article 5: Salary shall be paid in full directly to Staff subject to Annual Salary System in cash.

2. Notwithstanding the provisions of the foregoing item, the following shall be deducted from said salary.

(1) Income tax collected at source

(2) Residence tax

(3) Mutual aid association Insurance premiums

(4) Employment insurance premiums

(5) In addition to the foregoing categories, amounts recognized as deductible from salary in accordance with the agreement in accordance with the proviso of Item 1, Article 24 of the LSL.

3. Notwithstanding the provision of Item 1, salary may, with the consent of Staff subject to Annual Salary System, be paid into a savings account etc., in a bank or other financial institution specified by him/her.

(Calculation of Daily Rate, etc.)

Article 6: Basic salary shall be paid based on a calculation of the daily rate in cases where a person becomes Staff subject to Annual Salary System in mid-month and in cases where Staff subject to Annual Salary System retire or are dismissed in mid-month.

2. The daily rate cited in the foregoing item shall be calculated based on the number of days remaining after subtracting from the total number of days within the period in question the regular holidays prescribed in Article 8 of The Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as the "Working Hour Regulations").

3. Notwithstanding the provision of Item 1, in the case of the death of Staff subject to Annual Salary System, basic salary shall be paid based on the premise that said Staff subject to Annual Salary System worked to the end of the month within which said death occurred.

4. The provisions of the foregoing three items shall apply to the payment of administrative post allowance, Adjustments, and adjustment allowance for medical staff.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work stipulated in the provisions of Articles 19 through 21 and Article 25 shall be the amount resulting from the division of the monthly total of basic salary and administrative post allowance by the average number of regular working hours for 1 month.

2. Notwithstanding the provision of the foregoing item, the amount of salary for 1 hour stipulated in the provisions of Articles 17 through 19 shall, in cases where work or duty carried out is subject to the payment of radiological material allowance or abnormal pressure allowance, be calculated based on the addition of the amount of allowances for 1 hour of the work or duty (in the case of radiological material allowance, the amount shall be divided by the average number of working hours in 1 month and the resulting amount taken as the amount for 1 hour) to the amount defined in the foregoing item.

(Calculation of Fractions)

Article 8: In cases where a calculation of the amount of overtime allowance, holiday allowance or night work allowance paid for 1 hour in accordance with the provisions of Articles 19 through 21, as well as the amount of salary for 1 hour of work defined in Article 25. produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and in cases where the calculation produces an amount including a fraction 0.5 yen and more and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

(Processing of Fractions)

Article 9: In cases where the amount of salary calculated in accordance with the provisions of these regulations produces a fraction less than 1 yen, said fraction shall be rounded down.

## Chapter 2: Basic Annual Salary

(Payment of Annual Basic Salary, etc.)

Article 10: Basic salary shall be paid in accordance with the grades detailed in The Table of Annual Basic Salary for Staff (1) (Separate Table 1)

2. Notwithstanding the provision of the preceding item, the amount of basic annual salary may be separately determined and paid to Staff subject to Annual Salary System, if The University deems that it is particularly necessary.
3. The amount of basic annual salary defined in the Table of Annual Basic Salary cited in the foregoing two items shall be subject to change in accordance with such considerations as the status of national public service salary revisions, as well as the financial standing of The University.

(Determination of Annual Salary, etc.)

Article 11: The basic annual salary for Staff subject to Annual Salary System shall be determined in accordance with the corresponding class of salary grade with due consideration given to the content of duties, academic background, licenses, qualifications and experience in education, research and other duties.

2. The class of salary grade, as well as the amount of basic annual salary under the preceding item, may be modified based on the evaluation results.
3. Notwithstanding the provision of the preceding item, if The University especially deems it necessary, The University may make a decision which is different from said provision.

## Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus, etc.)

Article 12: Performance-based bonuses shall be paid to Staff subject to Annual Salary System working for The University as of June 1 and December 1 each year (hereinafter referred to as the "Reference Date"). Performance-based bonuses shall also be paid to Staff subject to Annual Salary System who have died during the period of 1 month including and before the date preceding the Reference Date.

