

## Salary Regulations for National University Corporation the University of Osaka Staff

**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 set forth matters pertaining to the salary of full-time employees who work at National University Corporation the University of Osaka (Hereinafter referred to as "the University"), to which the Work Regulations for National University Corporation the University of Osaka Staff (Hereinafter referred to as "the Work Regulations") apply, based on Article 25 of the said Regulations (Excluding individuals to whom the Salary Regulations for National University Corporation the University of Osaka Staff Subject to Annual Salary System, the Salary Regulations for National University Corporation the University of Osaka Staff Subject to New Annual Salary System, or the Salary Regulations for National University Corporation the University of Osaka Designated Administrative Staff apply). (Hereinafter referred to as "Employee(s)").

#### (Relationship with Laws and Ordinances)

Article 2: The salary of Employees shall be defined in accordance with the Labor Standards Act (Law No. 49 of 1947. Hereinafter referred to as "the Labor Standards Act".) and other ordinances, as well as the provisions of these Regulations.

#### (Types of Salary)

Article 3: Salary for Employees shall be paid as basic salary, bonus, and allowance(s).

2. Bonus shall comprise of end of term bonus and accomplishment-based bonus. However, Bonus for Employees to whom Basic Salary Table for Designated Duties Staff (Hereinafter referred to as "Designated Employees".) prescribed in Item 4, Paragraph 1, Article 11 apply, shall be paid as a special end of term bonus.
3. Allowances shall comprise of Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Dependent Allowance, Regional Allowance, Housing Allowance, Commuting Allowance, Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Night Nursing Allowance, Helicopter Emergency Medical Service (Hereinafter referred to as "HEMS") Flight Allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance and Night/Day Allowance.

#### (Date of Payment of Salary)

Article 4: Basic salary shall be paid on the 21st of each month. However, basic salary shall be paid on a day other than the regular holidays immediately preceding the 21st, when the 21st falls on the regular holidays prescribed in Items 1 to 3, Paragraph 1, Article 8 of the Regulations pertaining to Working Hours, Holidays and Leave for National University Corporation the University of Osaka Staff (hereinafter referred to as "Working Hour Regulations") (hereinafter in this paragraph referred to as "Regular Holidays").

2. The closing day for basic salary shall be the last day of the month, and when there are differences between the basic salary paid in accordance with the provisions of the preceding paragraph and the actual basic salary paid, due to absence etc. by the end of the month, as general rule, necessary adjustment shall be made to the basic salary in the following month. However, under unavoidable circumstance(s), the timing of such adjustments may be delayed.
3. Bonus shall be paid on 30 June and 10 December, except for cases prescribed in Paragraph 2 and Paragraph 3 of Article 20. However, when the day of payment falls on a Sunday, payment shall be made 2 days earlier, and when the day of payment falls on a Saturday, 1 day earlier.
4. Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Dependent Allowance, Regional Allowance, Housing Allowance, and Commuting Allowance shall be paid on the day of payment of basic salary.

5. Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Night Nursing Allowance, HEMS Flight Allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance, and Night/Day Allowance shall be paid on the day of payment of basic salary in the following month of which the circumstance requiring payment of the allowance occurred. However, due to unavoidable administrative reasons, payment of said allowance may be made 2 months after the month of which the circumstance requiring payment of the allowance occurred.
6. Notwithstanding the provisions of Paragraph 1, Paragraph 4, and the foregoing paragraph, in order to meet costs in emergencies set forth in the following items, payment of basic salary and allowances for work done shall be made promptly when requested. The same shall apply when the Employee retires, is dismissed, or when deemed particularly necessary by the University.
  - (1) When the Employee or individual(s) dependent on the income of the Employee become burdened with costs arising from marriage, childbirth, illness, accident, or death.
  - (2) When the Employee or individual(s) dependent on the income of the Employee needs to return to their hometown for a period of more than 1 week, for unavoidable reason(s).

(Basic Regulations Pertaining to Payment of Salary)

Article 5: Salary shall be paid in full, directly to Employees in cash.

2. Notwithstanding the provision of the preceding paragraph, salary shall be paid after deducting the following.
  - (1) Income tax collected at the source
  - (2) Residence tax
  - (3) Insurance Premium of Mutual Aid Association
  - (4) Employment insurance premiums
  - (5) In addition to the provisions of the preceding items, amount recognized as deductible from salary under the agreement based on the proviso of Paragraph 1, Article 24 of the Labor Standards Act.
3. Notwithstanding the provisions of Paragraph 1, with the consent of the Employee, salary shall be paid into the savings account in a bank or other financial institution designated by the Employee.

(Prorated Calculation)

Article 6: Basic salary for individual who became an Employee, whose amount of salary has been changed due to promotion, pay raise etc. and those who have retired or has been dismissed mid-month, shall be prorated and paid.

2. The prorated calculation prescribed in the preceding paragraph shall be calculated based on the number of days remaining after subtracting the regular holidays prescribed in Article 8 of Working Hour Regulations from the total number of days.
3. Notwithstanding the provisions of Paragraph 1, when an Employee dies, the basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.
4. The provisions of the preceding 3 Paragraphs shall apply mutatis mutandis to payment of Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, and Regional Allowance.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work prescribed in Articles 37 through 39 and Article 43 shall be the quotient of the monthly total of basic salary, adjustment amount of basic salary, Regional Allowance relating to these salary, Administrative Post Allowance, and Adjustment Allowance for Medical Staff divided by the average number of regular working hours per month.

2. Notwithstanding the provision of the preceding paragraph, when work or duties carried out by the Employee is subject to payment of Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), or Disaster Medical Assistance Allowance, for the amount of salary per hour prescribed in Articles 37 through 39, the amount of allowance(s) per hour (For allowance paid per day, the amount shall be divided by 8, and for allowance paid per month, the amount shall be divided by the average number of regular working hours per month) shall be added to the amount prescribed in the preceding paragraph.

(Calculation of Fractions)

Article 8: In cases where calculation of the amount of Overtime Allowance, Holiday Allowance, or Night Work Allowance paid for one hour of work in accordance with the provisions of Articles 37 through 39 as well as the amount of salary for 1 hour of work prescribed in Article 43 produces a fraction of less than 0.5 yen, the fraction shall be rounded down and when the calculation produces a fraction of 0.5 yen or more but less than 1 yen, the fraction shall be rounded up to 1 yen.

(Processing of Fractions)

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

## Chapter 2: Basic Salary

(Payment of Basic Salary)

Article 10: Basic Salary shall be paid in accordance with the class and grades set forth in the following Article.

(Types of Basic Salary Tables)

Article 11: Types of Basic Salary Tables shall be as follows.

- (1) Basic Salary Table for Regular Staff (Appendix 1)
    - a) Basic Salary Table for Regular Staff (1)
    - b) Basic Salary Table for Senior Staff (1)
    - c) Basic Salary Table for Regular Staff (2)
    - d) Basic Salary Table for Senior Staff (2)
  - (2) Basic Salary Table for Academic Staff (Appendix 2)
    - a) Basic Salary Table for Academic Staff (1)
    - b) Basic Salary Table for Academic Staff (2)
  - (3) Basic Salary Table for Medical Staff (Appendix 3)
    - a) Basic Salary Table for Medical Staff (A)
    - b) Basic Salary Table for Senior Medical Staff (A)
    - c) Basic Salary Table for Medical Staff (B)
    - d) Basic Salary Table for Medical Staff (B)
  - (4) Basic Salary Table for Designated Duties Staff (Appendix 4)
2. The amount of Basic Salary prescribed in the Basic Salary Table in the preceding paragraph shall be subject to change in accordance with the status of national public service salary revisions as well as the financial standing of the University.

(Starting Salary)

Article 12: The grade and category of the starting salary for new Employees shall be determined considering academic background, licenses, qualifications, work record, and balance with other Employees.

(Promotion)

Article 13: Employees promoted in accordance with the provisions of Article 12 of the Work Regulations shall be upgraded to a higher category appropriate to the duties in which the Employee shall be engaged in after promotion.

2. Employee with an outstanding work record shall be promoted 1 category higher, in accordance with the duties in which the Employee is engaged in and based on overall assessment.

(Allocation to Categories in cases of Transfers necessitating application of a Different Basic Salary Table)

Article 14: In cases where Employees are transferred to posts to which a different basic salary table is applicable, or in cases where Employees are transferred to posts to different starting salary standards apply, categories shall be allocated to match the category applicable after said transfer.

(Pay Raises)

Article 15: Pay raises for Employees (Excluding designated staff) shall be made on the day prescribed in the next Article, in accordance with the work record of the Employees over the year before the said day. However, pay raises may not be given to Employees with poor work records.

2. Grade-4 shall be applied as the standard for pay raises made in accordance with the provisions of the preceding

paragraph for Employees with outstanding work record throughout the entire year prescribed in the Paragraph (in cases where the University deems applicable, Grade-3 for Employees to whom Basic Salary Table for Regular Staff (1) is applicable and whose work falls under 7th class or higher of said table as well as Employees to whom tables other than the Regular Basic Salary Table are applicable and whose work class is equivalent to the preceding).

3. Notwithstanding the provisions of preceding Paragraph 2, the number of salary steps for promotion of the Faculty and Staff listed in the following table (excluding those defined separately) shall be determined based on two salary steps as the standard for Employees who have served the entire period stipulated in Paragraph 1 with satisfactory performance.

Basic Salary Table	Grade of Duty	Faculty and Staff
Basic Salary Table for Regular Staff (1)	Grade1, Grade2	Employees who are 40 years old or older at the time of promotion, as stipulated in the following Article
Basic Salary Table for Regular Staff (1)	Grade3	Employees who are 45 years old or older at the time of promotion, as stipulated in the following Article.
Basic Salary Table for Regular Staff (1)	Grade4	Employees who are 50 years old or older at the time of promotion, as stipulated in the following Article.

4. Notwithstanding the provisions of the preceding Paragraph 3, the Faculty and Staff listed in the following table (excluding those defined separately) shall not receive a salary increase. However, this shall not apply to those deemed essential to the University.

Basic Salary Table	Grade of Duty	Faculty and Staff
Basic Salary Table for Regular Staff (1)	Grade 1, Grade 2	Employees who are 45 years old or older at the time of promotion, as stipulated in the following Article
Basic Salary Table for Regular Staff (1)	Grade 3	Employees who are 50 years old or older at the time of promotion, as stipulated in the following Article
Basic Salary Table for Regular Staff (1)	Grade 4 and higher	Employees who are 55 years old or older at the time of promotion, as stipulated in the following Article
Basic Salary Table for Regular Staff (2)	All Grades	Employees who are 57 years old or older at the time of promotion, as stipulated in the following Article
Basic Salary Table for Regular Staff (1) and other than Basic Salary Table for Regular Staff (2)	All Grades	Employees who are 55 years old or older at the time of promotion, as stipulated in the following Article

5. Notwithstanding the provisions of the preceding of every Paragraph, pay raises for Employees shall not exceed the highest grade within the category to applicable to the work in which the Employee is engaged.
6. Notwithstanding what is prescribed in this Article, in cases where it is deemed unavoidable due to worsened financial status, the pay raises may be either delayed or withheld.

(Timing of Pay Raises)

Article 16: Pay raises made in accordance with the provisions of Paragraph 1 of the preceding article shall, as a basic rule, be implemented from 1 January.

(Pay Raises in Special Cases)

Article 17: In cases where Employees are commended in accordance with the provisions of Article 36 of The Work Regulations or in other special circumstances, notwithstanding the provision of the preceding Article 2, said Employee may be given a pay raise.

(Determination of Grade in cases of Acquisition of Highest Qualification)

Article 18: In cases where Employees acquire a qualification corresponding to the starting salary of a higher category or grade higher than that currently applicable (excluding the cases determination of promotion), the higher grade may be applied.

(Demotion and Reduction in Pay)

Article 19: Employees falling under any of the items prescribed in Paragraph 2, Article 13 or Paragraph 1, Article 21 of The Work Regulations may either be demoted to a lower class than that applicable to the work or have the equivalent of one or more grades from their salary.

### Chapter 3: Bonuses

(Payment of Bonuses)

Article 20: Bonuses shall be paid to Employees enrolled in the University on either 1 June or 1 December of each year (hereinafter referred to as the "Reference Date") in accordance with the provisions hereunder. The preceding shall also apply to Employees who die within the period of 1 month, ending on the day before the Reference Date (Employees carrying out designated duties and, said Employees are engaged in duties at the time of their death).

2. Notwithstanding the provision of the preceding paragraph, bonuses shall not be paid to Employees who fall under any of the following items.

(1) Employees taking a period of leave in accordance with the provisions of Paragraph 1, Article 14 of The Work Regulations and who are not receiving payment of salary during said period.

(2) Employees on suspension in accordance with the provisions of Item 3, Paragraph 2, Article 37 of The Work Regulations.

(3) Employees who, within the period from the Reference Date to the day of payment, are either dismissed in accordance with the provisions of the items in Paragraph 2, Article 21 of The Work Regulations, or are subject to disciplinary dismissal in accordance with the provisions of Item 5, Paragraph 2, Article 37 of The Work Regulations.

(4) Employees to whom other relevant provisions above apply.

3. In addition to the provisions of the preceding paragraph, payment of bonuses may be withheld or delayed during to unavoidable deterioration in the financial circumstances of the University (including cases Employees who are subject to dismissal or disciplinary dismissal in accordance with the provisions Item 3 of the preceding paragraph).

(End-of Term Bonus)

Article 21: End-of term bonuses shall be paid, in proportion to duties, to Employees excepting designated staff in consideration of the number of work days of the 6 months before the Reference Date (or for the period of enrollment of Employees who have been enrolled for a period of less than 6 months: hereinafter referred to as "Base Calculation Period" in the articles hereunder).

2. The amount of end-of-term bonuses shall be determined for each term.

(Accomplishment-based Bonus)

Article 22: Accomplishment-based bonuses shall, with due consideration for the financial circumstances of the University, be paid to Employees, excepting designated staff, in proportion to the duties and work record of said Employees.

2. Evaluation of work records with respect to the preceding paragraph shall be based on work undertaken within the Base Calculation Period.

3. The amount of accomplishment-based bonuses shall be determined for each term.

(Special End of Term Bonus)

Article 23: Special end of term bonuses shall be paid to designated staff.  
2. The amount of special end of term bonuses shall be determined for each term.

#### Chapter 4: Allowances

##### (Basic Salary Adjustment)

Article 24: In cases of specialized Employees whose working conditions involve with complexity, difficulties, responsibilities as well as intensity, working hours and work environment evidently more demanding than of other Employees belonging to the same work class, the basic salary of said specialized Employees may be adjusted based on the level of specialization or the work.

2. According to the provisions of the preceding paragraph, the duties for which a basic salary adjustment is applicable shall be in accordance with the places of work and the Academic Staff engaged as detailed in Appendix Table 5.
3. The adjusted amount prescribed in the preceding paragraph shall be calculated by multiplying the basic adjustments listed in Appendix Table 6 (in cases where the amount exceeds 4.5% of the basic salary, the amount shall be 4.5% of the basic salary and fractions of less than 1 yen included in said amount shall be rounded down. The preceding does not, however, apply to Employees to whom Basic Salary Table for Academic Staff (1) applies) by the adjustment index listed in Appendix Table 5 in accordance with the basic salary and work class applicable to the Employee.
4. Notwithstanding the provision of the preceding paragraph, in cases where the adjusted amount exceeds 25% of the basic salary, the amount shall be 25% of the basic salary. However, this shall not apply to Employees to whom Basic Salary Table for Academic Staff (1) applies.

##### (Administrative Post Allowance)

Article 25: Administrative post allowance shall be paid to Employees other than those engaged in designated duties in administrative or supervisory work (hereinafter referred to as "administrative post").

