

# Salary Regulations for National University Corporation the University of Osaka Limited Term Commissioned Staff

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

## Chapter 1: General Provisions

### (Purpose)

Article 1: The purpose of these Regulations shall be to define matters pertaining to salary, in accordance with the provisions of Articles 19 of these regulations, for members working for National University Corporation the University of Osaka (hereinafter referred to as "the University") to whom the Work Regulations for National University Corporation the University of Osaka Limited Term Commissioned Staff, (hereinafter referred to as "Work Regulations") apply (hereinafter referred to as "Employee(s)").

### (Relationship with Laws and Ordinances)

Article 2: The salary of Employee shall be in accordance with the Labor Standards Act (Law No. 49 of 1947: hereinafter referred to as "the Labor Standards Act") and other relevant laws and ordinances as well as the provisions in these Regulations.

### (Types of Salary)

Article 3: Salary paid to Employees shall comprise of Basic Annual Salary and Allowances.

2. Allowances shall comprise of Commuting Allowance, Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Night Nursing Allowance, Night Medical Service Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance, and Night/Day Duty Allowance.

### (Date of Payment of Salary)

Article 4: 1/12 of Basic Annual Salary shall be paid on the 21st of each month as a monthly basic salary (for those who work less than 35 hours per week, the basic annual salary shall be the amount obtained by multiplying the basic annual salary of the Employees to whom the Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation the University of Osaka Limited Term Staff (hereinafter referred to as "The Working Hours Regulations") apply (hereinafter referred to as the "Part-time Commissioned Staff") by the amount resulting from the division of the number of working hours per week of the Employee by 35 (hereinafter referred to as "Basic Salary"). However, Basic Salary shall be paid on a day other than the regular holidays immediately preceding the 21st when the 21st falls on the regular holidays prescribed in Items 1 to 3, Paragraph 1, Article 8 of Working Hour Regulations, (hereinafter in this paragraph referred to as "Regular Holidays").

2. In cases where the calculation of the Basic Salary prescribed in the preceding paragraph produces an amount including a fraction of less than 1 yen, the Basic Salary of such Employee shall be the amount after said fraction is rounded down to the nearest 1 yen.
3. The closing day for Basic Salary shall be the last day of the month, and in cases where, for reasons such as absence, there is a difference between the Basic Salary paid in accordance with the provisions of the preceding paragraph and the actual Basic Salary to be paid by the last day of the month, the adjustment shall in principle be made and settled to the Basic Salary of the following month. However, in case where there is an unavoidable reason, the timing of such adjustments may be delayed.
4. Commuting allowance shall be paid on the day of payment of basic salary.
5. Allowances (excluding the commuting allowance) shall be paid on the payday of Basic Salary of the following month when the payment requirement for such allowances occurs. However, in cases where unavoidable administrative circumstances arise, payment may be made two months later.
6. Notwithstanding the provisions of Paragraph 1 and the preceding 2 Paragraphs, in order to meet costs in emergencies set forth in the following items, payment of basic salary and allowances for work done shall be made promptly when requested. The same shall apply when the Employee retires, is dismissed, or

when deemed particularly necessary by the University.

- (1) In cases where the Employee or individual(s) dependent on the income of said Employee become burdened with costs arising from marriage, childbirth, illness, calamity or death.
- (2) In cases where the Employee or individual(s) dependent on the income of said Employee needs to return to their hometown(s) for a period of 1 week or more, for unavoidable reason(s).

**(Basic Regulations pertaining to Payment of Salary)**

Article 5: Salary shall be paid in full directly to Employees 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) Employee's pension insurance cost
  - (5) Employment insurance premiums
  - (6) In addition to the preceding, amounts recognized as deductible from salary under the agreement based on the proviso of Article 24, Paragraph 1 of the Labor Standards Act.
3. For Employees to whom Item 1, Paragraph 1, Article 3 of the Working Hours Regulations apply (Hereinafter referred to as "Full-time Commissioned Staff"), provisions of Item 3 and Item 4 of the preceding paragraph shall be replaced and applied with "Insurance Premium of Mutual Aid Association."
4. Notwithstanding the provisions of Paragraph 1, with the consent of the Employee, salary shall be paid into savings account in a bank or other financial institution designated by the Employee.