2. Notwithstanding the provision of the preceding item, no performance-based bonus shall be paid to Staff subject to Annual Salary System falling under any of the following Nos.
  - (1) Staff subject to Annual Salary System taking a leave of absence under Item 1, Article 12 of the Work Regulations and not receiving salary
  - (2) Those suspended from work under No. 3, Item 2, Article 33 of the Work Regulations
  - (3) Those dismissed based on the reason prescribed in No. 2 or 3, Item 2, Article 17 of the Work Regulations, or subject to punitive dismissal under No. 5, Item 2, Article 33 of the Work Regulations, during the period from the Reference Date to the payment date
  - (4) Other persons equivalent to any of the persons described in the aforementioned Nos.
3. In addition to the cases prescribed in the preceding item, the performance-based bonus may not be paid or the payment date of performance-based bonus may be postponed, if there are unavoidable circumstances such as the deterioration of financial conditions (including cases where there is a clear reason for dismissal or punitive dismissal, as described in No. 3 of the preceding item, for Staff subject to Annual Salary System).
4. The performance-based bonus shall be paid for the period of 6 months including and before the Reference Date (or, in the case of persons whose service period is less than 6 months, for the service period; hereinafter referred to as the "calculation basis period"), in accordance with the duties and work performance of Staff subject to Annual Salary System in question, with due consideration given to the financial conditions, etc., of The University.
5. The work performance cited in the preceding item shall be evaluated based on the work in each calculation basis period.
6. The amount of performance-based bonus shall be determined for each calculation basis period.

## Chapter 4: Allowances

(Adjusted Annual Basic Salary)

Article 13: In cases of specialized Employees to whom The Table of Annual Basic Salary for Staff (1) applies and

whose working conditions involve complexity, intense responsibilities, as well as working hours and a work environment evidently more demanding than that of other Staff Subject to Annual Salary System in the same work class, the basic salary of said specialized Staff Subject to Annual Salary System may be adjusted based on the level of specialization or the work in question.

2. According to the provisions of the foregoing item, the duties for which basic salary adjustment is applicable shall be the duties performed by the Staff Subject to Annual Salary System who work at the places detailed in Separate Table 2 by those who are included in the column of the Staff Subject to Annual Salary System detailed in the same Table.
3. The adjusted amount cited in the foregoing item shall be the amount resulting from the multiplication of the basic adjustments listed in Separate Table 3 by the adjustment indices listed in Separate Table 2 in accordance with the basic salary and work class applicable to the Staff Subject to Annual Salary System in question.

(Administrative Post Allowance)

Article 14: Administrative post allowance shall be paid to Staff subject to Annual Salary System in administrative or supervisory positions (hereinafter referred to as "administrative post").

2. The scope of administrative post cited in the foregoing item shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Separate Table 4, based on the work class and classifications of duties that are applicable to Staff subject to Annual Salary System.
4. The administrative post allowance shall include night work allowance prescribed in the provisions of Article 21.
5. Staff subject to Annual Salary System engaged in administrative duties that have not worked the full period between the first to last days of the month shall not be eligible for the payment of administrative work bonus for the month in question (with the exception of Staff subject to Annual Salary System recognized by The University as being unable to work due to the necessity of medical treatment after meeting with work-related accidents (hereinafter referred to as "work accidents") defined in the provisions of No. 1, Item 1, Article 7 of the Workers' Accident Compensation Insurance Law (Law No. 50 of 1947, hereinafter referred to as "WACIL").
6. Notwithstanding the provisions of the foregoing five items, matters pertaining to the payment of administrative post allowances shall be determined separately.

(Adjustment Allowance for Medical Staff)

Article 15: A medical staff adjustment allowance for staff not exceeding 50,700 yen shall be paid to Staff Subject to Annual Salary System whose duties require medical or dental expertise and who are newly appointed or transferred to such posts separately determined by The University (eligibility for said allowance shall be limited to Staff Subject to Annual Salary System in possession of a medical license (limited to the license stipulated in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply) or a dental license (limited to the license stipulated in the Dentist Act (Law no. 202 of 1948); hereinafter the same shall apply) and to whom The Table of Annual Basic Salary for Staff (1) applies) for up to 35 years after the date of said employment or transfer (hereinafter referred to as "employment, etc.").

