

Salary Regulations for National University Corporation the University of Osaka Staff Subject to Annual Salary System

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

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these regulations shall be to provide 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, and whose salary is paid as Basic Annual Salary and performance-based bonuses (Excluding individuals to whom the Salary Regulations for National University Corporation the University of Osaka Staff Subject to New Annual Salary System apply. Hereinafter referred to as "Staff Subject to Annual Salary System") based on Article 25 of the said Regulations.

(Relationship with Laws and Ordinances)

Article 2: The salary of Staff Subject to Annual Salary System shall be 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 provision in these Regulations.

(Types of Salary)

Article 3: Salary for Staff Subject to Annual Salary System shall be paid as Basic Annual Salary, performance-based bonus, and allowance(s).

2. Allowance shall comprise Adjusted Amount of Basic Annual Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Helicopter Emergency Medical Service 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 etc.)

Article 4: One-twelfth (1/12) of Basic Annual Salary shall be paid on the 21st of each month, as the monthly basic salary (Hereinafter referred to as "Basic Salary"). 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 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 provision 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. Excluding the case prescribed in Paragraph 2 and Paragraph 3, Article 12, the performance-based bonus shall be paid on June 30 and December 10 each year. However, if the payment day falls on a Sunday, the payment shall be made 2 days prior, and if the payment day falls on a Saturday, the payment shall be made the day before.

4. One-twelfth (1/12) of the adjusted amount of Basic Annual Salary shall be paid on the day of the payment of Basic Salary, as the adjusted monthly amount (Hereinafter referred to as the "Adjusted Amount").

5. Administrative Post Allowance and Adjustment Allowance for Medical Staff shall be paid on the day of payment of Basic Salary.

6. Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), 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.

7. Notwithstanding the provisions of Paragraph 1, Paragraph 4, Paragraph 5 and the preceding 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 Staff subject to Annual Salary System, or individual(s) dependent on the income of the Staff subject to Annual Salary System become burdened with costs arising from marriage, childbirth, illness, accident, or death.
  - (2) When Staff subject to Annual Salary System, or individual(s) dependent on the income of the Staff subject to Annual Salary System needs to return to their hometown for a period of more than 1 week, for unavoidable reason(s).

(Basic Rules for Payment of Salary etc.)

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

2. Notwithstanding the provision of the preceding paragraph, the salary shall be paid after deducting the following.
  - (1) Income tax collected at source
  - (2) Residence tax
  - (3) Insurance Premium of Mutual Aid Association
  - (4) Employment insurance premiums
  - (5) In addition to the provision 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 Staff subject to Annual Salary System, 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 Staff subject to Annual Salary System, or 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 Work Hour Regulations from the total number of days.
3. Notwithstanding the provisions of Paragraph 1, when Staff subject to Annual Salary System dies, basic salary shall be paid, counting the remaining days until the end of the month in which the death occurred as time worked.
4. The provision in the preceding 3 Paragraphs shall apply mutatis mutandis to the payment of Adjusted Amount, Administrative Post Allowance, and Adjustment Allowance for Medical Staff.

(Calculation of Hourly Wage )

Article 7: The hourly salary prescribed in Articles 17 through 19 and Article 24 shall be quotient of the monthly total of the basic salary, adjustment amount, 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 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 17 through 19, 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: When calculating the amount of Overtime Allowance, Holiday Allowance, or Night Work Allowance paid per hour in accordance with the provision of Articles 17 through 19, as well as the hourly salary of

work prescribed in Article 24 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: When the amount of basic salary calculated in accordance with the provision of these Regulations produces a fraction of less than 1 yen, the fraction shall be rounded down.

## Chapter 2: Basic Annual Salary

(Payment of Basic Annual Salary etc.)

Article 10: Basic salary shall be paid in accordance with the class of salary grade detailed in the following Basic Annual Salary Tables.