**(Prorated Calculation)**

Article 6: Basic Salary for individual who became an Employee, 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 the Working Hour Regulations (For Part-time Commissioned Staff, the number of regular working days) from the total number of days.
3. Notwithstanding the provisions of Paragraph 1, when an Employee dies, the basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.

**(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 division of the monthly total of Basic Salary 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 19 through 21 shall, in cases where work carried out by the Employee is subject to payment of Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, 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 (in cases of allowances paid in units of 1 day, said amount shall be divided by the average number of working hours in 1 day of the week and in cases of allowances paid in units of 1 month, said amount shall be divided by the average number of working hours in 1 month) to the amount prescribed in the preceding paragraph.

**(Calculation of Fractions)**

Article 8: In cases where calculation of the amount of overtime allowance, holiday allowance or Night Work Allowance paid for 1 hour of work 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 a fraction of less than 0.5 yen, said fraction shall be rounded down and when the calculation produces a fraction of 0.5 yen or more but 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 Basic Salary calculated in accordance with the provisions of these

Regulations produces a fraction of less than 1 yen, said fraction shall be rounded down.

## Chapter 2: Basic Annual Salary

### (Payment of Basic Annual Salary)

Article 10: Basic Annual Salary shall be paid in accordance with the grades prescribed in the Basic Annual Salary tables hereunder.

### (Types of Basic Annual Salary Tables)

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

- (1) Basic Annual Salary Table for the University of Osaka Limited Term Commissioned Staff (Appendix 1)
- (2) Basic Annual Salary Table for the University of Osaka Limited Term Special Commissioned Staff (Appendix 2)

2. The amount of Basic Salary prescribed in the Basic Annual Salary Tables stated in the preceding paragraph shall be subject to change in accordance with the status of national public service salary revisions as well as the financial standing of the University.
3. The scope of works requiring adjustment of Basic Annual Salary amount in consideration of the duties of their positions shall be set forth in Appendix 3.

### (Determination of Annual Salary)

Article 12: The applicable grade number and category of the Basic Annual Salary for Employees shall be determined by the retirement selection committee.

2. The grade number and category stated in the preceding paragraph shall be subject to change based on the evaluation result of the previous fiscal year.
3. In cases where the grade number is determined or changed under the preceding two Paragraphs, as a general rule, the standard category prescribed in the Basic Annual Salary Tables shall apply.
4. Notwithstanding the provision of the preceding three Paragraphs, when the amount of salary per year in the Basic Annual Salary Tables is increased/decreased during the employment contract period, the Basic Annual Salary Table provided at the conclusion of the contract shall generally apply, except in the case of a renewed employment contract.

## Chapter 3: Allowances

### (Commuting Allowance)

Article 12-2: Commuting Allowance shall be paid the amount set forth in the following items, according to the classification of Employees (Limited to those whose working days per week are more than one day) set forth in the said items.

(1) The amount of Commuting Allowance for Employees who commute by Public Transportation, such as trains or toll roads (Hereinafter referred to as "Public Transportation") shall be equivalent to the amount required for commuting during the calculation unit period, as calculated separately (Hereinafter referred to as "Amount equivalent to Fare"). However, if the amount obtained by dividing the equivalent amount Fare, by the number of months in calculation period exceeds 55,000 yen (Hereinafter referred to as "Amount equivalent to Fare Per month"), 55,000 yen multiplied by the number of months in 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 (For individuals whose attendance is less than 10 times per month, the amount equivalent to the sum obtained by multiplying the following amount by 50/100) shall be paid in accordance with the respective Employee classifications, for the Calculation Unit Period.

