

Salary Regulations for National University Corporation the University of Osaka Staff Subject to New 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 salary in accordance with Article 25 of the Work Regulations for National University Corporation the University of Osaka Staff (Hereinafter referred to as the "Work Regulations.") with respect to Staff who regularly work for National University Corporation the University of Osaka (Hereinafter referred to as "the University."), to whom the Work Regulations apply (excluding those to whom The Salary Regulations for National University Corporation the University of Osaka Staff, The Salary Regulations for National University Corporation the University of Osaka Staff Subject to Annual Salary System , or The Salary Regulations for Designated Administrative Staff apply. Hereinafter referred to as "Employee (s)").

(Relationship with Laws and Ordinances)

Article 2: In addition to what is prescribed in the Labor Standards Law (Law No. 49 of 1947: Hereinafter referred to as the "LSL") and other laws and ordinances, the salary of Employee shall be in accordance with what is prescribed in these regulations.

(Types of Salary)

Article 3: Salary paid to Employee shall be comprised of Basic Annual Salary, performance-based bonuses and allowances.

2. Allowances shall be comprised of the adjusted amount of Basic Annual Salary, Administrative Post Allowance, adjustment allowance for medical staff, Dependent Allowance, Regional Allowance, Housing Allowance, Commuting Allowance, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), 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 Shift 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. 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 the monthly basic salary shall be the last day of each month and, when, for reasons such as absence within the month, any deficiency or excess exists between the monthly basic salary paid in accordance with the provision of the preceding paragraph and the actual monthly basic salary to be paid, the necessary adjustment shall be made to the monthly basic salary of the month following the month in which said reason occurred. 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 20, 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 the monthly basic salary, as the monthly amount of the adjustments.
5. Administrative Post Allowance, adjustment allowance for medical staff, Dependent Allowance, Regional

Allowance, Housing Allowance, and Commuting Allowance, shall be paid on the day of the payment of the monthly 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 Shift Allowance and night/day allowance shall be paid on the day of payment of the monthly basic salary in the following month of which the circumstances requiring the payment of said allowance occurred. However, due to unavoidable administrative reasons, the payment of said allowance may be made 2 months after the month of which the circumstances requiring the payment of the allowance occurred.
7. Notwithstanding the provisions of Paragraph 1, Paragraph 4, Paragraph 5 and preceding paragraph, when a request is lodged in order to meet costs in emergencies detailed in the following items, the early payment of the monthly basic salary and applicable allowances for past work shall be made. The preceding provision shall also apply when the Employee retires or is dismissed, or when deemed particularly necessary by the University.
 - (1) When the Employee, or individual(s) dependent upon the income of said 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 said Employee need 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 Employee 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 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 monthly salary for individual who became an Employee, whose amount of Basic Annual 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 monthly 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 three Paragraphs shall apply mutatis mutandis to the payment of adjusted amount of Basic Annual Salary, Administrative Post Allowance, adjustment allowance for medical staff and Regional Allowance.

(Calculation of Hourly Wage)

Article 7: The hourly salary prescribed in Articles 32 through 34 and Article 40 shall be quotient of the monthly total of the basic salary, adjustment amount of, 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, the amount of salary for 1 hour prescribed Articles 32 through 34 shall, when work 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, be calculated based on addition of the amount of allowances for 1 hour of the work or duty (For allowances paid on a daily basis, the amount shall be divided by 8 and for allowances paid in units of 1 month, the amount shall be divided by the average number of working hours in 1 month and the resulting amounts taken as the amount for 1 hour) to the amount prescribed in the preceding paragraph.

(Calculation of Fractions)

Article 8: When calculated amount of Overtime Allowance, Holiday Allowance or Night Shift Allowance paid for 1 hour in accordance with the provisions of Articles 32 through 34, as well as the amount of salary for 1 hour of work prescribed in Article 40, produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and when the calculation produces an amount including a fraction 0.5 yen and more and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

(Processing of Fractions)

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

Chapter 2: Basic Annual Salary

(Payment of Basic Annual Salary etc.)

Article 10: Basic salary shall be paid in accordance with the classification and grade prescribed in the Basic Annual Salary Table in the following Article.

(Types of Basic Salary Tables)

Article 11: Types of Basic Annual Salary Tables are as follows.

- (1) New Basic Annual Salary Table for Staff (1) (Appendix 1)
- (2) New Basic Annual Salary Table for Staff (2) (Appendix 2)
2. Notwithstanding the provision of the preceding paragraph, the amount of basic annual salary may be separately determined and paid to Employee, if the University deems it particularly necessary.
3. The amount of basic annual salary prescribed in the Basic Annual Salary Table in the preceding two 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.

