

Salary Regulations for National University Corporation the University of Osaka Temporary Part-time 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 for Part-time Staff (hereinafter referred to as "Employee(s)") who are employed by National University Corporation the University of Osaka (hereinafter referred to as "the University") to whom the Work Regulation for the University of Osaka Temporary Part-time Staff in accordance with Article 20 of the said regulation apply.

(Applicable Laws and Ordinances)

Article 2: The salary of Employees 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 law and ordinances as well as the provisions of the rules set out herein.

(Type of Salary)

Article 3: The hourly wage and allowances prescribed in the employment contract (refers to a document issued when the employment contract is concluded) shall be paid to Employees as salary according to the work performance.

2. Allowances shall consist 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 Medical Service Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, holiday allowance, night work allowance.

(Date of Payment of Salary)

Article 4: The full amount of salary for the previous month shall be paid on the 21st of each month or 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 Part-time Staff (Temporary Part-time Staff) (hereinafter referred to as "Working Hour Regulations"), (hereinafter in this paragraph referred to as "Regular Holidays") . However, when this is not possible due to administrative reasons, salary may be paid on dates other than the preceding.

2. Notwithstanding the provisions of Paragraph 1, when request is lodged to cover the costs during the emergencies prescribed in the following items, the salary for the past duties worked shall be paid promptly. The preceding provision shall also apply when the Employee retires (including non-renewal of employment contract or dismissal from the University), or in other cases in which the University recognizes the need for early payment.

- (1) When the Employee, or individuals dependent upon the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or death
- (2) When the Employees, or individuals dependent on the income of said Employees are unavoidably required to return to their hometown for a period of more than 1 week

(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 the source
- (2) Insurance Premium of Mutual Aid Association
- (3) Social security pension premiums
- (4) Unemployment insurance premiums
- (5) In addition to the preceding items, amounts recognized as deductible from salary in accordance with

the agreement in accordance with the proviso of Paragraph 1, Article 24 of the Labor Standards Act.

3. Notwithstanding the provisions of Paragraph 1, salary may, with the consent of the Employee, be paid into a prescribed savings account in a bank or other financial institution.

Chapter 2: Hourly Wage

(Payment of Hourly Wage)

Article 6: Hourly Wage shall be paid to Employees in accordance with the hourly wage tables hereunder.

(Types of Hourly Wage Tables)

Article 7: Types of Hourly Wage Tables shall be as follows.

- (1) Hourly Wage Table for Regular Staff (Appendix 1)
 - a) Hourly Wage Table for Regular Staff (I)
 - b) Hourly Wage Table for Regular Staff (II)
 - (2) Hourly Wage Table for Medical Staff (Appendix 2)
 - a) Hourly Wage Table for Medical Staff (A)
 - b) Hourly Wage Table for Medical Staff (B)
 - (3) Hourly Wage Table for Academic Staff (Appendix 3)
 - a) Hourly Wage Table for Academic Staff (I)
2. The amount of Hourly Wage Tables prescribed in the preceding paragraph shall be subject to amendment in accordance with such considerations as the situation in the National Government salary revisions as well as the financial standing of the University.

(Determination of Hourly Wage)

Article 8: The hourly wage for Employees shall be determined with due consideration given to the work content at the time of conclusion of employment contract, academic background, licenses, qualifications or work record of the Employee and, notwithstanding the amendments of Paragraph 2 of the preceding Article, for the duration of validity of the employment contract, the amount of hourly wage shall not, as a basic rule, be neither increased or decreased, with the exception of the time of renewing.

(Calculation of Salary for 1 Hour of Work)

Article 8-2: The hourly wage prescribed in the provisions of Paragraph 3, Article 16 through Article 18 shall, when work carried out by the Employee is subject to payment of Allowance for Work in High Places, allowance for handling of explosives, 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 (For Allowances paid in units of 1 day, said amount shall be divided by the average number of working hours per day in 1 week and for Allowances paid in units of 1 month, said 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 Article.

