

Salary Regulations for National University Corporation Osaka University 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 rules shall be to set forth matters pertaining to the salary of full-time employees who work at National University Corporation Osaka University (Hereinafter referred to as "the University"), to which the Work Regulations for National University Corporation Osaka University Staff (Hereinafter referred to as "the Work Regulations") apply, based on Article 25 of the said Regulations (Excluding individuals to whom Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System or Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System apply. Hereinafter referred to as "Employee(s)").

(Relationship with 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 ordinances as well as the provisions of these Regulations.

(Types of Salary)

Article 3: Salary for Employees shall be paid as basic salary, bonus, and allowance(s).

2. Bonus shall comprise of end of term bonus and accomplishment-based bonus. However, Bonus for Employees to whom Basic Salary Table for Designated Duties Staff (Hereinafter referred to as "Designated Employees".) prescribed in Item 4, Paragraph 1, Article 11 apply, shall be paid as a special end of term bonus.
3. Allowances shall comprise of Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Dependent Allowance, Regional Allowance, Housing Allowance, 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, Helicopter Emergency Medical Service (Hereinafter referred to as "HEMS") Flight Allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance and Night/Day Allowance.

(Date of Payment of Salary)

Article 4: Basic salary shall be paid on the 21st of each month. 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 Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Staff (hereinafter referred to as "Working Hour Regulations") (hereinafter in this paragraph referred to as "Regular Holidays").

2. The closing day for basic salary shall be the last day of the month, and when there are differences between the basic salary paid in accordance with the provisions of the preceding paragraph and the actual basic salary paid, due to absence etc. by the end of the month, as general rule, necessary adjustment shall be made to the basic salary in the following month. However, under unavoidable circumstance(s), the timing of such adjustments may be delayed.
3. Bonus shall be paid on 30 June and 10 December, except for cases prescribed in Paragraph 2 and Paragraph 3 of Article 19. However, when the day of payment falls on a Sunday, payment shall be made 2 days earlier, and when the day of payment falls on a Saturday, 1 day earlier.
4. Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Dependent Allowance, Regional Allowance, Housing Allowance, and Commuting Allowance shall be paid on the day of payment of basic salary.
5. 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, HEMS Flight Allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance, and Night/Day Allowance shall be paid on the day of payment of basic salary in the following month of which the circumstance requiring payment of the allowance occurred. However, due to unavoidable administrative reasons, payment of said allowance may be made 2 months after the month of which the circumstance requiring payment of the allowance occurred.

6. Notwithstanding the provisions of Paragraph 1, Paragraph 4, and the foregoing paragraph, 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) When the Employee or individual(s) dependent on the income of the Employee become burdened with costs arising from marriage, childbirth, illness, accident, or death.
 - (2) When the Employee or individual(s) dependent on the income of the Employee needs to return to their hometown for a period of more than 1 week, 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, salary shall be paid after deducting the following.
 - (1) Income tax collected at the source
 - (2) Residence tax
 - (3) Insurance Premium of Mutual Aid Association
 - (4) Employment insurance premiums
 - (5) In addition to the provisions of the preceding items, amount recognized as deductible from salary under the agreement based on the proviso of Paragraph 1, Article 24 of the Labor Standards Act.
3. Notwithstanding the provisions of Paragraph 1, with the consent of the Employee, salary shall be paid into the 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, whose amount of salary has been changed due to promotion, pay raise etc. and those who have retired or has been dismissed mid-month, shall be prorated and paid.

2. The prorated calculation prescribed in the preceding paragraph shall be calculated based on the number of days remaining after subtracting the regular holidays prescribed in Article 8 of Working Hour Regulations from the total number of days.
3. Notwithstanding the provisions of Paragraph 1, when an Employee dies, the basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.
4. The provisions of the preceding 3 Paragraphs shall apply mutatis mutandis to payment of Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, and Regional Allowance.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work prescribed in Articles 37 through 39 and Article 43 shall be the quotient of the monthly total of basic salary, adjustment amount of basic salary, Regional Allowance relating to these salary, Administrative Post Allowance, and Adjustment Allowance for Medical Staff divided by the average number of regular working hours per month.

