

Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation the University of Osaka Part-time Staff (Temporary Part-time Education and Research 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 working hours, holidays, and leave for Temporary Staff at National University Corporation the University of Osaka (Hereinafter referred to as “the University”), of which the Work regulations for National University Corporation the University of Osaka Temporary Staff (Part-time Education and Research Staff)(Hereinafter referred to as “Staff”) apply, in accordance with the provision in Article 28 of the said Work Regulations.

(Relationship to Laws and Ordinances)

Article 2: Working hours, breaks, holidays and leave of absence for Staff shall be in accordance with the terms and provisions of the Labor Standards Law (Law No. 49 of 1947. Hereinafter referred to as “the LSL ”), other relevant laws and ordinances, and these Regulations.

Chapter 2: Working Hours, Breaks, and Holidays

(Regular Working Hours)

Article 3: Regular Working Hours per week shall be set forth individually within a scope of not more than 30 hours.

2. Starting and finishing time of working hours shall be set forth individually within a scope that does not exceed 8 hours per day, and when working hours per day are 4 hours or more (Working hours of 6 hours or less shall be limited to working hours that start in the morning and finish in the afternoon.), a 45-minute break shall be given in between working hours. However, a break may not be given when the working hours per day do not exceed 6 hours and when agreed by the Staff.
3. Notwithstanding the provisions of the preceding Paragraph, upon request of a Staff , the starting and finishing time of work, as well as the break time may be adjusted, provided the total daily working hours shall not exceed 8 hours. However, this shall not apply if such changes would hinder the normal operation of work.
4. In addition to what is provisions defined in the preceding Paragraph, when necessary, in practical terms, the starting and finishing times may be changed, provide the total daily working hours shall not exceed 8 hours per day.

(Working at Locations outside the Regular Workplace)

Article 4: In cases where Staff is engaged in duties consuming all or part of the regular working hours at a location outside their regular workplace, and when working hours are difficult to calculate, it shall be assumed that said Staff has worked the regular working hours. However, when overtime is necessary, in order to carry out work, those hours shall be considered equivalent to the standard time required for that work.

(Overtime and Work on Holidays)

- Article 5: In cases where, to accommodate the necessities of duty, the Staff may be required to work overtime outside regular working hours prescribed in Article 3 (When regular working hours differ due to variable working hour system prescribed in Article 12, the number of hours under said system. This also applies to the following Article and Article 10.) or to work on regular holidays prescribed in Article 8 (When regular holidays differ due to variable working hour system, the holiday(s) under said system. The same shall apply to the following Article, Article 9, and Article 10.).
2. When Staff are ordered to work overtime or on holidays as prescribed in the preceding Paragraph, and when the number of work hours exceeds 8 hours per day (Including cases where regular working hours per day exceed 8 hours due to application of variable working hour system), at least a total of 1 hour of break shall

be given between said working hours.

3. When Staff are ordered to work overtime or on holidays as prescribed in Paragraph 1, and when the work applies to either work outside statutory working hours (Hereinafter referred to as "Overtime Work") set forth in the provision in Article 32 and the following of the Labor Standards Act, or work on statutory holiday (Hereinafter referred to as "Work on Holidays") as prescribed in Article 35 of the same Act, said work shall be as set forth in the Labor-Management Agreement based on Article 36 of the same Act.
4. Staff ordered either Overtime Work (Only when the work is considered Overtime Work) or Work on Holidays in Paragraph 1 shall be paid the predetermined extra wages.
5. Notwithstanding what is stipulated in Paragraph 3, the University shall make effort not to order Staff to do Overtime Work or Work on Holidays.
6. Notwithstanding the provision of Paragraph 1, Staff (Excluding individuals who are not entitled to make a request for limitations on Overtime Work under the Labor-Management Agreement based on Paragraph 1, Article 16-8 and Paragraph 1, Article 16-9 of the Act on Childcare and Family Care Leave.) who is raising children who have not yet reached compulsory school age or taking care of subject family member(s) (Hereinafter referred to as "Subject Family Member(s)"). under Item 4, Article 2 of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Law No. 76 of 1991. Hereinafter referred to as the "Act on Childcare and Family Care Leave"), makes a request to raise the child or to take care of the Subject Family Member(s), the Staff shall not be ordered to do Overtime Work. However, this shall not apply when it interferes with the normal operation of the University business.
7. Notwithstanding the provisions of Paragraph 3, Staff (Excluding individuals whose period of continuous service is less than 1 year, and whose regular working days per week is less than 2 days) who is raising children who have not reached the age to enter elementary school or taking care of Subject Family Member(s) shall not be ordered to do Overtime Work exceeding 24 hours per month and 150 hours per year, when the Staff makes a request to raise the children or to take care of the Subject Family Member(s). However, this shall not apply when it interferes with the normal operation of the University business.