(Calculation of Fractions)

Article 8-3: When calculation of the amount of Overtime Allowance, holiday allowance or night work allowance paid for 1 hour of work as prescribed in Article 16 through Article 18 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 more than 0.5 yen and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

Chapter 3: Allowances

(Commuting Allowance)

Article 9: Commuting Allowance shall be paid in the amount prescribed in the following items according to the classification of Employees (limited to those whose working days per week are 1 or more days) prescribed therein.

- (1) The amount of Commuting Allowance for Employees commuting by means of public transport such as railway networks or toll roads (hereinafter referred to as "Transport") shall be equivalent to the amount

required for commuting during the calculated unit period as prescribed separately (hereinafter referred to as “amount equivalent to fares etc.”). However, when the amount resulting from division of the amount equivalent to fares etc. by the number of months comprising the payment unit period exceeds 55,000 yen (hereinafter referred to as “the amount equivalent to fares etc. for 1 month”), the amount equivalent to 55,000 yen multiplied by the number of months comprising the calculated unit period (When Employees uses 2 or more modes of Transport and the total cost of the amount equivalent to fares etc. of said modes of transport exceeds 55,000 yen, the longest applicable calculated unit period in respect of the Commuting Allowance of the Employees shall be applied and the amount obtained by multiplication of 55,000 yen by the number of months comprising said calculated unit period) shall be paid.

(2) In the cases of Employees using automobiles etc. as their usual mode of transport for commuting, the amounts listed hereunder (in the cases where the number of attendances at work less than 10 times per month, the amount equivalent to the sum obtained by multiplication of the listed amount by 50/100) shall be paid in accordance with the respective Employees classifications for the calculated unit period.

a) Employees using automobiles etc. for one-way distance of less than 5 kilometers (hereinafter referred to as “the distance of usage” in this item.): 2,000 yen

b) Employees for whom the distance of usage is 5 kilometers or more less than 10 kilometers: 4,200 yen

c) Employees for whom the distance of usage is 10 kilometers or more and less than 15 kilometers: 7,100 yen

d) Employees for whom the distance of usage is 15 kilometers or more and less than 20 kilometers: 10,000 yen

e) Employees for whom the distance of usage is 20 kilometers or more and less than 25 kilometers: 12,900 yen

f) Employees for whom the distance of usage is 25 kilometers or more and less than 30 kilometers: 15,800 yen

g) Employees for whom the distance of usage is 30 kilometers or more and less than 35 kilometers: 18,700 yen

h) Employees for whom the distance of usage is 35 kilometers or more and less than 40 kilometers: 21,600 yen

i) Employees for whom the distance of usage is 40 kilometers or more and less than 45 kilometers: 24,400 yen

j) Employees for whom the distance of usage is 45 kilometers or more and less than 50 kilometers: 26,200 yen

k) Employees for whom the distance of usage is 50 kilometers or more and less than 55 kilometers: 28,000 yen

l) Employees for whom the distance of usage is 55 kilometers or more and less than 60 kilometers: 29,800 yen

m) Employees for whom the distance of usage is 60 kilometers or more: 31,600 yen

(3) In the cases of Employees who use Transport and bearing its expenses and also use automobiles etc. as their usual mode of commuting shall be paid the amount equivalent to a total sum of the amount prescribed in the preceding 2 Items (When the amount equivalent to fares etc. for 1 month exceeds 55,000 yen, the amount to be paid shall be the amount obtained by multiplication of 55,000 yen by the number of months which is the longest applicable calculated unit period in respect of the Commuting Allowance of the Employees.) However, as for Employees whose distance of automobiles etc. usage is less than 2 kilometers, the monthly amount of Commuting Allowance shall be the amount calculated based on Item 1, and when such resulting amount is less than the one prescribed in the preceding item, the amount prescribed in the preceding item shall be applied.

(4) Commuting Allowance prescribed in the preceding 3 Items shall not be paid to Employees who commute to and from their workplace on foot and the commuting distance (the distance of the shortest available route in general) is less than 2 kilometers.