2. Notwithstanding the provision of the preceding paragraph, when work or duties 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, for the amount of salary per hour prescribed in Articles 37 through 39, the amount of allowance(s) per hour (For allowance paid per day, the amount shall be divided by 8, and for allowance paid per month, the amount shall be divided by the average number of regular working hours per month) shall be added to the amount prescribed in the preceding paragraph.

(Calculation of Fractions)

Article 8: When calculating the amount of Overtime Allowance, Holiday Allowance, or Night Work Allowance paid per hour in accordance with the provisions of Articles 37 through 39 as well as the amount of salary for 1 hour

of work prescribed in Article 43 produces a fraction of less than 0.5 yen, the fraction shall be rounded down and when the calculation produces a fraction of 0.5 yen or more but less than 1 yen, the fraction shall be rounded up to 1 yen.

(Processing of Fractions)

Article 9: When the amount of basic salary calculated in accordance with the provisions of these Regulations produces a fraction of less than 1 yen, the fraction shall be rounded down.

Chapter 2: Basic Salary

(Payment of Basic Salary)

Article 10: Basic Salary shall be paid in accordance with the class and grades set forth in the following Article.

(Types of Basic Salary Tables)

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

- (1) Basic Salary Table for Regular Staff (Appendix 1)
 - a) Basic Salary Table for Regular Staff (1)
 - b) Basic Salary Table for Regular Staff (2)
 - (2) Basic Salary Table for Academic Staff (Appendix 2)
 - a) Basic Salary Table for Academic Staff (1)
 - b) Basic Salary Table for Academic Staff (2)
 - (3) Basic Salary Table for Medical Staff (Appendix 3)
 - a) Basic Salary Table for Medical Staff (A)
 - b) Basic Salary Table for Medical Staff (B)
 - (4) Basic Salary Table for Designated Duties Staff (Appendix 4)
2. The amount of Basic Salary prescribed in the Basic Salary Table prescribed in the preceding paragraph shall be subject to change in accordance with such considerations as the status of national public service salary revisions as well as the financial standing of the University.

(Starting Salary)

Article 12: The grade and category of the starting salary for new Employees shall be determined considering academic background, licenses, qualifications, work record, and balance with other Employees.

(Promotion)

- Article 13: Employees promoted in accordance with the provisions of Article 12 of the Work Regulations shall be upgraded to a higher category appropriate to the duties in which the Employee shall be engaged in after promotion.
2. Employee with an outstanding work record shall be promoted 1 category higher, in accordance with the duties in which the Employee is engaged in and based on overall assessment.

(Allocation to Categories in cases of Transfers necessitating application of a Different Basic Salary Table)

Article 14: In cases where Employees are transferred to posts to which a different basic salary table is applicable, or in cases where Employees are transferred to posts to different starting salary standards apply, categories shall be allocated to match the category applicable after said transfer.

(Pay Raises)

- Article 15: Pay raises for Employees (Excluding designated staff) shall be made on the day prescribed in the next Article, in accordance with the work record of the Employees over the year before the said day. However, pay raises may not be given to Employees with poor work records.
2. Grade-4 shall be applied as the standard for pay raises made in accordance with the provisions of the preceding paragraph for Employees with outstanding work record throughout the entire year prescribed in the Paragraph (in cases where the University deems applicable, Grade-3 for Employees to whom Basic Salary Table for Regular Staff (1) is applicable and whose work falls under 7th class or higher of said table as well as Employees to whom tables other than the Regular Basic Salary Table are applicable and whose work class is equivalent to the preceding).
3. Notwithstanding the provisions of Paragraph 1 and Paragraph 2, Employees of 55 years of age or over shall not

be eligible for pay raises (57 years of age for Employees engaged in work as technicians or laborers). However, the preceding shall not apply to individual with special approval from the University.

4. Notwithstanding the provisions of Paragraph 3, pay raises for Employees shall not exceed the highest grade within the category to applicable to the work in which the Employee is engaged.
5. Notwithstanding what is prescribed in this Article, in cases where it is deemed unavoidable due to worsened financial status, the pay raises may be either delayed or not awarded.

(Timing of Pay Raises)

Article 16: Pay raises awarded in accordance with the provisions of Paragraph 1 of the preceding article shall, as a basic rule, be implemented from 1 January.