(1) Basic Annual Salary Table for Staff (1) (Appendix 1)

(2) Basic Annual Salary Table for Staff (2) (Appendix 2)

2. As a general rule, Basic Annual Salary applies to Basic Annual Salary Table for Staff (1) set forth in Item 1 of the preceding paragraph. However, when the University deems it particularly necessary, Basic Annual Salary Table for Staff (2) set forth in Item 2 of the preceding paragraph apply.
3. Notwithstanding the provision of the preceding paragraph, a separately determined Basic Annual Salary may be paid to the individual the University deems particularly necessary.
4. The amount of Basic Annual Salary prescribed in the Basic Annual Salary Table in the preceding 3 Paragraphs shall be subject to change in accordance with such considerations as the status of national public service salary revisions, as well as the financial standing of the University.

(Determination of Annual Salary etc.)

Article 11: The salary grade and Basic Annual Salary for Staff subject to Annual Salary System shall be determined considering the individual's job description, academic background, licenses, qualifications, and experience pertaining to education, research, and other duties.

2. The salary grade and amount of Basic Annual Salary in the preceding paragraph may be changed due to promotion and result of evaluation.
3. Notwithstanding the provision of the preceding paragraph, when the University deems it particularly necessary, a different regulation may be set forth.

## Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus etc.)

Article 12: Performance-based Bonus shall be paid to Staff Subject to Annual Salary System who works for the University on June 1 and December 1 each year (Hereinafter referred to as the "Reference Date"). Performance-based Bonus shall also be paid to Staff subject to Annual Salary System who have died between the date before the Reference date and 1 month earlier.

2. Notwithstanding the provision of the preceding paragraph, performance-based bonus shall not be paid to Staff subject to Annual Salary System who falls under any of the following items.
  - (1) Of the Staff subject to the Annual Salary System who are taking a leave of absence under Paragraph 1, Article 14 of the Work Regulations, who is not receiving salary.
  - (2) Individual suspended under Item 3, Paragraph 2, Article 37 of the Work Regulations
  - (3) Individual dismissed based on reason(s) prescribed in the items in Paragraph 2, Article 21 of the Work Regulations, or subject to punitive dismissal under Item 5, Paragraph 2, Article 37 of the Work Regulations, between the Reference Date and the payment date
  - (4) Other individuals subject to the provisions of the preceding items.
3. In addition to the cases prescribed in the preceding paragraph, performance-based bonus may not be paid, or its payment date may be postponed under unavoidable circumstances such as worsening financial condition (Including cases where there is a clear reason for dismissal or punitive dismissal, as prescribed in Item 3 of the preceding paragraph, for Staff subject to Annual Salary System).
4. Performance-based bonus shall be paid in accordance with the responsibilities and work performance of Staff subject to Annual Salary System, for the period counting from the Reference Date and 6 months earlier (For individuals whose service period is less than 6 months, the service period shall be considered.

Hereinafter referred to as the "calculation basis period".), with due consideration given to the financial conditions, etc. of the University.

5. The work performance prescribed in the preceding paragraph shall be evaluated based on the work in each calculation basis period.
6. The amount of performance-based bonus shall be determined for each period.

#### Chapter 4: Allowances

##### (Adjusted Amount of Basic Annual Salary)

Article 12-2: Of the individuals to whom the Basic Annual Salary Table for Staff (1) apply and whose working conditions involve complexity, intense responsibilities, as well as working hours and work environment evidently more demanding than that of other Staff Subject to Annual Salary System in the same work class, Adjusted Amount of Basic Annual Salary may be paid based on the level of specialization of the work.

2. The duties for which Adjusted Amount of Basic Annual Salary shall be paid, according to the provision of the preceding paragraph, shall be the duties of those in the Staff Subject to Annual Salary System column in Appendix 3 who work in the places detailed in the same Appendix.
3. The Adjusted Amount prescribed in the preceding paragraph shall be the amount resulting from multiplication of Adjusted Amount of Basic Annual Salary listed in Appendix 4 and the Adjustment Index listed in Appendix 3, according to with the work class applicable to Staff Subject to Annual Salary System.

