

Detailed Regulations Pertaining to Adjustment Allowance for National University Corporation the University of Osaka Medical 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.

(Purpose)

- Article 1: The purpose of these detailed regulations shall be to define details pertaining to payment of adjustment allowance for Medical Staff in accordance with the terms and provisions of Article 26 of The Salary Regulations for National University Corporation the University of Osaka Staff (hereinafter referred to as "The Salary Regulations") and provisions of Article 13-2 of The Salary Regulations for National University Corporation the University of Osaka Staff Subject to Annual Salary System (hereinafter referred to as "The Salary Regulations for Staff Subject to Annual Salary System") and provisions of Article 23 of The Salary Regulations for National University Corporation the University of Osaka Staff Subject to New Annual Salary System (hereinafter referred to as "The Salary Regulations for Staff Subject to New Annual Salary System").
2. The term "The University" shall be used in these detailed regulations to refer to National University Corporation the University of Osaka and the term "Employee (s)" to refer to members of staff to whom The Salary Regulations or The Salary Regulations for Staff Subject to Annual Salary System or The Salary Regulations for Staff Subject to New Annual Salary System apply.

(Scope of Employees)

Article 2: Adjustment allowance for medical staff shall be paid to the Employees falling under any of the categories detailed hereunder.

- (1) Employees newly employed in work defined in the appendix (limited to those in possession of a medical license (limited to the license stipulated in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply)) or a dentist's license (limited to the license stipulated in the Dentist Act (Law No. 202 of 1948; hereinafter the same shall apply)) and who were employed within a period of 37 years from the date graduated from the University stipulated in School Education Law (Law No. 26 of 1947, hereinafter referred to as "The School Education Law")(a period of 39 years shall be applied to Employees who have completed clinical training ("clinical training" in Article 3) in accordance with the Medical Practitioners Law (Law No. 201 of 1948, hereinafter referred to as "The Medical Practitioner's Law") and 38 years of transitional period for those who have completed on-site training ("on-site training" in Article 3) defined before the partial revision of The Medical Practitioners Law (Law No. 47 of 1968) was implemented.
- (2) Employees engaged in categories of duties stated in the appendix during transitional period stipulated in the foregoing Item. (Limited to those in possession of a medical license or a dentist's license)
2. Notwithstanding the provisions of the foregoing paragraph, Employees who have been in receipt of payment of adjustment allowance for medical staff for a period of 35 years in total shall not be eligible for payment of said allowance.

(Term and Amount of Payment)

Article 3: The term of payment of adjustment allowance for medical staff shall be 35 years and the monthly amount of said allowance shall be as stated in Appendix 8 of The Salary Regulations in Appendix 6 of The Salary Regulations for Staff Subject to Annual Salary System or in Appendix 6 appended of The Salary Regulations for Staff Subject to New Annual Salary System (hereinafter in a lump referred to as "Salary Regulations Table") in accordance with classification of the period from the Employee in question became eligible under the provisions of Paragraph 1 of the foregoing article. In this case, with respect to application of the Salary Regulations Table to Employees (with the exception of those who have acquired the prescribed credits for a post-graduate doctorate course as defined in The School Education Law where the period elapsed from the prescribed duration of said course is less than 3 years) who became eligible under the provisions of Paragraph 1 of the foregoing article more than 4 years after graduation from a university (6 years for those who have completed clinical training and 5 years for those who have completed on-site training), said Employees shall be eligible for payment of adjustment allowance for medical staff for a period equivalent to the period from the date of employment or the date when said Employee became

eligible under the provisions of Item 2, Paragraph 1 of the foregoing article until the date when said period is exceeded (periods of less than 1 year shall be treated as periods of 1 full year).

2. Regarding application of The Salary Regulations Table to Employees in receipt of payment of adjustment allowance for medical staff taking leave of absence, said period of leave of absence (excluding periods during which salary is paid in full in accordance with the details of Article 41 of The Salary Regulations and provisions of Article 21 of The Salary Regulations for Staff Subject to Annual Salary System and provisions of Article 37 of The Salary Regulations for Staff Subject to New Annual Salary System) shall not be included in calculation of the periods shown in the "Period" column in said table.
3. The term and amount of the adjustment allowance for medical staff of Employees falling under the categories defined in Paragraph 1 of the foregoing article, who received adjustment allowance for medical staff in accordance with these detailed regulations prior to becoming eligible under the categories, and who received adjustment allowance for medical staff in accordance with Laws Pertaining to Salary for Regular Workers (Law No. 95 of 1950) and of allowances equivalent to the foregoing from other national university corporations and institutions, whose total period for adjustment allowance for medical staff has already been paid and the period for payment of adjustment allowance for medical staff in accordance with the provisions of Paragraph 1 is more than 35 years, shall be as for cases where adjustment allowance for medical staff has been paid for the period in excess of the term of payment defined in the same Paragraph.