- a) Employees whose distance of usage of automobiles etc. (Hereinafter referred to as "the Distance of Usage" in this item.) is less than 5 kilometers one way: 2,000 yen
- b) Employees whose Distance of Usage is more than 5 kilometers, but less than 10 kilometers one way: 4,200 yen
- c) Employees whose Distance of Usage is more than 10 kilometers, but less than 15 kilometers one

way:7,100 yen

- d) Employees whose Distance of Usage is more than 15 kilometers, but less than 20 kilometers one way: 10,000 yen
- e) Employees whose Distance of Usage is more than 20 kilometers, but less than 25 kilometers one way:12,900 yen
- f) Employees whose Distance of Usage is more than 25 kilometers, but less than 30 kilometers one way: 15,800 yen
- g) Employees whose Distance of Usage is more than 30 kilometers, but less than 35 kilometers one way: 18,700 yen
- h) Employees whose Distance of Usage is more than 35 kilometers, but less than 40 kilometers one way: 21,600 yen
- i) Employees whose Distance of Usage is more than 40 kilometers, but less than 45 kilometers one way: 24,400 yen
- j) Employees whose Distance of Usage is more than 45 kilometers, but less than 50 kilometers one way: 26,200 yen
- k) Employees whose Distance of Usage is more than 50 kilometers, but less than 55 kilometers one way: 28,000 yen
- l) Employees whose Distance of Usage is more than 55 kilometers, but less than 60 kilometers one way: 29,800 yen
- m) Employees whose Distance of Usage is more than 60 kilometers one way: 31,600 yen

(3) For Employees who use Public Transportation and pay the fares, and who also use automobiles as the normal mode of transport, shall be paid the sum of the amount detailed in the preceding two Items (When the sum of Amount equivalent to Fare Per Month and the amount prescribed in the preceding item exceeds 55,000 yen, in 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 workplace, 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 it 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 the 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 the payment of Commuting Allowances shall be set forth separately.

#### (Allowance for Work in High Places)

Article 13: Allowances for work in high places shall be paid to Employees belonging to the Department of Facilities of the University engaged in supervision of building and repairs in unstable places of a height of 15 meters or more above ground level.

2. The amount of the allowance stated in the preceding paragraph shall be 200 yen (300 yen for work in places of a height of 30 meters or more above ground level) for each day of said work and shall be 60% of the same for periods of work less than 4 hours.

#### (Allowance for Handling Explosive Substances)

Article 14: Allowances for the handling of explosive substances shall be paid to Employees who are directly engaged in work involving the production of high-pressure gas or the filling up of high-pressure gas containers.

2. The amount of the allowance stated in the preceding paragraph shall be 300 yen for each day of work and 180 yen for periods of work less than 4 hours.

#### (Allowance for Handling Cadaver)

Article 15: Allowance for Handling Cadaver shall be paid per day for work detailed in the following items, and paid the amount stated in said items. However, when Employees engaged in work detailed in both Item 1 and Item 2 within the same day, the Allowance stated in Item 2 shall not be paid.

- (1) When Employees belonging to the School of Medicine or Graduate School of Medicine engaged in work handling cadavers in their division: 3,200 yen.
- (2) When Employees engaged in the receipt or transport of cadavers necessary for educational and research purposes, from external sources: 1,000 yen.

#### (Allowance for Handling Radiation)

Article 16: Allowance for Handling Radiation shall be paid to Employee engaged in work detailed hereunder.

- (1) When medical radiology technicians, medical X-ray technicians or X-ray assistants under orders to carry out work of the same nature engaged in work involving the risk of exposure to X-rays or other radiation exposed to actual external radiation dosage was recognized by measurement to be 100 micro-Sieverts or more for a period from the first to the last day of a month.
- (2) In addition to what is prescribed in Item 1, when Employees 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 have been exposed to external radiation whose effective dosage was recognized by measurement to be 100 micro Sieverts or more for a period from the first to the last day of a month.

2. The amount of the Allowances for the preceding paragraph shall be 7,000 yen per month, for the situations prescribed in the said paragraph.

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

Article 17: Allowance for Work in Abnormally Pressurized Environment(s) shall be paid to Employees engaged in work of treatment or clinical experiments under high pressure within high-pressure treatment rooms.