##### (Administrative Post Allowance)

Article 13: Administrative post allowance shall be paid to Staff subject to Annual Salary System in administrative or supervisory positions (hereinafter referred to as "administrative post").

2. The scope of administrative post prescribed in the preceding paragraph shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Appendix 5, based on the work class and classifications of duties that are applicable to Staff subject to Annual Salary System.
4. The administrative post allowance shall include Night Work Allowance prescribed in Article 19.
5. Staff subject to Annual Salary System engaged in administrative duties that have not worked the full period between the first to last days of the month shall not be eligible for the payment of administrative post allowance for the month (Excluding Staff subject to Annual Salary System with special approval from the University as being unable to work due to the need of medical treatment for work-related accidents (Hereinafter referred to as "Work-related Accident(s)") defined in the provisions of 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. In addition to what is prescribed in the preceding five Paragraphs, matters pertinent to the payment of administrative post allowances shall be determined separately.

##### (Adjustment Allowance for Medical Staff)

Article 13-2: Adjustment Allowance for Medical Staff shall be paid, not exceeding 51,600 yen, to Staff Subject to Annual Salary System whose duties require medical or dental expertise and who are newly appointed or transferred to such posts separately determined by The University (eligibility for said allowance shall be limited to Staff Subject to Annual Salary System in possession of a medical license (limited to the license prescribed in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply) or a dental license (limited to the license stipulated in the Dentist Act (Law No. 202 of 1948); hereinafter the same shall apply), and to whom the Basic Annual Salary Table for Staff (1) applies) for up to 35 years after the date of said employment or transfer (hereinafter referred to as "employment etc.").

2. The Allowance 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 6 based on the length of the period after date of employment.
3. In addition to the provisions of the preceding two Paragraphs, other matters pertaining to the payment of medical staff adjustment allowances for Employees shall be determined separately.

##### (Allowance for Handling Radiation)

Article 14: Allowance for Handling Radiation shall be paid to Staff subject to Annual Salary System, when such staff have engaged in work involving radiation within an area under the administration of a facility as defined in Article 2 of the University of Osaka Rules Concerning Prevention of Radiation Hazards and have been

exposed to an actual external radiation dosage for which the measured value is 100 micro Sieverts or more for a period from the first to the last day of a month.

2. The amount of the Allowance prescribed in the preceding paragraph shall be 7,000 yen per month in which the situation defined in the preceding paragraph occurs.

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

Article 15: Staff subject to Annual Salary System engaged in medical care or clinical experiments involving the use of high pressure within high-pressure treatment rooms shall be paid an 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 in accordance with the pressure classification under the following table.

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

(Helicopter Emergency Medical Service (HEMS) Flight Allowance)

Article 16: Helicopter Emergency Medical Service Flight Allowance shall be paid to Staff subject to Annual Salary System who has a medical license, has boarded a Helicopter Emergency Medical Service (Which is a helicopter with emergency medical equipment), and have engaged in emergency medical care when transferring a patient from an emergency site to a medical institution.

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

(Night Medical Service Allowance)

Article 16-2: Night Medical Service Allowance shall be paid to Staff subject to Annual Salary System who has a medical license or a dentist license, 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 from 10:00 p.m. to 5:00 a.m. the following morning (Hereinafter referred to as "Night"), in full or in part.

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

Classification of Work	Amount of Allowance
Full time Night work	15,000 yen
More than 4 hours of Night work	7,300 yen
More than 2 hours, but less than 4 hours of Night work	6,400 yen
Less than 2 hours of Night work	4,400 yen

(Medical Emergency Call Allowance)

Article 16-3: Medical Emergency Call Allowance shall be paid to Staff subject to Annual Salary System (Excluding those on Night/Day Duty), who has a medical license or a dentist license, 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 of the preceding paragraph shall be 5,000 yen per call.