2. The allowance cited in the foregoing item shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Separate Table 5 based on the length of the period after date of employment.
3. In addition to the provisions of the foregoing two items, other matters pertaining to the payment of medical staff adjustment allowances for Employees shall be determined separately.

(Radiological Material Allowance)

Article 16: Radiological material allowance shall be paid to Staff subject to Annual Salary System, when such an employee has engaged in work involving radiation within an area under the administration of a facility as defined in Article 2 of the Osaka University Rules Concerning Prevention of Radiation Hazards and has been exposed to an actual external radiation dosage for which the measured value is 100 micro Sieverts or more for a period from the first to the last day of a month.

2. The amount of the allowances cited in the foregoing item shall be 7,000 yen per month within which the situation defined in the foregoing item occurs.

(Abnormal Pressure Allowance)

Article 17: Staff subject to Annual Salary System engaged in medical care or clinical experiments involving the use of high pressure within high-pressure treatment rooms shall be paid an abnormal pressure allowance.

2. The amount of the allowances detailed in the foregoing item shall be paid per hour of work in accordance with the pressure classification under the following table.

Pressure Classification	Amount of Allowance
Up to 0.2 mega pascals	210 yen
Up to 0.3 mega pascals	560 yen
Over 0.3 mega pascals	1,000 yen

(HEMS Flight Allowance)

Article 18: HEMS flight allowance shall be paid to Staff subject to Annual Salary System in possession of a medical license, when they are engaged in work for emergency medical care by boarding a HEMS (which means a helicopter with emergency medical equipment) to save the lives of patients, during the period when these patients are transferred from an emergency site, to a medical institution.

- The amount of the allowance as cited in the foregoing item shall be 1,900 yen per duty.

(Night Medical Service Allowance)

Article 18-2: Night Medical Service Allowance shall be paid to Staff subject to Annual Salary System who have a medical license or a dentist license and are designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital, in cases where said Staff are engaged in work involving medical examinations, etc. during regular working hours which include hours between 10.00 p.m. and 5.00 a.m. the following morning (hereinafter referred to as "Night") in whole or in part.

- The amount of the allowance per one shift as cited in the foregoing item shall be as detailed hereunder.

Classification of Work	Amount of Allowance
Work including all the Night hours	15,000 yen
Work including more than 4 hours of Night work	7,300 yen
Work including more than 2 hours but less than 4 hours of Night work	6,400 yen
Work including less than 2 hours of Night work	4,400 yen

(Overtime Allowance)

Article 19: Staff subject to Annual Salary System ordered to work overtime in accordance with Item 1, Article 5 and Item 1, Article 6 of the Working Hour Regulations shall be paid an hourly overtime allowance in the amount of 125% of the corresponding salary set forth in Article 7 for each hour of said overtime (150% in the case of Night overtime).

- Notwithstanding the provisions of the foregoing Item, if the hours of said overtime work, including the hours of ordered holiday work (excluding work on a statutory holiday) as referred to in the following article, exceed 60 hours per month, Staff subject to Annual Salary System shall be paid an hourly overtime allowance in the amount of 150% of the corresponding salary for each hour of the overtime in excess of 60 hours (175% in the case of Night overtime).
- Notwithstanding the provisions of the foregoing two Items, overtime allowance shall not be paid either to Staff subject to Annual Salary System engaged in administrative work or to those engaged in the handling of confidential clerical work in accordance with the provisions of No. 2, Article 41 of the LSL.

(Holiday Allowance)

Article 20: Staff subject to Annual Salary System ordered to work on holidays in accordance with the provisions of Item 1, Article 5 and Item 1, Article 6 of the Working Hour Regulations shall be paid a holiday allowance in the amount of 135% of the corresponding salary set forth in Article 7 for each hour of said work (160% in the case of Night).

- The provision of Item 3 of the foregoing article shall also apply to holiday allowance.