2. Commuting Allowance shall be paid on the day prescribed in Article 4 of each month and the amount shall be the amount (fractions of less than 1 yen shall be discarded) obtained by dividing the amount prescribed in the preceding paragraph by the calculated unit period.

3. The term “calculated unit period” as used within this Article shall mean period set forth separately for Commuting Allowance calculation, which is a monthly basis unit not exceeding 6 months (For commute by automobile etc. Commuting Allowance shall be set at 1 month).

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

(Allowance for Work in High Places)

Article 10: Allowances for working 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 prescribed 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 11: Allowance for Handling Explosive Substances shall be paid to Employees to whom Regular Service Hourly Wage Table (1) is applicable and who are 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 prescribed in the preceding paragraph shall be 300 yen per day of work, and 180 yen for work less than 4 hours.

(Allowance for Handling Cadaver)

Article 12: Allowance for Handling Cadaver shall be paid per day for work detailed in the following items, and paid the amount prescribed in said items. However, when Employees engaged in work detailed in both Item 1 and Item 2 within the same day, the Allowance prescribed in Item 2 shall not be paid.

(1) When Employees belonging to the School of Medicine or Graduate School of Medicine to whom the Regular Service Hourly Wage Table applies engaged in work handling cadavers: 3,200 yen

(2) When Employees to whom the Regular Service Hourly Wage Table apply 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 13: Allowance for Handling Radiation shall be paid to Employees engaged in the work detailed hereunder.

(1) Radiology technicians, X-ray technicians, 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 the measured value of which is 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 the preceding item, 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 exposed to actual external radiation dosage the measured value of which is 100 micro-Sieverts or more for a period from the first to the last day of a month.

2. The amount of Allowance in the preceding paragraph shall be 7,000 yen per month, for the case(s) prescribed in the same paragraph.

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

Article 14: Employees engaged in work treatment or clinical experiments involving the use of high pressure detailed hereunder 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, according to the pressure classification and amount prescribed in 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

(Night Medical Service Allowance)

Article 15: Night Medical Service Allowance shall be paid to Employees to whom the hourly wage tables prescribed in the column "Hourly Wage Tables" of the table of the following paragraph apply and who 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 prescribed working hours which include hours between 10.00 p.m. and 5.00 a.m. the following morning (hereinafter referred to as “Night”) in full or in part.

2. The amount of the allowance per 1 shift as prescribed in the preceding paragraph shall be as detailed in the table below according to the classification of work prescribed in the said table and basic annual salary tables applicable to said Employees.

Classification of Work	Hourly Wage Tables	Amount of Allowance
Full time Night work	Medical Service Hourly Wage Table (A)	4,500 yen
	Medical Service Hourly Wage Table (B)	9,000 yen
More than 4 hours of Night work	Medical Service Hourly Wage Table (A)	2,200 yen
	Medical Service Hourly Wage Table (B)	4,400 yen
More than 2 hours, but less than 4 hours of Night work	Medical Service Hourly Wage Table (A)	1,900 yen
	Medical Service Hourly Wage Table (B)	3,800 yen
Less than 2 hours of Night work	Medical Service Hourly Wage Table (A)	1,300 yen
	Medical Service Hourly Wage Table (B)	2,600 yen

(Disaster Medical Assistance Allowance)

Article 15-2: 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 prescribed 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 the payment of Disaster Medical Assistance Allowance shall be set forth separately.

(Overtime Allowance)

Article 16: Employees ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of Working Hour Regulations shall be paid an hourly Overtime Allowance in the amount of 100% of the corresponding hourly wage for each hour of said overtime.

2. When the overtime prescribed in the preceding paragraph is performed in the Night, the amount of 125% of the corresponding hourly wage for each hour of Night overtime shall be paid.
3. When the overtime prescribed in the preceding 2 Paragraphs exceed the legal working hours of 8 hours per day or 40 hours per week, the amount of 125% of the corresponding hourly wage for each hour of said overtime (150% in the case of Night overtime) shall be paid as Overtime Allowance.
4. Notwithstanding the provision of the preceding 3 Paragraphs, if the hours of said overtime work (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) exceed 60 hours per month, Employees shall be paid an hourly Overtime Allowance in the amount of 150% of the corresponding hourly wage for each hour of the overtime that exceeds 60 hours (175% in the case of Night overtime).