2. The amount of the Allowance in the preceding paragraph, according to the categories in the following Table, shall be paid per hour of work, as prescribed in the same 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

#### (Night Nursing Allowance)

Article 18: Night nursing allowance shall be paid to midwives, nurses or associate nurses who engaged in duties of a nurse etc., in full or in part during regular working hours from 10:00 p.m. to 5:00 a.m. the following morning (hereinafter referred to as "night").

2. The amount of the allowance per shift prescribed in the preceding paragraph shall be as set forth in the following table.

Classification of Work	Amount of Allowance
Work including all night hours	9,000 yen
Work including more than 4 hours of night work	4,400 yen
Work including more than 2 hours and less than 4 hours of night work	3,800 yen
Work including less than 2 hours of night work	2,600 yen

#### (Night Medical Service Allowance)

Article 18-2: Night Medical Service Allowance shall be paid to Special Commissioned Technical Staff (Medical) who 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 Employees are engaged in work involving medical examinations etc. during regular working hours which include Night times in whole or in part.

2. The amount of the Allowance set forth in the preceding paragraph shall be the amount prescribed in the following Table for each work.

Classification of Work	Amount of Allowance
Full time Night work	4,500 yen
More than 4 hours of Night work	2,200 yen
More than 2 hours, but less than 4 hours of Night work	1,900 yen
Less than 2 hours of Night work	1,300 yen

(Disaster Medical Assistance Allowance)

Article 18-3: Disaster Medical Assistance Allowance shall be paid to Limited Term Commissioned Staff who has been sent to the disaster relief operation and have engaged in medical care services etc., in accordance with 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) or other relevant laws and ordinances.

2. The amount of allowance prescribed in the preceding paragraph shall be amended 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 necessary for the payment of Disaster Medical Assistance Allowance shall be determined separately.

(Overtime Allowance)

Article 19: Employees ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations shall be paid an Overtime Allowance in accordance with the following numbers.

- (1) Full-time Commissioned Staff: For each hour of overtime work ordered, a 125% Overtime Allowance shall be given for each hour of work set forth in Article 7 (150% for night overtime)
- (2) Part-time Commissioned Staff: For each hour of overtime work ordered, a 100% Overtime Allowance shall be given for each hour of work set forth in Article 7 (125% for night overtime)
2. In cases where the overtime stated in Item 2 of the preceding paragraph exceeds the legal working hours of 8 hours per day or 40 hours per week, an Overtime Allowance equal to 125% of the corresponding salary for each hour of work set forth in Article 7 (150% for night overtime) shall be paid.
3. Notwithstanding the provision of the preceding two Paragraphs, if the hours of said overtime work exceed the statutory working hours of 8 hours a day or 40 hours a week (including the hours of holiday work [excluding the work on a statutory holiday]under Paragraph 1, Article 5 and Paragraph 1, Article 6 of The Working Hours Regulations) , Employees 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).
4. Notwithstanding the provision of the preceding three Paragraphs, no overtime allowance shall be paid to the Employees in a managerial or supervisory post (the commissioned staff (management class) falls under this category; hereinafter referred to as the “managerial post”) and to the Employees who falls under the individual(s) handling confidential matters as referred to in Paragraph 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 20: Employees ordered to work on holidays in accordance with the provisions of Paragraph 1, Article 5 and Paragraph 1, Article 6 of The Working Hours Regulations, shall be paid an hourly allowance in the amount of 135% of the corresponding salary for each hour of work set forth in Article 7 (160% for working at night).

2. The provisions of Paragraph 4 of the preceding Article shall apply mutatis mutandis to Holiday Allowance.

(Night Work Allowance)

Article 21: Employees ordered to work at night in accordance with the provisions of Paragraph 1, Article 7 of The Working Hour Regulations shall be paid an hourly allowance in the amount of 25% of the corresponding salary for each hour of work set forth in Article 7 (Excluding cases where Overtime Allowance or Holiday Allowance is paid, including Night hours which Employees are ordered to work, as prescribed in the preceding 2 Articles.).

2. The Basic Annual Salary for the managerial post shall include the Night Work Allowance prescribed in the preceding paragraph.