(Starting Salary)

Article 12: The starting salary for new Employees shall be determined in accordance with the corresponding classification and salary grade with due consideration given to the academic background, licenses, qualifications and work record of the Employees, as well as the balance with other Employees.

(Promotion)

- Article 13: Employees promoted in accordance with the provisions of Article 12 of The Work Regulations may be upgraded to the higher classification appropriate to the work in which said Employees shall be engaged after promotion.
2. Employees with outstanding work records may be promoted to one classification higher, in accordance with the work in which the Employees are engaged and based on the overall assessment.

(Allocation to Classifications for Transfers that Need Application of a Different Basic Annual Salary Table)

Article 14: When Employees are transferred to posts to which a different Basic Annual Salary Table is applicable, or when Employees are transferred to posts that different starting salary standards apply, classifications shall be allocated to match the classification applicable after said transfer.

(Pay Raises)

- Article 15: Pay raises for Employees shall be made on the day defined in the next Article in accordance with the work records 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(Grade-3 for Employees to whom New Basic Annual Salary Table for Staff (1) is applicable and whose work falls under D classification of said table) shall be applied as the standard for pay raises made in accordance with the provision of the preceding paragraph for Employees with consistently outstanding work records throughout the entire year prescribed in the said preceding paragraph.
 3. Notwithstanding the provisions of Paragraph 1 and the preceding paragraph, Employees of 55 years of age or over shall not be eligible for pay raises. However, this shall not apply to those who are deemed particularly necessary by the University.

4. Notwithstanding the provision of the preceding three Paragraphs, pay raises for Employees shall not exceed the highest grade within the classification to which the Employees belong.
5. Notwithstanding the provisions of this Article, when deemed unavoidable due to worsened financial status, pay raises may be either delayed or withheld.

(Timing of Pay Raises)

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

(Pay Raises in Special Cases)

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

(Determination of Salary Grade for Acquisition of Higher Qualification)

Article 18: When Employees acquire qualification corresponding to the starting salary of a higher salary grade than the ones currently applicable to them (Except in cases where what is prescribed in promotion apply), the higher salary grade may be applied to said Employees.

(Demotion and Reduction in Pay)

Article 19: Employees who fall under any of the items in what is prescribed in Paragraph 1, Article 21 of the Work Regulations may either be demoted to a lower classification, as appropriate for the work in which said Employees are engaged, or be subject to downscaling by 1 or more class of salary grades.

Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus)

Article 20: Performance-based Bonuses shall be paid to Employees working for the University as of June 1 and December 1 each year (Hereinafter referred to as the "Reference Date"). Performance-based Bonuses shall also be paid to Employees 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 Employees that fall under any of the following items.
 - (1) Of the Employees who are taking a leave of absence under Paragraph 1, Article 14 of the Work Regulations, who are not receiving salary
 - (2) Those suspended from work under Item 3, Paragraph 2, Article 37 of the Work Regulations
 - (3) Those dismissed based on the reason(s) prescribed in the Items of Paragraph 2, Article 21 of the Work Regulations, or subject to punitive dismissal under item 5, Paragraph 2, Article 37 of the Work Regulations, during the period from the Reference Date to the payment date
 - (4) Other individuals subject to any of the provisions of the preceding items.
3. In addition to the cases prescribed in the preceding paragraph, the Performance-based Bonus may not be paid, or the payment date may be postponed, if there are unavoidable circumstances, such as a worsening financial condition (including cases where there is a clear reason for dismissal or punitive dismissal, as described in Item 3 of the preceding paragraph, for Employee).
4. The Performance-based Bonus shall be paid in accordance with the responsibilities and work performance of the Employee, for the period counting from the Reference Date and 6 months earlier (For Employees whose period of employment is less than 6 months, the employment period is considered. Hereinafter referred to as the "Calculation Basis Period"), with due consideration given to the financial conditions, etc., of the University.
5. Evaluation of work performance in the preceding paragraph shall be done for work during the 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 21: For Employee whose working conditions involve complexity, difficulty, intense responsibilities, strength of work, working hours, working environment and others are more demanding compared to others in the same classification of the duties, adjusted amount of Basic Annual Salary may be paid, based on the particularities of the duties.

2. The adjusted amount of the Basic Annual Salary pursuant to what is prescribed in the preceding paragraph shall be paid to the Employee who work at the work locations listed in Appendix 3, and perform the duties listed in the same table.
3. The adjusted amount in the preceding paragraph shall be the amount obtained by multiplying the basic adjustment amounts listed in Appendix 4 by the adjustment indexes listed in Appendix 3 in accordance with the work class to the relevant Employee.

(Administrative Post Allowance)

Article 22: Administrative Post Allowance shall be paid to Employee in administrative or supervisory positions (Hereinafter referred to as “administrative post”).