(Working during Emergencies)

Article 6: In cases when necessary due to disasters or other unavoidable reasons, Staff may, depending on the extent of the disaster or relevant circumstances, be ordered either to work, on a temporary basis, overtime hours in excess of the regular working hours defined in Article 3, or to work on holidays defined in Article 8.

2. The provisions prescribed in Paragraph 2 and 4 of the preceding Article shall be conformed to the preceding paragraph when said circumstances come into force.
3. In cases where Staff has been ordered to work overtime hours, or holiday work as defined in Paragraph 1 and the said work corresponds to the definitions of overtime work or working on holidays, the procedures defined in Paragraph 1, Article 33 of the Labor Standards Act shall be applied.

(Night Work)

Article 7: To accommodate the needs of work, Staff may be ordered to work during the period from 10:00 p.m. to 5:00 a.m. (Hereinafter referred to as "Night Work").

2. Staff ordered to work at night shall be paid the prescribed extra wages.
3. Notwithstanding the provisions of Paragraph 1, Staff engaged in the raising children who have not reached the age to enter elementary school or taking care of Subject Family Members, who do not fall under either of the following categories, shall not be ordered to do Night Work, provided that the necessary requests for consideration regarding said children or family members have been lodged. However, this shall not apply if the requests hinder the normal operation of work.
 - (1) Staff with a period of continuous service is less than 1 year
 - (2) Staff living with family members over the age of 16, who share the same residence are capable of implementing care of said children or Subject Family Member(s) during nights when said Staff are ordered to work

(Regular Holidays)

Article 8: Regular holidays shall be as defined hereunder :

- (1) Sundays
- (2) Saturdays
- (3) Holidays defined in the Public Holiday Law (Law No. 178 of 1948).

(4) From 29 December to 3 January of the next year (Excluding holidays defined in each of the preceding Items.)

(5) Other holidays designated by the University

2. Notwithstanding the provision of the preceding Paragraph, the University shall designate a different holiday for individuals. A different Regular Holiday may be set forth without changing the total number of Regular Holidays, provided it is for deemed especially necessary by the University.

(Substitute Holidays)

Article 9: In cases where it is deemed necessary, Staff work on the regular holidays as defined in the preceding Article, and such holidays may be substituted in accordance with separate definitions.

2. In cases where holidays are substituted, as detailed in the preceding Paragraph, notwithstanding the terms and provisions of Paragraph 4, Article 5, work normally carried out on the day of a substitute holiday shall not be subject to extra payment.

Chapter 3: Night/Day Duty

(Night/Day Duty)

Article 10: To accommodate the need for work, Staff may be ordered to work Night/Day Duty either outside Regular Working Hours stipulated in Article 3 (Including hours between 10:00 p.m. and 5:00 a.m.) or on Regular Holidays stipulated in Article 8.

Chapter 4: Permission for Abstention from Work

(Permission for Abstention from Work)

Article 11: In accordance with the provision set forth separately, Staff may be granted permission to be absent from work during specific working hours.

