

Salary Regulations for National University Corporation the University of Osaka Limited Term 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 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 (excluding those to whom The Salary Regulations for National University Corporation the University of Osaka Limited Term Staff, The Salary Regulations for National University Corporation the University of Osaka Limited Term Staff Subject to Annual Salary System or The Salary Regulations for National University Corporation the University of Osaka Limited Term Staff (Specially appointed Staff etc.)Subject to Annual Salary System apply. hereinafter referred to as "Employee(s)").

(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 Labor Standards Act".) and other laws and ordinances, the salary of Employee shall be in accordance with the provisions of these regulations.

(Types of Salary)

Article 3: Salary paid to Employee shall be comprised of Basic Annual Salary, Performance-based Bonus, and allowance.

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 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. However, this 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 Limited Term 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 provisions 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 within which said reason occurred. However, when this is not possible due to unavoidable reasons, the timing of such adjustments may be delayed.

3. Excluding what is prescribed in Item 2 and Paragraph 3, Article 19, 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 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 Work Allowance and Night/Day Allowance shall be paid on the day of the payment of the Monthly Basic Salary for the month following the month within which the circumstances warranting the payment of said Allowance occurred. However, when this is not possible due to administrative reasons, the payment of said Allowance may be made 2 months after the month within which the circumstances warranting the payment of said Allowance occurred.
7. Notwithstanding the provisions of Item 1, Paragraph 4, Paragraph 5 and the preceding paragraph, when a request is lodged in order to meet costs for the emergencies detailed in the following Nos., 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 in other cases in which the University recognizes the need for early payment.
 - (1) When the Employee, or individual(s) dependent on the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or death.
 - (2) When Employee, or individual(s) dependent on the income of said Employee 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 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 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 provision of Paragraph 1, salary may, with the consent of Employee, be paid into a savings account etc., in a bank or other financial institution specified by 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 of which said death occurred as time worked.
4. What is prescribed in the preceding three Paragraphs shall apply mutatis mutandis to Adjusted Amount of Basic Annual Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff and Regional Allowance.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work prescribed in the provisions of Articles 31 through 33 and Article 38 shall be the amount resulting from division of the monthly total of Basic Annual Salary, Adjustment Amount of Basic Annual Salary, Regional Allowance relating to these amounts, Administrative Post Allowance and Adjustment Allowance for Medical Staff divided by the average number of working hours for 1 month.

2. Notwithstanding the provision of the preceding paragraph, the amount of salary for 1 hour prescribed in the provisions of Articles 31 through 33 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 in units of 1 day, 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 calculation of the amount of Overtime Allowance, Holiday Allowance or Night Work Allowance paid for 1 hour in accordance with the provisions of Articles 31 through 33, as well as the amount of salary for 1 hour of work prescribed in Article 38, 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 Annual Salary shall be paid in accordance with the classification and grade specified in the Basic Annual Salary Tables in the following Article.

(Types of Basic Annual 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 that it is particularly necessary.
3. The amount of Basic Annual Salary prescribed in the Tables 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.

(Starting Salary)

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

(Promotion)

Article 13: 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.

(Pay Raises)

Article 14: Pay raises for Employees shall be made on the day prescribed in the next Article in accordance with the work record of the individuals over the year before the said day. However, pay raises may not be given to Employees with poor work records.

2. Grade-4 shall be applied as the standard for pay raises made in accordance with the provisions of the preceding paragraph for Employees with consistently outstanding work records throughout the entire year prescribed in the said preceding paragraph (when 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).
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, the preceding shall not apply to Employees in respect of whom the University recognizes needs to the contrary.
4. Notwithstanding the provisions 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 provision of this article, when deemed unavoidable due to worsened financial status, pay

raises may be either delayed or not awarded.

(Timing of Pay Raises)

Article 15: 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 16: When Employees are commended in accordance with the provisions of Article 32 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 17: When Employees acquire qualification corresponding to the starting salary of a higher salary grade than that currently applicable (excluding cases where the provisions of promotion apply), the said higher salary grade may be applied to said Employees.

(Demotion and Reduction in Pay)

Article 18: Employees falling under any of the categories set forth in the provisions of Paragraph 1, Article 17 of The Work Regulations may either be demoted to a lower classification in accordance with the work in which said Employees are engaged, or be subject to a reduction in salary equivalent to downscaling by 1 or more salary grades.

Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus)

Article 19: 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 during the period of 1 month including and before the date before the Reference date.

2. Notwithstanding the provision of the preceding paragraph, no Performance-based Bonus shall be paid to Employees who fall under any of the following items.
 - (1) Those taking a leave of absence under Paragraph 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 the Items of Paragraph 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 what is 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 the deterioration of financial conditions (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. Performance-based Bonus shall be paid for the period of 6 months including and before the Reference Date (or, when individuals 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 Employee, 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 for work during the 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 20: For Employee whose working conditions such as complexity of duties, difficulty, degree of responsibility, strength of work, working hours, working environment and others are significantly demanding compared to others who belong to the same classification of the duties, Adjusted Amount of Basic Annual

Salary may be paid, based on the particularities of the duties.