2. The scope of administrative post 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 Basic Annual Salary Table, the work classification and the classification of duties that are applicable to Employee.
4. The Administrative Post Allowance shall include Night Shift Allowance prescribed in Article 34.
5. Employee 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 (Except for Employee 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)” in Article 37 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. In addition to what is prescribed in the preceding 5 Paragraphs, matters pertinent to the payment of Administrative Post Allowances shall be determined separately.

(Adjustment Allowance for Medical Staff)

Article 23: Adjustment Allowance for Medical Staff shall be paid, not exceeding 51,600 yen, to Employee 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 Employee 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 prescribed in the Dentist Act (Law No. 202 of 1948); Hereinafter the same shall apply), and to whom the New 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 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 what is prescribed in the preceding two Paragraphs, other matters pertaining to the payment of Adjustment Allowances for Medical Staff shall be determined separately.

(Dependent Allowance)

Article 24: Dependent Allowance shall be paid to Employees with dependent relatives.

2. Dependent relatives prescribed in the preceding paragraph, fall into described in Appendix 7, with no other source of livelihood, and shall be principally dependent on the Employee for their livelihood.
- 3 Notwithstanding the provisions of the preceding paragraph, if a dependent child is between the ages of 15 and 22 (specially, from 1 April following the child’s 15th birthday until March 31st following their 22nd birthday, hereinafter referred to as “the Specific Period”), the monthly Dependent Allowance shall be 5,000 yen multiplied by the number of said Child(ren) within the Specified Period to the amount stipulated in the preceding paragraph.
- 4 In addition to what is prescribed in the preceding 3 Paragraphs, matters pertinent to payment of Dependent Allowances shall be determined separately.

(Regional Allowance)

Article 25: 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 of the following paragraph.

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 Annual Salary, Basic Annual Salary adjustment amount, Administrative Post Allowance and Dependent Allowance.

Prefecture	Areas applicable to Regional Allowance	Payment Rate
Ibaraki	Tokai Village, Naka County	12%
Osaka	Osaka City, Suita City, Toyonaka City, Ibaraki City, Hirakata City, Minoh City	12%

(Housing Allowance)

Article 26: Housing Allowance shall be paid to Employees (excluding Employees residing in dormitory rented from 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 over 16,000 yen (Including the cost of usage; Hereinafter the same shall apply.).

2. The monthly amount of Housing Allowance shall be the amount equivalent to the items set forth hereunder in accordance with the following classifications of Employees (any fraction less than 100 yen shall be rounded off).
- (1) Employees paying a monthly rent of 27,000 yen or less: Monthly rent minus 16,000 yen.
 - (2) Employees paying a monthly rent over 27,000 yen: One-half of the monthly rent after subtracting 27,000 yen (The maximum payment is 17,000 yen, even if the deduction amount exceeds this) plus 11,000 yen.
3. In addition to what is prescribed in the preceding two Paragraphs, matters pertinent to payment of Housing Allowances shall be determined separately.

(Commuting Allowance)

Article 27: Commuting Allowance shall be paid based on 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, when the amount resulting from dividing the Amount equivalent to Fare by the number of months exceeds 55,000 yen (Hereinafter referred to as “Amount equivalent to Fare Per month”), 55,000 yen multiplied by the number of months of 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, the amount obtained by multiplying 55,000 yen by the longest available calculation unit period for 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 Employee 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 the Amount equivalent to the Fare Per Month and the amount prescribed in the preceding item exceeds 55,000 yen, the calculation unit period regarding Commuting Allowance is the amount obtained by multiplying 55,000 yen and the longest available calculation unit period for the Commuting Allowance). However, the Commuting Allowance paid to Employees whose automobile usage is less than 2 kilometers per month 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 place of work, 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 shall be paid on the day in accordance with Article 4 of each month.

3 As used in this article, the "Calculation Unit Period" shall mean a period, not exceeding 6 months and calculated in units of 1 month, (The Commuting Allowance for automobile use is calculated monthly).

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 Handling Radiation)

Article 28: Allowance for Handling Radiation shall be paid to Employees, when such Employees have 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 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 allowances in the preceding paragraph shall be 7,000 yen per month in which the situation prescribed in the preceding paragraph occurs.

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

Article 29: Employee 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 Allowance 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 30: HEMS Flight Allowance shall be paid to Employee in possession of a medical license and to whom New Basic Annual Salary Table for Staff (1) is applicable, when they are engaged in work for emergency medical care by boarding a HEMS (which means a helicopter with emergency medical equipment) to save the lives of patients, during the period when these patients are transferred from an emergency site, to a medical institution.

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

(Night Medical Service Allowance)

Article 31: Night Medical Service Allowance shall be paid to Employees to whom New Basic Annual Salary Table for Staff (1) is applicable, and who have a medical license or a dentist license and are designated by the Director of the University of Osaka Hospital or the Director of the University of Osaka Dental Hospital, when said Employees are engaged in work involving medical examinations, etc. during regular working hours which include Midnight in full or in part.