(Disaster Medical Assistance Allowance)

Article 16-4: Disaster Medical Assistance Allowance shall be paid to Staff subject to Annual Salary System 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), Detailed Enforcement Regulations of the Disaster Relief Act 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 subject to change in accordance with the daily allowance defined in Article 3 and Appendix 2 of the Disaster Relief Act Detailed Enforcement Regulations of Osaka.
3. In addition what is prescribed in the preceding 2 Paragraphs, matters necessary for the payment of Disaster Medical Assistance Allowance shall be set forth separately.

(Overtime Allowance)

Article 17: Staff subject to Annual Salary System ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hour Regulations shall be paid per hour of ordered work on holidays 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 either to individuals holding Administrative Post or Staff subject to Annual Salary System who handles confidential clerical work in accordance with the provision of Item 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 18: Staff subject to Annual Salary System ordered to work on holidays in accordance with the provision of Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations shall be paid per hour of ordered work on holidays 135% (160% for Overtime at Night) of the salary per hour prescribed in Article 7 as Overtime Allowance.

2. The provision of Paragraph 3 of the foregoing Article shall apply mutatis mutandis to Holiday Allowance.

(Night Work Allowance)

Article 19: Staff subject to Annual Salary System ordered to work at Night in accordance with the provision of Paragraph 1, Article 7 of the Working Hour Regulations shall be paid per hour of ordered work on holidays 25% of the salary per hour prescribed in Article 7 as Night Work Allowance (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 20: For Staff subject to Annual Salary System ordered to engage in night/day work in accordance with the provision of Article 10 of the Working Hour Regulations, Night/Day Allowance shall be paid in accordance with the provisions set forth separately.

Chapter 5: Special Regulations Pertaining to Salary etc.

(Salary during Leave of Absence)

Article 21: Staff subject to Annual Salary System on Leave of Absence in accordance with the provision 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 (When the individual received Temporary Absence from Work compensation benefits (Including special benefit.) 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 what is prescribed in the preceding paragraph, salary shall not be paid to Staff subject to Annual Salary System 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 subject to Annual Salary System 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. Staff subject to Annual Salary System 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 Staff subject to Annual Salary System is approved as having suffered a Work-related Accident which applies to Item 3, Paragraph 1, Article 14 of the Work Regulations) each of Basic Salary and adjusted amount (Hereinafter referred to as "Monthly Amount of Basic Salary") during the period of said Leave of Absence.
4. Staff subject to Annual Salary System on Leave of Absence in accordance with the provision of Item 5, Paragraph 1, Article 14 of the Work Regulations may receive up to 100% of Monthly Amount of Basic Salary during the period of said Leave of Absence.
5. Unless set forth otherwise, no other salary shall be paid to Staff subject to Annual Salary System on Leave

of Absence, except for salary prescribed in Paragraph 1, Paragraph 3, and the preceding paragraph.

(Salary during Dispatch)

Article 22: For Dispatch prescribed in Paragraph 1, Article 16-2, of the Work Regulations, Staff subject to Annual Salary System may receive up to 100% each of the Monthly Amount of Basic Salary during the period of said Dispatch.

2. Unless set forth otherwise, no other salary shall be paid to Staff subject to Annual Salary System during Dispatch, except for salary prescribed in the preceding paragraph.

(Handling of Salary during Special Leave)

Article 23: The handling of salary during Special Leave in accordance with the provision of Article 22 of the Work Regulations shall be set forth separately.

(Reduction of Salary)

Article 24: 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 hourly wage set forth in Article 7, multiplied by the number of non-worked hours.

## Chapter 6: Implementation of Regulations

(Matters Necessary for Implementation)

Article 25: Matters necessary for implementing these regulations shall be set forth separately.

## Supplementary Provisions

(Date of Implementation)

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

(Special regulations pertaining to Entrance Examination Allowance)

2. Notwithstanding the provisions of Paragraph 2, Article 3, until further notice, Staff subject to Annual Salary System engaged in work relating to entrance examinations may, until further notice, be entitled to the payment of entrance examination allowance, based on the consideration of the content of said work, as well as the payment status of allowances pertaining to similar work within the University of Osaka prior to its acquisition of National University Corporation status.