(Reduced Working Hours)

Article 11-2: Regular Working hours of a Staff as defined in Article 3 and the following categories shall be reduced when said Staff (Excluding Staff who, in accordance with the labor-management agreement based on the proviso in Paragraph 1, Article 23 of the Act on Childcare and Family Care Leave, are not allowed to lodge a request for reduction of regular working hours) have lodged an appropriate request for special description for the care of children or Subject Family Members. However, in the case of Item 1, this shall not apply if the child has reached the beginning of elementary school and it interferes with the normal operation of the work.

(1) Reduction of regular working hours by a maximum of 2 hours per day during the time period required for Staff to raise children who have not yet reached the beginning of junior high school or a child who has a disability that corresponds to disability grade specified separately and who needs special consideration on the first March 31 after reaching 18 years of age. Reduction of regular working hours by a maximum of 4 hours per day during the time period required for Staff to undertake nursing care of their Subject Family Members (within the period of 3 consecutive years for 1 Subject Family Member)

Chapter 5: Special Cases Relating to Working Hours

(Variable Working Hour System within 1 Month)

Article 12: Notwithstanding the provision of Paragraph 1 and Paragraph 2 of Article 3, and Article 8, the University may set working hours and holidays different from those in the aforementioned Articles for Staff who need to work on a special schedule due to their work by assigning a modified working hour schedule in advance within the scope of average working hours that do not exceed 30 hours per week for a fixed period of one month or less.

2. In addition to what is prescribed in the preceding Paragraph, when a request has been made by Staff that applying to any of the following Items who need to work on a special schedule, notwithstanding the provision in Paragraph 1 and Paragraph 2 of Article 3, the University may set working hours and holidays different from those in the aforementioned Articles by assigning a modified working hour schedule in advance within the scope of average working hours that do not exceed 30 hours per week for a fixed period of one month or less. However, this shall not apply if it interferes with the normal operation of the University

business.

- (1) Staff who is raising children prior to entering junior high school
- (2) Staff who take care of Subject Family Member(s)
- (3) Other Staff deemed necessary by the University

3. In cases described in Paragraph 1, when Staff makes a request, the starting and finishing times of working hours and the assigned break time may be changed, or the break time may be extended, provided that the total hours worked per day do not exceed the Regular Working Hours. However, this shall not apply if it interferes with the normal operation of the University business.
4. Notwithstanding the provisions of Paragraph 4, Article 5, when Regular Working Hours exceed 8 hours per day or 40 hours per week, or when Staff is assigned to work on regular holidays prescribed in Article 8 due to the assignment of working hours in Paragraph 1 and 2, extra wages shall not be paid for said Regular Working Hours and Work on Holidays.
5. The assignment of working hours in Paragraph 1 and Paragraph 2 shall be defined separately.
6. The provision in Paragraph 4, Article 3 shall apply mutatis mutandis to the scope set forth in Paragraph 1 and Paragraph 2.

(Flextime System)

Article 13: In cases where it is recognized as necessary to accommodate work-related or other needs, Staff may work a schedule within which the said Staff are entrusted to set the setting of start and finish times. In such cases, as a basic rule, the scopes within which start and finish times may be set shall be as follows.

- (1) Start time from 7:00 am to 10:00 pm.
- (2) Finish time from 3:00 pm to 10:00 pm

2. The scope of Staff and other related issues pertinent to the preceding provision shall be determined in accordance with the labor-management agreement based on Article 32-3 of the Labor Standards Act.

Chapter 6: Leave

(Types of Leave)

Article 14: Staff shall be entitled to annual paid leave and special leave.

(Annual Paid Leave)

Article 15: Annual paid leave shall be given the number of days specified in the following table in units of the Fiscal year (i.e. From 1 April to 31 March of the following year. Hereinafter the same shall apply.).

However, those who have less than 80% of all working days in the previous year shall not be given the Leave.