(Pay Raises in Special Cases)

Article 17: In cases where Employees are commended in accordance with the provisions of Article 36 of The Work Regulations or in other special circumstances, notwithstanding the provision of the preceding Article 2, said Employee may be given a pay raise.

(Determination of Grade in cases of Acquisition of Highest Qualification)

Article 18: In cases where Employees acquire qualification corresponding to the starting salary of a higher category or grade higher than that currently applicable (with the exception of cases determination of promotion), said higher grade may be applied.

(Demotion and Reduction in Pay)

Article 19: Employees falling under any of the items prescribed in Paragraph 2, Article 13 or Paragraph 1, Article 21 of The Work Regulations may either be demoted to a class lower than that applicable to the work in which said Employee is engaged or be subject to a reduction in salary equivalent to downscaling by 1 or more grades.

Chapter 3: Bonuses

(Payment of Bonuses)

Article 20: Bonuses shall be paid to Employees enrolled in the University on either 1 June or 1 December of each year (hereinafter referred to as the "Reference Date") in accordance with the provisions hereunder. The preceding shall also apply to Employees who become deceased within the period of 1 month, ending on the day before the Reference Date (Employees carrying out designated duties and, said Employees are engaged in duties at the time of decease).

2. Notwithstanding the provision of the preceding paragraph, bonuses shall not be paid to Employees who fall under any of the following items.
 - (1) Employees taking a period of leave in accordance with the provisions of Paragraph 1, Article 14 of The Work Regulations and who are not receiving payment of salary during said period.
 - (2) Employees on suspension in accordance with the provisions of Item 3, Paragraph 2, Article 37 of The Work Regulations.
 - (3) Employees who, within the period from the Reference Date to the day of payment, are either dismissed in accordance with the provisions of the items in Paragraph 2, Article 21 of The Work Regulations, or are subject to disciplinary dismissal in accordance with the provisions of Item 5, Paragraph 2, Article 37 of The Work Regulations.
 - (4) Employees to whom other relevant provisions above apply.
3. In addition to the provisions of the preceding paragraph, payment of bonuses may be withheld or delayed during to unavoidable deterioration in the financial circumstances of the University (including cases Employees who are subject to dismissal or disciplinary dismissal in accordance with the provisions Item 3 of the preceding paragraph).

(End-of Term Bonus)

Article 21: End-of term bonuses shall be paid, in proportion to duties, to Employees excepting designated staff in consideration of the number of work days of the 6 months before the Reference Date (or for the period of enrollment of Employees who have been enrolled for a period of less than 6 months: hereinafter referred to as "Base Calculation Period" in the articles hereunder).

2. The amount of end-of-term bonuses shall be determined for each term.

(Accomplishment-based Bonus)

Article 22: Accomplishment-based bonuses shall, with due consideration for the financial circumstances of the University, be paid to Employees excepting designated staff in proportion to the duties and work record of said Employees.

2. Evaluation of work records with respect to the preceding paragraph shall be based on work undertaken within the Base Calculation Period.
3. The amount of accomplishment-based bonuses shall be determined for each term.

(Special End of Term Bonus)

Article 23: Special end of term bonuses shall be paid to designated staff.

2. The amount of special end of term bonuses shall be determined for each term.

Chapter 4: Allowances

(Basic Salary Adjustment)

Article 24: In cases of specialized Employees whose working conditions involve with complexity, difficulties, responsibilities as well as intensity, working hours and work environment evidently more demanding than of other Employees belonging to the same work class, the basic salary of said specialized Employees may be adjusted based on the level of specialization or the work.

2. According to the provisions of the preceding paragraph, the duties for which basic salary adjustment is applicable shall be in accordance with the places of work and the Academic Staff Subject to Annual Salary System engaged at said places detailed in Appendix Table 5.
3. The adjusted amount prescribed in the preceding paragraph shall be the amount resulting from the multiplication of the basic adjustments listed in Appendix Table 6 (in cases where the amount exceeds 4.5% of the basic salary, the amount shall be 4.5% of the basic salary and fractions of less than 1 yen included in said amount shall be rounded down. The preceding does not, however, apply to Employees to whom Basic Salary Table for Academic Staff (1) applies) by the adjustment indices listed in Appendix Table 5 in accordance with the basic salary and work class applicable to the Employee.
4. Notwithstanding the provision of the preceding paragraph, in cases where the adjusted amount exceeds 25% of the basic salary, the amount shall be 25% of the basic salary. However, this shall not apply to Employees to whom Basic Salary Table for Academic Staff (1) applies.

