

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

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

## Chapter 1: General Provisions

### (Purpose)

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

### (Relationship with Laws and Ordinances)

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

### (Types of Salary)

Article 3: Salary paid to Staff subject to Annual Salary System shall be comprised of 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, 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 Work Allowance and night/day allowance.

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

Article 4: The amount equal to 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 specified 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 Limited Term 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 each month and, in cases where, for reasons such as absence within the month, any deficiency or excess exists between the basic salary paid in accordance with the provisions of the preceding paragraph and the actual basic salary to be paid, the necessary adjustment shall be made to the basic salary of the month following the month within which said reason occurred. However, in cases where this is not possible due to unavoidable reasons, the timing of such adjustments may be delayed.

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

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

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

6. 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 the payment of basic salary for the month following the month within which the circumstances warranting the payment of said allowance occurred. However, in cases where this is not possible due to administrative reasons, the payment of said allowance may be made in the month two months after the month within which the circumstances warranting the payment of said allowance occurred.

7. Notwithstanding the provisions of Paragraphs 1, 4, 5 and the preceding paragraph, in cases where a request is lodged in order to meet costs in cases of the emergencies detailed in the following items the early payment of basic salary and applicable allowances for past work shall be made. The preceding provision shall also apply in cases where Staff subject to Annual Salary System retire or are dismissed, or in other cases in which the University recognizes the need for early payment.

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

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

(Basic Rules for Payment of Salary etc.)

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

2. Notwithstanding the 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 preceding categories, amounts recognized as deductible from salary in accordance with the agreement in accordance with the proviso of Paragraph 1, Article 24 of the Labor Standards Act.

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

(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 Working Hour Regulations from the total number of days.

3. Notwithstanding the provision 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 of which said death occurred as time worked.

4. The provision of the preceding 3 Paragraphs shall apply mutatis mutandis to the payment of Adjustments, Administrative Post Allowance, and Adjustment Allowance for Medical Staff.

(Calculation of Salary for 1 Hour of Work)

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

2. Notwithstanding the provisions of the preceding paragraph, the amount of salary for 1 hour prescribed in the provisions of Articles 17 through 19 shall, in cases where work or duty carried out is subject to the payment of Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), or disaster medical assistance allowance, be calculated based on the addition of the amount of allowances for 1 hour of the work or duty (in cases of allowances paid in units of 1 day, the amount shall be divided by 8 and in cases of 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: In cases where a calculation of the amount of overtime allowance, holiday allowance or Night Work

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

(Processing of Fractions)

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

## Chapter 2: Basic Annual Salary

(Payment of Basic Annual Salary etc.)

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

2. Notwithstanding the provision of the preceding paragraph, the amount of basic annual salary may be separately determined and paid to Staff subject to Annual Salary System, if the University deems that it is particularly necessary.
3. The amount of basic annual salary prescribed in the Table of Basic Annual Salary set forth 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.

(Determination of Annual Salary etc.)

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

2. The class of salary grade and the amount of basic annual salary in the preceding paragraph may be modified based on the evaluation results.
3. Notwithstanding the provisions of the preceding paragraph, this may be prescribed differently, with special approval from the University.

## Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus etc.)

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

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

5. The work performance set forth 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 calculation basis period.

#### Chapter 4: Allowances

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

Article 13: In cases of specialized Employees to whom the Table of Basic Annual Salary for Staff (1) applies and whose working conditions involve complexity, intense responsibilities, as well as working hours and a work environment evidently more demanding than that of other Staff Subject to Annual Salary System in the same work class, the basic salary of said specialized Staff Subject to Annual Salary System may be adjusted based on the level of specialization or the work.

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

##### (Administrative Post Allowance)

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

2. The scope of administrative post set forth in the preceding paragraph shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Appendix Table 4, based on the work class and classifications of duties that are applicable to Staff subject to Annual Salary System.
4. The administrative post allowance shall include Night Work Allowance prescribed in the provisions of Article 21.
5. Staff subject to Annual Salary System engaged in administrative duties that have not worked the full period between the first to last days of the month shall not be eligible for the payment of administrative work bonus for the month (Except for Staff subject to Annual Salary System with special approval from by the University as being unable to work due to the necessity of medical treatment after meeting with work-related accidents (Hereinafter referred to as “Work-related Accident(s)”) prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947, hereinafter referred as “Industrial Accident Compensation Insurance Act”).
6. Notwithstanding the provisions of the preceding five paragraphs, matters pertaining to the payment of administrative post allowances shall be determined separately.