(Allowance for Disaster Emergency Operations etc.)

3. Notwithstanding Paragraph 2, Article 3, Staff subject to Annual Salary System 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 set forth separately.

4. Notwithstanding 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 17 through 19 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.

5. The number of days for which the allowance for disaster emergency operations etc. is paid shall be excluded from the period for which the effective dose of external radiation is measured under the items of Paragraph 1, Article 14.

## 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, 2015.

## Supplementary Provision

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

#### Supplementary Provisions

##### (Date of Implementation)

1. The foregoing amendments shall be implemented from 30 March, 2016 and applied from 1 April, 2015.  
(Special exception for Staff subject to Annual Salary System to whom the Basic Annual Salary Table has been newly applied, in the period between 1 April, 2015 and the day before the date of implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. The provision of the foregoing paragraph for Staff subject to Annual Salary System to whom the Basic Annual Salary Table has newly applied during the period from 1 April, 2015 to the day before the Date of Implementation (hereinafter referred to as the "Effective Date"), shall be applied on and after the date of application of said Basic Annual Salary Table after revision in accordance with the class of salary grade detailed in the Basic Annual Salary Table applicable to said Staff subject to Basic Annual Salary System for the period from the Date of Application to the day before the Effective Date. However, this shall not apply when the University deems it particularly necessary.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 October, 2016.

#### Supplementary Provisions

##### (Date of Implementation)

1. The foregoing amendments shall be implemented from 26 December, 2016 and applied from 1 April, 2016.  
(Special Exception for Staff subject to Annual Salary System to whom the Basic Annual 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 provision of the foregoing paragraph for Staff subject to Annual Salary System to whom the Basic Annual 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 said Basic Annual Salary Table (hereinafter referred to as "The Date of Application"). In such cases, the Basic Annual Salary after the Date of Application for said Staff subject to Annual Salary System shall be the amount defined in the Basic Annual Salary Table after revision in accordance with the class of salary grade detailed in the Basic Annual Salary Table applicable to said Staff subject to Basic Annual Salary System for the period from The Date of Application to the day before the Date of Implementation. However, this shall not apply when the University deems it particularly necessary.

#### Supplementary Provision

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

#### Supplementary Provisions

##### (Date of Implementation)

1. The foregoing amendments shall be implemented from 28 December, 2017 and applied from 1 April, 2017.  
(Special Exception for Staff subject to Annual Salary System to whom the Basic Annual 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 provision of the foregoing paragraph for Staff subject to Annual Salary System to whom the Basic Annual 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 said Basic Annual Salary Table (Hereinafter referred to as "the Date of Application"). In such cases, the Basic Annual Salary after the Date of Application for said Staff subject to Annual Salary System shall be the amount defined in the Basic Annual Salary Table after revision in accordance with the class of salary grade detailed in the Basic Annual Salary Table applicable to said Staff subject to Basic Annual Salary System for the period from The Date of Application to the day before the Date of Implementation. However, this shall not apply when the University deems it particularly necessary.

#### 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 Staff subject to Annual Salary System to whom the Basic Annual 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 provision of the foregoing paragraph for Staff subject to Annual Salary System to whom the Basic Annual 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 said Basic Annual Salary Table (hereinafter referred to as "The Date of Application"). In such cases, the Basic Annual Salary after the Date of Application for said Staff subject to Annual Salary System shall be the amount defined in the Basic Annual Salary Table after revision in accordance with the class of salary grade detailed in the Basic Annual Salary Table applicable to said Staff subject to Basic Annual Salary System for the period from The Date of Application to the day before the Date of Implementation. However, this shall not apply when the University deems it particularly necessary.

#### Supplementary Provision

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.  
(Special Exception for Staff subject to Annual Salary System to whom the Basic Annual 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 Staff subject to Annual Salary System to whom the Basic Annual 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 preceding paragraph, the amendments shall be applied from the date of application of said Basic Annual Salary Table. However, this shall not apply when the University deems it particularly necessary.