- (1) Staff whose regular working hours are less than 30 hours per week, and whose regular working days are 4 days or less per week, or 216 days or less per year.

| Number of regular working days per week | Number of regular working days per year | Period of continuous service /Number. of paid leave given | | | | | |
|---|---|---|---------------------------------------|--|--|--|-------------------|
| | | 1 year or less | More than 1 year, but 2 years or less | More than 2 years, but 3 years or less | More than 3 years, but 4 years or less | More than 4 years, but 5 years or less | More than 5 years |
| 4 days | 169 - 216 days | 8 days | 9 days | 10 days | 12 days | 13 days | 15 days |
| 3 days | 121 - 168 days | 6 days | 6 days | 8 days | 9 days | 10 days | 11 days |
| 2 days | 73 - 120 days | 4 days | 4 days | 5 days | 6 days | 6 days | 7 days |
| 1 day | 48 - 72 days | 2 days | 2 days | 2 days | 3 days | 3 days | 3 days |

- (2) Individuals who are not Staff that apply to the foregoing Item.

| Period of continuous service | 1 year or less | More than 1 year, but | More than 2 years, | More than 3 years, | More than 4 years, | More than 5 years |
|------------------------------|----------------|-----------------------|--------------------|--------------------|--------------------|-------------------|
|------------------------------|----------------|-----------------------|--------------------|--------------------|--------------------|-------------------|

| | | | | | | |
|---|---------|-----------------|---------------------|---------------------|---------------------|---------|
| | | 2 years or less | but 3 years or less | but 4 years or less | but 5 years or less | |
| Number of Leave days to be entitled given | 11 days | 12 days | 14 days | 16 days | 18 days | 20 days |

2. Notwithstanding the preceding Paragraph, newly appointed Staff shall be entitled to the number of days of annual paid leave in the table below, in accordance with the month of employment falls in that Fiscal year.

(1) Staff whose regular working hours are less than 30 hours per week, and whose regular working days are 4 days or less per week, or 216 days or less per year.

| Number of regular working days per week | Number of regular working days per year | The month of employment / Number of paid leave given | | | | | | | | | | | |
|---|---|--|--------|--------|--------|--------|-----------|---------|----------|----------|---------|----------|-------|
| | | April | May | June | July | August | September | October | November | December | January | February | March |
| 4 days | 169 - 216 days | 7 days | 7 days | 7 days | 7 days | 7 days | 7 days | 6 days | 5 days | 4 days | 3 days | 2 days | 1 day |
| 3 days | 121 - 168 days | 5 days | 5 days | 5 days | 5 days | 5 days | 5 days | 4 days | 3 days | 3 days | 2 days | 1 day | 0 day |
| 2 days | 73 - 120 days | 3 days | 3 days | 3 days | 3 days | 3 days | 3 days | 2 days | 2 days | 1 day | 1 day | 0 day | 0 day |
| 1 day | 48 - 72 days | 1 day | 1 day | 1 day | 1 day | 1 day | 1 day | 0 day | 0 day | 0 day | 0 day | 0 day | 0 day |

(2) Individuals who do not apply to the foregoing Item.

| Month of employment | April | May | June | July | August | September | October | November | December | January | February | March |
|----------------------------|---------|---------|---------|---------|---------|-----------|---------|----------|----------|---------|----------|-------|
| Number of paid leave given | 10 days | 10 days | 10 days | 10 days | 10 days | 10 days | 9 days | 7 days | 6 days | 4 days | 3 days | 1 day |

3. The proviso in Paragraph 1 shall not apply to Staff who fall under the stipulation of the preceding Paragraph.

4. The period defined in hereunder shall qualify as work time, in respect of the proviso defined in the preceding Paragraph 1.

(1) Period Leave taken for medical treatment and recuperation necessary due to Work-related Accident(s) as prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947) or commuting accidents as prescribed in Item 3 of the same Paragraph.

(2) Period of childcare leave is taken in accordance with Article 20, parental leave is taken in accordance with Article 20-2, or family care leave is taken in accordance with Article 21 of this set of regulations.

(3) Period of pre/post Maternity Leave is taken by female Staff as prescribed in Article 65 of the Labor Standards Act.

(4) Period Annual Paid Leave is taken.

(5) In addition to what is prescribed in the preceding Items, other period the University deems particularly necessary.