2. The scope of administrative post prescribed in the preceding paragraph shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Appendix Table 7, based on the Basic Salary Table, work class and classifications of duties that are applicable to said Employees.
4. Administrative post allowance and basic salary for designated duties shall include Night Work Allowance in accordance with the provisions of Article 39.
5. Employees engaged in administrative duties who have not worked the full period between the first to last days of the month shall not be eligible for payment of administrative work bonus for the month (Excluding Employees with special approval from the University as being unable to work due to the necessity of medical treatment for work-related accidents (Hereinafter referred to as "Work-related Accident(s)" in Article 41 of hereof) prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law, No. 50 of 1947. Hereinafter referred as "Industrial Accident Compensation Insurance Act").
6. Notwithstanding the provisions of the preceding 5 Paragraphs, matters pertinent to payment of administrative post allowances shall be determined separately.

##### (Medical Staff Adjustment Allowance)

Article 26: A medical staff adjustment allowance for Employees not exceeding 51,600 yen shall be paid to Employees whose duties require medical or dental expertise and those newly appointed or transferred to such posts separately determined by the University (eligibility for said allowance shall be limited to Employees in possession of a medical license (limited to the license prescribed in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply) or a dentist license (limited to the license prescribed in the Dentist Act (Law No. 202 of 1948); hereinafter the same shall apply) and to whom Basic Salary Table for Academic Staff (1) applies) within 35 years of the date of said employment or transfer.

2. The amount of allowance prescribed in the preceding paragraph shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Appendix Table 8 based on the classification of the period after date of employment.
3. In addition to the provisions of the preceding 2 Paragraphs, matters pertinent to payment of medical staff adjustment allowances for Employees shall be determined separately.

##### (Dependent Allowance)

Article 27: Dependent allowance shall be paid to Employees excluding those engaged in designated duties, with

dependent relatives.

2. Dependent relatives prescribed the preceding paragraph fall into defined in Appendix 9, with no other source of livelihood, and shall be principally dependent on the Employee for their livelihood.
3. Notwithstanding the provision of the preceding paragraph, the amount of the dependent allowance prescribed in the preceding paragraph for Dependent Children within the period from the first 1 April after the day of attaining the age of 15 years until the first 31 March occurs on and after the day of attaining the age of 22 years (hereinafter referred to as "the Specified Period") shall be subject to the addition of an amount equivalent to 5,000 yen multiplied by the number of said Dependent Children within the Specified Period.
4. In addition to the provisions of the preceding 3 Paragraphs, matters pertinent to payment of dependent allowances shall be determined separately.

#### (Regional Allowance)

Article 28: Regional allowances shall be paid to Employees working in the facilities of the University located in the areas listed in the column "Areas applicable to regional allowance" of the table below.

2. The monthly amount of the regional allowance shall be the amount obtained by multiplying the rate prescribed in the column "Payment Rate" of the table below to the total amount comprising basic salary, basic salary adjustment amount, administrative post allowance and dependent allowance.

Prefecture	Areas applicable to regional allowance	Payment Rate
Ibaraki	Tokai village of Naka County	12%
Osaka	Osaka City, Suita City, Toyonaka City, Ibaraki City, Hirakata City, Minoh City	12%

#### (Housing Allowance)

Article 29: Housing allowance shall be paid to Employees (Excluding Employees residing in accommodation rented from designated duties, a national university corporation, other independent administrative corporations or national bodies) renting housing for use as their own residences (including rooms for rent) and paying a monthly rent in excess of 16,000 yen (including the cost of usage; hereinafter the same).

2. The monthly amount of housing allowances shall be the amount equivalent to the amounts set forth hereunder in accordance with classifications of University Employees set forth as follows (any fraction less than 100 yen shall be rounded off).
  - (1) Employees paying a monthly rent of 27,000 yen or less.  
The amount deducted 16,000 yen from the monthly rent.
  - (2) Employees paying a monthly rent in excess of 27,000 yen.  
Half of the amount obtained by deducting 27,000 yen from the monthly rent, added to 11,000 yen. (If half of the amount after the deduction of 27,000 yen exceeds 17,000 yen, then the amount is capped at 17,000 yen).
3. In addition to what is prescribed in the 2 Paragraphs above, matters pertinent to payment of housing allowances shall be determined separately.

#### (Commuting Allowance)

Article 30: Commuting allowance shall be paid in the amount set forth in the following items, according to the classification of Employees set forth in the said items.

- (1) The amount of Commuting Allowance for Employees who commute by Public Transportation, such as trains or toll roads, (Hereinafter referred to as "Public Transportation") shall be equivalent to the amount required for commuting during the calculation unit period, as calculated separately (Hereinafter referred to as "Amount equivalent to Fare"). However, if the amount obtained by dividing the equivalent amount of Fare, by the number of months in calculation period exceeds 55,000 yen (Hereinafter referred to as "Amount equivalent to Fare Per month"), 55,000 yen multiplied by the number of months in the calculation unit period (When an Employee uses 2 or more modes of Public Transportation and the Amount equivalent to Fare per Month of said modes of transportation exceeds 55,000 yen, of the calculation unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available calculation unit period of the Commuting Allowance ) shall be paid.
- (2) For Employees using automobiles as the normal mode of transport for commuting, the following amount shall be paid in accordance with the respective Employees classifications for the calculation unit period.
  - a) Employees whose distance of usage of automobiles etc. (Hereinafter referred to as "the Distance of Usage" in this item.) is less than 5 kilometers one way: 2,000 yen

- b) Employees whose Distance of Usage is more than 5 kilometers, but less than 10 kilometers one way: 4,200 yen
  - c) Employees whose Distance of Usage is more than 10 kilometers, but less than 15 kilometers one way: 7,100 yen
  - d) Employees whose Distance of Usage is more than 15 kilometers, but less than 20 kilometers one way: 10,000 yen
  - e) Employees whose Distance of Usage is more than 20 kilometers, but less than 25 kilometers one way: 12,900 yen
  - f) Employees whose Distance of Usage is more than 25 kilometers, but less than 30 kilometers one way: 15,800 yen
  - g) Employees whose Distance of Usage is more than 30 kilometers, but less than 35 kilometers one way: 18,700 yen
  - h) Employees whose Distance of Usage is more than 35 kilometers, but less than 40 kilometers one way: 21,600 yen
  - i) Employees whose Distance of Usage is more than 40 kilometers, but less than 45 kilometers one way: 24,400 yen
  - j) Employees whose Distance of Usage is more than 45 kilometers, but less than 50 kilometers one way: 26,200 yen
  - k) Employees whose Distance of Usage is more than 50 kilometers, but less than 55 kilometers one way: 28,000 yen
  - l) Employees whose Distance of Usage is more than 55 kilometers, but less than 60 kilometers one way: 29,800 yen
  - m) Employees whose Distance of Usage is more than 60 kilometers one way: 31,600 yen
- (3) For Employees who use Public Transportation and pay the fares, and who also use automobiles as the normal mode of transport, shall be paid the sum of the amount detailed in the preceding Item 2 (When the sum of Amount equivalent to Fare Per Month and the amount prescribed in the preceding item exceeds 55,000 yen, in the calculation unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available calculation unit period of the Commuting Allowance). However, the Commuting Allowance paid per month to Employees whose Distance of Usage of automobiles is less than 2 kilometers shall be calculated as detailed in Item 1, and when that amount is less than the amount detailed in the preceding item, the Allowance shall be as prescribed in the preceding item.
- (4) Commuting Allowance prescribed in the preceding three Items shall not be paid to Employees who walk to and from the workplace, and when the said distance (Shall be the shortest available route) one way is less than 2 kilometers.
2. Commuting Allowance shall be the amount obtained by dividing the amount stipulated in the preceding Paragraph by the calculation unit period, and it shall be paid on the day in accordance with the provisions of Article 4 of each month.
- 3 The term "Calculation Unit Period" used in this Article shall mean period set forth separately of not more than 6 months, calculated in units of 1 month (For Commuting Allowance for commute by automobile, 1 month).
4. In addition to what is prescribed in the preceding paragraphs, matters necessary for payment of Commuting Allowances shall be set forth separately

(Allowance for Work in High Places)

Article 31: Allowances for work in high places shall be paid to Employees belonging to the Department of Facilities of the University engaged in supervision of building and repairs in unstable places of a height of 15 meters or more above ground level.

- 2. The amount of the allowance prescribed in the preceding paragraph shall be 200 yen (300 yen for work in places of a height of 30 meters or more above ground level) for each day of said work and shall be 60% of the same for periods of work less than 4 hours.

(Allowance for Handling Explosive Substances)

Article 32: Allowance for Handling Explosive Substances shall be paid to Employees to whom Basic Salary Table for Regular Staff (1) or Basic Salary Table for Senior Staff (1) is applicable and who are engaged in work involving the production of high-pressure gas or the filling up of high-pressure gas containers.

- 2. The amount of Allowance prescribed in the preceding paragraph shall be 300 yen for each day of work and 180 yen for periods of work less than 4 hours.



(Allowance for Handling Cadaver)

Article 33: Allowance for Handling Cadaver shall be paid per day for work detailed in the following items, and paid the amount set forth in said items. However, when Employees engaged in work detailed in both Item 1 and Item 2 within the same day, the Allowance set forth in Item 2 shall not be paid.

- (1) When Employees belonging to the Faculty of Medicine or Graduate School of Medicine to whom Basic Salary Table for Regular Staff or Basic Salary Table for Senior Staff applies engaged in work handling cadavers: 3,200 yen
- (2) When Employees to whom Basic Salary Table for Regular Staff or Basic Salary Table for Senior Staff apply engaged in the receipt or transport of cadavers necessary for educational and research purposes, from external sources: 1,000 yen.

(Allowance for Handling Radiation)

Article 34: Allowance for Handling Radiation shall be paid to Employees engaged in work detailed hereunder.

- (1) Radiology technicians, X-ray technicians, X-ray assistants under orders to carry out work of the same nature engaged in work involving the risk of exposure to X-rays or other radiation exposed to actual external radiation dosage, the measured value of which is 100 micro-Sieverts or more for a period from the first to the last day of a month.
  - (2) In addition to the provision of preceding Item, Employees engaged in work involving radiation within an area under the administration of a facility as prescribed in Article 2 of the University of Osaka Rules Concerning Prevention of Radiation Hazards exposed to actual external radiation dosage, the measured value of which 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 for the cases prescribed above shall be 7,000 yen per month for the situations prescribed in the preceding paragraph.

(Allowance for Work in Abnormally Pressurized Environment(s))

Article 35: Employees engaged in work treatment or clinical experiments involving the use of high pressure detailed hereunder within high-pressure treatment rooms shall be paid an Allowance for Work in Abnormally Pressurized Environment(s).

2. The amount of the allowances detailed in the preceding paragraph shall be paid per hour of work as prescribed hereunder.

Classification of Pressure	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

(Night Nursing Allowance)

Article 36: Night Nursing Allowance shall be paid to midwives, nurses, or associate nurses who engaged in duties of a nurse etc. in full or in part during regular working hours from 10:00 p.m. to 5:00 a.m. the following morning (Hereinafter referred to as "Night").

2. The amount of Allowance per shift prescribed in the preceding paragraph shall be as set forth in the following Table.

Classification of Work	
Full time Night work	9,000 yen
More than 4 hours of Night work	4,400 yen
More than 2 hours, but less than 4 hours of Night work	3,800 yen
Less than 2 hours of Night work	2,600 yen

3. For the Allowance amount pertaining to duties in Paragraph 1 for midwives, nurses or associate nurses (Excluding Employees commuting on foot over a distance of less than 2 kilometers one way, and those to whom the provision of Item 2, Paragraph 1, Article 30 apply and is receiving payment of Allowance prescribed in the same Article.) who engaged in Night shift work involving commuting, notwithstanding the provision of the preceding paragraph, the amount set forth in the following Table in accordance with the classification of Employee shall be added.

Classification of Employee	Amount of Allowance
Employee commuting (i.e. total commuting distance pertaining to approval for commuting allowance. The same shall apply hereunder.) less than 5 kilometers one way	380 yen
Employee commuting more than 5 kilometers but less than 10 kilometers one way.	760 yen
Employee commuting more than 10 kilometers	1,140 yen

(Helicopter Emergency Medical Service (HEMS) Flight Allowance)

Article 36-2: Helicopter Emergency Medical Service (HEMS) Flight Allowance shall be paid to an Employees in possession of a medical license and to whom Basic Salary Table for Academic Staff (1) is applicable, or Employees to whom Basic Salary Table for Medical Staff (B) and Basic Salary Table for Senior Medical Staff (B) is applicable to when they are engaged in work for emergency medical care by boarding a HEMS (Which means 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.

2. The amount of the allowance as prescribed in the preceding paragraph shall be 1,900 yen per duty.

(Night Medical Service Allowance)

Article 36-3: Night Medical Service Allowance shall be paid to Employees to whom the Basic Salary Tables prescribed in the "Basic Salary Tables" column in the following paragraph apply (For Employees to whom Basic Salary Table for Academic Staff (1) applies, limited to those in possession of a medical license or a dentist license.), apply and who are designated by the Director of the University of Osaka Hospital or the Director of the University of Osaka Dental Hospital, engaged in work involving medical examinations etc. during regular working hours at Night in full or in part.

2. The amount of the Allowance per shift as prescribed in the preceding paragraph shall be as set forth in the following Table, according to the classification of work prescribed in the said Table and "Basic Salary Tables applicable to the Employees.

Classification of Work	Basic Salary Tables	Amount of Allowance
Full time Night work	Basic Salary Table for Academic Staff (1)	15,000 yen
	Basic Salary Table for Medical Staff (A)	4,500 yen
	Basic Salary Table for Senior Medical Staff (A)	4,500 yen
More than 4 hours of Night work	Basic Salary Table for Academic Staff (1)	7,300 yen
	Basic Salary Table for Medical Staff (A)	2,200 yen
	Basic Salary Table for Senior Medical Staff (A)	2,200 yen
More than 2 hours, but less than 4 hours of Night work	Basic Salary Table for Academic Staff (1)	6,400 yen
	Basic Salary Table for Medical Staff (A)	1,900 yen
	Basic Salary Table for Senior Medical Staff (A)	1,900 yen
Less than 2 hours of Night work	Basic Salary Table for Academic Staff (1)	4,400 yen
	Basic Salary Table for Medical Staff (A)	1,300 yen
	Basic Salary Table for Senior Medical Staff (A)	1,300 yen

(Medical Emergency Call Allowance)

Article 36-4: Medical Emergency Call Allowance shall be paid to Employees (Excluding those on Night/Day Duty) in possession of a medical license or a dentist license and to whom Basic Salary Table for Academic Staff (1) is applicable, or to whom Basic Salary Table for Medical Staff (A), Basic Salary Table for Senior Medical Staff (A), Basic Salary Table for Medical Staff (B) and Basic Salary Table for Senior Medical Staff (B) is applicable, who upon receiving an emergency call (Limited to those designated by the Director of the University of Osaka Hospital or the Director of the University of Osaka Dental Hospital.) have engaged in medical care service etc. outside regular working hours or on regular holidays.

2. The amount of Allowance for the preceding paragraph shall be 5,000 yen per call.

(Disaster Medical Assistance Allowance)

Article 36-5: Disaster Medical Assistance Allowance shall be paid to Employees who has been sent on a disaster relief operation and have engaged in medical care services etc. in accordance with the Disaster Relief Act (Law No. 118 of 1947), Disaster Relief Act Detailed Enforcement Regulations of Osaka (Regulations of Osaka No. 48 of 1967.8.29), or other related laws and ordinances.

2. The amount of Allowance prescribed in the preceding paragraph shall be amended in accordance with the daily allowance prescribed in Appendix 2 and Article 3 of the Disaster Relief Act Detailed Enforcement Regulations of Osaka.
3. In addition to the provisions of preceding 2 Paragraphs, matters necessary for the payment of Disaster Medical Assistance Allowance shall be determined separately.