2. The amount of the Allowance per shift in the preceding paragraph shall be as detailed in the following table according to the classification of work prescribed in the said 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 31-2: Medical Emergency Call Allowance shall be paid to Employees in possession of a medical license or a dentist license, who upon receiving an emergency call (limited to that determined by the Director of the University of Osaka Hospital or the Director of the University of Osaka Dental Hospital.), have engaged in medical care services, etc., during hours other than regular working hours or on regular holidays (excluding those who are engaged in night-day work).

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

(Disaster Medical Assistance Allowance)

Article 31-3: Disaster Medical Assistance Allowance shall be paid to Employees who has been sent to the disaster relief operation and have engaged in medical care services, etc., based on 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) and other relevant and pertinent laws and ordinances.

2. The amount of Allowance in the preceding paragraph shall be subject to change in accordance with the daily allowance prescribed in Article 3 and Appendix 2 of the Disaster Relief Act Detailed Enforcement Regulations of Osaka.
3. In addition to what is prescribed in the preceding 2 Paragraphs, matters pertinent to payment of Disaster Medical Assistance Allowances, shall be determined separately.

(Overtime Allowance)

Article 32: Employee ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hour Regulations, shall be paid an hourly Overtime Allowance in the amount of 125% of the corresponding salary set forth in Article 7 for each hour of said overtime (150% in the case of Night overtime).

2. Notwithstanding the provision of the preceding paragraph, when overtime work ordered including the hours of ordered holiday work, (Excluding the work on statutory holiday.) under Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations, exceed 60 hours per month, Employee shall be paid 150% of the corresponding salary for each hour of overtime that exceeds 60 hours (175% in the case of Night overtime) shall be paid as Overtime Allowance, or Holiday Allowance prescribed in the following Article.
3. Notwithstanding the provisions of the preceding two Paragraphs, Overtime Allowance shall not be paid either to Employee engaged in administrative work or to those engaged in the handling of confidential clerical work in accordance with the provisions of Item 2, Article 41 of the LSL.

(Holiday Allowance)

Article 33: Employee ordered to work on holidays in accordance with the provisions of the Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hour Regulations shall be paid a Holiday Allowance in the amount of 135% of the corresponding salary set forth in Article 7 for each hour of said work (160% in the case of Night).

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

(Night Work Allowance)

Article 34: Employee ordered to work at Night in accordance with the provisions of the Paragraph 1, Article 7 of the Working Hour Regulations shall be paid a Night Work Allowance of 25% of the corresponding salary set forth in Article 7 for each hour of said work (As prescribed in the preceding 2 Articles, including Night hours which Employees are ordered to work, case when Overtime Allowance or Holiday Allowance is paid shall be excluded.).

(Night/Day Allowance)

Article 35: Employee ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hour Regulations shall be paid Night/Day Allowance in accordance with provisions determined separately.

(Prohibition on Multiple Allowances)

Article 36: The Allowance for Handling Radiation shall not be paid to Employees that receive the adjustment amount of the Basic Annual Salary prescribed in Article 21 (Limited those who are associated with Item 4, Appendix 3).

Chapter 5: Special Regulations Pertaining to Salary, etc.

(Salary during Leave of Absence)

Article 37: Employee on a leave of absence in accordance with the provisions of Item 1, Paragraph 1, Article 14 of the Work Regulations due to the necessity for medical treatment for a work-related accident shall receive full salary (or, when the Employee is receiving 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 what is prescribed in the preceding paragraph, Employee taking a leave of absence in accordance with Item 1, Paragraph 1, Article 14 of the Work Regulations shall not be paid salary during the period of said leave of absence. When Employee taking a leave of absence in accordance with Item 2, Paragraph 1, Article 14 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Employee shall not be paid salary during the period of said leave of absence.
3. Employee taking a leave of absence in accordance with Item 3 or Item 4, Paragraph 1, Article 14 of the Work Regulations may be entitled to receive payment during the period of said leave of absence of no more than 70% of the monthly basic salary, the monthly basic salary adjustment amount, the Dependent Allowance, the Regional Allowance and the Housing Allowance (Hereinafter referred to as "Monthly Amount of the Basic Annual Salary etc.") for each. Employees who are eligible and have suffered a work-related accident (100% for Employee considered eligible, as prescribed in Item 3, Paragraph 1, Article 14 of the Work Regulations) may receive this payment.
4. Employee on a leave of absence in accordance with the provisions of Item 5, Paragraph 1, Article 14 of the Work Regulations may be entitled to receive the payment up to 100% of the Monthly Amount of Basic Annual Salary etc. during the period of said leave of absence.
5. Unless otherwise prescribed, Employee on a leave of absence shall not be entitled to receive the payment of any salary, except for that prescribed in Item 1, Item 3, and the preceding item.