(Specifying and Changing of the Timing of Leave)

Article 16: When Staff wish to take annual paid leave, said Staff shall stipulate the timing of the leave (commencement and end dates of the leave) and shall lodge a request with their immediate manager no later than the finishing time of 2 days prior to the said day of commencement of the period of leave. However, this shall not apply in cases of unavoidable circumstances.

2. In cases where the granting of days of annual paid leave as specified by Staff in accordance with the preceding Item would hinder the normal operations of business of the University, the timing of the said leave may be changed to a different period.
3. In cases where, in accordance with labor-management agreement, agreement based on the regulations

prescribed in Item 6, Article 39 of the Labor Standards Act, the timing of a part of the annual paid leave is provided, such part shall be granted pursuant to said agreement.

4. In cases where Staff is entitled to 10 or more days of annual paid leave in accordance with the preceding Article, the University shall stipulate the timing for 5 days of the total number of days of the said annual paid leave to be taken in the relevant year (in cases where employment begins in the middle of the fiscal year, the University shall stipulate the timing of 5 days of the total annual paid leave to be taken before 31 of March of the following year. Hereinafter referred to as the "period of annual leave grant"). However, if annual paid leave is granted in accordance with the provisions of the three Paragraphs above, the number of days of said leave taken shall be deducted from the number of days of annual leave set by the University.
5. Notwithstanding the provision of the preceding paragraph, in the case where 10 or more days of annual paid leave is granted to Staff on the first day of the period of annual leave grant (hereinafter referred to as the "day of annual leave grant"), and, another 10 or more days of annual paid leave is granted newly on a specified day within a maximum of 1 year from the said day of annual leave grant (hereinafter referred to as the "day of second annual leave grant"), the number of days of leave, obtained by dividing the number of months in the period, commencing on the first day of the annual leave grant and ending on the day upon which one year has lapsed from the day of the second annual leave grant (hereinafter referred to as the "period of implementation") by 12 and multiplying the result by 5, shall be granted within the period of implementation.

(Units of Annual Paid Leave)

Article 17: Annual paid leave shall be calculated in units of whole days. In cases of extenuating circumstances recognized by the immediate manager, annual paid leave may be taken in units of 1 hour.

2. Day(s) or hour(s) of Annual paid leave taken in accordance with the provisions of the preceding paragraph shall be deemed to be time worked and shall, accordingly, be subject to payment of salary.

(Carrying over Annual Paid Leave)

Article 18: Annual Paid Leave (Excluding days carried over from the preceding year in accordance with the provisions of this Article and units of less than 1 whole day shall be cut off.) may be carried over to the following year.

(Special Leave)

Article 19: Regulations governing leave for Staff for special reasons such as medical treatment either for injury, illness, as well as marriage, giving birth or the exercise of voting rights shall be defined separately.

Chapter 7: Child Care Leave and Family Care Leave

(Childcare Leave)

Article 20: Staff who is raising children under 3 years of age may take childcare leave, (Excluding the parental leave prescribed in Paragraph 1 of the next Article. Hereinafter the same shall apply in this Article.) by submitting the necessary application to their immediate manager.

2. The preceding Paragraph shall not apply to Staff who are ineligible to take childcare leave in accordance with labor-management agreement based on the proviso in Paragraph 1, Article 6 of the Act on Childcare and Family Care Leave.
3. Salary shall not be paid during childcare leave, prescribed in Paragraph 1.
4. In addition to what is prescribed in the preceding three Paragraphs, matters necessary for childcare Leave shall be prescribed in the Regulation Pertaining to Childcare and Family Care Leave for National University Corporation the University of Osaka Part-time Staff.

(Parental Leave)

Article 20-2: Staff who is raising children may take parental leave (Which is childcare leave, for a period of not more than four weeks (If the child was born before the planned date of birth, parental leave may be taken from the date of birth until the day after 8 weeks from the planned date of date of birth of the child, and if the child was born after the planned date of birth, parental leave may be taken from the planned date of birth until the day after 8 weeks from the date of birth of the child.), within the period up to the day after eight weeks counting from the date of birth of the child. Hereinafter the same shall apply.) by submitting the necessary application to

his/her immediate manager.