#### Supplementary Provision

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 the Allowances for Disaster Emergency Operations)
2. The measures "until further notice" prescribed in Paragraph 3, the supplementary provision (implemented from 1 January, 2014) 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 April, 2023.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2024. However the foregoing provision amended Article 13-2 shall be implemented 21 December, 2023 and be applied from 1 April, 2023.  
(Special Exception for Staff subject to Annual Salary System to whom the Basic Annual Salary Table has newly applied during the period from 1 April, 2023 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "the Date of Implementation").
2. For Staff subject to Annual Salary System to whom the Basic Annual Salary Table has newly applied during the period from 1 April, 2023 to the day before the Date of Implementation, notwithstanding the provision of the preceding paragraph, the foregoing provision amended Article 13-2 shall be applied from the date of application of said Basic Annual 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

The foregoing amendments shall be implemented from 18 September, 2024, and apply as from 1 April, 2024.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2025. However, the amendments of Article 13-2 shall be implemented from 1 December, 2024.

Appendix 1 Basic Annual Salary Table for Staff(1) (Relating to Article 10)

Work Class	A	B	C	D
Grade	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)
1	6,282,900	7,077,600	7,512,300	8,655,600
2	6,229,500	7,014,000	7,428,300	8,592,900
3	6,177,300	6,951,300	7,344,300	8,529,600
4	6,125,400	6,888,300	7,260,600	8,466,900
5	6,073,500	6,825,900	7,178,400	8,404,200
6	5,973,300	6,766,200	7,100,100	8,342,400
7	5,874,300	6,704,400	7,022,400	8,217,000
8	5,783,100	6,649,200	6,945,600	8,092,800
9	5,736,300	6,586,800	6,869,400	7,968,900
10	5,692,500	6,531,900	6,792,300	7,844,400
11	5,650,800	6,398,700	6,671,100	7,719,600
12	5,608,800	6,282,600	6,561,600	7,608,600
13	5,575,800	6,182,400	6,459,900	7,483,500
14	5,532,300	6,079,800	6,382,200	7,314,600
15	5,466,300	5,930,400	6,245,100	7,151,400
16	5,254,800	5,753,100	6,069,600	7,006,200
17	5,071,200	5,566,500	5,789,700	6,879,000
18	4,843,500	5,388,300		6,748,800
19	4,626,900	5,176,200		
20	4,391,100			

Appendix 2 Basic Annual Salary Table for Staff(2) (Relating to Article 10)

Grade	Basic Salary per Year (yen)
1	19,372,500
2	18,659,700
3	17,946,600
4	17,232,900
5	16,605,900
6	15,939,300
7	15,271,200
8	14,604,600
9	14,011,800
10	13,391,100
11	12,769,800
12	12,148,200
13	11,191,800
14	10,845,900
15	10,500,000
16	10,154,100
17	9,924,000
18	9,634,500
19	9,346,800
20	9,057,300
21	8,854,500
22	8,610,000
23	8,365,800
24	8,120,400
25	7,931,400
26	7,715,700
27	7,500,600
28	7,284,000
29	7,153,800
30	6,980,400
31	6,808,200
32	6,635,100
33	6,403,800
34	6,230,400
35	6,058,200
36	5,884,800
37	5,786,400
38	5,641,500
39	5,497,800
40	5,352,600
41	5,278,200
42	5,170,500
43	5,063,100
44	4,955,400
45	4,844,400
46	4,736,700
47	4,629,600
48	4,521,300
49	4,455,300
50	4,369,200
51	4,282,500
52	4,195,800

Appendix 3 (Relating to Article 12-2) Classification of Eligible Employee

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

Appendix 4 Basic Adjustment Amount(Relating to Article 12-2)

Basic Annual Salary Table for Staff(1)

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

Appendix 5      Administrative Post Allowance (Pertaining to Article 13)

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

Appendix 6 Adjustment Allowance for Medical Staff (Relating to Article 13-2)

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