2. Adjusted Amount of Basic Annual Salary pursuant to the provisions of the preceding paragraph shall be paid to the Employee who work at the work locations listed in Appended Table 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 Appended Table 4 by the adjustment indexes listed in Appended Table 3 in accordance with the work class to the relevant Employee.

(Administrative Post Allowance)

Article 21: 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 set forth in the preceding paragraph shall be determined separately.
3. The monthly amount of the Administrative Post Allowance shall be in accordance with Appended Table 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 Work Allowance prescribed in the provisions of Article 33.
5. Employee engaged in administrative duties that have not worked the entire period from the first day to the last day of the month shall not be eligible for the payment of Administrative Post Allowance for the month (Excluding Employee with special approval from 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)" in Article 41 of hereof) prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947. Hereinafter referred as "Industrial Accident Compensation Insurance Act").
6. In addition to what is prescribed in the preceding five Paragraphs, matters necessary for implementing the Payment of Administrative Post Allowance shall be set forth separately.

(Medical Staff Adjustment Allowance)

Article 22: A Medical Staff Adjustment Allowance for Employee not exceeding 51,600 yen shall be paid 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 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 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 Appended Table 6 based on the length of the period after date of employment.
3. In addition to the provisions of the preceding two Paragraphs, other matters pertaining to the payment of Medical Staff Adjustment Allowances shall be determined separately.

(Dependent Allowance)

Article 23: 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 provision of the preceding paragraph, the amount of Dependent Allowance set forth in the preceding paragraph for Dependent Children within the period from the first 1 April after the date of attaining the age of 15 years until the first 31 March falls on or after the date of attaining the age of 22 years (hereinafter referred to as "the Specified Period") shall be subject to the addition of an amount equivalent to 5,000 yen multiplied by the number of said Dependent Children within the Specified Period.
4. In addition to what is prescribed in the preceding Paragraphs 3, matters necessary for implementing the Payment of Dependent Allowance shall be set forth separately.

(Regional Allowance)

Article 24: Regional Allowance 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 of Basic Annual Salary, Adjustment Amount of Basic Annual Salary, 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 25: 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).

2. The monthly amount of Housing Allowance shall be the amounts equivalent to those 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: The amount equivalent to said monthly rent minus 16,000 yen.
- (2) Employees paying a monthly rent over 27,000 yen: The amount equivalent to one-half of the monthly rent after subtraction of 27,000 yen (17,000 yen when the amount after subtraction of said 27,000 yen is over 17,000 yen) plus 11,000 yen.

3. In addition to what is prescribed in the preceding two Paragraphs, matters necessary for implementing Payment of Housing Allowances shall be set forth separately.

(Commuting Allowance)

Article 26: Commuting Allowance shall be paid the amount set forth in the following items, according to the classification of Employees set forth in the said items.

(1) The amount of Commuting Allowance for Employees commuting 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, of the calculation unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available calculation unit period of the Commuting Allowance) shall be paid.

(2) For Employees using automobiles as the normal mode of transport for commuting, the following amount shall be paid in accordance with the respective 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 for whom the distance of usage is more than 60 kilometers one way: 31,600 yen

(3) For Employees who use Public Transportation and pay the fares, and who also use automobiles as the normal mode of transport, shall be paid the sum of the amount detailed in the preceding Item 2 (When the sum of Amount equivalent to Fare Per Month and the amount prescribed in the preceding item exceeds 55,000 yen, of the calculation unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available calculation unit period of the Commuting Allowance). However, the Commuting Allowance paid per month to Employees whose Distance of Usage of automobiles is less than 2 kilometers shall be calculated as detailed in Item 1, and when that amount is less than the amount detailed in the preceding item, the Allowance shall be as prescribed in the preceding item.

(4) Commuting Allowance prescribed in the preceding three Items shall not be paid to Employees who walk to and from the 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 The term "Calculation Unit Period" used in this Article shall mean period set forth separately of not more than 6 months, calculated in units of 1 month (For Commuting Allowance for commute by automobile, 1 month).

4 In addition to what is prescribed in the preceding paragraphs, matters necessary for payment of Commuting Allowances shall be set forth separately.

(Allowance for Handling Radiation)

Article 27: 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 Allowance set forth 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 28: 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.

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

(HEMS Flight Allowance)

Article 29: HEMS Flight Allowance shall be paid to Employee who has 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 Allowance as set forth in the preceding paragraph shall be 1,900 yen per duty.

(Night Medical Service Allowance)

Article 30: Night Medical Service Allowance shall be paid to Employee to whom New Basic Annual Salary Table for Staff (1) is applicable, and who has 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 Allowance per 1 shift as set forth in the preceding paragraph shall be as detailed in the table below 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 30-2: The Medical Emergency Call Allowance shall be paid to Employees 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 30-3: 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 what is prescribed in the preceding 2 Paragraphs, matters necessary for implementing the Payment of Disaster Medical Assistance Allowances shall be set forth separately.