(Salary during Dispatch)

Article 38: Regarding dispatches set forth in Paragraph 1, Article 16-2, of the Work Regulations, Employee applicable is entitled to receive the payment up to 100% of the Monthly Amount of the Basic Salary, etc. during the period of said Dispatch.

2. Unless otherwise prescribed, Employee undergoing the period of Dispatch shall not be entitled to receive the payment of any salary, except for that prescribed in the preceding paragraph.

(Handling of Salary during Special Leave)

Article 39: The handling of salary during period of special leave in accordance with the provisions of Article 22 of the Work Regulations shall be determined separately.

(Reduction of Salary)

Article 40: Unless otherwise prescribed, the salary of Employee 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 41: Matters necessary for implementing these regulations shall be set forth separately.

Supplementary Provisions

(Date of Implementation)

1. These regulations shall be implemented from 1 April, 2021.

(Special Regulations pertaining to Entrance Examination Allowance)

2. Notwithstanding the provisions of Paragraph 2, Article 3, Employee engaged in work relating to entrance examinations may be entitled to receive the 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 its acquisition of National University Corporation status.

(Special Regulations pertaining to Special New-appointment Allowance)

3. Notwithstanding the provisions of Paragraph 2, Article 3, until further notice, when individuals residing in remote locations from the University are employed as Employee, and are obliged to live apart from their families, said Employees may be entitled to receive the payment of a Special New-appointment Allowance for a period of no longer than 3 years.

(Special Regulations pertaining to Allowance for Disaster Emergency Operations, etc.)

4. Notwithstanding the provisions of Paragraph 2, Article 3, Employee who engaged in operations to address a large-scale natural disaster, etc. shall, until further notice, be entitled to receive the Allowance for Disaster Emergency Operations, etc. as set forth separately.

5. 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 Articles 32 through 34 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 of the same Article.

(Prohibition on Multiple Allowances)

6. 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 Paragraph 1, Article 28.

(Interim Measures pertaining to Regional Allowance)

7. Notwithstanding the provisions of Article 25, individual employed by the University from organizations prescribed in Paragraph 5, Article 5 Regulations Pertaining to Retirement Allowance for National University the University of Osaka Employee, when deemed necessary by the University, may be eligible for payment of monthly amount of Regional Allowance, resulting from multiplying the regular payment rate.

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 4, the supplementary provision (implemented from 1 April 2021) shall be abolished.

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 16 June, 2022.

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 new Basic Salary Table is 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 provisions in the body of the foregoing paragraph, for Employees to whom new Basic Salary Table have been 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 New Basic Salary Table. However, this shall not apply when 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 new Basic Salary Table is 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 the provisions in the body of the foregoing paragraph, for Employees to whom new Basic Salary Table have been 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 New 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. However, the amendments of Paragraph 2 of the Supplementary Provision on 1 April, 2021, shall be implemented on 18 September, 2024 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 27 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 Annual Salary Table, the amendments of Article 23 and Appendix 6 shall be implemented from 1 December, 2024.

(Interim Measures regarding Dependent Allowance)

2. Notwithstanding described in Appendix 7, 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 New Annual Salary Table (1) for Regular Staff apply, and whose work classification falls under section D.	A child who has not yet reached their 23rd birthday by 31st March of the year following after their 22nd birthday.	11,500 yen per person
	A grandchild who has not yet reached their 23rd birthday by 31st March of the year following after their 22nd birthday.	3,500 yen per person
	Parents and grandparents over 60 years of age.	

	Siblings who have not yet reached their 23rd birthday by 31st March of the year following after their 22nd birthday.	
	Person with severe disabilities	
Other Staff	Spouse	3,000 yen
	A child who has not yet reached their 23rd birthday by 31st March of the year following after their 22nd birthday.	11,500 yen per person
	A grandchild who has not yet reached their 23rd birthday by 31st March of the year following after their 22nd birthday.	6,500 yen per person
	Parents and grandparents over 60 years of age.	
	Siblings who have not yet reached their 23rd birthday by 31st March of the year following after their 22nd birthday.	
	Person with severe disabilities	