(Administrative Post Allowance)

Article 25: Administrative post allowance shall be paid to Employees other than those engaged in designated duties in administrative or supervisory work (hereinafter referred to as "administrative post").

2. The scope of administrative post prescribed in the preceding paragraph shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Appendix Table 7, based on the Basic Salary Table, work class and classifications of duties that are applicable to said Employees.
4. The administrative post allowance and basic salary for designated duties shall include Night Work Allowance in accordance with the provisions of Article 39.
5. Employees engaged in administrative duties who have not worked the full period between the first to last days of the month shall not be eligible for payment of administrative work bonus for the month (Excluding Employees with special approval from the University as being unable to work due to the need of medical treatment for work-related accidents (Hereinafter referred to as "Work-related Accident(s)" in Article 41 of hereof) prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law, No. 50 of 1947. Hereinafter referred to as "Industrial Accident Compensation Insurance Act").
6. Notwithstanding the provisions of the preceding 5 Paragraphs, matters pertinent to payment of administrative post allowances shall be determined separately.

(Medical Staff Adjustment Allowance)

Article 26: A medical staff adjustment allowance for Employees not exceeding 51,100 yen shall be paid to Employees whose duties require medical or dental expertise and those newly appointed or transferred to such posts separately determined by the University (eligibility for said allowance shall be limited to Employees in possession of a medical license (limited to the license prescribed in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply) or a dentist license (limited to the license prescribed in the Dentist

Act (Law No. 202 of 1948); hereinafter the same shall apply) and to whom Basic Salary Table for Academic Staff (1) applies) within 35 years of the date of said employment or transfer.

2. The amount of allowance prescribed in the preceding paragraph shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Appendix Table 8 based on the classification of the period after date of employment.
3. In addition to the provisions of the preceding 2 Paragraphs, matters pertinent to payment of medical staff adjustment allowances for Employees shall be determined separately.

(Dependent Allowance)

Article 27: Dependent allowance shall be paid to Employees excluding those engaged in designated duties, with dependent relatives. However, dependent allowance subject to dependent relatives that fall under Item 1 and Item 3 though Item 6 of the following paragraph (Hereinafter referred to as "Dependent Spouse(s), Parent(s), etc.") shall not be paid to Employees to whom Basic Salary Table for Regular Staff (1) apply and also whose work falls under the 9th class or higher of said table.

2. Dependent relatives prescribed in the preceding paragraph shall be as prescribed in the items hereunder and shall be principally dependent on the Employee for their livelihood.
 - (1) Spouses (including common-law spouses. This shall also apply hereinafter)
 - (2) Children within the period from the date of attaining the age of 22 years to the first 31 March thereafter
 - (3) Grandchildren within the period from the date of attaining the age of 22 years to the first 31 March thereafter
 - (4) Parents and grandparents of the age of 60 or over
 - (5) Siblings within the period from the date of attaining the age of 22 years to the first 31 March thereafter
 - (6) Individuals suffering serious mental-physical handicap
3. The monthly amount of the dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. (3,500 yen in the case of Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class of said table, those to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said table and those to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said table) and 10,000 yen for dependent relatives falling under No. 2 of the preceding paragraph (hereinafter referred to as "Dependent Child (Children)").
4. Notwithstanding the provision of the preceding paragraph, the amount of the dependent allowance prescribed in the preceding paragraph for Dependent Children within the period from the first 1 April after the date of attaining the age of 15 years until the first 31 March occurs on and after the date of attaining the age of 22 years (hereinafter referred to as "the Specified Period") shall be subject to the addition of an amount equivalent to 5,000 yen multiplied by the number of said Dependent Children within the Specified Period.
5. In addition to the provisions of the preceding 4 Paragraphs, matters pertinent to payment of dependent allowances shall be determined separately.