(Overtime Allowance)

Article 31: 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, if the hours of said overtime work, 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 an hourly Overtime Allowance, or Holiday Allowance prescribed in the following Article, in the amount of 150% of the corresponding salary for each hour of the overtime that exceeds 60 hours (175% in the case of Night overtime).
3. Notwithstanding the provision of the preceding two Paragraphs, Overtime Allowance shall not be paid either to Employees engaged in administrative work or to those engaged in the handling of confidential clerical work in accordance with the provisions of No. 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 32: Employee 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. What is prescribed in Paragraph 3 of the preceding Article shall also apply to Holiday Allowance.

(Night Work Allowance)

Article 33: Employee 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 34: 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 35: Allowance for Handling Radiation shall not be paid to Employees that receive the adjustment amount of the Basic Annual Salary in accordance with the provisions of Article 20 (only those who are associated with Appendix 3, Category 4).

Chapter 5: Special Regulations Pertaining to Salary etc.

(Salary during Periods of Leave of Absence)

Article 36: Employee 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 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, full salary minus the amount of said benefits) 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 12 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 12 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 12 of the Work Regulations may be entitled to payment during the period of said leave of absence of no more than 70% of Monthly Basic Salary, Monthly Basic Salary Adjustment Amount, Dependent Allowance, Regional Allowance and Housing Allowance (hereinafter referred to as "Monthly Amount of Basic Annual Salary etc.") for each(100% for Employee 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. Employee 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 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 the payment of any salary excluding salary prescribed in the provisions of Item 1, Item 3, and Item 4.

(Handling of Salary during Periods of Special Leave)

Article 37: 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 38: Unless otherwise prescribed, the salary of Employee 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 39: 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 payment of Entrance Examination Allowance based on consideration of the content of said work and to the payment status of allowances pertaining to work within the University of Osaka prior to acquisition of National University Corporation status.

(Special Regulations pertaining to Special New-appointment Allowance)

3. Notwithstanding the provisions of Paragraph 2, Article 3, until further notice, when an individual residing in remote locations from the University are employed as an Employee and is obliged to live apart from their family, the said Employee may be entitled to payment of 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 provisions of Paragraph 2, Article 3, Employees 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 Allowance for Disaster Emergency Operations etc. is paid, the amount of salary for 1 hour of work prescribed in the provisions of Articles 31 through 33 shall be the hourly amount of the allowance for the operation (the amount obtained by dividing the allowance amount by 8) plus the amount prescribed in Paragraph 1, Article 7.

(Prohibition on Multiple 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 27.

(Interim Measures pertaining to Regional Allowance)

7. Notwithstanding the provisions of Article 24, Employees employed by the University from organizations to which the provisions of Paragraph 5, Article 5 of Regulations Pertaining to Retirement Allowance for National University the University of Osaka Limited Term Staff may, where deemed necessary by the University, be eligible for payment of Regional Allowance in the monthly amount resulting from multiplication of the regular payment rate.

Supplementary Provision

(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 of 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 Annual Salary Table has been newly applied between 1 April 2022 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred

to as the “Date of Implementation”.)

2. Notwithstanding what is stipulated in the body of the foregoing paragraph, for Employees to whom New Basic Annual Salary Table has been newly applied between 1 April, 2022 and the day before the Date of Implementation, this amendment shall be applied from the Date of Implementation of the New Basic Annual 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 Annual Salary Table has been newly applied between 1 April, 2023 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred to as the “Date of Implementation”).)

2. Notwithstanding what is stipulated in the body of the foregoing paragraph, for Employees to whom New Basic Annual Salary Table has been newly applied between 1 April, 2023 and the day before the Date of Implementation, this amendment shall be applied from the Date of Implementation of the New Basic Annual Salary Table. However, this shall not apply when the University deems it particularly necessary.

Supplementary Provision

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

Supplementary Provision

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.

(Transitional 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 26 before the amendments, regarding the implemented date of the amendments.

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.

(Transitional 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 is within the period until the first 31 March after the day of reaching full 22 years of age. | 11,500 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 | Spouse | 3,000 yen |
| | A child who is within the period until the first 31 March after the day of reaching full 22 years of age | 11,500 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 | |

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) |
| 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 |

| Work Classification | A | B | C | D |
|---------------------|-----------|-----------|-----------|-----------|
| 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 | |

| Work Classification | A | B | C | D |
|---------------------|-----------|-----------|-----------|---|
| 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 20)

| 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 20)

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 21)

| 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 22)

| 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 23)

(1 April, 2026 ~)

| Faculty and Staff | Dependents | Monthly Allowance for Dependents |
|--|--|----------------------------------|
| Employees to whom the Basic Salary Table (1) for Regular Staff apply, and whose work 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 | |