(Overtime Allowance)

Article 37: Employees ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations shall be paid 125% (150% for Overtime at Night) of the salary per hour prescribed in Article 7 as Overtime Allowance.

2. Notwithstanding the provision of the preceding paragraph, when overtime work ordered (Including hours of ordered work on holidays (Excluding work on statutory holiday.) under Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations) exceed 60 hours per month, 150% of the salary for each hour exceeding 60 hours (175% for Overtime at Night) shall be paid as Overtime Allowance.
3. Notwithstanding the provisions of the preceding two Paragraphs, Overtime Allowance shall not be paid to Employees engaged in Administrative work and Designated Duties, or to those engaged in handling of confidential clerical work in accordance with the provisions of Item 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 38: Employees ordered to work on holidays in accordance with the provisions of Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations shall be paid an hourly allowance in the amount of 135% of the corresponding salary for each hour of work set forth in Article 7. (160% in case of Night)

2. The provisions of Paragraph 3 of the preceding Article shall apply mutatis mutandis to Holiday Allowance.

(Night Work Allowance)

Article 39: Employees ordered to work at Night in accordance with the provisions of Paragraph 1, Article 7 of the Working Hour Regulations shall be paid an hourly allowance in the amount of 25% of the corresponding salary for each hour of work set forth in Article 7 (Excluding cases where Overtime Allowance or Holiday Allowance is paid, including Night hours which Employees are ordered to work, as prescribed in the preceding 2 Articles.).

(Night/Day Allowance)

Article 40: For Employees ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hour Regulations, Night/Day Allowance shall be paid in accordance with the provisions set forth separately.

(No Multiple Allowances)

Article 40-2: Allowance for Handling Radiation shall not be paid to Employees who receive the Adjusted Amount of Basic Salary in accordance with the provisions of Article 24 (Limited to those who are associated with Appendix Table 5, Category 5 ).

2. Allowance for Handling Explosive Substances shall not be paid on the date of payment of Allowance for Work in High Places. However, when the unpaid amount of Allowance for Handling Explosive Substances exceeds the amount of Allowance for Work in High Places, Allowance for Handling Explosive Substances shall be paid and not Allowance for Work in High Places.

Chapter 5: Special Regulations Pertaining to Salary

(Salary during Leave of Absence)

Article 41: Employee on Leave of Absence in accordance with the provisions of Item 1, Paragraph 1, Article 14 of the Work Regulations due to the need of medical treatment for Work-related Accidents shall receive full salary (or in cases where the Employee received compensation benefits (Including special benefit.) for absence from

work in accordance with Article 14 of the Industrial Accident Compensation Insurance Act, the amount of said benefits shall be deducted) during said period of Leave of Absence.

2. Excluding the provision of the preceding paragraph, salary shall not be paid to Staff taking Leave of Absence in accordance with Item 1, Paragraph 1, Article 14 of the Work Regulations during the period of said Leave of Absence. The same shall apply when Staff is taking Leave of Absence in accordance with Item 2, Paragraph 1, Article 14 of the Work Regulations due to being prosecuted in a criminal case.
3. Employees taking Leave of Absence in accordance with Item 3 and Item 4, Paragraph 1, Article 14 of the Work Regulations may receive up to 70% (100%, when the Employee is approved as having suffered a Work-related Accident which applies to Item 3, Paragraph 1, Article 14 of the Work Regulations) of Basic Salary, Adjusted Amount of Basic Salary, Dependent Allowance, Regional Allowance, Housing Allowance (Hereinafter referred to as "Monthly Amount of Basic Salary"), End of Term Bonus, and Special End of Term Bonus during the period of said Leave of Absence.
4. Employees on Leave of Absence in accordance with the provisions of Item 5, Paragraph 1, Article 14 of the Work Regulations may receive up to 100% of Monthly Amount of Basic Salary, End of Term Bonus, and Special End of Term Bonus during the period of said Leave of Absence.
5. Unless set forth otherwise, no other salary shall be paid to Staff s on Leave of Absence, except for salary prescribed in Paragraph 1, Paragraph 3, and the preceding paragraph.

(Salary during Dispatch)

Article 41-2: For Dispatch prescribed in Paragraph 1, Article 16-2, of the Work Regulations, Employees may receive up to 100% each of the Monthly Amount of Basic Salary, End of Term Bonus, and Special End of Term Bonus during the period of said dispatch.

2. Unless set forth otherwise, no other salary shall be paid to Employees during Dispatch, except for salary prescribed in the preceding paragraph.

(Handling of Salary during Special Leave)

Article 42: The handling of salary during Special Leave in accordance with the provisions of Article 22 of the Work Regulations shall be set forth separately.

(Reduction of Salary)

Article 43: Unless set forth otherwise, the salary of Staff subject to Annual Salary System absent from work shall be reduced by an amount equivalent to the amount per working hour set forth in Article 7, multiplied by the number of hours not worked.

## Chapter 6: Implementation of Regulations

(Matters Necessary for Implementation)

Article 44: Matters necessary for implementing these regulations shall be set forth separately.

## Supplementary Provisions

(Date of Implementation)

1. The foregoing regulations shall be implemented from 14 April, 2003 and applied from 1 April, 2003.

(Interim Measures relating to Agreement to Payment of Salary into Bank Accounts)

2. Among the Employees who were succeeded same status by the University (hereinafter referred to as "succeeded Employee(s)"), in accordance with Article 4 of Supplementary Provisions of National University Corporation Law (Law No. 112 of 2003), notwithstanding the details of Paragraph 3, Article 5 herein, based on the consent of the Employees, if salaries were paid into their bank accounts on the day before these regulations are applied (hereinafter referred to as "day of application"), before the University attaining its status as National University Corporation, the University shall consider that Employees agreed to the continuation of salaries to be paid into their bank accounts after the day of application.

(Interim Measures concomitant with Abolition Transfer Guarantee of Adjustment Allowances)

3. Succeeded Employees in receipt of approval in accordance with provisions of Article 11-7 of the Law Pertaining to Salary for Regular Workers (Law No. 95 of 1950: hereinafter referred to as "The Salary Law"), said approval being valid on the day before the application of these regulations, shall, notwithstanding the provisions of Article 28 herein, be eligible for continued receipt of payment of adjustment allowance, in accordance with provisions of Article 7 of the Salary Law, after said day of application.

(Interim Measures concomitant with Abolition of Housing Allowance relating to Dependents of Employees Eligible for Job Transfer Housing Allowance)

4. Succeeded Employees in receipt of approval in accordance with the provisions of Item 3, Paragraph 1, Article 11-9 of The Salary Law, on the day before the application of these regulations shall, for the period up to and including 31 March 2007, notwithstanding the provisions of Article 29 herein, be eligible for continued payment of housing allowance in accordance with the provisions of Item 3, Paragraph 1, Article 11-9 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Special Charges pertaining to Commuting Allowance)

5. Succeeded Employees in receipt of approval in accordance with the provisions of Paragraph 3, Article 12 of The Salary Law, on the day before the application of these regulations, shall, for the period up to 31 March 2007, notwithstanding the provisions of Article 30 herein, be eligible for continued payment for commuting allowance in accordance with the provisions of Paragraph 3, Article 12 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Job Transfer Allowance)

6. Succeeded Employees in receipt of approval in accordance with the provisions of Article 12-2 of The Salary Law, on the day before the application of these regulations, shall, for the period up to 31 March 2007, be eligible for continued payment of commuting allowance. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures relating to Salary during Periods of Leave of Absence)

7. Succeeded Employees on leave of absence on the day before the day of application of these regulations, shall, notwithstanding the provisions of Paragraphs 2 through 4, Article 41, be entitled to receipt of payment of salary during the period of said leave of absence (including periods of extension) as in previous cases.

(Interim Measures relating to Salary during Periods of Dispatch)

8. Succeeded Employees on a period of dispatch to international organizations, etc., in accordance with the Law Pertaining to Provisions for Regular Civil Servants to International Organizations, etc., (Law No. 117 of 1970) on the day before the day of application of these regulations shall be entitled to receipt of payment of salary during said period of dispatch (including revised periods) as previously. The foregoing shall also apply to Employees engaged in observation work in the Antarctic region on the day before the application of these regulations.

(Date of Payment pertaining to Interim Measures)

9. The date of payment of allowances in the foregoing 6 Paragraphs shall apply mutatis mutandis to the provisions of Paragraph 4, Article 4.

(Interim Measures concomitant with Abolition of Adjustment Index 3 by Graduate School Supervision)

10. Succeeded Employees in receipt of approval in accordance with the provisions of Paragraph 2, Article 1 of The National Personnel Authority Regulations 9-6 (grade adjustment amount), on the day before the application of these regulations, shall, notwithstanding the provisions of Article 24, for the period up to 31 March 2007, provided said Employees satisfy the requirements of Item 10(1), Appendix Table 1 of the same regulations, be eligible for receipt of payment of the adjusted amount as an adjustment to the original basic amount corresponding to the applicable work class prescribed in Appendix Table 6. However, the foregoing shall not apply in cases of loss of eligibility for payment of the same amount.

(Interim Measures concomitant with Requirement for Payment of Adjustment Index 1 by Graduate School Supervision)

11. Succeeded Employees who fail to meet the requirements for payment detailed in Appendix Table 5 the day before these regulations took effect, and who were engaged in teaching graduate school students in fiscal year of 2003 and continued to do so in fiscal year of 2004, shall, in accordance with the provisions of Article 24, be eligible for receipt of payment of the adjusted amount of the basic salary.

(Special Regulations Pertaining to Retirees on 1 April 2004)

12. Succeeded Employees retiring from the University on 1 April 2004 (including those transferring to other National University Corporations and those appointed as trustees of the University in accordance with the provisions of Paragraph 2 of The Supplementary Work Regulations) shall not qualify for eligibility under the provisions of Articles 6 and 15.

(Special Regulations pertaining to Entrance Examination Allowance)

13. Notwithstanding the provisions of Paragraph 3, Article 3, Employees engaged in work relating to entrance examinations may be entitled to receipt of payment of entrance examination allowance based on consideration of the content of said work and to the payment status of allowances pertaining to work within the University of Osaka prior to acquisition of National University Corporation status.

(Special Regulations pertaining to Special Job Transfer allowance)

14. Notwithstanding the provisions of Paragraph 3, Article 3, until further notice, in cases where individuals residing in remote locations from the University are employed as Employees and are obliged to live apart from their families, said Employees may be entitled to payment of a special job transfer allowance for a period of no longer than 3 years. However, said allowance shall not be paid to those to whom the provisions of Paragraph 6 of The Supplementary Provisions apply.

Supplementary Provision

The foregoing amendments shall be implemented from 23 June, 2004 and applied from 1 April, 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 19 January, 2005 and applied from 1 April, 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 18 April, 2005, and the provisions of Supplementary Paragraph 14 shall be applied from 1 April, 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 16 May, 2005 and be applied from 1 April, 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December, 2005.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2006.

(Changes to Work Classes)

2. The date for changes to work classes for Employees who will continue to work at the University from the day before 1 April 2006 (hereinafter referred to as "date of change") shall be set forth separately. .

(Changes to Grades)

3. Grades for Employees for whom work classes are determined on the date of change prescribed in the foregoing paragraph and those to whom Basic Salary Table for Designated Duties Staff continues to apply from the day before the date of change shall be set forth separately.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

4. Employees to whom the same basic salary table continues to be applicable from the day before the date of change and whose monthly amount of the basic salary, in accordance with the provisions of Article 11, is less than the provisional monthly amount of basic salary prescribed in Appendix Tables 1-A through 4-A, applicable on said day (the revised amount in cases where the amount is revised: this shall also apply hereunder) may be entitled, until 31 March 2014, to receipt of payment equivalent to the difference in addition to the basic salary. However, the foregoing shall not apply in cases where, in addition to the provisions of Paragraph 11, payment equivalent to the difference as basic salary is deemed inappropriate.
5. Employees to whom the basic salary table continues apply from the day before the date of change (with the exception of Employees prescribed in the foregoing paragraph) may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the same paragraph, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said paragraph.
6. Employees to whom a new basic salary table applies after the date of the change may be entitled, for the present time, to receive payment of basic salary in accordance with the provisions of the foregoing 2 Paragraphs, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the foregoing 2 Paragraphs and in consideration of the circumstances of employment, etc.
7. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of the foregoing 3 Paragraphs apply shall not include the additional amount prescribed in Basic Salary Table for Academic Staff (1) and, pertaining to the application of the provisions of Paragraph 4, Article 24, "25% of the monthly amount of basic salary" in the same article shall be "25% of the total of the difference of the monthly amount of basic salary and the provisional monthly amount of basic salary."

(Interim Measures pertaining to Adjustment Amount of Basic Salary)

8. Employees in receipt of payment of adjustment amount of basic salary in accordance with the provisions of Article

24 who fall under any of the following categories and whom the original adjustment amount prescribed in Appendix Table 6 is less than the provisional original adjustment amount prescribed in Appendix Table 6-A may, for the period prescribed in Paragraph 10, be entitled to receipt of payment as the adjustment amount of the basic salary, in addition to the original adjustment amount, of the amount resulting from multiplication of the amount equivalent to the difference by the multiplication ratio set out in the same paragraph and the adjustment index applicable to the Employee.

(1) Employees continuing to work in the University from the day before the date of change

(2) Employees to whom a new basic salary table applies after the date of the change and in respect of whom measures deemed appropriate apply in consideration of the balance with Employees prescribed in the above provisions and with due regard for employment circumstances.

(Interim Measures pertaining to Additional Payment Amounts)

9. Employees in receipt of additional payment amounts in accordance with the provisions of Appendix Table 2: Basic Salary Table for Academic Staff (1) that are less than the provisional additional payment amount detailed in Appendix Table 2-A: Basic Salary Table for Academic Staff (1) and who fall under any of the categories detailed in the foregoing paragraph may be entitled to payment, in addition to the additional payment amount, of the amount equivalent to the difference multiplied by the multiplication ratio shown in the provisions of the same paragraph.

(Period of Interim Measures pertaining to Adjusted Amount of Basic Salary, and Additional Payment Amounts)

10. The periods and multiplication ratios pertaining to the interim measures detailed in the foregoing 2 Paragraphs shall be as follows.

(1) 1 April, 2006 ~ 31 March, 2007: 100%

(2) 1 April, 2007 ~ 31 March, 2008: 75%

(3) 1 April, 2008 ~ 31 March, 2009: 50%

(4) 1 April, 2009 ~ 31 March, 2010: 25%

(Special Regulations pertaining to Employees subject to Downgrading of Reduction in Salary)

11. Notwithstanding the provisions of the preceding 7 Paragraphs, Employees downgraded to a work class lower than that applicable on the day before the date of change, or downgraded to a grade lower than that applicable on the day before the date of change, shall be deemed to have been subject to said measures on the day before the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Paragraphs 4 through 7, as detailed in Paragraphs 8 through 10.

(Special regulations pertaining to salary raises within the period up to 1 January, 2010)

12. With respect to the timing of salary raises on 1 January, 2007, "1 year" prescribed in Paragraph 1, Article 15 shall be "9 months" and "Grade-4," "Grade 3" prescribed in Paragraph 2 of the same Article shall be "Grade-2" and "Grade-1" respectively.

13. With respect to the timing of salary raises on 1 January, 2008, 1 January, 2009 and 1 January, 2010, "Grade-4" and "Grade-3" in Paragraph 2, Article 15 shall be "Grade-3" and "Grade-2" respectively.