**(Night/Day Allowance)**

Article 22: For Employees ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hours Regulations, Night/Day Allowance shall be paid in accordance with the provisions set forth separately.

**(No Multiple Allowance)**

Article 22-2: Allowance for Handling Radiation shall not be paid to the Employees who receive the adjustment amount of the basic annual salary in accordance with the provisions of Paragraph 3, Article 11 (limited to those who are associated with Appendix Table3, Category 4).

2. Allowance for Handling Explosive Substances shall not be paid on the date of payment of Allowance for Work in High Places. However, when the unpaid amount of Allowance for Handling Explosive Substances exceeds the amount of Allowance for Work in High Places, Allowance for Handling Explosive Substances shall be paid but not Allowance for Work in High Places.

**Chapter 4: Special Regulations Pertaining to Salary**

**(Salary during Leave of Absence)**

Article 23: Employees on leave of absence in accordance with the provisions of Item 1, Article 10 of the Work Regulations due to the necessity for medical treatment for a work-related accident (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 to as "Industrial Accident Compensation Insurance Act") shall receive full salary (or, in cases where the Employee is in receipt of compensation benefits (including special disability benefit) for absence from work in accordance with Article 14 of "Industrial Accident Compensation Insurance Act", the amount of said benefit shall be deducted) during said period of absence.

2. Excluding the provision of the preceding paragraph, salary shall not be paid to Employees taking a leave of absence in accordance with Item 1, Article 10 of the Work Regulations during the period of said leave of absence. The same rule shall apply in cases where Employees are taking leave of absence in accordance with Item 2, Article 10 of the Work Regulations due to being prosecuted in a criminal case.
3. Employees taking leave of absence in accordance with Item 3, Article 10 of the Work Regulations may receive up to 70% of basic salary (100%, when Employees is approved as having suffered a Work-Related Accident which applies to Item 3, Article 10 of The Work Regulations).
4. Employees on leave of absence in accordance with the provisions of Item 4, Article 10 of the Work Regulations may receive up to 100% of the monthly amount of the basic salary,
5. Unless set forth otherwise, no other salary shall be paid to Employees on leave of absence, except for salary prescribed in the provisions of Paragraph 1, Paragraph 3 and the preceding paragraph.

**(Handling of Salary during Special Leave)**

Article 24: The handling of salary during special leave in accordance with the provisions of Article 20 of The Work Regulation shall be set forth separately.

**(Reduction in Salary)**

Article 25: Unless set forth otherwise, the salary of Employees absent from work shall be reduced by an amount equivalent to the amount per working hour set forth in Article 7, multiplied by the number of hours not worked.

**Chapter 5: Implementation of Regulations**

**(Matters Necessary for Implementation)**

Article 26: Matters necessary for the implementation of these regulations shall be set forth separately.

**Supplementary Provision**

1. These rules shall be implemented from 1 April, 2007.

**Supplementary Provision**

The foregoing amendments shall be implemented from 20 October, 2008.

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 April, 2010.

**Supplementary Provision**

The foregoing amendments shall be implemented from 22 March, 2011 and applied from 1 September, 2010.

**Supplementary Provisions**

**(Date of Implementation)**

1. The foregoing amendments shall be implemented from 28 November, 2011 and applied from 11 March, 2011.  
(Allowance for Disaster Emergency Operations etc.)
2. Notwithstanding the provisions of Paragraph 2, Article 3, Employees 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.
3. Notwithstanding the provisions of Paragraph 2, Article 7, if certain work falls under the operation to which the allowance for disaster emergency operations etc. is paid, the amount of salary for 1 hour of work prescribed in 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.

**(Prohibition on Multiple Payments)**

4. 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 sub-item of Paragraph 1, Article 16.

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 January, 2012.

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 April, 2012.

**Supplementary Provisions**

**(Date of Implementation)**

1. The foregoing amendments shall be implemented from 1 April, 2013.  
(Interim Measure Pertaining to Adjustment of Basic Annual Amount of Special Case Limited Term Commissioned Staff)
2. Notwithstanding the provisions of Appendix 2 after revision, individuals who were receiving the basic annual salary prescribed in "Adjustment 2" column of Appendix 2 on the date before the date of implementation, Appendix 2 before revision shall apply until the contract period (including renewal period) expires.