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

Article 15: A medical staff adjustment allowance for staff not exceeding 51,600 yen shall be paid to Staff Subject to Annual Salary System whose duties require medical or dental expertise and who are newly appointed or transferred to such posts separately determined by the University (eligibility for said allowance shall be limited to Staff Subject to Annual Salary System in possession of a medical license (limited to the license 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 Table of Basic Annual Salary for Staff (1) applies) for up to 35 years after the date of said employment or transfer (hereinafter referred to as “employment etc.”).

2. The allowance set forth in the preceding paragraph shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Appendix Table 5 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 16: Allowance for Handling Radiation shall be paid to Staff subject to Annual Salary System, when such an employee has engaged in work involving radiation within an area under the administration of a facility as prescribed in Article 2 of the University of Osaka Rules Concerning Prevention of Radiation Hazards and

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

2. The amount of the allowances set forth in the preceding paragraph shall be 7,000 yen per month within which the situation prescribed in the preceding paragraph occurs.

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

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

(HEMS Flight Allowance)

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

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

(Night Medical Service Allowance)

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

2. The amount of the allowance per one shift as set forth in the preceding paragraph shall be as detailed hereunder.

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 18-3: The medical emergency call allowance shall be paid to members of Staff subject to Annual Salary System in possession of a medical license or a dentist license, who upon the receipt of 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 18-4: The disaster medical assistance allowance shall be paid to Employees who sent to the disaster 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 set forth 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 the provisions of preceding 2 paragraphs, matters pertinent to payment of disaster medical assistance allowances for Employee shall be determined separately.

(Overtime Allowance)

Article 19: 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 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, if the hours of said overtime work (including the hours of ordered holiday work [excluding work on a statutory holiday] under Paragraph 1, Article 5 and Paragraph 1, Article 6 of The Working Hours Regulations) exceed 60 hours per month, Staff subject to Annual Salary System shall be paid an hourly overtime allowance in the amount of 150% of the corresponding salary for each hour of the overtime in excess of 60 hours (175% in the case of Night overtime).
3. Notwithstanding the provisions of the preceding two Paragraphs, overtime allowance shall not be paid either to Staff subject to Annual Salary System engaged in administrative work or to those engaged in the handling of confidential clerical work in accordance with the provisions of Paragraph 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 20: Staff subject to Annual Salary System ordered to work on holidays in accordance with the provisions of 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 also apply to holiday allowance.

(Night Work Allowance)

Article 21: Staff subject to Annual Salary System ordered to work at Night in accordance with the provisions of Paragraph 1, Article 7 of the Working Hour Regulations shall be paid a Night Work Allowance in the amount of 25% of the corresponding salary set forth in Article 7 for each hour of said work (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 22: Staff subject to Annual Salary System ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hour Regulations shall be paid night/day allowance in accordance with provisions determined separately.

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

(Salary during Periods of Leave of Absence)

Article 23: Staff subject to Annual Salary System on a leave of absence in accordance with the provisions of Item 1, Paragraph 1, Article 12 of the Work Regulations due to the necessity for medical treatment for Work-related Accident(s) shall receive full salary (or, in cases where Staff subject to Annual Salary System is in receipt of compensation benefits (including special benefit) for absence from work in accordance with Article 14 of the Industrial Accident Compensation Insurance Act, full salary minus the amount of said benefits) during said period of leave of absence.

2. With the exception of the provisions of the preceding paragraph, Staff subject to Annual Salary System taking a leave of absence in accordance with Item 1, Paragraph 1, Article 12 of the Work Regulations shall not be paid salary during the period of said leave of absence. In cases where Staff subject to Annual Salary System taking a leave of absence in accordance with Item 2, Paragraph 1, Article 12 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Staff subject to Annual Salary System shall not be paid salary during the period of said leave of absence.
3. Staff subject to Annual Salary System taking a leave of absence in accordance with Items 3 and 4, Paragraph 1, Article 12 of the Work Regulations may be entitled to payment during the period of said leave of absence of no more than 70% of basic salary and Adjustments (hereinafter referred to as "Monthly Amount of the Basic Salary etc.") for each (100% in cases of Staff subject to Annual Salary System recognized as being eligible under the provisions of Item 3, Paragraph 1, Article 12 of the Work Regulations and as having suffered a work-related accident).
4. Staff subject to Annual Salary System on a leave of absence in accordance with the provisions of Item 5, Paragraph 1, Article 12 of the Work Regulations may be entitled to the payment of up to 100% of the Monthly Amount of the Basic Salary etc. during the period of said leave of absence.