(Regional Allowance)

Article 28: Regional allowances shall be paid to Employees working in the facilities of the University located in the areas listed in the column "Areas applicable to regional allowance" of the table of the following paragraph.

2. The monthly amount of the regional allowance shall be the amount obtained by multiplying the rate prescribed in the column "Payment Rate" of the table below to the total amount comprising basic salary, basic salary adjustment amount, administrative post allowance and dependent allowance.

Prefecture	Areas applicable to regional allowance	Payment Rate
Ibaraki	Tokai village of Naka County	12%
Osaka	Osaka City, Suita City, Toyonaka City, Ibaraki City, Hirakata City, Minoh City	12%

(Housing Allowance)

Article 29: Housing allowance shall be paid to Employees (Excluding Employees residing in dormitory rented from a national university corporation, other independent administrative corporations or national bodies) renting housing for use as their own residences (including rooms for rent) and paying a monthly rent in excess of 16,000 yen (including the cost of usage; hereinafter the same).

2. The monthly amount of housing allowances shall be the amounts equivalent to those set forth hereunder in accordance with the following classifications of Employees (any fraction less than 100 yen shall be rounded off).
 - (1) Employees paying a monthly rent of 27,000 yen or less.

The amount equivalent to said monthly rent minus 16,000 yen.

(2) Employees paying a monthly rent in excess of 27,000 yen.

The amount equivalent to one-half of the monthly rent after subtraction of 27,000 yen (17,000 yen in cases where the amount after subtraction of said 27,000 yen is in excess of 17,000 yen) plus 11,000 yen.

3. In addition to what is prescribed in the 2 Paragraphs above, matters pertinent to payment of housing allowances shall be determined separately.

(Commuting Allowance)

Article 30: Commuting allowance shall be paid in the amount set forth in the following items, according to the classification of Employees set forth in the said items.

- (1) The amount of Commuting Allowance for Employees commuting by Public Transportation such as trains or toll roads (Hereinafter referred to as "Public Transportation") shall be equivalent to the amount required for commuting during the payment unit period, as calculated separately (Hereinafter referred to as "Amount equivalent to Fare"). However, when the amount resulting from dividing the Amount equivalent to Fare by the number of months exceeds 55,000 yen (Hereinafter referred to as "Amount equivalent to Fare Per month"), 55,000 yen multiplied by the number of months of the payment 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 payment unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available payment unit period of the Commuting Allowance) shall be paid.
- (2) For Employees using automobiles as the normal mode of transport for commuting, the following amount shall be paid in accordance with the respective Employees classifications for the payment 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 Item 1 and Item 2 (When the sum of Amount equivalent to Fare Per Month and the amount prescribed in the preceding item exceeds 55,000 yen, of the payment unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available payment 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 paid in the first month of the payment unit period (For Commuting Allowance set forth separately by the University, the period set forth separately.), on the day in accordance with the provisions of Article 4.
3. When Employees receiving Commuting Allowance retire or other circumstance set forth separately occur, the amount set forth separately shall be returned, considering the remaining period of the payment unit period after the date of occurrence of said retirement or circumstance.
4. The term "Payment Unit Period" used in this Article shall mean period set forth separately of not more than 6 months, calculated in units of 1 month (For Commuting Allowance for commute by automobile, 1 month).
5. In addition to what is prescribed in the preceding paragraphs, matters necessary for payment of Commuting Allowances shall be set forth separately

(Allowance for Work in High Places)

Article 31: 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 32: Allowance for Handling Explosive Substances shall be paid to Employees to whom Basic Salary Table for Regular Staff (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 Allowance prescribed 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 33: Allowance for Handling Cadaver shall be paid per day for work detailed in the following items, and paid the amount set forth in said items. However, when Employees engaged in work detailed in both Item 1 and Item 2 within the same day, the Allowance set forth in Item 2 shall not be paid.

- (1) When Employees belonging to the Faculty of Medicine or Graduate School of Medicine to whom Basic Salary Table for Regular Staff applies engaged in work handling cadavers: 3,200 yen
- (2) When Employees to whom Basic Salary Table for Regular Staff 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 34: Allowance for Handling Radiation shall be paid to Employees engaged in 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 the provision of Item 1, Employees engaged in work involving radiation within an area under the administration of a facility as prescribed in Article 2 of the Osaka University 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 the allowances for the cases prescribed above shall be 7,000 yen per month for the situations prescribed in the preceding paragraph.