**Supplementary Provision**

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

**Supplementary Provision**

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

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 April, 2018.

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 April, 2019.

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 April, 2020.

**Supplementary Provision**

The foregoing amendments shall be enforced from 19 August, 2020 and applied from 1 April, 2020

**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 2, the supplementary provision (implemented from 28 November, 2011, applied from 11 March, 2011) 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 October, 2021.

**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 Provision**

The foregoing amendments shall be implemented from 1 October, 2023.

**Supplementary Provision**

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

**Supplementary Provision**

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

**Supplementary Provision**

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

**Supplementary Provision**

The foregoing amendments shall be implemented from 1 April, 2025.

Appendix Table 1 Basic Annual Salary Table for Limited Term Commissioned Staff (Related to Article 11)

Class	Category	Basic Annual Salary (yen)					
		Standard		Adjustment1		Adjustment2	
		Full-time Commissioned	Part-time Commissioned	Full-time Commissioned	Part-time Commissioned	Full-time Commissioned	Part-time Commissioned
Management	(+ 2)	6,153,000	—	6,228,000	—	6,301,800	—
	(+ 1)	5,917,500	—	5,998,800	—	6,079,800	—
	Standard	5,682,000	—	5,769,600	—	5,857,800	—
	(- 1)	5,446,500	—	5,540,400	—	5,635,800	—
Upper	(+ 2)	5,206,200	4,394,700	5,308,500	4,487,100	5,409,000	4,588,200
	(+ 1)	4,970,700	4,226,700	5,079,300	4,322,700	5,187,000	4,423,800
	Standard	4,735,200	4,058,700	4,850,100	4,158,300	4,965,000	4,259,400
	(- 1)	4,533,000	3,890,700	4,652,100	3,993,900	4,771,200	4,095,000
Middle	(+ 2)	4,327,800	3,718,200	4,449,600	3,824,700	4,570,800	3,938,400
	(+ 1)	4,125,600	3,550,200	4,251,600	3,660,300	4,377,000	3,774,000
	Standard	3,923,400	3,382,200	4,053,600	3,495,900	4,183,200	3,609,600
	(- 1)	3,721,200	3,214,200	3,855,000	3,331,200	3,988,200	3,444,900
Expert	(+ 2)	3,516,000	3,041,700	3,652,200	3,160,800	3,788,700	3,285,900
	(+ 1)	3,313,800	2,873,700	3,453,600	2,995,800	3,593,700	3,120,900
	Standard	3,111,600	2,705,700	3,255,000	2,831,700	3,398,700	2,956,800
	(- 1)	2,943,600	2,537,700	3,089,100	2,665,500	3,234,900	2,790,600
Universal	(+ 2)	2,771,100	2,365,500	2,918,700	2,493,900	3,065,100	2,626,200
	(+ 1)	2,603,100	2,197,500	2,752,800	2,327,100	2,901,300	2,459,400
	Standard	2,435,100	2,029,500	2,586,900	2,162,100	2,737,500	2,294,400
	(- 1)	2,267,100	1,900,200	2,421,000	1,995,300	2,573,700	2,127,600

\*Management Class shall apply only to Full-time Commissioned Staff.

Appendix Table 2 Basic Annual Salary Table for Limited Term Special Commissioned Staff (Related to Article 11)