2. The provision of the preceding Paragraph shall not apply to Staff who are ineligible to take parental leave under the labor-management agreement based on the proviso in Paragraph 1, Article 6 of the Act on Childcare and Family Care Leave, which applies mutatis mutandis to Paragraph 2, Article 9-3 of the same Act.
3. The proviso in Paragraph 3 and Paragraph 4 of the preceding Article shall apply mutatis mutandis to parental leave.

(Family Care Leave)

Article 21: Staff who provide care for Subject Family Members may take Family Care Leave by submitting the necessary application to his/her immediate manager.

2. The provision of the preceding Paragraph shall not apply to Staff who are ineligible to take Family Care Leave under the labor-management agreement based on the proviso of Paragraph 1, Article 6 of the Act on Childcare and Family Care Leave, which applies mutatis mutandis to Paragraph 2, Article 12 of the same Act.
3. What is prescribed in Paragraph 3 and Paragraph 4 of Article 20 shall apply mutatis mutandis to Family Care Leave.

Chapter 8: Female Staff

(Work Restrictions for pre/post maternity Staff)

Article 22: Staff who are either undergoing a term of pregnancy or who are within a period of less than 1 year after giving birth (Hereinafter referred to as "pre/post maternity Staff") shall not be permitted to engage in work that may have adverse effects on pregnancy, child birth or child nursing.

2. Notwithstanding the provisions of Paragraph 1, Article 5, Paragraph 1, Article 6 and Paragraph 1, Article 7, the University shall not require pre/post maternity Staff to work overtime, work on holidays or at nights after submission of the appropriate request.
3. Provisional to submission of appropriate requests, pre/post-maternity Staff shall be allocated a lightened work load or assigned to light work.

Supplementary Provisions

(Date of Implementation)

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

(Special Cases relating to Physicians and Dentists)

2. Notwithstanding the provisions in Paragraph 1 of Article 3 and Paragraph 1 of Article 12, until further notice, the "30 hours" stipulated in said provisions shall be read as "32 hours" for physicians and dentists.

(Special Cases relating to Calculation of Period of continuous service)

3. The "Period of continuous service" prescribed in Paragraph 7, Article 5, Item 1, Paragraph 3, Article 7, Item and Item 2, Paragraph 1, Article 15 shall include the Period of continuous service prior to the University of Osaka acquiring National University Corporation status (however, previous periods of employment shall not be taken into account in cases where a period of one month or more elapses between periods of employment).

(Interim Measure relating to Annual Paid Leave)

4. Notwithstanding the provisions of Paragraph 1 of Article 15, for those who were Staff prior to the acquisition by the University of Osaka of National University Corporation status, annual paid leave shall be handled in accordance with previous provisions, 2 days before the application date of these rules.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 18 June 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 19 February 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provision

The foregoing amendments shall be implemented from 30 June 2010.

Supplementary Provision

These rules shall be implemented from 29 November 2012.

Supplementary Provisions

1. The foregoing amendments shall be implemented from 19 Jun 2014.

(Interim measure)

2. Notwithstanding the regulation in the amended Item 2, Article 11-2, in cases where Staff has received reduction of regular working hours defined in the regulation of same Item or has taken family care leave defined in Article 21 before the date of implementation shown in the preceding item (hereinafter referred to as the "Date of Implementation"), the periods before the Date of Implementation are excluded from the "93" days defined in the same No.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2017.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measures)

2. On the occasion of enforcement of the amendments, annual paid leave for Staff whose day of annual leave grant is other than April 1, shall remain subject to the prior regulations notwithstanding the amended provisions of Paragraph 4 and 5, Article 16 until the day of annual leave grant of said Staff comes for the first time after the date of implementation shown in the foregoing item.

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 Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2021.

(Interim Measures relating)

2. For Staff who have been employed on the day before the date of implementation and who shall continue to work on the date of implementation, the "day of annual leave grant" stipulated in Paragraph 5, Article 16 shall include the day of annual leave grant under the provisions prior to revision.

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 April 2025.