(Night Work Allowance)

Article 21: Staff subject to Annual Salary System ordered to work at Night in accordance with the provisions of Item 1, Article 7 of the Working Hour Regulations shall be paid a night work allowance in the amount of 25% of the corresponding salary set forth in Article 7 for each hour of said work (with the exception of cases where, in accordance with the provisions of the preceding two articles, overtime or holiday allowance is paid for working hours including Night hours during which Staff subject to Annual Salary System in question is ordered to work).

(Night/Day Allowance)

Article 22: Staff subject to Annual Salary System ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hour Regulations shall be paid night/day allowance in accordance with provisions determined separately.

## Chapter 5: Special Regulations Pertaining to Salary, etc.

### (Salary during Periods of Leave of Absence)

- Article 23: Staff subject to Annual Salary System on a leave of absence in accordance with the provisions of No. 1, Item 1, Article 12 of the Work Regulations due to the necessity for medical treatment for a work accident shall receive full salary (or, in cases where Staff subject to Annual Salary System in question is in receipt of compensation benefits (including special benefit) for absence from work in accordance with Article 14 of the WACIL, full salary minus the amount of said benefits) during said period of leave of absence.
2. With the exception of the provisions of the foregoing item, Staff subject to Annual Salary System taking a leave of absence in accordance with No. 1, Item 1, Article 12 of the Work Regulations shall not be paid salary during the period of said leave of absence. In cases where Staff subject to Annual Salary System taking a leave of absence in accordance with No. 2, Item 1, Article 12 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Staff subject to Annual Salary System shall not be paid salary during the period of said leave of absence.
  3. Staff subject to Annual Salary System taking a leave of absence in accordance with Nos. 3 and 4, Item 1, Article 12 of the Work Regulations may be entitled to payment during the period of said leave of absence of no more than 70% of basic salary and Adjustments (hereinafter referred to as "Monthly Amount of the Basic Salary, etc.") for each (100% in cases of Staff subject to Annual Salary System recognized as being eligible under the provisions of No. 3, Item 1, Article 12 of the Work Regulations and as having suffered a work-related accident).
  4. Staff subject to Annual Salary System on a leave of absence in accordance with the provisions of No. 5, Item 1, Article 12 of the Work Regulations may be entitled to the payment of up to 100% of the Monthly Amount of the Basic Salary, etc. during the period of said leave of absence.
  5. Unless otherwise stipulated, Staff subject to Annual Salary System on a leave of absence shall not be entitled to the payment of any salary with the exception of salary defined in the provisions of Item 1, 3 and the foregoing Item.

### (Handling of Salary during Periods of Special Leave)

Article 24: The handling of salary during periods of special leave in accordance with the provisions of Article 22 of the Work Regulations shall be determined separately.

### (Reduction in Salary)

Article 25: Unless otherwise stipulated, the salary of Staff subject to Annual Salary System absent from work shall be reduced by an amount equivalent to the amount for 1 working hour set forth in Article 7 multiplied by the number of hours not worked.

## Chapter 6: Implementation of Regulations

### (Requirements for Implementation)

Article 26: The requirements for the implementation of these regulations shall be determined separately.

### Supplementary Provisions

#### (Date of Implementation, etc.)

1. The foregoing regulations shall be implemented from 1 April 2015.
- #### (Special Regulations pertaining to Entrance Examination Allowance)
2. Notwithstanding the provisions of Item 2, Article 3, Staff subject to Annual Salary System engaged in work relating to entrance examinations (excluding those who hold an administrative post) may be entitled to the payment of entrance examination allowance, based on the consideration of the content of said work, as well as the payment status of allowances pertaining to similar work within Osaka University prior to its acquisition of National University Corporation status.
- #### (Allowance for Disaster Emergency Operations, etc.)
3. Notwithstanding Item 2, Article 3, Staff subject to Annual Salary System who engage in operations to address a large-scale natural disaster, etc., may, for the present time, be entitled to receive the allowance for disaster emergency operations, etc., as separately prescribed.
  4. Notwithstanding Item 2, Article 7, if certain work falls under the operation to which the allowance for disaster emergency operations, etc., is paid, the amount of salary for 1 hour of work stipulated in the provisions of Articles 19 through 21 shall be the hourly amount of the allowance for the operation (the amount obtained by

dividing the allowance amount by 8) plus the amount stipulated in Item 1, Article 7.