(Holiday Allowance)

Article 17: Employees ordered to work on holidays based on Paragraph 1, Article 5 and Paragraph 1, Article 6 of The Working Hour Regulations shall be paid an hourly allowance in the amount of 135% of the corresponding hourly wage for each hour of said work (160% in the case of Night overtime).

(Night Work Allowance)

Article 18: Employees ordered to work at Night based on Paragraph 1, Article 7 of The Working Hour Regulations shall be paid an hourly allowance in the amount of 25% of the corresponding hourly wage 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.).

(No Multiple Allowances)

Article 18-2: Allowance for Handling Radiation shall not be paid to Employees to whom “Work required to adjust

the amount of hourly wages” is applied as prescribed in Appendix 1 and Appendix 3 (limited to those who are directly engaged in the operation and maintenance of radiation generators (cyclotrons), measuring devices or other experimental apparatus attached to radiation generators or work involving experiments and research (limited to those specified by the University) using such equipment in the Research Center for Nuclear Physics or are directly involved in safety control of radiation, management of radioactive material or disposal of radioactive waste in a facility where a radiation generator (excluding high-energy accelerator) is installed) .

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 and not Allowance for Work in High Places

Chapter 4: Implementation of Regulations

(Matters necessary for Implementation)

Article 19: Matters necessary for the implementation of these regulations shall be set forth separately.

Supplementary Provisions

(Date of Implementation)

1. The preceding regulations shall be implemented from 14 April 2004 and applied from 1 April 2004.

(Interim Measures relating to Agreement to Payment of Salary into Bank Accounts)

2. Notwithstanding of the provisions of Paragraph 3, Article 5, based on the consent of Employees, if salaries were paid into their bank accounts 2 days before the day of these regulations are applied (hereinafter referred to as “day of application”), before the University attaining its status as National University Corporation, the University shall consider that Employees agreed to the continuation of salaries to be paid into their bank accounts after the day of application.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October, 2004.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2005.

(Interim Measures relating to Payment of Salary)

2. Notwithstanding the provisions of Paragraph 2, Article 3 and Chapter 3, Employees who have been employed as Employees on the day before the date of implementation as referred to the foregoing paragraph, until further notice, shall be entitled to receipt of the amount of hourly wage which is not less than the previous amount of salary.

(Interim Measures in case of the remaining duration during the period of a contract)

3. Employees who have remaining period of the employment contract at the date of implementation prescribed in the foregoing Paragraph 1, shall be entitled to receipt of its salary according to the previous examples until the period of employment contract is fulfilled.

(Special Measure for Long-term Employee)

4. Notwithstanding the provisions of Paragraph 1, Article 7, an Employee whose period of continuous service (including the employment period as a hourly Employee and the prior daily Employee by the University prior to acquisition of National University Corporation status) is over 10 years, until further notice, the hourly wage tables in Appendix 1A and Appendix 3A shall, instead of the Appendix 1 and Appendix 3, be applied.

Supplementary Provision

The foregoing amendments shall be implemented from 16 May, 2005 and applied from 1 April, 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December, 2005.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 April, 2006 and the amendments prescribed in the

following items shall be applied from each date prescribed in the items.