(Interim Measures pertaining to Regional Allowance)

14. Notwithstanding the provisions of Article 28, Employees employed by the University from organizations to which the provisions of Paragraph 5, Article 5 of Regulations Pertaining to Retirement Allowance for National University the University of Osaka Staff may, where deemed necessary by the University, be eligible for payment of regional allowance in the monthly amount resulting from multiplication of the regular payment rate.

Supplementary Provision

The foregoing amendments shall be implemented from 24 July, 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 30 October, 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2007.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2007.

(Interim Measures concomitant with Adjusted Amount of Basic Salary)

2. Employees in receipt of payment of additional amounts as well as the monthly amount of basic salary that fall

under the category of assistant professors having received the adjustment amount of the basic salary in accordance with the provisions of Article 24 (only those who are associated with Appendix Table 5, Category 1), as assistants on the day before the date when the foregoing amendments were implemented (hereinafter referred to as the "Date of Implementation"), and for whom the additional amount is less than the previously calculated basic salary adjustment amount, shall be entitled, until further notice, to receive payment equivalent to the difference, in addition to the additional amount.

(Interim Measures concomitant with administrative post allowance)

3. Employees who receive the administrative post allowance in accordance with the provisions of Article 25, and for whom the amount of the administrative post allowance after the foregoing amendments is less than the following paragraph, shall be entitled to receive such allowance, plus the amount resulting from multiplying the amount equivalent to the difference between the allowance and the reference amount by the multiplication ratio set out in the following paragraph, with reference to the classification of periods prescribed in said paragraph. (Fractions of less than 1 yen shall be discarded.) This amount shall be considered an administrative post allowance.

(1) 1 April, 2007 ~ 31 March, 2008: 100%

(2) 1 April, 2008 ~ 31 March, 2009: 75%

(3) 1 April, 2009 ~ 31 March, 2010: 50%

(4) 1 April, 2010 ~ 31 March, 2011: 25%

4. Reference amounts of interim measures shall refer to the amounts prescribed in the following paragraph, based on the classifications of Employees.

(1) Employees to whom the same basic salary table as the one applied on the preceding day of the Date of Implementation applies (hereinafter referred to as University Staff to whom the same basic salary table applies), who are now not considered Employees whose work class is lower than that applicable on the said date, and who are included in the basic salary table and work class contained in the Appendix Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and that are categorized into the corresponding class (the classification of duties applying to such Employees on the said date (hereinafter referred to as "former classification of duties"): The amount of administrative post allowance which said individuals had received on the said date.

(2) Employees to whom the same basic salary table applies, who are now not considered Employees whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class (it refers to Employees who are included in the basic salary table and work class contained in the Appendix Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and is lower than the former classification of duties, and so forth): The amount of administrative post allowance that said Employees would receive, if the classification of duties, which is specified in the field of classification of duties of the Appendix Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(3) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and that are categorized into the corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date.

(4) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date and if the classification of duties, which is specified in the field of classification of duties of the Appendix Table 7 defined after the foregoing amendments and is lower than such former classification of duties, applies.

(5) Employees subject to transfers necessitating application of a different basic salary table subsequent to the Date of Implementation (excluding Employees to whom a new basic salary table applies table subsequent to the Date of Implementation): The amount of administrative post allowance which said Employees would receive in compliance with the provisions of the foregoing paragraphs, supposing that such transfer was performed on the preceding day of the Date of Implementation.

5. Notwithstanding the provisions of Paragraph 2 through the foregoing paragraph, appropriate similar measures may be taken regarding Employees to whom a new basic salary table applies after the Date of Implementation and for whom it is deemed necessary in consideration of employment circumstances, etc. to keep the balance



with Employees prescribed in the foregoing paragraphs.

## Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 October, 2007.

(Special Measures relating to Integration)

2. With respect to Employees who held office in National University Corporation the University of Osaka of Foreign Studies prior to the integration (hereafter referred to as "The Former OUFS") as of 30 September 2007 whose status was transferred to the University due to the integration and fall under "Employee(s)" set forth in Article 1 (hereafter referred to as "Employees of The Former OUFS"), those who received salaries in their bank accounts based on their agreement as Paragraph 2, Article 3 of The Salary Regulations for Employees of National University Corporation the University of Osaka of Foreign Studies (hereafter referred to as the "The Salary Regulations for the Former OUFS") shall be considered to have also agreed to the condition that salaries paid on and after the date of implementation would be deposited into these bank accounts, notwithstanding the provisions of Paragraph 3, Article 5.

(Interim Measures relating to Integration)

3. In addition to what is prescribed in the foregoing paragraph, Employees of The Former OUFS who are listed in the following Table shall be subject to appropriate interim measures in accordance with the provisions of the following Table.

Applied Articles	Relevant individual subject to interim measures	Detail of interim measures	Term of interim measures
Paragraph 3, Article 3	Individuals who meet the requirements set forth in Article 33 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and do not receive special work allowance for administrative posts.	Special work allowance for administrative posts shall be paid as per prior regulations. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until the allowance is paid
Paragraph 3, Article 3 and Article 24	Individuals who meet the requirements applied for payment specified in adjustment index 3 of Appendix Table 5 in accordance with Article 23 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Adjustments of salary corresponding to adjustment index 3 shall be paid as per prior regulations and no additional payment shall be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until 30 September 2008
Paragraph 3, Article 3 and Paragraph 14 of Supplementary Provisions (implemented on 14 April 2004)	Individuals who meet the requirements set forth in Article 30 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Job transfer allowance shall be paid as per prior regulations and the special new-appointment allowance shall not be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until 30 September 2010.
Article 26	Individuals who meet the requirements set forth in Article 25 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Starting salary adjustment allowance shall be paid as per prior regulations.	Term until the time when the requirements applied for payment of said allowance are no longer met.
Article 28 and Paragraph 3 of Supplementary Provisions (implemented on 14 April 2004)	Individuals who meet the requirements set forth in Paragraph 4, Article 27 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and	Regional allowance shall be paid as per prior regulations.	Term when the transfer is guaranteed.

	continue to meet the requirements on the date of implementation.		
Article 29	Individuals who are approved in accordance with No. 3, Article 28 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Housing allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 September 2010.
Article 30	Individuals who are approved in accordance with No. 3, Article 29 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Commuting allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 September 2010.
Paragraph 1, Paragraph 2, Paragraph 3, or Paragraph 4, Article 41	Individuals who meet the requirements set forth in Paragraphs 1, 2, 3, 4, 5 or 6, Article 20 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the leave of absence. (Including the extended term.)
Article 41-2	Individuals who meet the requirements set forth in Article 22 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the dispatch. (Including the extended term)

#### Supplementary Provisions

##### (Date of Implementation)

1. The foregoing amendments shall be implemented from 1 December, 2007 and applied from 1 April, 2007. (Special Measures for Employees to whom the Basic Salary Table would newly apply to from 1 April, 2007 to the day preceding the date of the implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing paragraph for Employees to whom the Basic Salary Table would newly apply to from 1 April 2007 to the day preceding the date of implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not apply when the University deems it particularly necessary.

##### Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2008.

##### Supplementary Provision

The foregoing amendments shall be implemented from 26 December, 2007.

##### Supplementary Provision

The foregoing amendments shall be implemented from 2 May, 2008 and applied from 1 January, 2008.

##### Supplementary Provision

The foregoing amendments shall be implemented from 22 December, 2008.

##### Supplementary Provision

The foregoing amendments shall be implemented from 27 April, 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December, 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2010.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 December, 2010.

(Adjustment to Salary Grade on 1 April, 2011)

2. As of 1 April, 2011, Employees under the age of 43 (excluding those in the highest salary grade of the work class and those subject to the Basic Salary Table for Designated Duties Staff applies) who received a salary increase on 1 January, 2010 (including equivalent positions) may be eligible for a salary grade 1 rank higher as of 1 April, 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 22 March, 2011 and applied from 1 September, 2010.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28 November, 2011 and applied from 11 March, 2011.

(Allowance for Disaster Emergency Operations, etc.)

2. Notwithstanding the provisions of Paragraph 3, Article 3, Employees who engage in operations to address a large-scale natural disaster, etc. may, until further notice, be entitled to receive the allowance for disaster emergency operations, etc. as prescribed separately.
3. Notwithstanding the provisions of Paragraph 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 prescribed in the provisions of Articles 37 through 39 shall be the hourly amount of the allowance for the operation (the amount obtained by dividing the allowance amount by 8) plus the amount prescribed in Paragraph 1, Article 7.

(Prohibition on Multiple Payments)

4. 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 in the items of Paragraph 1, Article 34.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2012.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2012.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2012.

(Adjustment to Salary Grade on 1 April 2012)

2. As of April 1, 2012, Employees under the age of 36 (excluding those in the highest salary grade of the work class and those subject to the Basic Salary Table for Designated Duties Staff applies) who received a salary increase on 1 January, 2007, 2008 or 2009 (including equivalent positions) may be eligible for a salary grade 1 rank higher as of 1 April, 2012 (or 2 ranks higher for those under the age of 30 as of the same date if deemed necessary by the University).

## Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 July, 2012.

(Special Measure upon Payment of Basic Salary to Employees)

2. Upon payment of the basic salary pursuant to the provision of Article 10, the amount which is obtained by multiplying the amount of monthly basic salary (excluding the amount of extra salary prescribed in the Basic Salary Table for Academic Staff (1); hereinafter the same shall apply) by the rate listed in the table below (hereinafter referred to as the "Payment Reduction Rate") according to the type of basic salary table listed in the left column of the table below and the work class listed in the middle column of the table below shall be, until 31 March, 2014, reduced from the amount of monthly basic salary (Including the basic salary under Paragraph 4 through Paragraph 6 of the Supplementary Provisions (implemented on 1 April, 2006).

Basic Salary Table	Work Class	Rate (Percentage)
Basic Salary Table for Regular Staff (1)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 6 <sup>th</sup> Class	0.0777 (7.77%)
	7 <sup>th</sup> to 10 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for Regular Staff (2)	1 <sup>st</sup> to 3 <sup>rd</sup> Class	0.0477 (4.77%)
	4 <sup>th</sup> to 5 <sup>th</sup> Class	0.0777 (7.77%)
Basic Salary Table for Academic Staff (1)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 4 <sup>th</sup> Class	0.0777 (7.77%)
	5 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for Academic Staff (2)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> Class	0.0777 (7.77%)
Basic Salary Table for Medical Staff (A)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 7 <sup>th</sup> Class	0.0777 (7.77%)
	8 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for Medical Staff (B)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 6 <sup>th</sup> Class	0.0777 (7.77%)
	7 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for Designated Duties Staff		0.0977 (9.77%)

3. Upon payment of the administrative post allowance pursuant to the provisions of Article 25, the amount obtained by multiplying the monthly administrative post allowance by 0.1 shall be reduced from the monthly administrative post allowance, until 31 March, 2014.

4. Upon payment of the regional allowance pursuant to the provisions of Article 28, the following amounts shall be reduced from the monthly regional allowance (including the monthly regional allowance under Paragraph 15 of the Supplementary Provisions (implemented on 1 April 2006)) until 31 March, 2014.

(1) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly basic salary by the employee's Payment Reduction Rate.

(2) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly administrative post allowance by 0.1.

5. Notwithstanding the provisions of Article 7, the salary amount per working hour under Article 37 through Article 39, and Article 43 shall be, until 31 March, 2014, the amount obtained by reducing the following amounts from the amount calculated under Article 7.

(1) The amount obtained by dividing the total amount of the monthly basic salary and the corresponding to the monthly regional allowance by the average regular working hours per month, and then by multiplying it by the employee's Payment Reduction Rate.

(2) The amount obtained by dividing the employee's monthly administrative allowance by the average regular working hours per month, and then by multiplying it by 0.1.

6. Upon payment of salary during the period of leave of absence under Article 41, the following amount according to each category below shall be reduced from the salary amount to be paid under the same Article.

(1) If the salary is paid under Paragraph 1, Article 41, the amount of the reduction shall be determined to

Paragraph 2 through Paragraph 4.

(2) If the salary is paid under Paragraph 3 or Paragraph 4, Article 41, the amount of the reduction is calculated by multiplying the amount specified for reduction under Paragraph 2 and Paragraph 4 by the rate applicable to the salary paid under Paragraph 3 or Paragraph 4, Article 41.

7. Upon payment of salary during the period of dispatch under Article 41-2, the amount of the reduction is calculated by multiplying the amount specified for reduction under Paragraph 2 and Paragraph 4 by the rate applicable to the salary paid under Article 41-2.
8. If the salary reduction calculation under the foregoing paragraphs results in a fraction of less than 1 yen, that fraction shall be rounded down.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 December, 2012.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2013.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2013.

(Adjustment to Salary Grade on 1 April 2013)

2. As of 1 April, 2013, Employees aged 31 to 39 (excluding those in the highest salary grade of the work class and those subject to the Basic Salary Table for Designated Duties Staff applies) who received a salary increase on 1 January, 2007, 2008 (including those equivalent positions) may be eligible for a salary grade 1 rank higher as of 1 April, 2013.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2014.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2014.

#### Supplementary Provision

1. The foregoing amendments shall be implemented from 1 April, 2014.

(Adjustment of Salary Grade on 1 April, 2014.)

2. As of 1 April, 2014, Employees under the age of 45 (excluding those in the highest salary grade of their work class and those subject to the Basic Salary Table for Designated Duties Staff applies) who received a salary increase on 1 January, 2007, 2008 or 2009, (including those equivalent positions ) may be eligible for a salary grade 1 rank higher as of 1 April 2014.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 22 December, 2014 and apply from 1 April, 2014.

(Special Exception for Employees to whom the Basic Salary Table would newly apply from 1 April, 2014 to the day before the date of the implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing paragraph for Employees to whom the Basic Salary Table would newly apply from 1 April, 2014, to the day before the date of implementation, shall apply on and after the date of application of the basic salary table. However, this shall not apply if the University deems it particularly necessary.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2015. However, the provision of Paragraph 7 shall be implemented from 1 January, 2015.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

2. Employees who will continue to work at the University from the day before 1 April, 2015 (1 April, 2015 is hereinafter

referred to as the “date of change”) and whose monthly basic salary in accordance with the provisions of Article 11 (hereinafter it is referred to as “the provisional monthly basic salary”) is less than the monthly basic salary applicable on the day before the date of change may be entitled to additional payment to the basic salary equivalent to the difference until 31 March, 2018. However, the foregoing shall not apply in cases where, outside of the provisions of Paragraph 6, payment of the amount equivalent of the difference as basic salary is not deemed appropriate.

3. Employees to whom the basic salary table continues to apply from the day before the date of change (with the exception of Employees prescribed in the foregoing paragraph may, where deemed necessary to maintain balance with Employees receiving payment of basic salary in accordance with the provisions of the same paragraph, be entitled, for the present time, to receive payment of basic salary in accordance with the provisions of said paragraph.
4. Employees to whom a new basic salary table applies after the date of change may, where deemed necessary to maintain balance with Employees receiving payment of basic salary in accordance with the provisions of two Paragraphs above and in consideration of the circumstances of employment, etc., be entitled, until further notice, to receive payment of basic salary in accordance with the provisions of the foregoing two Paragraphs.
5. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of the foregoing three Paragraphs apply shall not include the additional amount prescribed in Basic Salary Table for Academic Staff (1).

(Special Regulations pertaining to Employees subject to Downgrading or Reduction in Salary)

6. Notwithstanding the provisions of the foregoing four Paragraphs, Employees who are downgraded to a work class or grade lower than applicable on the day before the date of change shall be deemed to have been subject to said measures on the day before the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Paragraph 2 through 5.

(Special regulations pertaining to salary raises within the period up to 1 January, 2015)

7. With respect to the timing of salary raises on 1 January, 2015, “Grade-4” and “Grade-3” in Paragraph 2, Article 15 shall be “Grade-3” and “Grade-2” respectively.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 April, 2015.