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

Work Classification	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	3,262,800	4,090,800	4,604,400	5,437,200
2	3,289,200	4,117,200	4,635,600	5,460,000
3	3,314,400	4,143,600	4,666,800	5,481,600
4	3,337,200	4,168,800	4,696,800	5,502,000
5	3,358,800	4,194,000	4,725,600	5,522,400
6	3,376,800	4,216,800	4,754,400	5,545,200
7	3,394,800	4,238,400	4,784,400	5,568,000
8	3,412,800	4,260,000	4,813,200	5,589,600
9	3,434,400	4,281,600	4,843,200	5,606,400
10	3,458,400	4,304,400	4,873,200	5,629,200
11	3,482,400	4,326,000	4,903,200	5,652,000
12	3,506,400	4,347,600	4,932,000	5,674,800
13	3,530,400	4,369,200	4,960,800	5,691,600
14	3,556,800	4,388,400	4,980,000	5,714,400
15	3,582,000	4,407,600	4,998,000	5,737,200
16	3,607,200	4,425,600	5,016,000	5,760,000
17	3,630,000	4,443,600	5,028,000	5,780,400
18	3,662,400	4,462,800	5,048,400	5,802,000
19	3,694,800	4,482,000	5,065,200	5,823,600
20	3,726,000	4,501,200	5,080,800	5,845,200
21	3,757,200	4,518,000	5,095,200	5,869,200
22	3,786,000	4,542,000	5,107,200	5,895,600
23	3,814,800	4,566,000	5,119,200	5,924,400
24	3,841,200	4,590,000	5,131,200	5,952,000
25	3,867,600	4,611,600	5,142,000	5,976,000
26	3,891,600	4,630,800	5,155,200	6,001,200
27	3,915,600	4,650,000	5,168,400	6,026,400
28	3,939,600	4,669,200	5,181,600	6,050,400
29	3,963,600	4,684,800	5,194,800	6,074,400
30	3,986,400	4,702,800	5,208,000	6,102,000
31	4,009,200	4,719,600	5,221,200	6,128,400
32	4,032,000	4,735,200	5,234,400	6,151,200
33	4,053,600	4,750,800	5,247,600	6,174,000
34	4,076,400	4,765,200	5,260,800	6,199,200
35	4,099,200	4,779,600	5,274,000	6,225,600
36	4,122,000	4,792,800	5,288,400	6,249,600
37	4,142,400	4,806,000	5,300,400	6,274,800
38	4,156,800	4,822,800	5,313,600	6,298,800

39	4,170,000	4,838,400	5,326,800	6,321,600
40	4,183,200	4,854,000	5,341,200	6,344,400
41	4,190,400	4,869,600	5,352,000	6,368,400
42	4,195,200	4,885,200	5,365,200	6,391,200
43	4,200,000	4,900,800	5,378,400	6,411,600
44	4,204,800	4,916,400	5,390,400	6,434,400
45	4,212,000	4,932,000	5,402,400	6,457,200
46	4,218,000	4,946,400	5,415,600	6,478,800
47	4,224,000	4,960,800	5,428,800	6,500,400
48	4,228,800	4,974,000	5,442,000	6,522,000
49	4,233,600	4,987,200	5,454,000	6,542,400
50	4,238,400	5,001,600	5,468,400	6,562,800
51	4,243,200	5,014,800	5,482,800	6,584,400
52	4,248,000	5,028,000	5,497,200	6,606,000
53	4,252,800	5,041,200	5,505,600	6,624,000
54	4,257,600	5,055,600	5,516,400	6,643,200
55	4,262,400	5,070,000	5,527,200	6,663,600
56	4,267,200	5,083,200	5,536,800	6,682,800
57	4,272,000	5,095,200	5,546,400	6,702,000
58	4,276,800	5,107,200	5,557,200	6,717,600
59	4,281,600	5,119,200	5,568,000	6,733,200
60	4,286,400	5,130,000	5,577,600	6,747,600
61	4,291,200	5,144,400	5,586,000	6,762,000
62	4,296,000	5,161,200	5,596,800	6,774,000
63	4,300,800	5,178,000	5,608,800	6,786,000
64	4,305,600	5,194,800	5,619,600	6,798,000
65	4,310,400	5,204,400	5,630,400	6,805,200
66	4,315,200	5,216,400	5,641,200	6,816,000
67	4,320,000	5,228,400	5,653,200	6,826,800
68	4,324,800	5,241,600	5,664,000	6,837,600
69	4,329,600	5,252,400	5,676,000	6,848,400
70	4,335,600	5,262,000	5,688,000	6,858,000
71	4,340,400	5,271,600	5,698,800	6,866,400
72	4,345,200	5,280,000	5,710,800	6,872,400
73	4,348,800	5,288,400	5,721,600	6,880,800
74	4,354,800	5,299,200	5,732,400	6,886,800
75	4,359,600	5,308,800	5,743,200	6,896,400
76	4,364,400	5,316,000	5,755,200	6,903,600
77	4,369,200	5,323,200	5,764,800	6,909,600
78	4,375,200	5,329,200	5,769,600	6,916,800
79	4,381,200	5,334,000	5,776,800	6,924,000