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

Article 35: 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 the allowances detailed in the preceding paragraph shall be paid per hour of work as prescribed hereunder.

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 36: 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 between 10.00 p.m. and 5.00 a.m. the following morning (Hereinafter referred to as "Night").

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

Classification of Work	
Full time Night work	9,000 yen
More than 4 hours of Night work	4,400 yen
More than 2 hours, but less than 4 hours of Night work	3,800 yen
Less than 2 hours of Night work	2,600 yen

3. For the Allowance amount pertaining to duties in Paragraph 1 for midwives, nurses or associate nurses (Excluding Employees commuting on foot over a distance of less than 2 kilometers one way, and those to whom the provision of Item 2, Paragraph 1, Article 30 apply and is receiving payment of Allowance prescribed in the same Article.) who engaged in Night shift work involving commuting, notwithstanding the provision of the preceding paragraph, the amount set forth in the following Table in accordance with the classification of Employee shall be added.

Classification of Employee	Amount of Allowance
Employee commuting (i.e. total commuting distance pertaining to approval for commuting allowance. The same shall apply hereunder.) less than 5 kilometers one way	380 yen
Employee commuting more than 5 kilometers but less than 10 kilometers one way.	760 yen
Employee commuting more than 10 kilometers	1,140 yen

(Helicopter Emergency Medical Service (HEMS) Flight Allowance)

Article 36-2: Helicopter Emergency Medical Service Flight Allowance shall be paid to an individual who has a medical license and to whom Basic Salary Table for Academic Staff (1) is applicable, as well as individual to whom Basic Salary Table for Medical Staff (B) is applicable, has boarded a Helicopter Emergency Medical Service (Which is a helicopter with emergency medical equipment), and have engaged in emergency medical care when transferring a patient from an emergency site to a medical institution.

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

(Night Medical Service Allowance)

Article 36-3: Night Medical Service Allowance shall be paid to Employees to whom the Basic Salary Tables prescribed in the "Basic Salary Tables" column in the following paragraph apply (For individuals to whom Basic Salary Table for Academic Staff (1) applies, limited to those who has a medical license or a dentist license.), designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital, engaged in work involving medical examinations etc. during regular working hours at Night in full or in part.

2. The amount of the Allowance per shift as prescribed in the preceding paragraph shall be as set forth in the following Table, according to the classification of work prescribed in the said Table and "Basic Salary Tables applicable to the Employees.

Classification of Work	Basic Salary Tables	Amount of Allowance
Full time Night work	Basic Salary Table for Academic Staff (1)	15,000 yen
	Basic Salary Table for Medical Staff (A)	4,500 yen
More than 4 hours of Night work	Basic Salary Table for Academic Staff (1)	7,300 yen
	Basic Salary Table for Medical Staff (A)	2,200 yen

More than 2 hours, but less than 4 hours of Night work	Basic Salary Table for Academic Staff (1)	6,400 yen
	Basic Salary Table for Medical Staff (A)	1,900 yen
Less than 2 hours of Night work	Basic Salary Table for Academic Staff (1)	4,400 yen
	Basic Salary Table for Medical Staff (A)	1,300 yen

(Medical Emergency Call Allowance)

Article 36-4: Medical Emergency Call Allowance shall be paid to Employees (Excluding those on Night/Day Duty) who has a medical license or a dentist license and to whom Basic Salary Table for Academic Staff (1) is applicable, or to whom Basic Salary Table for Medical Staff (A) or Basic Salary Table for Medical Staff (B) is applicable, who upon receiving an emergency call (Limited to those designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital.) have engaged in medical care service etc. outside regular working hours or on regular holidays.

2. The amount of Allowance for the preceding paragraph shall be 5,000 yen per call.

(Disaster Medical Assistance Allowance)

Article 36-5: Disaster Medical Assistance Allowance shall be paid to Employees who has been sent on a disaster relief operation and have engaged in medical care services etc. in accordance with the Disaster Relief Act (Law No. 118 of 1947), Detailed Enforcement Regulations of the Disaster Relief Act of Osaka (Regulations of Osaka No. 48 of 1967.8.29), or other related laws and ordinances.