#### Supplementary Provisions

The foregoing amendments shall be implemented 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 Employees to whom the basic salary table has newly applied during the period from 1 April 2015 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as “The Date of Implementation”).

2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2015 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not apply if the University deems it particularly necessary.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 25 April, 2016.

#### Supplementary Provisions

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 Employees to whom the basic salary table has newly applied during the period from 1 April 2016 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as “The Date of Implementation”).

2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2016 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not apply if the University deems it particularly necessary.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2017.

(Interim Measures pertaining to dependent allowance)

2. Notwithstanding the provisions of Paragraph 1, Article 27, during the period from 1 April, 2017 to 31 March, 2020, the proviso set forth in said paragraph shall not apply to the dependent allowance prescribed in said Article.
3. Notwithstanding the provisions of Paragraph 3, Article 27, during the period prescribed in the following items, said provision shall be deemed to be replaced respectively with the provisions prescribed in the following items.
  - (1) During the period from 1 April, 2017 to 31 March, 2018: The monthly amount of dependent allowance shall be 10,000 yen per dependent relative falling under Item 1 of the foregoing paragraph (hereinafter referred to as a "Dependent Spouse"), 8,000 yen per Dependent Child (in cases where an Employee do not have a spouse, 10,000 yen per Dependent Children) and 6,500 yen per dependent relative falling under Item 3 through 6 in said paragraph (in cases where an Employee do not have a spouse nor a Dependent Child, 9,000 yen for one of his/her dependent relatives).
  - (2) During the period from 1 April, 2018 to 31 March, 2019: The monthly amount of dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. and 10,000 yen per Dependent Child.
  - (3) During the period from 1 April, 2019 to 31 March, 2020: The monthly amount of dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. (3,500 yen in the case of Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under 8th class or higher, those to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under 5th class and those to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under 8th class) and 10,000 yen per Dependent Child.

#### Supplementary Provisions

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 Employees to whom the basic salary table has newly applied during the period from 1 April 2017 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2017 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not apply if the University deems it particularly necessary.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2018.  
(Adjustment of Salary Grade on 1 April, 2018.)
2. As of 1 April, 2018, Employees under the age of 37 (excluding those in the highest salary grade of their work class and those subject to the Basic Salary Table for Designated Duties Staff applies) who received a salary increase on 1 January, 2015 (including those equivalent positions ) may be eligible for a salary grade one rank as of 1 April, 2018.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 19 December, 2018 and applied from 1 April, 2018.  
(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2018 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2018 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not apply if the University deems it particularly necessary.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 14 December, 2019.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 24 December, 2019 and applied from 1 April, 2019. However, the amendments of Article 29 shall be implemented from 1 April, 2020.

(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April, 2019 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. For Employees to whom the basic salary table has newly applied during the period from 1 April, 2019 to the day before the Date of Implementation, notwithstanding the provision of the foregoing paragraph, shall be applied from the date of application of the basic salary table. However, this shall not apply if the University deems it particularly necessary.

(Interim Measures pertaining to Housing Allowance)

3. With respect to Employees whose the monthly housing allowance, paid in accordance with the provisions of Article 29 prior to such amendments, exceeds 2,000 yen as of the day before the Date of Implementation, in accordance with the proviso of Paragraph 1 (hereinafter referred to as "The Date of Partial Implementation"), and those who rent housing pertaining to the housing allowance continuously (including rooms for rent) and pay rent (including the cost of usage; hereinafter the same in this paragraph), even after the Date of Partial Implementation, and who also fall into any of the following Items . (Except for Employees prescribed separately), notwithstanding the regulation in the amended Article 29, the housing allowance equivalent to the monthly housing allowance, reduced by 2,000 yen (in cases where the monthly rent of the housing allowance-pertaining accommodation has changed, the amount determined separately, not exceeding the equivalent to the amount; hereinafter referred to as the "former allowance amount"), shall be paid from The Date of Partial Implementation to 31 March, 2021.

(1) Employees who do not fall into the amended Paragraph 1, Article 29.

(2) Employees to whom the former amount of the allowance, after the subtraction of the amount equivalent to the monthly housing allowance calculated in accordance with the regulation of the amended Paragraph 2, Article 29, would exceed 2,000 yen.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 July, 2020.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 April, 2021.

#### Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2021.

(Abolition of Allowance for Disaster Emergency Operations)

2. The measures for "until further notice" prescribed in Paragraph 2, the supplementary provision (implemented from 28 November 2011, applied from 11 March 2011) shall be abolished on 31 March, 2021.

#### Supplementary Provision

The foregoing amendments shall be implemented from 17 June, 2021 and be applied from 1 April, 2020.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2022.

#### Supplementary Provision



The foregoing amendments shall be implemented from 1 January, 2023.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 22 December, 2022 and be applied from 1 April, 2022.  
(Special measures for Employees to whom Basic Salary Table has been newly applied between 1 April, 2022 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred to as the "Date of Implementation".))
2. Notwithstanding the provision of the foregoing paragraph, for Employees to whom Basic Salary Table has been newly applied between 1 April, 2022 and the day before the Date of Implementation, this amendment shall be applied from the Date of Implementation of the Basic Salary Table. However, this shall not apply if the University deems it particularly necessary.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 21 December, 2023 and be applied from 1 April, 2023.  
(Special measures for Employees to whom Basic Salary Table has been newly applied between 1 April 2023 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred to as the "Date of Implementation".))
2. Notwithstanding what is stipulated in the body of the foregoing paragraph, for Employees to whom Basic Salary Table has been newly applied between 1 April, 2023 and the day before the Date of Implementation, this amendment shall be applied from the Date of Implementation of the Basic Salary Table. However, this shall not apply when the University deems it particularly necessary.

Supplementary Provision

The foregoing amendments shall be implemented from 1 July, 2024.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2025. The foregoing amendments shall be implemented from 1 April, 2025. However, the amendments of Paragraph 13 of the Supplementary Provision on 14 April, 2004, shall be implemented on 18 September, 2004 and apply as from 1 April, 2024.  
(Interim Measures)
2. Notwithstanding the provisions of the amendments, the previous provisions still apply during any remaining period of the payment unit period prescribed in Paragraph 4, Article 30 before the amendments, regarding the implemented date of the amendments.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2025.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2025. However, the amendments of Article 11 of the Basic Salary Table, Article 26 and Appendix 8, shall be implemented on 1 December, 2024.  
(Interim Measures pertaining to dependent allowance)
2. Notwithstanding described in Appendix 9, from 1 April, 2025 through 31 March, 2026, the following Table shall apply.

(1 April, 2025 – 31 March, 2026)

Faculty and Staff	Dependents	Monthly Allowance for Dependents
Employees to whom the Basic Salary Table (1) for Regular Staff apply, and whose work falls under the 9th class or higher.	A child who has not reached his/her 22nd birthday by 31 March.	11,500 yen per person

Employees to whom the Basic Salary Table for Regular Staff (1) apply, whose work falls under the 8th class, Employees to whom the Basic Salary Table for Academic Staff (1) apply, whose work falls under the 5th class, and Employees to whom the Basic Salary Table for Medical Staff (1) apply, whose work falls under the 8th class.	A child who has not reached his/her 22nd birthday by 31 March.	11,500 yen per person
	A grandchild who has not reached his/her 22nd birthday by 31 March.	3,500 yen per person
	Parents and grandparents over 60 years of age.	
	Siblings who have not reached their 22nd birthday by 31 March.	
	Person with severe disabilities	
Other Staff	Spouse	3,000 yen
	A child who has not reached his/her 22nd birthday by 31 March.	11,500 yen per person
	A grandchild who has not reached his/her 22nd birthday by 31 March.	6,500 yen per person
	Parents and grandparents over 60 years of age.	
	Siblings who have not reached their 22nd birthday by 31 March.	
	Person with severe disabilities	

#### Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2025.

(Interim Measures pertaining to Pay raise)

2. Notwithstanding described in Paragraph 3, Article 15, from 1 April, 2025 through 31 March, 2028, the following Table shall apply.

(1 April, 2025 – 31 March, 2028)

Basic Salary Table	Grade of Duty	Faculty and Staff
Basic Salary Table for Regular Staff (1)	Grade1, Grade2	Employees who are 45 years old or older at the time of promotion, as stipulated in the following Article.

Basic Salary Table for Regular Staff (1)	Grade3	Employees who are 50 years old or older at the time of promotion, as stipulated in the following Article.
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3. Notwithstanding described in Paragraph 4, Article 15, from 1 April, 2025 through 31 March, 2028, the following Table shall apply.

(1 April, 2025 – 31 March, 2028)

Basic Salary Table for Regular Staff (2)	All Grades	Employees who are 57 years old or older at the time of promotion, as stipulated in the following Article
Basic Salary Table for Regular Staff other than Basic Salary Table for Regular Staff(2)	All Grades	Employees who are 55 years old or older at the time of promotion, as stipulated in the following Article

Appendix 1 Basic Salary Table for Regular Staff (Relating to Article 11)

a) Basic Salary Table for Regular Staff (1)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class	9 <sup>th</sup> Class	10 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	183,500	230,000	261,300	287,300	309,800	335,000	373,400	415,600	465,500	529,000
2	184,600	231,500	262,300	288,900	311,500	336,900	376,000	418,000	468,600	531,900
3	185,800	233,000	263,300	290,400	313,200	338,700	378,300	420,500	471,600	535,000
4	186,900	234,500	264,300	291,900	314,700	340,500	380,500	422,900	474,600	538,100
5	188,000	236,000	265,300	293,400	316,100	342,200	382,400	424,800	477,600	541,200
6	189,700	237,500	266,300	294,900	317,400	343,900	384,700	426,900	480,600	543,500
7	191,300	239,000	267,300	296,300	318,700	345,500	386,800	429,000	483,600	546,000
8	192,900	240,500	268,300	297,600	320,000	347,200	388,800	431,200	486,700	548,400
9	194,500	242,000	269,300	298,800	321,300	348,800	390,800	433,100	489,400	550,800
10	196,200	243,400	270,300	300,300	323,100	350,500	393,100	435,200	492,500	552,600
11	197,800	244,800	271,300	301,800	324,900	352,100	395,300	437,300	495,500	554,400
12	199,400	246,200	272,300	303,200	326,600	353,700	397,500	439,200	498,600	556,300
13	201,000	247,400	273,300	304,600	328,300	355,200	399,700	440,900	501,300	558,000
14	202,700	248,600	274,300	305,700	330,000	356,900	402,000	442,700	503,600	559,400
15	204,400	249,800	275,300	306,700	331,700	358,500	404,200	444,600	505,900	560,700
16	206,100	251,000	276,400	307,900	333,400	360,100	406,500	446,500	508,200	561,800
17	207,400	252,100	277,400	309,100	335,000	361,700	408,300	448,300	510,200	563,100
18	209,000	253,200	278,700	310,700	336,700	363,500	410,200	450,100	511,600	564,100
19	210,600	254,300	280,000	312,300	338,400	365,000	412,100	451,900	513,100	565,000
20	212,100	255,400	281,200	313,900	340,000	366,600	413,900	453,600	514,500	565,900
21	213,600	256,400	282,500	315,400	341,500	368,000	415,700	455,400	515,700	566,800
22	215,200	257,400	283,800	317,000	343,100	369,600	417,500	456,900	517,100	
23	216,800	258,400	285,000	318,600	344,700	371,200	419,300	458,300	518,600	
24	218,400	259,400	286,200	320,200	346,200	372,700	421,100	459,800	520,100	
25	220,000	260,400	287,300	321,700	347,600	374,600	422,700	461,200	521,200	
26	221,700	261,300	288,500	323,400	349,300	376,500	424,200	462,500	522,300	
27	223,000	262,200	289,800	325,000	350,900	378,400	425,700	463,800	523,500	
28	224,300	263,100	291,100	326,600	352,500	380,200	427,200	465,000	524,700	
29	225,600	263,900	292,400	328,000	353,700	381,700	428,700	466,000	525,700	
30	226,700	264,700	293,400	329,700	355,200	383,500	430,000	466,700	526,600	
31	227,800	265,500	294,400	331,400	356,700	385,200	431,300	467,400	527,500	
32	228,900	266,300	295,500	333,000	358,200	386,800	432,500	468,100	528,400	
33	230,000	267,000	296,600	334,200	359,900	388,500	433,700	468,800	529,200	
34	231,100	267,800	297,800	336,100	361,700	389,900	435,000	469,500	530,100	
35	232,200	268,600	298,900	337,800	363,400	391,300	436,300	470,100	530,800	
36	233,300	269,300	300,100	339,400	365,100	392,700	437,500	470,700	531,300	
37	234,400	270,000	301,300	340,900	366,500	394,100	438,700	471,200	532,000	
38	235,400	270,800	302,600	342,500	367,800	395,300	439,500	471,800	532,600	
39	236,400	271,600	303,900	344,100	369,000	396,500	440,300	472,400	533,400	
40	237,300	272,300	305,200	345,700	370,400	397,500	441,100	473,000	534,000	
41	238,200	273,000	306,500	347,400	371,500	398,600	441,700	473,500	534,500	
42	239,100	273,800	307,800	349,200	372,400	399,800	442,300	474,000		
43	239,900	274,600	309,100	351,000	373,400	400,900	442,900	474,400		
44	240,700	275,300	310,400	352,800	374,500	402,000	443,500	474,700		
45	241,400	276,000	311,700	354,300	375,300	402,700	444,200	475,000		
46	242,000	276,700	313,000	355,700	376,200	403,400	445,000			
47	242,600	277,400	314,300	357,100	377,100	404,100	445,400			
48	243,200	278,100	315,400	358,500	377,900	404,800	446,100			
49	243,800	278,800	316,300	360,000	378,700	405,400	446,600			
50	244,400	279,500	317,600	360,800	379,500	406,000	447,000			
51	245,000	280,200	318,900	361,800	380,300	406,500	447,400			
52	245,500	280,900	320,200	362,800	381,000	406,900	447,800			
53	246,000	281,500	321,400	363,700	381,700	407,300	448,200			

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class	9 <sup>th</sup> Class	10 <sup>th</sup> Class
54	246,400	282,200	322,700	364,800	382,400	407,500	448,600			
55	246,700	282,800	323,900	365,700	383,100	407,800	449,000			
56	247,000	283,500	325,100	366,700	383,800	408,100	449,300			
57	247,300	284,100	326,400	367,600	384,300	408,400	449,600			
58	247,600	284,800	327,500	368,300	384,900	408,700	450,000			
59	247,900	285,400	328,600	369,000	385,500	409,000	450,300			
60	248,200	286,100	329,700	369,600	386,200	409,300	450,600			
61	248,500	286,700	330,400	370,000	386,600	409,500	450,900			
62	248,800	287,400	331,300	370,600	387,200	409,800				
63	249,100	288,000	332,000	371,300	387,800	410,100				
64	249,400	288,500	332,800	372,000	388,300	410,400				
65	249,700	289,000	333,600	372,300	388,700	410,600				
66	250,000	289,600	334,000	373,000	389,300	410,900				
67	250,300	290,100	334,600	373,700	389,900	411,200				
68	250,600	290,700	335,300	374,300	390,400	411,500				
69	250,900	291,200	336,100	374,600	390,800	411,700				
70	251,200	291,700	336,800	375,100	391,300	412,000				
71	251,500	292,300	337,500	375,700	391,800	412,300				
72	251,800	292,900	338,100	376,300	392,400	412,500				
73	252,100	293,400	338,600	376,600	392,700	412,700				
74	252,400	293,900	339,200	377,200	393,100	413,000				
75	252,700	294,300	339,700	377,900	393,500	413,300				
76	253,000	294,600	340,300	378,500	393,900	413,500				
77	253,300	294,800	340,600	378,900	394,200	413,700				
78	253,600	295,100	341,100	379,400	394,500	414,000				
79	253,900	295,300	341,500	380,000	394,800	414,300				
80	254,200	295,600	341,900	380,500	395,000	414,500				
81	254,500	295,800	342,300	381,000	395,200	414,700				
82	254,800	296,000	342,800	381,600	395,500	415,000				
83	255,100	296,300	343,300	382,100	395,800	415,300				
84	255,400	296,500	343,800	382,400	396,000	415,500				
85	255,700	296,800	344,100	382,800	396,200	415,700				
86	256,000	297,100	344,500	383,300	396,500					
87	256,300	297,400	344,900	383,700	396,800					
88	256,600	297,700	345,300	384,100	397,000					
89	256,900	298,000	345,600	384,500	397,200					
90	257,200	298,300	346,000	385,000	397,500					
91	257,500	298,600	346,400	385,400	397,800					
92	257,800	299,000	346,800	385,800	398,000					
93	258,100	299,200	347,000	386,100	398,200					
94		299,400	347,400							
95		299,700	347,800							
96		300,100	348,200							
97		300,300	348,400							
98		300,600	348,800							
99		301,000	349,200							
100		301,400	349,500							
101		301,600	349,800							
102		301,900	350,200							
103		302,200	350,600							
104		302,500	351,000							
105		302,700	351,500							
106		303,000	351,900							
107		303,300	352,300							
108		303,600	352,700							
109		303,800	353,200							
110		304,200	353,600							