Grade	Category	Basic Annual Salary (yen)					
		Standard		Adjustment1		Adjustment2	
		Full-time Commissioned Staff	Part-time Commissioned Staff	Commissioned Staff	Part-time Commissioned Staff	Full-time Commissioned Staff	Part-time Commissioned Staff
1	(+ 2)	5,538,000	4,846,200	5,656,500	4,949,700	5,775,600	5,053,200
	(+ 1)	5,474,700	4,790,700	5,593,200	4,894,200	5,712,300	4,997,700
	Standard	5,411,400	4,735,200	5,529,900	4,838,700	5,649,000	4,942,200
	(- 1)	5,350,500	4,679,700	5,469,000	4,783,200	5,588,100	4,886,700
2	(+ 2)	5,285,400	4,620,300	5,403,900	4,724,400	5,522,100	4,828,200
	(+ 1)	5,224,500	4,564,800	5,343,000	4,668,900	5,461,200	4,772,700
	Standard	5,163,600	4,509,300	5,282,100	4,613,400	5,400,300	4,717,200
	(- 1)	5,100,300	4,453,800	5,218,800	4,557,900	5,337,000	4,661,700
3	(+ 2)	5,030,700	4,395,600	5,149,200	4,499,400	5,267,400	4,602,300
	(+ 1)	4,967,400	4,340,100	5,085,900	4,443,900	5,204,100	4,546,800
	Standard	4,904,100	4,284,600	5,022,600	4,388,400	5,140,800	4,491,300
	(- 1)	4,840,800	4,229,100	4,959,300	4,332,900	5,077,500	4,435,800
4	(+ 2)	4,770,900	4,169,700	4,890,000	4,273,200	5,008,200	4,377,000
	(+ 1)	4,707,600	4,114,200	4,826,700	4,217,700	4,944,900	4,321,500
	Standard	4,644,300	4,058,700	4,763,400	4,162,200	4,881,600	4,266,000
	(- 1)	4,581,000	4,003,200	4,700,100	4,106,700	4,818,300	4,210,500
5	(+ 2)	4,511,700	3,944,100	4,630,500	4,047,900	4,749,000	4,151,700
	(+ 1)	4,448,400	3,888,600	4,567,200	3,992,400	4,685,700	4,096,200
	Standard	4,385,100	3,833,100	4,503,900	3,936,900	4,622,400	4,040,700
	(- 1)	4,321,800	3,777,600	4,440,600	3,881,400	4,559,100	3,985,200
6	(+ 2)	4,252,800	3,718,800	4,371,000	3,822,000	4,489,500	3,925,800
	(+ 1)	4,189,500	3,663,300	4,307,700	3,766,500	4,426,200	3,870,300
	Standard	4,126,200	3,607,800	4,244,400	3,711,000	4,362,900	3,814,800
	(- 1)	4,062,900	3,552,300	4,181,100	3,655,500	4,299,600	3,759,300
7	(+ 2)	3,993,600	3,493,200	4,112,100	3,597,000	4,230,000	3,700,800
	(+ 1)	3,930,300	3,437,700	4,048,800	3,541,500	4,166,700	3,645,300
	Standard	3,867,000	3,382,200	3,985,500	3,486,000	4,103,400	3,589,800
	(- 1)	3,803,700	3,326,700	3,922,200	3,430,500	4,040,100	3,534,300
8	(+ 2)	3,734,400	3,267,600	3,852,600	3,371,400	3,970,800	3,475,200
	(+ 1)	3,671,100	3,212,100	3,789,300	3,315,900	3,907,500	3,419,700
	Standard	3,607,800	3,156,600	3,726,000	3,260,400	3,844,200	3,364,200
	(- 1)	3,546,900	3,101,100	3,665,100	3,204,900	3,783,300	3,308,700
9	(+ 2)	3,481,500	3,042,300	3,600,000	3,145,800	3,718,500	3,249,900
	(+ 1)	3,420,600	2,986,800	3,539,100	3,090,300	3,657,600	3,194,400
	Standard	3,359,700	2,931,300	3,478,200	3,034,800	3,596,700	3,138,900
	(- 1)	3,296,400	2,875,800	3,414,900	2,979,300	3,533,400	3,083,400
10	(+ 2)	3,226,800	2,816,700	3,345,600	2,920,500	3,464,100	3,024,000
	(+ 1)	3,163,500	2,761,200	3,282,300	2,865,000	3,400,800	2,968,500
	Standard	3,100,200	2,705,700	3,219,000	2,809,500	3,337,500	2,913,000
	(- 1)	3,036,900	2,650,200	3,155,700	2,754,000	3,274,200	2,857,500
11	(+ 2)	2,967,600	2,590,800	3,086,100	2,695,200	3,204,300	2,799,000
	(+ 1)	2,904,300	2,535,300	3,022,800	2,639,700	3,141,000	2,743,500
	Standard	2,841,000	2,479,800	2,959,500	2,584,200	3,077,700	2,688,000
	(- 1)	2,777,700	2,424,300	2,896,200	2,528,700	3,014,400	2,632,500
12	(+ 2)	2,708,100	2,366,100	2,826,900	2,469,600	2,944,800	2,573,100
	(+ 1)	2,644,800	2,310,600	2,763,600	2,414,100	2,881,500	2,517,600
	Standard	2,581,500	2,255,100	2,700,300	2,358,600	2,818,200	2,462,100
	(- 1)	2,518,200	2,199,600	2,637,000	2,303,100	2,754,900	2,406,600
13	(+ 2)	2,449,200	2,140,500	2,567,400	2,244,000	2,685,600	2,347,800
	(+ 1)	2,385,900	2,085,000	2,504,100	2,188,500	2,622,300	2,292,300
	Standard	2,322,600	2,029,500	2,440,800	2,133,000	2,559,000	2,236,800
	(- 1)	2,259,300	1,974,000	2,377,500	2,077,500	2,495,700	2,181,300