80	4,387,200	5,338,800	5,784,000	6,931,200
81	4,393,200	5,342,400	5,792,400	6,938,400
82	4,401,600	5,347,200	5,800,800	
83	4,410,000	5,350,800	5,804,400	
84	4,418,400	5,355,600	5,811,600	
85	4,425,600	5,359,200	5,816,400	
86	4,432,800	5,364,000	5,821,200	
87	4,440,000	5,368,800	5,826,000	
88	4,447,200	5,373,600	5,829,600	
89	4,453,200	5,377,200	5,833,200	
90	4,458,000	5,380,800	5,836,800	
91	4,462,800	5,385,600	5,842,800	
92	4,467,600	5,389,200	5,846,400	
93	4,472,400	5,392,800	5,850,000	
94	4,477,200	5,397,600	5,853,600	
95	4,483,200	5,401,200	5,857,200	
96	4,488,000	5,404,800	5,860,800	
97	4,495,200	5,408,400	5,864,400	
98	4,501,200	5,412,000	5,870,400	
99	4,506,000	5,415,600	5,874,000	
100	4,512,000	5,419,200	5,877,600	
101	4,516,800	5,422,800	5,881,200	
102	4,522,800	5,426,400		
103	4,526,400	5,430,000		
104	4,531,200	5,433,600		
105	4,537,200	5,437,200		
106	4,542,000	5,440,800		
107	4,548,000	5,444,400		
108	4,554,000	5,448,000		
109	4,558,800	5,451,600		
110	4,564,800	5,455,200		
111	4,569,600	5,458,800		
112	4,574,400	5,462,400		
113	4,579,200	5,466,000		
114	4,584,000	5,469,600		
115	4,588,800	5,473,200		
116	4,593,600	5,476,800		
117	4,598,400	5,479,200		
118	4,603,200			
119	4,608,000			
120	4,612,800			

121	4,616,400			
122	4,621,200			
123	4,627,200			
124	4,630,800			
125	4,635,600			
126	4,641,600			
127	4,647,600			
128	4,652,400			
129	4,657,200			
130	4,663,200			
131	4,669,200			
132	4,675,200			
133	4,681,200			
134	4,687,200			
135	4,693,200			
136	4,699,200			
137	4,705,200			
138	4,711,200			
139	4,717,200			
140	4,723,200			
141	4,729,200			

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

Work Classification	A	B	C
Grade	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)
	Yen	Yen	Yen
1	2,762,400	3,157,200	3,805,200
2	2,796,000	3,178,800	3,831,600
3	2,833,200	3,200,400	3,858,000
4	2,869,200	3,220,800	3,883,200
5	2,907,600	3,240,000	3,908,400
6	2,946,000	3,258,000	3,930,000
7	2,983,200	3,276,000	3,951,600
8	3,020,400	3,294,000	3,973,200
9	3,056,400	3,312,000	3,994,800
10	3,078,000	3,336,000	4,016,400
11	3,098,400	3,360,000	4,038,000
12	3,117,600	3,384,000	4,060,800
13	3,136,800	3,408,000	4,083,600
14	3,153,600	3,432,000	4,102,800
15	3,170,400	3,456,000	4,122,000
16	3,186,000	3,480,000	4,141,200
17	3,201,600	3,504,000	4,153,200
18	3,214,800	3,536,400	4,179,600
19	3,226,800	3,567,600	4,206,000
20	3,238,800	3,598,800	4,232,400
21	3,255,600	3,630,000	4,255,200
22	3,273,600	3,660,000	4,282,800
23	3,291,600	3,688,800	4,310,400
24	3,309,600	3,716,400	4,338,000
25	3,327,600	3,741,600	4,364,400
26	3,346,800	3,766,800	4,392,000
27	3,364,800	3,792,000	4,417,200
28	3,382,800	3,817,200	4,442,400
29	3,399,600	3,841,200	4,466,400
30	3,418,800	3,860,400	4,485,600
31	3,436,800	3,878,400	4,504,800
32	3,454,800	3,896,400	4,524,000
33	3,471,600	3,914,400	4,543,200
34	3,487,200	3,933,600	4,558,800
35	3,502,800	3,951,600	4,574,400
36	3,512,400	3,969,600	4,590,000
37	3,522,000	3,986,400	4,605,600
38	3,531,600	4,003,200	4,624,800
39	3,541,200	4,018,800	4,644,000
40	3,550,800	4,034,400	4,662,000
41	3,560,400	4,048,800	4,680,000
42	3,570,000	4,069,200	4,699,200
43	3,578,400	4,088,400	4,717,200
44	3,585,600	4,111,200	4,735,200
45	3,591,600	4,130,400	4,752,000
46	3,597,600	4,149,600	4,768,800