5. The number of days for which the allowance for disaster emergency operations, etc., is paid shall be excluded from the period for which the effective dose of external radiation is measured under each No. of Item 1, Article 16.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

#### Supplementary Provision

The foregoing amendments shall be implemented from 20 April 2015 and applied from 1 April 2015.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 30 March 2016 and applied from 1 April 2015.  
(Special Exception for Staff subject to Annual Salary System to whom The Table of Annual Basic Salary has newly applied during the period from 1 April 2015 to the day preceding the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provision of the foregoing item for Staff subject to Annual Salary System to whom The Table of Annual Basic Salary has newly applied during the period from 1 April 2015 to the day preceding The Date of Implementation, shall be applied on and after the date of application of The Table of Annual Basic Salary. In such cases, the annual basic salary after the date of application for said Staff subject to Annual Salary System shall be the amount defined in The Table of Annual Basic Salary after revision in accordance with the class of salary grade detailed in the Table of Annual Basic Salary applicable to said Staff subject to Annual Salary System for the period from The Date of Implementation to the day preceding the date of application. However, this provision shall not be applied when The University deems it necessary.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2016.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 26 December 2016 and applied from 1 April 2016.  
(Special Exception for Staff subject to Annual Salary System to whom The Table of Annual Basic Salary has newly applied during the period from 1 April 2016 to the day preceding the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provision of the foregoing item for Staff subject to Annual Salary System to whom The Table of Annual Basic Salary has newly applied during the period from 1 April 2016 to the day preceding The Date of Implementation, shall be applied on and after the date of application of The Table of Annual Basic Salary. In such cases, the annual basic salary after the date of application for said Staff subject to Annual Salary System shall be the amount defined in The Table of Annual Basic Salary after revision in accordance with the class of salary grade detailed in the Table of Annual Basic Salary applicable to said Staff subject to Annual Salary System for the period from The Date of Implementation to the day preceding the date of application. However, this provision shall not be applied when The University deems it necessary.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 July 2017.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28 December 2017 and applied from 1 April 2017. (Special Exception for Staff subject to Annual Salary System to whom The Table of Annual Basic Salary has newly applied during the period from 1 April 2017 to the day preceding the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provision of the foregoing item for Staff subject to Annual Salary System to whom The Table of Annual Basic Salary has newly applied during the period from 1 April 2017 to the day preceding the Date of Implementation, shall be applied on and after the date of application of said Table of Annual Basic Salary (hereinafter referred to as "The Date of Application"). In such cases, the annual basic salary after the Date of Application for said Staff subject to Annual Salary System shall be the amount defined in The Table of Annual Basic Salary after revision in accordance with the class of salary grade detailed in The Table of Annual Basic Salary applicable to said Staff subject to Annual Basic Salary System for the period from the Date of Application to the day preceding The Date of Implementation. However, this provision shall not be applied when The University deems it necessary.



Separate Table 1 The Table of Annual Basic Salary for Staff (Relating to Article 10)

Work Class	A	B	C	D
Grade	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)
1	6,139,500	6,912,300	7,336,200	8,450,400
2	6,087,900	6,850,500	7,254,000	8,389,200
3	6,036,900	6,789,300	7,172,400	8,327,700
4	5,985,900	6,727,800	7,090,500	8,266,500
5	5,934,900	6,666,600	7,008,600	8,205,000
6	5,832,000	6,605,100	6,927,000	8,143,800
7	5,729,700	6,543,600	6,850,800	8,021,100
8	5,627,100	6,482,100	6,768,900	7,898,400
9	5,529,900	6,420,600	6,687,300	7,775,400
10	5,436,300	6,359,400	6,605,400	7,652,700
11	5,338,200	6,205,800	6,441,600	7,530,000
12	5,239,800	6,052,200	6,294,000	7,413,900
13	5,149,800	5,913,900	6,129,600	7,291,200
14	5,055,300	5,764,500	5,976,000	7,117,200
15	4,960,200	5,512,200	5,759,100	6,943,200
16	4,712,400	5,268,300	5,541,900	6,768,900
17	4,467,300	5,031,300	5,222,700	6,612,300
18	4,206,300	4,787,700		6,437,700
19	3,954,600	4,535,100		
20	3,696,000			