5. Unless otherwise prescribed, Staff subject to Annual Salary System on a leave of absence shall not be entitled to the payment of any salary with the exception of salary prescribed in the provisions of Paragraph 1, 3 and the preceding paragraph.

(Handling of Salary during Periods of Special Leave)

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

(Reduction in Salary)

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

## Chapter 6: Implementation of Regulations

(Matters Necessary for Implementation)

Article 26: Matters necessary for implementing these regulations shall be set forth separately.

### Supplementary Provisions

(Date of Implementation etc.)

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

(Special Regulations pertaining to Entrance Examination Allowance)

2. Notwithstanding the provisions of Paragraph 2, Article 3, Staff subject to Annual Salary System engaged in work relating to entrance examinations may be entitled to the payment of entrance examination allowance, based on the consideration of the content of said work, as well as the payment status of allowances pertaining to similar work within 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 19 through 21 shall be the hourly amount of the allowance for the operation (the amount obtained by dividing the allowance amount by 8) plus the amount 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 each item of Paragraph 1, Article 16.

### Supplementary Provision

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

### Supplementary Provision

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

### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 30 March 2016 and applied from 1 April, 2015.

(Special exception for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April, 2015 to the day preceding 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 Table of Basic Annual Salary has newly applied during the period from 1 April, 2015 to the day preceding the Date of Implementation, shall be applied on and after the date of application of the Table of Basic Annual Salary. In such cases, the Basic Annual Salary after the date of application for said Staff subject to Annual Salary

System shall be the amount prescribed in the Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in the Table of Basic Annual Salary applicable to said Staff subject to Annual Salary System for the period from the Date of Implementation to the day preceding the date of application. However, this shall not be applied 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 Table of Basic Annual Salary has newly applied during the period from 1 April, 2016 to the day preceding the date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. The provision of the foregoing paragraph for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April, 2016 to the day preceding the Date of Implementation, shall be applied on and after the date of application of the Table of Basic Annual Salary. In such cases, Table of Basic Annual Salary after the date of application for said Staff subject to Annual Salary System shall be the amount prescribed in Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in Table of Basic Annual Salary applicable to said Staff subject to Annual Salary System for the period from The Date of Implementation to the day preceding the date of application. However, this shall not be applied 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 Table of Basic Annual Salary has newly applied during the period from 1 April, 2017 to the day preceding the date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. The provision of the foregoing paragraph for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April, 2017 to the day preceding the Date of Implementation, shall be applied on and after the date of application of said Table of Basic Annual Salary (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 prescribed in the Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in the Table of Basic Annual Salary applicable to said Staff subject to Basic Annual Salary System for the period from the Date of Application to the day preceding the Date of Implementation. However, this shall not be applied 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 Table of Basic Annual Salary has newly applied during the period from 1 April, 2018 to the day preceding the date of the 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 Table of Basic



Annual Salary has newly applied during the period from 1 April, 2018 to the day preceding the Date of Implementation, shall be applied on and after the date of application of said Table of Basic Annual Salary (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 prescribed in the Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in the Table of Basic Annual Salary applicable to said Staff subject to Basic Annual Salary System for the period from the Date of Application to the day preceding the Date of Implementation. However, this shall not be applied 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 Table of Basic Annual Salary has newly applied during the period from 1 April, 2019 to the day preceding the Date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. For Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April, 2019 to the day preceding the Date of Implementation, notwithstanding the provision of the preceding paragraph, the amendments shall be applied from the date of application of said Table of Basic Annual Salary. However, this shall not be applied 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 April, 2015) 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 stipulation amended Article 15 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 preceding provision amended Article 15 shall be applied from the date of application of said Basic Annual Salary Table. However, this shall not be applied 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 15 shall be implemented from 1 December, 2024.

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

Work Class	A	B	C	D
Grade	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)
1	6,282,900	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 (Relating to Article 13) Classification of Eligible Employee

Place of Work	Staff Subject to Annual Salary System	Adjustment Index
1. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Staff Subject to Annual Salary System normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances.	1
2. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for 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 3 Basic Adjustment Amounts(Relating to Article 13)

Basic Salary per Year Tables for Staff (1)

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

Appendix 4 Administrative Post Allowance (Pertaining to Article 14)

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

Appendix 5 Adjustment Allowance for Medical Staff (Relating to Article 15)

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