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class	9 <sup>th</sup> Class	10 <sup>th</sup> Class
111		304,600	353,900							
112		304,900	354,200							
113		305,100	354,700							
114		305,300								
115		305,600								
116		306,000								
117		306,200								
118		306,400								
119		306,700								
120		307,000								
121		307,400								
122		307,600								
123		307,900								
124		308,200								
125		308,500								

b) Basic Salary Table for Senior Regular Staff (1)

Work Class	S 1 <sup>st</sup> Class	S 2 <sup>nd</sup> Class	S 3 <sup>rd</sup> Class	S 4 <sup>th</sup> Class	S 5 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
1	183,500	230,000	261,300	287,300	309,800
2	218,400	254,300	281,200	304,600	330,000

c) Basic Salary Table for Regular Staff (2)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
1	—	227,700	244,600	276,800	298,300
2	—	228,500	245,400	277,800	300,100
3	—	229,300	246,200	278,800	301,700
4	—	230,100	246,900	279,700	303,300
5	—	230,800	247,600	280,400	304,500
6	—	231,600	248,700	281,100	305,500
7	—	232,400	249,700	281,800	306,400
8	—	233,200	250,700	282,500	307,200
9	—	234,000	251,700	283,100	308,100
10	—	234,700	252,900	283,700	309,500
11	—	235,400	254,000	284,300	310,800
12	—	236,100	255,000	284,900	312,000
13	—	236,800	256,100	285,500	313,000
14	181,800	237,400	257,100	286,100	314,200
15	183,100	238,000	258,000	286,700	315,400
16	184,400	238,600	258,500	287,200	316,500
17	185,700	239,200	259,100	287,700	317,600
18	187,400	239,800	259,500	288,200	318,700
19	189,100	240,400	259,900	288,700	319,800
20	190,800	240,900	260,400	289,100	320,900
21	192,500	241,400	260,900	289,500	321,900
22	194,200	241,900	261,400	289,900	323,000
23	195,800	242,400	261,900	290,300	324,100
24	197,400	242,900	262,500	290,700	325,200
25	199,000	243,400	263,300	291,100	326,200
26	200,500	243,900	263,900	291,500	327,300
27	202,000	244,300	264,500	291,900	328,400
28	203,500	244,800	265,300	292,300	329,400
29	205,000	245,400	266,100	292,700	330,400
30	206,500	245,900	266,800	293,100	331,400
31	208,000	246,400	267,400	293,500	332,400
32	209,500	246,800	268,200	293,900	333,400
33	211,000	247,200	269,000	294,300	334,400
34	212,400	247,700	269,700	294,800	335,300
35	213,800	248,200	270,400	295,300	336,400
36	215,200	248,600	271,100	295,800	337,400
37	216,600	249,000	271,800	296,300	338,400
38	217,700	249,500	272,500	296,800	339,400
39	218,800	250,000	273,200	297,300	340,400
40	219,900	250,400	273,900	297,800	341,300
41	220,900	250,800	274,600	298,300	342,200
42	221,800	251,300	275,300	299,000	343,100
43	222,700	251,800	275,900	299,600	344,000
44	223,600	252,200	276,500	300,300	344,900
45	224,500	252,600	277,000	300,900	345,800
46	225,300	253,000	277,500	301,500	346,800
47	226,100	253,400	278,000	302,100	347,800
48	226,900	253,800	278,500	302,600	348,700
49	227,700	254,200	279,000	303,100	349,600
50	228,400	254,600	279,500	303,700	350,500
51	229,100	255,000	280,000	304,300	351,400
52	229,800	255,400	280,400	304,900	352,200
53	230,500	255,800	280,800	305,500	353,000



Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
54	231,100	256,200	281,300	306,200	353,800
55	231,700	256,600	281,700	306,900	354,600
56	232,300	257,000	282,200	307,600	355,300
57	233,000	257,300	282,600	308,200	356,000
58	233,500	257,700	283,100	308,900	356,800
59	234,000	258,100	283,600	309,600	357,600
60	234,500	258,400	284,100	310,200	358,200
61	235,000	258,700	284,600	310,800	358,900
62	235,400	259,100	285,200	311,500	359,500
63	235,800	259,500	285,800	312,200	360,200
64	236,200	259,800	286,400	312,800	360,900
65	236,600	260,100	287,000	313,300	361,500
66	236,900	260,400	287,600	313,800	362,000
67	237,200	260,700	288,200	314,400	362,500
68	237,500	260,900	288,800	315,000	363,000
69	237,800	261,100	289,300	315,600	363,400
70	238,100	261,400	289,800	316,000	
71	238,400	261,700	290,300	316,500	
72	238,700	261,900	290,800	317,000	
73	238,900	262,100	291,300	317,300	
74	239,200	262,400	291,800	317,800	
75	239,500	262,700	292,200	318,300	
76	239,700	262,900	292,600	318,700	
77	239,900	263,100	293,000	318,900	
78	240,200	263,400	293,400	319,200	
79	240,500	263,700	293,800	319,400	
80	240,700	263,900	294,200	319,700	
81	240,900	264,100	294,600	320,000	
82	241,200	264,400	295,000	320,300	
83	241,500	264,700	295,400	320,600	
84	241,700	264,900	295,900	320,800	
85	241,900	265,100	296,200	321,000	
86	242,200	265,300	296,700	321,300	
87	242,500	265,600	297,200	321,600	
88	242,700	265,900	297,700	321,800	
89	242,900	266,100	298,000	322,000	
90	243,200	266,300	298,500	322,300	
91	243,500	266,600	299,000	322,600	
92	243,700	266,800	299,300	322,900	
93	243,900	267,100	299,700	323,100	
94	244,200	267,400	300,200	323,400	
95	244,500	267,700	300,700	323,700	
96	244,700	267,900	301,200	323,900	
97	244,900	268,100	301,500	324,100	
98	245,200	268,400	301,900	324,400	
99	245,400	268,600	302,400	324,700	
100	245,700	268,900	302,900	324,900	
101	245,900	269,100	303,300	325,100	
102	246,100	269,300	303,700		
103	246,400	269,600	304,000		
104	246,700	269,900	304,300		
105	246,900	270,100	304,600		
106	247,200	270,300	305,000		
107	247,500	270,600	305,300		
108	247,700	270,800	305,700		
109	247,900	271,100	306,000		
110	248,200	271,400	306,400		

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
111	248,500	271,700	306,800		
112	248,700	271,900	307,100		
113	248,900	272,100	307,300		
114	249,200	272,400	307,600		
115	249,500	272,600	307,900		
116	249,700	272,800	308,100		
117	249,900	273,100	308,300		
118	250,200	273,400	308,600		
119	250,500	273,700	308,900		
120	250,700	273,900	309,100		
121	250,900	274,100	309,300		
122		274,300	309,600		
123		274,600	309,900		
124		274,900	310,100		
125		275,100	310,300		
126		275,300	310,600		
127		275,600	310,900		
128		275,900	311,100		
129		276,100	311,300		
130		276,300	311,600		
131		276,600	311,900		
132		276,900	312,100		
133		277,100	312,300		
134		277,300			
135		277,600			
136		277,900			
137		278,100			

d)Basic Salary Table for Senior Regular Staff (2)

Work Class	S 1 <sup>st</sup> Class	S 2 <sup>nd</sup> Class	S 3 <sup>rd</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	181,800	227,700	244,600
2	216,600	240,400	269,000

Appendix 2 Basic Salary Table for Academic Staff (Relating to Article 11)

a) Basic Salary Table for Academic Staff (1)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
Amount of Additional Payment	—	10,500	23,800	25,400	30,000
1	217,800	261,400	317,100	358,300	423,100
2	220,300	263,600	319,300	360,900	425,000
3	222,700	265,700	321,500	363,500	426,800
4	225,100	267,600	323,600	366,000	428,500
5	227,500	269,400	325,700	368,400	430,200
6	229,900	270,900	327,600	370,800	432,100
7	232,400	272,400	329,400	373,300	434,000
8	234,800	273,900	331,200	375,700	435,800
9	237,300	275,700	333,000	378,200	437,200
10	239,100	277,700	334,900	380,700	439,100
11	240,900	279,700	336,700	383,200	441,000
12	242,700	281,700	338,500	385,600	442,900
13	244,300	283,700	340,300	388,000	444,300
14	245,900	285,900	341,900	389,600	446,200
15	247,500	288,000	343,500	391,100	448,100
16	249,000	290,100	345,000	392,600	450,000
17	250,500	292,000	346,500	393,600	451,700
18	251,900	294,700	348,100	395,300	453,500
19	253,200	297,400	349,700	396,700	455,300
20	254,600	300,000	351,300	398,000	457,100
21	256,000	302,600	352,700	399,200	459,100
22	257,500	305,000	354,700	400,200	461,300
23	259,000	307,400	356,700	401,200	463,700
24	260,500	309,600	358,700	402,200	466,000
25	262,000	311,800	360,500	403,100	468,000
26	263,700	313,800	362,100	404,200	470,100
27	265,400	315,800	363,700	405,300	472,200
28	267,100	317,800	365,300	406,400	474,200
29	268,600	319,800	366,600	407,500	476,200
30	270,500	321,700	368,100	408,600	478,500
31	272,400	323,600	369,500	409,700	480,700
32	274,300	325,500	370,800	410,800	482,600
33	276,100	327,300	372,100	411,900	484,500
34	277,300	329,200	373,300	413,000	486,600
35	278,500	331,100	374,500	414,100	488,800
36	279,600	333,000	375,600	415,300	490,800
37	280,600	334,700	376,700	416,300	492,900
38	281,600	335,900	378,100	417,400	494,900
39	282,700	337,000	379,400	418,500	496,800
40	283,800	338,100	380,700	419,700	498,700
41	284,600	338,700	382,000	420,600	500,700
42	285,700	339,100	383,300	421,700	502,600
43	286,800	339,500	384,600	422,800	504,300
44	287,700	339,900	385,900	423,800	506,200
45	288,300	340,500	387,200	424,800	508,100
46	289,300	341,000	388,400	425,900	509,900
47	290,200	341,500	389,600	427,000	511,700
48	291,100	341,900	390,700	428,100	513,500
49	292,100	342,300	391,800	429,100	515,200
50	292,600	342,700	393,000	430,300	516,900
51	293,100	343,100	394,100	431,500	518,700
52	293,700	343,500	395,200	432,700	520,500

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
53	294,200	343,900	396,300	433,400	522,000
54	294,700	344,300	397,500	434,300	523,600
55	295,000	344,700	398,700	435,200	525,300
56	295,400	345,100	399,800	436,000	526,900
57	295,800	345,500	400,800	436,800	528,500
58	296,300	345,900	401,800	437,700	529,800
59	296,800	346,300	402,800	438,600	531,100
60	297,200	346,700	403,700	439,400	532,300
61	297,600	347,100	404,900	440,100	533,500
62	298,000	347,500	406,300	441,000	534,500
63	298,400	347,900	407,700	442,000	535,500
64	298,800	348,300	409,100	442,900	536,500
65	299,200	348,700	409,900	443,800	537,100
66	299,600	349,100	410,900	444,700	538,000
67	300,000	349,500	411,900	445,700	538,900
68	300,400	349,900	413,000	446,600	539,800
69	300,800	350,300	413,900	447,600	540,700
70	301,200	350,800	414,700	448,600	541,500
71	301,600	351,200	415,500	449,500	542,200
72	302,000	351,600	416,200	450,500	542,700
73	302,400	351,900	416,900	451,400	543,400
74	302,800	352,400	417,800	452,300	543,900
75	303,200	352,800	418,600	453,200	544,700
76	303,600	353,200	419,200	454,200	545,300
77	304,000	353,600	419,800	455,000	545,800
78	304,400	354,100	420,300	455,400	546,400
79	304,800	354,600	420,700	456,000	547,000
80	305,200	355,100	421,100	456,600	547,600
81	305,500	355,600	421,400	457,300	548,200
82	305,900	356,300	421,800	458,000	
83	306,300	357,000	422,100	458,300	
84	306,600	357,700	422,500	458,900	
85	306,900	358,300	422,800	459,300	
86	307,300	358,900	423,200	459,700	
87	307,700	359,500	423,600	460,100	
88	308,100	360,100	424,000	460,400	
89	308,600	360,600	424,300	460,700	
90	309,000	361,000	424,600	461,000	
91	309,400	361,400	425,000	461,500	
92	309,800	361,800	425,300	461,800	
93	310,200	362,200	425,600	462,100	
94	310,700	362,600	426,000	462,400	
95	311,200	363,100	426,300	462,700	
96	311,600	363,500	426,600	463,000	
97	311,800	364,100	426,900	463,300	
98	312,200	364,600	427,200	463,800	
99	312,600	365,000	427,500	464,100	
100	313,000	365,500	427,800	464,400	
101	313,200	365,900	428,100	464,700	
102	313,600	366,400	428,400		
103	313,900	366,700	428,700		
104	314,400	367,100	429,000		
105	314,800	367,600	429,300		
106	315,100	368,000	429,600		
107	315,400	368,500	429,900		
108	315,700	369,000	430,200		
109	315,900	369,400	430,500		

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
110	316,200	369,900	430,800		
111	316,600	370,300	431,100		
112	317,000	370,700	431,400		
113	317,300	371,100	431,700		
114	317,700	371,500	432,000		
115	318,000	371,900	432,300		
116	318,300	372,300	432,600		
117	318,600	372,700	432,800		
118	319,000	373,100			
119	319,400	373,500			
120	319,800	373,900			
121	320,000	374,200			
122	320,200	374,600			
123	320,400	375,100			
124	320,700	375,400			
125	321,000	375,800			
126	321,200	376,300			
127	321,500	376,800			
128	321,800	377,200			
129	322,100	377,600			
130	322,400	378,100			
131	322,800	378,600			
132	323,000	379,100			
133	323,200	379,600			
134	323,500	380,100			
135	323,800	380,600			
136	324,000	381,100			
137	324,300	381,600			
138	324,500	382,100			
139	324,800	382,600			
140	325,100	383,100			
141	325,400	383,600			
142	325,800				
143	326,200				
144	326,600				
145	326,800				
146	327,200				
147	327,500				
148	327,900				
149	328,100				
150	328,500				
151	328,800				
152	329,200				
153	329,400				
154	329,800				
155	330,200				
156	330,600				
157	330,800				