Separate Table 2 (Relating to Article 13) Classification of Eligible Employee

Place of Work	Staff Subject to Annual Salary System	Adjustment Index
1. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Staff Subject to Annual Salary System normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances.	1
2. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for	(1) Staff Subject to Annual Salary System directly engaged in work primarily comprising the raising of animals with contagious or other hazardous pathogens as defined in the provisions of Article 6 of the laws pertaining to prevention of contagion and the treatment of patients with contagious diseases (Law No. 114 of 1998) experimentation of such animals.	1
3. Osaka University Hospital and Osaka University Dental Hospital	(1) Physicians and dentists directly engaged in the treatment of patients suffering from tuberculosis or mental illness as their prime work.	2
	(2) Physicians whose primary work involves the direct treatment of patients hospitalized in intensive care wards.	1
4. Research Center for Nuclear Physics	(1) Staff Subject to Annual Salary System whose primary work involves the operation and maintenance of radiation generators (cyclotrons), measuring devices or other test equipment accessory to radiation generators or who are directly engaged in work involving experiments or research using such equipment (restricted to equipment separately defined by The University).	1
	(2) Staff Subject to Annual Salary System whose primary work involves the management of safety and radioactive materials in facilities housing radiation generators (with the exception of high-energy accelerators, etc.) or the processing of radioactive waste.	

Separate Table 3 Basic Adjustment Amounts(Relating to Article 13)

Basic Salary per Year Tables for Staff (1)

Work Class	Basic Adjustment Amounts(Yen)
A	126,000
B	142,800
C	152,400
D	180,000

Separate Table 4 Administrative Post Allowance (Pertaining to Article 14)

Job Title	Classification of Duties	Administrative Post Allowance (yen)
Professor	Type II	300,000
	Type III	250,000
	Type IV	80,200
	Type V	66,800
	Type VI	42,800
Associate Professor	Type IV	68,800
	Type V	57,300

Separate Table 5 Adjustment Allowances for Medical Staff (Relating to Article 15)

Classification Period	Amount of Allowance
	Yen
Less than 1 year	50,700
1 year and more but less than 2 years	50,700
2 years and more but less than 3 years	50,700
3 years and more but less than 4 years	50,700
4 years and more but less than 5 years	50,700
5 years and more but less than 6 years	50,700
6 years and more but less than 7 years	48,900
7 years and more but less than 8 years	47,100
8 years and more but less than 9 years	45,300
9 years and more but less than 10 years	43,500
10 years and more but less than 11 years	41,700
11 years and more but less than 12 years	39,900
12 years and more but less than 13 years	38,100
13 years and more but less than 14 years	36,300
14 years and more but less than 15 years	34,900
15 years and more but less than 16 years	33,500
16 years and more but less than 17 years	32,100
17 years and more but less than 18 years	30,700
18 years and more but less than 19 years	29,300
19 years and more but less than 20 years	27,900
20 years and more but less than 21 years	26,500
21 years and more but less than 22 years	25,900
22 years and more but less than 23 years	25,300
23 years and more but less than 24 years	24,300
24 years and more but less than 25 years	23,700
25 years and more but less than 26 years	23,100
26 years and more but less than 27 years	22,500
27 years and more but less than 28 years	21,900
28 years and more but less than 29 years	21,100
29 years and more but less than 30 years	20,800
30 years and more but less than 31 years	20,400
31 years and more but less than 32 years	19,800
32 years and more but less than 33 years	18,900
33 years and more but less than 34 years	18,000
34 years and more but less than 35 years	17,300
35 years and more	0