- (1) Amendments in Appendix 1, Appendix 3, Appendix 1A, and Appendix 3A (Limited to the part that changed from "Maniwa-gun, Okayama" to "Maniwa-shi, Okayama"): 31 March 2005
- (2) Amendments in Appendix 1, Appendix 3, Appendix 1A, and Appendix 3A (Limited to the part that changed from "Yoshino-gun, Nara" to "Gojo-shi, Nara"): 25 September 2005
- (3) Amendments in Appendix 1, Appendix 3, Appendix 1A, and Appendix 3A (Limited to the part that changed from "Sayo-gun, Hyogo" to "Sayo-cho, Hyogo"): 1 October 2005

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2007.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 October, 2007. (Special Exception relating to Integration)
2. Employees who were employed as assistant administrative staff or temporary laborers by National University Corporation the University of Osaka of Foreign Studies (hereafter referred to as "The Former OUFS") prior to the integration as of 30 September, 2007, continuously employed by the University on and after 1 October, 2007 and fall under the description of "Employees" set forth in Article 1 shall be paid the amounts by hourly wage that are not less than the amounts of salaries paid in The Former OUFS until further notice, notwithstanding the provisions of Paragraph 2, Article 3 and Chapter 3.
3. Of Employees set forth in the foregoing paragraph, those who received salaries in their bank accounts as of the day preceding the date of implementation of the Supplementary Provisions, based on their agreement as per Paragraph 2, Article 26 of the Work Regulations of the National University Corporation the University of Osaka of Foreign Studies Part-time Staff shall be considered to have also agreed to the condition that salaries paid on and after the date of implementation would be deposited into these bank accounts, notwithstanding the provisions of Paragraph 3, Article 5.
4. With respect to Employees prescribed in Paragraph 2, a period of continuous service earned in The Former OUFS (including the period of continuous service that they earned as assistant administrative staff or temporary laborers in OUFS prior to the incorporation) shall be counted in the "period of continuous service" described in Paragraph 4 of the Supplementary Provision (implemented from 1 April, 2005).

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 June, 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2009.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 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 Article 8-2, if certain work falls into 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 Paragraph 3, Article 16 through Article 18 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 Article 8.

(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 prescribed in the items of Paragraph 1, Article 13.

Supplementary Provision

The foregoing amendments shall be implemented from 18 October, 2013.

Supplementary Provision

The foregoing amendments shall be implemented from 5 October, 2014.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 22 June, 2015 and be applied from 1 April, 2015.

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 30 September, 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 30 April, 2018.

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented 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 October, 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.

Hourly Wage Tables for National University Corporation University of Osaka Part-time Staff
(Temporary Part-time Staff)

Appendix Table 1 Hourly Wage Table for Employees in Regular Service

a) Hourly Wage Table for Employees in Regular Service (I)

This Hourly Wage Table shall apply to Assistant Administrative Staff, Assistant Sdministrative Staff S, Assistant Technical Staff, and Assistance Technical Staff S. However, the hourly wages for Employees who work at facilities of the University located in places other than Tokai Village, Naka County (Ibaraki Prefecture), Osaka City (Osaka Prefecture), Suita City(Osaka Prefecture), Toyonaka City (Osaka Prefecture), Ibaraki City (Osaka Prefecture), Hirakata City (Osaka Prefecture), and Minoh City (Osaka Prefecture) shall be as stated inside the parentheses. Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)
A	1	3,604 (3,297)	3,676
A	2	3,006 (2,753)	3,069
A	3	2,400 (2,200)	2,463
B	1	1,953 (1,791)	2,001
B	2	1,720 (1,582)	1,757
B	3	1,526 (1,403)	1,563
C	1	1,387 (1,280)	1,424
C	2	1,297 (1,193)	1,332
C	3	1,203 (1,123)	1,240

b) Hourly Wage Table for Employees in Regular Service (II)

This Hourly Wage Table shall apply to Assistant Technician and Assistant Laborer. Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)	Hourly Wage (Adjustment 2) (yen)	Hourly Wage (Adjustment 3) (yen)
A	1	2,247	2,303	2,355	2,412
A	2	2,024	2,079	2,133	2,190
A	3	1,814	1,856	1,898	1,946
B	1	1,589	1,632	1,674	1,720
B	2	1,387	1,428	1,468	1,512
B	3	1,193	1,232	1,276	1,314
C	1	1,150			

Appendix Table 2 Hourly Wage Table for Employees in Medical Service

a) Hourly Wage Table for Employees in Medical Service (A)