NOTE: For individuals to whom 2nd, 3rd, 4th or 5th Class (for 2nd Class, limited to Assistant Professors) apply, the monthly amount of Basic Salary shall be the Amount of Additional Payment added to the amount set forth in each Grade.

b) Basic Salary Table for Academic Staff (2)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	230,200	263,100	317,100
2	233,000	264,900	319,300
3	236,100	266,700	321,500
4	239,100	268,400	323,600
5	242,300	270,000	325,700
6	245,500	271,500	327,500
7	248,600	273,000	329,300
8	251,700	274,500	331,100
9	254,700	276,000	332,900
10	256,500	278,000	334,700
11	258,200	280,000	336,500
12	259,800	282,000	338,400
13	261,400	284,000	340,300
14	262,800	286,000	341,900
15	264,200	288,000	343,500
16	265,500	290,000	345,100
17	266,800	292,000	346,100
18	267,900	294,700	348,300
19	268,900	297,300	350,500
20	269,900	299,900	352,700
21	271,300	302,500	354,600
22	272,800	305,000	356,900
23	274,300	307,400	359,200
24	275,800	309,700	361,500
25	277,300	311,800	363,700
26	278,900	313,900	366,000
27	280,400	316,000	368,100
28	281,900	318,100	370,200
29	283,300	320,100	372,200
30	284,900	321,700	373,800
31	286,400	323,200	375,400
32	287,900	324,700	377,000
33	289,300	326,200	378,600
34	290,600	327,800	379,900
35	291,900	329,300	381,200
36	292,700	330,800	382,500
37	293,500	332,200	383,800
38	294,300	333,600	385,400
39	295,100	334,900	387,000
40	295,900	336,200	388,500
41	296,700	337,400	390,000
42	297,500	339,100	391,600
43	298,200	340,700	393,100
44	298,800	342,600	394,600
45	299,300	344,200	396,000
46	299,800	345,800	397,400
47	300,300	347,300	398,800
48	300,800	348,800	400,100
49	301,300	350,400	401,000
50	301,700	352,000	402,200
51	302,100	353,500	403,300
52	302,500	354,900	404,400
53	302,900	356,300	405,400
54	303,300	357,300	406,600
55	303,700	358,300	407,800

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class
56	304,100	359,300	408,900
57	304,500	360,400	410,000
58	304,900	361,700	411,200
59	305,300	363,000	412,400
60	305,700	364,300	413,600
61	306,100	365,600	414,700
62	306,500	366,900	416,200
63	306,900	368,200	417,700
64	307,300	369,500	419,200
65	307,700	370,700	420,600
66	308,100	372,000	421,500
67	308,500	373,300	422,400
68	308,900	374,500	423,200
69	309,300	375,700	424,100
70	309,700	377,000	425,100
71	310,100	378,300	426,100
72	310,500	379,500	426,900
73	310,900	380,700	427,600
74	311,400	382,000	428,400
75	311,900	383,300	429,200
76	312,400	384,500	430,100
77	312,800	385,700	431,100
78	313,300	386,900	432,100
79	313,800	388,000	433,000
80	314,200	389,200	433,900
81	314,600	390,600	434,600
82	315,100	392,000	435,500
83	315,600	393,500	436,400
84	316,000	394,900	437,200
85	316,400	395,900	438,100
86	316,900	397,200	438,900
87	317,400	398,500	439,700
88	317,900	399,900	440,600
89	318,300	401,000	441,300
90	318,800	402,000	441,700
91	319,200	403,000	442,100
92	319,600	404,100	442,500
93	320,200	404,900	442,900
94	320,700	406,000	443,400
95	321,300	407,100	443,800
96	321,900	408,000	444,200
97	322,300	408,900	444,400
98	322,700	409,800	444,800
99	323,000	410,700	445,100
100	323,300	411,600	445,400
101	323,600	412,400	445,700
102	323,900	413,400	
103	324,200	414,400	
104	324,500	415,400	
105	324,900	416,000	
106	325,400	416,700	
107	325,900	417,400	
108	326,300	418,000	
109	326,700	418,400	
110	327,200	418,800	
111	327,600	419,100	
112	328,100	419,400	
113	328,400	419,600	
114	328,900	419,900	



Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class
115	329,300	420,200	
116	329,700	420,500	
117	330,000	420,700	
118	330,400	421,000	
119	330,900	421,300	
120	331,400	421,500	
121	331,600	421,700	
122	332,000	422,000	
123	332,300	422,300	
124	332,600	422,500	
125	332,800	422,700	
126	333,100		
127	333,600		
128	334,000		
129	334,200		
130	334,600		
131	335,000		
132	335,400		
133	335,600		
134	336,000		
135	336,500		
136	336,800		
137	337,100		
138	337,500		
139	337,900		
140	338,300		
141	338,700		

Appendix 3 Basic Salary Table for Medical Staff (Relating to Article 11)

a) Basic Salary Table for Medical Staff (A)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	188,600	227,400	258,500	278,600	303,500	341,100	379,500	443,900
2	190,700	228,700	259,700	279,400	305,000	342,800	381,800	446,500
3	192,800	230,000	260,800	280,200	306,500	344,500	384,100	449,000
4	194,900	231,300	261,900	281,000	308,000	346,100	386,400	451,600
5	196,900	232,500	263,000	281,800	309,500	347,700	388,700	454,000
6	198,900	233,600	263,800	282,600	310,900	349,400	391,300	456,500
7	200,900	234,600	264,600	283,400	312,300	351,000	393,900	459,000
8	202,700	235,600	265,400	284,100	313,700	352,600	396,500	461,500
9	204,500	236,700	266,200	284,800	315,000	354,200	398,600	463,900
10	206,400	237,900	267,000	285,500	316,400	355,900	400,800	466,300
11	208,300	239,200	267,800	286,200	317,800	357,600	403,000	468,900
12	210,400	240,500	268,600	287,000	319,200	359,200	405,200	471,300
13	212,100	241,800	269,400	287,800	320,600	360,700	407,200	473,800
14	214,100	243,100	270,200	288,600	322,200	362,400	409,200	475,300
15	216,300	244,400	271,000	289,400	323,700	364,000	411,200	476,600
16	218,400	245,600	271,800	290,100	325,200	365,600	413,200	477,900
17	220,500	246,800	272,600	290,800	326,700	367,200	415,000	479,100
18	221,600	248,000	273,400	291,900	328,300	368,800	416,900	480,400
19	222,700	249,200	274,200	293,000	329,800	370,400	418,800	481,700
20	223,800	250,400	275,000	294,200	331,300	372,000	420,600	483,000
21	224,900	251,500	275,800	295,400	332,800	373,600	422,400	484,200
22	225,800	252,400	276,600	296,600	334,400	375,600	424,000	485,600
23	226,700	253,200	277,400	297,800	335,900	377,600	425,600	487,000
24	227,600	254,000	278,200	299,000	337,400	379,600	427,100	488,200
25	228,500	254,800	279,000	300,200	338,900	381,000	428,600	489,600
26	229,400	255,600	279,900	301,400	340,500	382,700	429,900	490,900
27	230,300	256,400	280,800	302,600	342,100	384,400	431,200	492,300
28	231,200	257,200	281,600	303,800	343,600	386,100	432,500	493,700
29	232,100	258,000	282,400	305,000	344,900	387,800	433,800	495,100
30	233,000	258,800	283,300	306,200	346,400	389,300	435,000	496,200
31	233,900	259,600	284,200	307,300	347,900	390,800	436,200	497,300
32	234,800	260,400	285,000	308,500	349,400	392,300	437,300	498,400
33	235,600	261,200	285,800	309,800	350,900	393,600	438,500	499,500
34	236,400	262,000	286,900	311,000	352,400	394,900	439,600	500,400
35	237,200	262,700	287,900	312,200	353,900	396,200	440,800	501,300
36	238,000	263,500	288,900	313,400	355,300	397,300	442,000	502,200
37	238,800	264,400	289,900	314,600	356,700	398,400	443,100	503,200
38	239,600	265,200	291,000	315,700	358,300	399,500	443,900	
39	240,400	266,000	292,000	316,900	359,800	400,600	444,300	
40	241,200	266,800	293,000	318,100	361,300	401,700	445,000	
41	241,800	267,600	294,000	319,300	362,500	402,500	445,500	
42	242,400	268,400	295,000	320,600	363,600	403,300	445,900	
43	243,000	269,200	296,000	321,900	364,800	404,100	446,300	
44	243,500	270,000	297,000	323,100	365,900	404,900	446,700	
45	244,000	270,700	298,000	324,000	366,900	405,300	447,100	
46	244,600	271,500	299,200	325,200	367,700	405,900	447,500	
47	245,100	272,300	300,300	326,400	368,700	406,400	447,900	
48	245,500	273,100	301,400	327,600	369,800	406,800	448,200	
49	245,900	273,800	302,500	328,700	370,800	407,200	448,500	
50	246,400	274,600	303,600	329,700	371,800	407,400	448,900	
51	246,900	275,300	304,700	330,700	372,800	407,700	449,200	
52	247,400	276,000	305,800	331,600	373,700	408,000	449,500	
53	247,700	276,700	306,900	332,500	374,500	408,300	449,800	
54	248,000	277,400	308,000	333,500	375,300	408,600		
55	248,300	278,100	309,100	334,500	376,200	408,900		

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class
56	248,600	278,800	310,200	335,400	377,000	409,200		
57	248,900	279,500	311,200	335,900	377,500	409,400		
58	249,200	280,200	312,200	336,800	378,300	409,700		
59	249,500	280,900	313,200	337,500	379,100	410,000		
60	249,800	281,500	314,200	338,400	379,900	410,300		
61	250,100	282,100	315,200	339,100	380,300	410,500		
62	250,400	282,800	316,200	339,400	381,000	410,800		
63	250,700	283,500	317,200	339,900	381,700	411,100		
64	251,000	284,100	318,100	340,500	382,300	411,400		
65	251,300	284,700	319,000	341,100	382,700	411,600		
66	251,600	285,400	319,800	341,800	383,200			
67	251,900	286,100	320,500	342,500	383,800			
68	252,200	286,700	321,200	343,100	384,400			
69	252,500	287,300	321,800	343,800	384,800			
70	252,800	288,000	322,500	344,300	385,300			
71	253,100	288,700	323,100	344,900	385,800			
72	253,300	289,300	323,700	345,500	386,300			
73	253,500	289,900	324,300	345,800	386,900			
74	253,800	290,400	324,500	346,400	387,400			
75	254,100	290,800	325,000	346,900	388,000			
76	254,300	291,200	325,500	347,400	388,600			
77	254,500	291,600	326,100	347,900	389,100			
78	254,800	291,900	326,600	348,400	389,600			
79	255,100	292,200	327,100	348,900	390,100			
80	255,300	292,500	327,500	349,300	390,600			
81	255,500	292,800	328,100	349,600	390,900			
82	255,800	293,100	328,600	349,900	391,400			
83	256,100	293,400	329,000	350,100	391,800			
84	256,300	293,700	329,500	350,400	392,200			
85	256,500	293,900	330,000	350,900	392,600			
86		294,100	330,400	351,200				
87		294,300	330,600	351,500				
88		294,500	330,900	351,800				
89		294,900	331,300	352,200				
90		295,100	331,700	352,500				
91		295,300	332,000	352,800				
92		295,500	332,300	353,100				
93		295,900	332,600	353,500				
94		296,100	332,800	353,800				
95		296,300	333,200	354,100				
96		296,600	333,500	354,400				
97		296,900	333,700	354,700				
98		297,100	334,000	355,100				
99		297,300	334,300	355,500				
100		297,600	334,600	355,900				
101		297,900	334,800	356,400				
102		298,100	335,100	356,800				
103		298,300	335,400	357,200				
104		298,600	335,600	357,600				
105		298,900	335,800	358,100				
106			336,000					
107			336,400					
108			336,600					
109			336,800					
110			337,200					
111			337,600					
112			338,000					
113			338,200					

b) Basic Salary Table for Senior Medical Staff (A)

Work Class	S 1 <sup>st</sup> Class	S 2 <sup>nd</sup> Class	S 3 <sup>rd</sup> Class	S 4 <sup>th</sup> Class	S 5 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
1	188,600	227,400	258,500	278,600	303,500
2	218,400	251,500	274,200	297,800	332,800

S 6 <sup>th</sup> Class	S 7 <sup>th</sup> Class
Monthly Basic Salary	Monthly Basic Salary
Yen	Yen
341,100	379,500
370,400	428,600

c) Basic Salary Table for Medical Staff (B)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	207,700	240,600	277,600	293,000	310,300	342,200	381,000
2	209,600	242,800	278,700	293,600	311,500	343,900	383,600
3	211,400	245,000	279,800	294,200	312,700	345,600	386,300
4	213,100	247,200	280,800	294,700	313,800	347,300	388,900
5	214,800	249,400	281,800	295,200	314,900	349,000	391,100
6	216,700	250,400	282,300	295,800	316,000	350,700	393,300
7	218,500	251,300	282,800	296,400	317,100	352,400	395,600
8	220,200	252,200	283,300	296,900	318,200	354,000	397,900
9	221,900	253,100	283,800	297,400	319,300	355,500	399,800
10	223,900	254,300	284,300	298,000	320,300	357,200	401,900
11	225,800	255,400	284,800	298,600	321,300	358,900	404,100
12	227,700	256,300	285,300	299,100	322,300	360,600	406,300
13	229,600	257,100	285,800	299,600	323,300	362,000	408,200
14	231,600	257,800	286,300	300,200	324,500	363,700	410,200
15	233,600	258,500	286,800	300,800	325,700	365,400	412,300
16	235,600	259,400	287,300	301,300	326,900	367,100	414,300
17	237,600	260,500	287,800	301,800	328,000	368,900	416,300
18	239,600	261,600	288,300	302,500	329,200	370,900	418,500
19	241,700	262,700	288,800	303,200	330,300	372,900	420,700
20	243,700	263,800	289,300	303,900	331,400	374,900	422,800
21	245,600	264,900	289,800	304,600	332,500	376,600	424,700
22	246,800	266,000	290,300	305,500	333,700	378,700	426,600
23	248,000	267,100	290,800	306,400	334,800	380,800	428,400
24	249,100	268,200	291,300	307,300	335,900	382,800	430,300
25	250,200	269,200	291,800	308,100	337,000	384,700	432,000
26	251,100	270,300	292,300	309,000	338,200	386,300	433,600
27	252,000	271,400	292,800	309,900	339,300	388,100	435,300
28	252,900	272,400	293,300	310,800	340,400	389,900	436,900
29	253,700	273,400	293,800	311,600	341,500	391,600	438,200
30	254,500	274,100	294,400	312,500	342,700	393,300	439,500
31	255,200	274,800	295,200	313,400	343,800	395,200	441,100
32	255,900	275,500	296,000	314,300	344,900	396,900	442,600
33	256,700	276,200	296,700	315,100	346,000	398,600	444,300
34	257,500	276,800	297,500	316,200	347,300	400,300	445,900
35	258,300	277,300	298,300	317,300	348,600	402,100	447,300
36	259,000	277,800	299,100	318,400	349,900	403,800	448,700
37	259,700	278,300	299,800	319,500	351,100	405,400	449,800
38	260,600	278,900	300,600	320,600	352,600	407,100	451,100
39	261,500	279,400	301,400	321,700	354,100	408,900	452,400
40	262,300	279,900	302,100	322,800	355,600	410,700	453,800
41	263,100	280,300	302,900	323,900	356,800	412,200	454,800
42	264,000	280,800	303,700	325,100	358,300	413,700	455,500
43	264,800	281,300	304,500	326,200	359,700	415,200	456,300
44	265,600	281,800	305,300	327,300	361,100	416,500	456,900
45	266,400	282,300	306,000	328,100	362,500	417,600	457,800
46	267,100	282,800	307,000	329,200	363,500	418,700	458,500
47	267,800	283,300	308,000	330,300	364,900	419,800	459,300
48	268,400	283,800	308,900	331,300	366,200	421,000	460,100
49	269,000	284,300	309,800	332,300	367,500	422,300	460,800
50	269,500	284,800	310,800	333,300	368,900	423,400	461,500
51	270,000	285,300	311,800	334,300	370,200	424,600	462,200
52	270,400	285,800	312,700	335,300	371,500	425,700	463,000
53	270,800	286,300	313,600	336,500	373,000	426,900	463,800
54	271,300	286,800	314,600	337,800	374,200	427,900	464,600
55	271,800	287,300	315,600	339,000	375,300	429,000	465,300