(Termination of Payment)

Article 4: Payment of adjustment allowance for medical staff to Employees transferring from categories of work defined in Paragraph 1, Article 26 of The Salary Regulations or Paragraph 1, Article 13-2 of The Salary Regulations for Staff Subject to Annual Salary System or Paragraph 1, Article 23 of The Salary Regulations for Staff Subject to New Annual Salary System shall be terminated from the date of said transfer.

(Prorated Calculation)

Article 5: When Employees are considered taking Leave of absence as stipulated in Paragraph 1, Article 14 of the Work Regulations for National University the University of Osaka Staff (Hereinafter referred to as the "Work Regulations"), or suspended as stipulated in Item 3, Paragraph 2, Article 37 of the Work Regulations, or dispatched as stipulated in Paragraph 1, Article 16-2 of the Work Regulations, or take childcare leave (Including parental leave) or family care leave in accordance with the Regulation Pertaining to Childcare and Family Care Leave for National University Corporation the University of Osaka Staff, or take Special Leave as stipulated in Item 1 (Excluding the case where the individual is unable to work due to the need to receive medical treatment after getting into Work-related Accident(s) stipulated in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947)), Item 7, Item 8, or Item 20 (Limited to the case where the University deemed not necessary to pay the salary during the said period.) Paragraph 1, Article 9 under the Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation the University of Osaka Staff, Medical Allowance for the month shall be prorated and paid.

2. The stipulation in Paragraph 2, Article 6 of the Salary Regulations, or Paragraph 2, Article 6 of the Salary Regulations for Staff Subject to Annual Salary System, or Paragraph 2, Article 6 of the Salary Regulations for Staff Subject to New Annual Salary System shall apply mutatis mutandis to the prorated calculation in the foregoing Paragraph and be calculated.

Supplementary Provision

The foregoing detailed regulations shall be enforced from 14 April 2004 and applied from 1 April 2004.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 5 March 2008 and applied from 1 July 2007. However, the amendments of Appendix (4) shall be applied from 1 October 2007.

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2009.

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2011.

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2012.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2017. However, the amendments of Appendix (4) shall be applied from 1 April 2016.

Supplementary Provision

The foregoing amendments shall be enforced from 24 April 2017 and applied from 1 April 2017.

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Supplementary Provision

The foregoing amendments shall be enforced from 26 June 2017 and applied from 1 May 2017.

Supplementary Provision

The foregoing amendments shall be enforced from 18 June 2020 and applied from 1 April 2020.

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2021

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2024.

Appendix

Categories of Work Eligible for Payment of Adjustment Allowance for Medical Staff

Professors, Associate Professors, Associate Professors (Lecturers), Assistant Professors, Assistants, or Educational Support Staff belonging to the organizations listed under (1) – (16) below shall be eligible for payment of adjustment allowance for medical staff. (Only if Professors, Associate Professors, Associate Professors (Lecturers), Assistant Professors, Assistants, or Educational Support Staff belonging to the organizations listed under (15), should hold a position of any of the organizations specified below (1) to (14))

(1) Courses, subjects and facilities in Graduate School of Medicine, Faculty of Medicine

(2) Courses, subjects and facilities in Graduate School of Dentistry, School of Dentistry

(3) Courses, subjects and facilities in Graduate School of Pharmaceutical Sciences, School of Pharmaceutical Sciences

(4) Psychological Sciences Course, Clinical Pedagogy Course, Behavioral Sciences Course of Graduate School of Human Sciences

- (5) Correlation Biology Course of Graduate School of Science
- (6) Biomolecular Networks Course, Integrated Biology Course, Organismal Biosystems Course, Neuroscience Course of Graduate School of Frontier Biosciences
- (7) Courses and facilities in United Graduate School of Child Development, the University of Osaka, Kanazawa University, Hamamatsu University School of Medicine, Chiba University and University of Fukui.
- (8) Research Institute for Microbial Diseases
- (9) the University of Osaka Hospital
- (10) the University of Osaka Dental Hospital

- (11) Division of Integrated Protein Functions, Institute for Protein Research
- (12) Campus Life Health Support and Counseling Center
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- (13) Immunology Frontier Research Center, International Advanced Research Institute
- (14) Co-Creation Bureau
- (15) Institute for Advanced Co-Creation Studies
- (16) Other organizations recognized as necessary by The University