Work Classification	A	B	C
47	3,603,600	4,167,600	4,785,600
48	3,609,600	4,185,600	4,801,200
49	3,615,600	4,204,800	4,812,000
50	3,620,400	4,224,000	4,826,400
51	3,625,200	4,242,000	4,839,600
52	3,630,000	4,258,800	4,852,800
53	3,634,800	4,275,600	4,864,800
54	3,639,600	4,287,600	4,879,200
55	3,644,400	4,299,600	4,893,600
56	3,649,200	4,311,600	4,906,800
57	3,654,000	4,324,800	4,920,000
58	3,658,800	4,340,400	4,934,400
59	3,663,600	4,356,000	4,948,800
60	3,668,400	4,371,600	4,963,200
61	3,673,200	4,387,200	4,976,400
62	3,678,000	4,402,800	4,994,400
63	3,682,800	4,418,400	5,012,400
64	3,687,600	4,434,000	5,030,400
65	3,692,400	4,448,400	5,047,200
66	3,697,200	4,464,000	5,058,000
67	3,702,000	4,479,600	5,068,800
68	3,706,800	4,494,000	5,078,400
69	3,711,600	4,508,400	5,089,200
70	3,716,400	4,524,000	5,101,200
71	3,721,200	4,539,600	5,113,200
72	3,726,000	4,554,000	5,122,800
73	3,730,800	4,568,400	5,131,200
74	3,736,800	4,584,000	5,140,800
75	3,742,800	4,599,600	5,150,400
76	3,748,800	4,614,000	5,161,200
77	3,753,600	4,628,400	5,173,200
78	3,759,600	4,642,800	5,185,200
79	3,765,600	4,656,000	5,196,000
80	3,770,400	4,670,400	5,206,800
81	3,775,200	4,687,200	5,215,200
82	3,781,200	4,704,000	5,226,000
83	3,787,200	4,722,000	5,236,800
84	3,792,000	4,738,800	5,246,400
85	3,796,800	4,750,800	5,257,200
86	3,802,800	4,766,400	5,266,800
87	3,808,800	4,782,000	5,276,400
88	3,814,800	4,798,800	5,287,200
89	3,819,600	4,812,000	5,295,600
90	3,825,600	4,824,000	5,300,400
91	3,830,400	4,836,000	5,305,200
92	3,835,200	4,849,200	5,310,000
93	3,842,400	4,858,800	5,314,800
94	3,848,400	4,872,000	5,320,800
95	3,855,600	4,885,200	5,325,600

Work Classification	A	B	C
96	3,862,800	4,896,000	5,330,400
97	3,867,600	4,906,800	5,332,800
98	3,872,400	4,917,600	5,337,600
99	3,876,000	4,928,400	5,341,200
100	3,879,600	4,939,200	5,344,800
101	3,883,200	4,948,800	5,348,400
102	3,886,800	4,960,800	
103	3,890,400	4,972,800	
104	3,894,000	4,984,800	
105	3,898,800	4,992,000	
106	3,904,800	5,000,400	
107	3,910,800	5,008,800	
108	3,915,600	5,016,000	
109	3,920,400	5,020,800	
110	3,926,400	5,025,600	
111	3,931,200	5,029,200	
112	3,937,200	5,032,800	
113	3,940,800	5,035,200	
114	3,946,800	5,038,800	
115	3,951,600	5,042,400	
116	3,956,400	5,046,000	
117	3,960,000	5,048,400	
118	3,964,800	5,052,000	
119	3,970,800	5,055,600	
120	3,976,800	5,058,000	
121	3,979,200	5,060,400	
122	3,984,000	5,064,000	
123	3,987,600	5,067,600	
124	3,991,200	5,070,000	
125	3,993,600	5,072,400	
126	3,997,200		
127	4,003,200		
128	4,008,000		
129	4,010,400		
130	4,015,200		
131	4,020,000		
132	4,024,800		
133	4,027,200		
134	4,032,000		
135	4,038,000		
136	4,041,600		
137	4,045,200		
138	4,050,000		
139	4,054,800		
140	4,059,600		
141	4,064,400		

Appendix 3 Classification of Eligible Employee(Relating to Article 21)

Place of Work	Staff	Adjustment Index
1. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Staff 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 directly engaged in work primarily comprising the raising or experiments of animals with contagious or other hazardous pathogens 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) .	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 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 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 21)

New 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

New Basic Annual Salary Table for Staff (2)

Work Class	Basic Adjustment Amount(Yen)
B	135,600

Appendix 5 Administrative Post Allowance (Relating to Article 22)

Job Title	Classification of Duties	Amount Paid(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 23)

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 7 Dependent Allowance (Relating to Article 24)

(1 April, 2026 ~)

Faculty and Staff	Dependents	Monthly Allowance for Dependents
Employees to whom the New Basic Salary Table (1) for Regular Staff apply, and whose work certification falls under D	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	