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class
56	272,200	287,800	316,600	340,200	376,500	430,100	466,000
57	272,600	288,300	317,400	341,100	377,600	431,100	466,800
58	273,000	289,100	318,400	342,300	378,500	431,600	
59	273,400	289,900	319,400	343,400	379,500	432,200	
60	273,800	290,600	320,300	344,700	380,400	432,600	
61	274,200	291,300	321,200	345,700	381,000	433,200	
62	274,600	292,200	322,200	346,600	381,800	433,700	
63	275,000	293,100	323,200	347,700	382,600	434,100	
64	275,400	293,900	324,100	348,900	383,400	434,600	
65	275,800	294,700	325,000	350,000	384,100	435,100	
66	276,200	295,600	326,200	351,200	384,800	435,500	
67	276,600	296,400	327,400	352,400	385,500	435,800	
68	277,000	297,200	328,600	353,400	386,100	436,100	
69	277,400	298,000	329,300	354,400	386,700	436,500	
70	277,900	298,900	330,400	355,400	387,300		
71	278,400	299,800	331,500	356,500	388,000		
72	278,800	300,700	332,400	357,600	388,600		
73	279,200	301,600	333,500	358,400	389,300		
74	279,800	302,500	334,200	359,500	389,800		
75	280,400	303,400	335,300	360,600	390,400		
76	280,900	304,300	336,400	361,600	390,900		
77	281,400	305,100	337,500	362,300	391,300		
78	282,000	306,100	338,700	363,100	391,900		
79	282,600	307,100	339,800	363,900	392,400		
80	283,100	308,000	340,900	364,600	392,700		
81	283,600	308,500	342,000	365,200	393,000		
82	284,100	309,400	343,100	365,700	393,500		
83	284,600	310,300	344,100	366,200	393,900		
84	285,100	311,100	345,200	366,700	394,200		
85	285,600	311,900	346,100	367,300	394,500		
86	286,100	312,900	347,100	367,800	395,000		
87	286,600	313,900	348,000	368,300	395,500		
88	287,100	314,900	349,000	368,800	395,900		
89	287,600	315,800	349,900	369,200	396,200		
90	288,100	316,900	350,700	369,600	396,600		
91	288,600	317,900	351,500	370,200	397,100		
92	289,100	318,900	352,300	370,700	397,500		
93	289,600	319,700	352,900	371,000	397,900		
94	290,200	320,400	353,500	371,500			
95	290,800	321,100	354,100	371,900			
96	291,400	321,700	354,700	372,200			
97	292,000	322,200	355,100	372,800			
98	292,500	322,500	355,500	373,300			
99	293,000	323,100	356,000	373,800			
100	293,500	323,700	356,400	374,300			
101	294,000	324,100	356,900	374,900			
102	294,500	324,700	357,300	375,400			
103	295,000	325,300	357,800	375,900			
104	295,400	325,800	358,200	376,300			
105	295,800	326,200	358,500	376,900			
106	296,300	326,700	359,000	377,400			
107	296,800	327,200	359,400	377,900			
108	297,100	327,700	359,700	378,400			
109	297,300	328,100	360,100	379,000			
110	297,600	328,500	360,600	379,400			

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class
111	297,800	328,800	361,100	379,900			
112	298,100	329,100	361,600	380,400			
113	298,400	329,400	362,100	381,000			
114	298,600	329,800	362,600				
115	298,900	330,100	363,100				
116	299,100	330,400	363,500				
117	299,400	330,600	363,900				
118	299,700	330,900	364,300				
119	300,000	331,200	364,800				
120	300,300	331,400	365,300				
121	300,600	331,600	365,700				
122	301,000	331,900	366,200				
123	301,300	332,200	366,700				
124	301,600	332,500	367,200				
125	301,800	332,700	367,500				
126	302,000	333,000					
127	302,300	333,400					
128	302,700	333,600					
129	302,900	333,800					
130	303,200	334,000					
131	303,600	334,400					
132	304,000	334,600					
133	304,200	334,900					
134	304,500	335,300					
135	304,800	335,700					
136	305,100	336,100					
137	305,300	336,400					
138	305,600	336,800					
139	305,900	337,200					
140	306,200	337,600					
141	306,400	337,900					
142	306,800	338,300					
143	307,200	338,600					
144	307,500	339,000					
145	307,700	339,300					
146	307,900	339,700					
147	308,200	340,100					
148	308,600	340,500					
149	308,800	340,800					
150	309,000	341,200					
151	309,300	341,600					
152	309,600	342,000					
153	310,000	342,300					
154	310,200						
155	310,400						
156	310,700						
157	311,000						
158	311,300						
159	311,600						
160	311,900						
161	312,300						
162	312,600						
163	312,900						
164	313,200						
165	313,600						
166	313,900						
167	314,200						
168	314,500						
169	314,900						



d) Basic Salary Table for Medical Staff (B)

Work Class	S 1 <sup>st</sup> Class	S 2 <sup>nd</sup> Class	S 3 <sup>rd</sup> Class	S 4 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen
1	207,700	240,600	277,600	293,000
2	233,600	269,200	289,300	306,400

Appendix 4 Basic Salary Table for Designated Duties Staff (Relating to Article 11)

Grade	Monthly Basic Salary
	Yen
1	716,000
2	772,000
3	829,000
4	908,000
5	979,000
6	1,049,000
7	1,122,000
8	1,191,000

## Appendix 5 (Relating to Article 24) Classification of Eligible University Staff

Place of Work	Employees	Adjustment Index
1. Graduate School, etc.	(1) Assistant possessing doctorate, or research record of 5 years after completion of master course or 6 years after completion of 6-year course in the undergraduate course	1
2. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Pathological bacteria technician normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances. (2) Employees engaged in work primarily comprising the content detailed in (1) above.	1
3. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for Microbial Diseases	(1) Employees 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
4. Osaka University Hospital and Osaka University Dental Hospital	(1) Nursing assistants primarily engaged in work in wards for the purpose of hospitalization of patients suffering from tuberculosis (hereinafter referred to as "tuberculosis wards") or in wards for the purpose of hospitalization of patients suffering from mental illnesses (hereinafter referred to as "wards for the mentally ill").	3
	(2) Matrons (those engaged solely in the supervision of said wards), nurses and associate nurses engaged in work in tuberculosis wards of wards for the mentally ill.  (3) Physicians and dentists directly engaged in the treatment of patients suffering from tuberculosis or mental illness as their prime work. (4) Pathological bacteria technicians normally engaged in the direct handling of specimens contaminated with hazardous pathogens and in direct contact with both in and out patients.  (5) Diagnostic radiology technicians normally engaged in treatment using radiation and other work involving the use of radiation and in direct contact with both in and out patients. (6) Employees whose primary work involves direct involvement in the application of occupational therapy techniques to patients suffering from mental illnesses. (7) Laundry Staff normally involved in the direct handling of materials containing hazardous pathogens or contaminants.	2
	(8) Matrons (with the exception of those cited in (2)) working in tuberculosis wards, wards for the mentally ill and wards for the hospitalization of patients requiring intensive monitoring and treatment (hereinafter referred to as "intensive care wards") and nurses and associate nurses working in intensive care wards. (9) Physicians whose primary work involves the direct treatment of patients hospitalized in intensive care wards. (10) Occupational therapy technicians or physical therapy technicians working in intensive care wards (limited only to the cerebral stroke center (cerebral stroke care unit)), whose primary work involves the direct treatment with occupational therapy or physical therapy. (11) Chief nurses, nurses and assistant nurses working for the surgical divisions (central operating rooms). (12) Patient administration office staff normally working at reception or other areas and in direct contact with both in and out patients.	1
5. Research Center for Nuclear Physics	(1) Employees 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).  (2) Employees 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.	1

Appendix 6 Basic Adjustment Amount (Relating to Article 24)

A) Basic Salary Table for Regular Staff (1)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	6,600yen
2 <sup>nd</sup> Class	8,500yen
3 <sup>rd</sup> Class	9,600yen
4 <sup>th</sup> Class	10,200yen
5 <sup>th</sup> Class	10,600yen
6 <sup>th</sup> Class	11,200yen
7 <sup>th</sup> Class	12,100yen
8 <sup>th</sup> Class	12,700yen
9 <sup>th</sup> Class	14,300yen
10 <sup>th</sup> Class	15,900yen

B) Basic Salary Table for Senior Regular Staff (1)

Work Class	Basic Adjustment Amount
S 1 <sup>st</sup> Class	6,600yen
S 2 <sup>nd</sup> Class	8,500yen
S 3 <sup>rd</sup> Class	9,600yen
S 4 <sup>th</sup> Class	10,200yen
S 5 <sup>th</sup> Class	10,600yen

C) Basic Salary Table for Regular Staff (2)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	6,000yen
2 <sup>nd</sup> Class	7,400yen
3 <sup>rd</sup> Class	8,500yen
4 <sup>th</sup> Class	8,700yen
5 <sup>th</sup> Class	9,600yen

D) Basic Salary Table for Senior Regular Staff (2)

Work Class	Basic Adjustment Amount
S 1 <sup>st</sup> Class	6,000yen
S 2 <sup>nd</sup> Class	7,400yen
S 3 <sup>rd</sup> Class	8,500yen

E) Basic Salary Table for Academic Staff(1)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	9,000yen
2 <sup>nd</sup> Class	10,500yen
3 <sup>rd</sup> Class	11,900yen
4 <sup>th</sup> Class	12,700yen
5 <sup>th</sup> Class	15,000yen

F) Basic Salary Table for Academic Staff (2)

Work Class	Basic Adjustment Amount
2 <sup>nd</sup> Class	11,300yen

G) Basic Salary Table for Medical Staff (A)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	6,200yen
2 <sup>nd</sup> Class	8,000yen
3 <sup>rd</sup> Class	9,100yen
4 <sup>th</sup> Class	9,700yen
5 <sup>th</sup> Class	10,500yen
6 <sup>th</sup> Class	11,300yen
7 <sup>th</sup> Class	12,200yen
8 <sup>th</sup> Class	13,800yen

H) Basic Salary Table for Senior Medical Staff (A)

Work Class	Basic Adjustment Amount
S 1 <sup>st</sup> Class	6,200yen
S 2 <sup>nd</sup> Class	8,000yen
S 3 <sup>rd</sup> Class	9,100yen
S 4 <sup>th</sup> Class	9,700yen
S 5 <sup>th</sup> Class	10,500yen
S 6 <sup>th</sup> Class	11,300yen
S 7 <sup>th</sup> Class	12,200yen

I) Basic Salary Table for Medical Staff (B)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	8,100yen
2 <sup>nd</sup> Class	9,400yen
3 <sup>rd</sup> Class	9,700yen
4 <sup>th</sup> Class	10,000yen
5 <sup>th</sup> Class	10,400yen
6 <sup>th</sup> Class	11,600yen
7 <sup>th</sup> Class	12,500yen

J) Basic Salary Table for Senior Medical Staff (B)

Work Class	Basic Adjustment Amount
S 1 <sup>st</sup> Class	8,100yen
S 2 <sup>nd</sup> Class	9,400yen
S 3 <sup>rd</sup> Class	9,700yen
S 4 <sup>th</sup> Class	10,000yen

Appendix 7 Administrative Post Allowance (Relating to Article 25)

Basic Salary Table	Work Class	Classification	Administrative Post Allowance (yen)
Basic Salary Table for Regular Staff (1)	7~8	Type I A	160,000
		Type I B	130,000
		Type II	110,000
	5~6	TypeⅢ	90,000
Basic Salary Table for Academic Staff (1)	5	Type II	300,000
		TypeⅢ	250,000
		TypeⅣ	80,200
		TypeⅤ	66,800
		TypeⅥ	42,800
	4	TypeⅣ	68,800
		TypeⅤ	57,300
Basic Salary Table for Medical Staff (A)	5~8	TypeⅣ	79,000
Basic Salary Table for Medical Staff (B)	5~7	Type II	102,000
		TypeⅢ	90,000
	4~5	TypeⅣ	72,000

NOTE: If an employee holding an Administrative post, subject to Basic Salary Table for Regular Staff (1) also serves as Executive Advisor to the President, work class Type I A shall be applied.

Appendix Table 8 Adjustment Allowance for Medical Staff (Relating to Article 26)

Classification Period	Amount of Allowance
	Yen
Less than 1 year	51,600
1 year or more but less than 2 years	51,600
2 years or more but less than 3 years	51,600
3 years or more but less than 4 years	51,600
4 years or more but less than 5 years	51,600
5 years or more but less than 6 years	51,600
6 years or more but less than 7 years	49,800
7 years or more but less than 8 years	48,000
8 years or more but less than 9 years	46,200
9 years or more but less than 10 years	44,400
10 years or more but less than 11 years	42,600
11 years or more but less than 12 years	40,800
12 years or more but less than 13 years	39,000
13 years or more but less than 14 years	37,200
14 years or more but less than 15 years	35,800
15 years or more but less than 16 years	34,400
16 years or more but less than 17 years	33,000
17 years or more but less than 18 years	31,600
18 years or more but less than 19 years	30,200
19 years or more but less than 20 years	28,800
20 years or more but less than 21 years	27,400
21 years or more but less than 22 years	26,800
22 years or more but less than 23 years	26,200
23 years or more but less than 24 years	25,200
24 years or more but less than 25 years	24,600
25 years or more but less than 26 years	24,000
26 years or more but less than 27 years	23,400
27 years or more but less than 28 years	22,800
28 years or more but less than 29 years	22,000
29 years or more but less than 30 years	21,700
30 years or more but less than 31 years	21,300
31 years or more but less than 32 years	20,700
32 years or more but less than 33 years	19,800
33 years or more but less than 34 years	18,900
34 years or more but less than 35 years	18,200
35 years or more	0

Appendix Table 9 Dependent Allowance (Relating to Article 27)

(1 April, 2026 ~)

Faculty and Staff	Dependents	Monthly Allowance for Dependents
Employees to whom the Basic Salary Table (1) for Regular Staff apply, and whose work falls under the 9th class or higher	A child who is within the period until the first 31 March after the day of reaching full 22 years of age.	13,000 yen per person
Employees to whom the Basic Salary Table for Regular Staff (1) apply, whose work falls under the 8th class, Employees to whom the Basic Salary Table for Academic Staff (1) apply, whose work falls under the 5th class, and Employees to whom the Basic Salary Table for Medical Staff (A) apply, whose work falls under the 8th class	A child who is within the period until the first 31 March after the day of reaching full 22 years of age.	13,000 yen per person
	A grandchild who is within the period until the first 31 March after the day of reaching full 22 years of age.	3,500 yen per person
	Parents and grandparents over 60 years of age	
	Siblings who are within the period until the first 31 March after the day of reaching full 22 years of age.	
	Person with severe disabilities	
Other Staff	A child who is within the period until the first 31 March after the day of reaching full 22 years of age.	13,000 yen per person



A grandchild who is within the period until the first 31 March after the day of reaching full 22 years of age.	6,500 yen per person
Parents and grandparents over 60 years of age	
Siblings who are within the period until the first 31 March after the day of reaching full 22 years of age.	
Person with severe disabilities	