This hourly wage table shall apply to Assistant Medical Technician and Assistant Medical Technician S. Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)	Hourly Wage (Adjustment 2) (yen)
A	1	3,547	3,618	3,690
A	2	3,150	3,221	3,293
A	3	2,846	2,906	2,964
B	1	2,569	2,630	2,689
B	2	2,353	2,415	2,474
B	3	2,146	2,208	2,263
C	1	2,014	2,074	2,129
C	2	1,895	1,945	1,987
C	3	1,750	1,792	1,839

b) Hourly Wage Table for Employees in Medical Service

This hourly wage table shall apply to Assistant Nursing Technician and Assistant Nursing Technician S. Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)	Hourly Wage (Adjustment 2) (yen)
A	1	2,855	2,929	3,002
A	2	2,629	2,701	2,773
A	3	2,407	2,479	2,552
B	1	2,223	2,298	2,370
B	2	2,026	2,085	2,144
C	1	1,875	1,930	1,984
C	2	1,756	1,806	1,857

Appendix Table 3

a) Hourly Wage Table for Employees in Educational Service (I)

This hourly wage table shall apply to Assistant Educational Supporting Staff and Assistant Educational Supporting Staff S. However, the hourly wages for Employees who work at facilities of the University located in places other than Tokai Village, Naka County (Ibaraki Prefecture), Osaka City (Osaka Prefecture), Suita-shi (Osaka Prefecture), Toyonaka City (Osaka Prefecture), Ibaraki City (Osaka Prefecture), Hirakata City (Osaka Prefecture), and Minoh City (Osaka Prefecture) shall be as stated inside the parentheses. Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)
A	1	2,331 (2,136)	2,400 (2,201)
A	2	2,101 (1,925)	2,168 (1,987)
A	3	1,885 (1,732)	1,954 (1,792)
B	1	1,725 (1,584)	1,790 (1,647)
B	2	1,563 (1,436)	1,631 (1,499)
B	3	1,400 (1,291)	1,469 (1,352)

Hourly Wage Table Applicable for Long-term Employee, as a Special Measure

Appendix Table 1A Hourly Wage Table for Employees in Regular Service

a) Deleted

b) Hourly Wage Table for Employees in Regular Service (II)

This Hourly Wage Table shall apply to Assistant Technician, Assistant Technician S and Assistant Janitor. Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)	Hourly Wage (Adjustment 2) (yen)	Hourly Wage (Adjustment 3) (yen)
A	1	2,359	2,418	2,473	2,533
A	2	2,125	2,183	2,240	2,300
A	3	1,905	1,949	1,993	2,043
B	1	1,668	1,714	1,758	1,806
B	2	1,456	1,499	1,541	1,588
B	3	1,253	1,294	1,340	1,380

Appendix Table 2A Deleted

Appendix Table 3A Hourly Wage Table for Employees in Educational Service

a) Hourly Wage Table for Employees in Educational Service (I)

This Hourly Wage Table shall apply to Assistant Educational Supporting Staff and Assistant Educational Supporting Staff S. However, the hourly wages for Employees who work at facilities of the University located in places other than Tokai Village, Naka County (Ibaraki Prefecture), Osaka City (Osaka Prefecture), Suita City (Osaka Prefecture), Toyonaka City (Osaka Prefecture), Ibaraki City (Osaka Prefecture), Hirakata City (Osaka Prefecture), and Minoh City (Osaka Prefecture) shall be as stated inside the parentheses.

Furthermore, the range of work that need adjustment to the amount of hourly wage in consideration of the particularity of the work shall be stipulated separately.

Rank	Level	Hourly Wage (yen)	Hourly Wage (Adjustment 1) (yen)
A	1	2,448 (2,243)	2,520 (2,311)
A	2	2,206 (2,021)	2,276 (2,086)
A	3	1,979 (1,819)	2,052 (1,882)
B	1	1,811 (1,663)	1,880 (1,729)
B	2	1,641 (1,508)	1,713 (1,574)
B	3	1,470 (1,356)	1,542 (1,420)