Separate Table 3 Current Category Table (Related to Article 11)

Workplace	Employee	Adjustment
1. Faculty of Medicine, Graduate School of Medicine and Research Institutes	(1) Pathological bacteria technician who is constantly involved with treating dangerous disease agents, diseased tissue contaminated by dangerous disease agents or other such agents directly  (2) Employee whose functional duty is that stated in (1)	1
2. Ethological Studies Laboratory attached to School of Human Sciences and Research Institutes for Microbial Diseases	(1) Employee whose functional duty is to directly rear or perform laboratory experiments to animals carrying infectious or other dangerous disease agents given in Article 6 of Law Concerning Prevention of Infections and Medical Care for Patients of Infections (Law No. 114 of 1998)	1
3. the University of Osaka Hospital and the University of Osaka Dental Hospital	(1) Nursing assistant who is primarily engaged in work in wards for the purpose of hospitalization of patients suffering from tuberculosis (hereinafter referred to as "tuberculosis wards") or in wards for the purpose of hospitalization of patients suffering from mental illnesses (hereinafter referred to "wards for the mentally ill")  (2) Nurse or associate nurse who is engaged in work in tuberculosis wards or wards for the mentally ill (those engaged solely in the supervision of said wards)  (3) Pathological bacteria technician who is constantly involved with directly treating specimen contaminated by dangerous disease agent s who is in direct contact with hospital patients and outpatients  (4) Medical radio engineer who are in directly contact with hospital patients and outpatients to perform radiation therapy or irradiate with other radiation  (5) Occupational therapist whose functional duty is to directly provide psychiatric patients with occupational therapy  (6) Laundry staff members who are normally involved in the direct handling of materials containing hazardous pathogens or contaminants.	2
	(7) Nurse or associate nurse who work in tuberculosis wards, wards for the mentally ill or wards for the hospitalization of patients requiring intensive monitoring and treatment (hereinafter referred to as "intensive care wards")  (8) Occupational therapy technicians or physical therapy technicians working in wards for the hospitalization of patients requiring intensive monitoring and treatment (limited only to the cerebral stroke center (cerebral stroke care unit)), whose primary work involves the direct treatment with occupational therapy or physical therapy.  (9) Chief Nurse, Nurse and Associate Nurse work in the Operation department (central operating room)  (10) Administrative staff members who are in directly contact with hospital patients and outpatients for reception or other office counter work	1
4. Research Center for Nuclear Physics	(1) Employee whose functional duty is to operate or maintain radiation generator (cyclotron), measuring equipment, or other experimental apparatus attached to radiation generator, or perform experiment and research (limited to those specified by The University) using such equipment  (2) Employee whose functional duty is safety control of radiation and radioactive material, and disposal of radioactive wastes in the facility where radiation generator (excluding high-energy accelerator) is installed	1