2. The amount of Allowance prescribed in the preceding paragraph shall be amended in accordance with the daily allowance prescribed in Appendix 2 and Article 3 of the Detailed Enforcement Regulations of the Disaster Relief Act of Osaka.
3. In addition 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 37: 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 125% (150% for Overtime at Night) of the salary per hour prescribed in Article 7 as Overtime Allowance.

2. Notwithstanding the provision of the preceding paragraph, when overtime work ordered (Including hours of ordered work on holidays (Excluding work on statutory holiday.) under Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations) exceed 60 hours per month, 150% of the salary for each hour exceeding 60 hours (175% for Overtime at Night) shall be paid as Overtime Allowance.
3. Notwithstanding the provisions of the preceding two Paragraphs, Overtime Allowance shall not be paid to individuals holding Administrative Post or Designated Duties Staff, or Employee who handles confidential clerical work in accordance with the provisions of Item 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 38: 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 per hour of ordered work on holidays 135% (160% for Overtime at Night) of the salary per hour prescribed in Article 7 as Overtime Allowance.

2. The provisions of Paragraph 3 of the preceding Article shall apply mutatis mutandis to Holiday Allowance.

(Night Work Allowance)

Article 39: Employees ordered to work at Night in accordance with the provisions of Paragraph 1, Article 7 of the Working Hour Regulations shall be paid per hour of ordered work on holidays 25% of the salary per hour prescribed in Article 7 as Night Work Allowance (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.).

(Night/Day Allowance)

Article 40: For Employees ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hour Regulations, Night/Day Allowance shall be paid in accordance with the provisions set forth separately.

(No Multiple Allowances)

Article 40-2: Allowance for Handling Radiation shall not be paid to Employees who receive Adjusted Amount of Basic Salary in accordance with the provisions of Article 24 (Limited to individuals pertaining to Item 5 of Table 5 in the Appendix.).

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 5: Special Regulations Pertaining to Salary

(Salary during Leave of Absence)

Article 41: Employee on Leave of Absence in accordance with the provisions of Item 1, Paragraph 1, Article 14 of the Work Regulations due to the need of medical treatment for Work-related Accidents shall receive full salary (When the individual received Temporary Absence from Work compensation benefits (Including special benefit.) in accordance with Article 14 of the Industrial Accident Compensation Insurance Act, the amount of said benefits shall be deducted) during said period of Leave of Absence.

2. Excluding the provision of the preceding paragraph, salary shall not be paid to Staff subject to Annual Salary System taking Leave of Absence in accordance with Item 1, Paragraph 1, Article 14 of the Work Regulations during the period of said Leave of Absence. The same shall apply when Staff subject to Annual Salary System is taking Leave of Absence in accordance with Item 2, Paragraph 1, Article 14 of the Work Regulations due to being prosecuted in a criminal case.
3. Employees taking Leave of Absence in accordance with Item 3 and Item 4, Paragraph 1, Article 14 of the Work Regulations may receive up to 70% (100%, when the Employee is approved as having suffered a Work-related Accident which applies to Item 3, Paragraph 1, Article 14 of the Work Regulations) each of Basic Salary, Adjusted Amount of Basic Salary, Dependent Allowance, Regional Allowance, Housing Allowance (Hereinafter referred to as "Monthly Amount of Basic Salary"), End of Term Bonus, and Special End of Term Bonus during the period of said Leave of Absence.
4. Employees on Leave of Absence in accordance with the provisions of Item 5, Paragraph 1, Article 14 of the Work Regulations may receive up to 100% of Monthly Amount of Basic Salary, End of Term Bonus, and Special End of Term Bonus during the period of said Leave of Absence.
5. Unless set forth otherwise, no other salary shall be paid to Staff subject to Annual Salary System on Leave of Absence, except for salary prescribed in Paragraph 1, Paragraph 3, and the preceding paragraph.

(Salary during Dispatch)

Article 41-2: For Dispatch prescribed in Paragraph 1, Article 16-2, of the Work Regulations, Employees may receive up to 100% each of the Monthly Amount of Basic Salary, End of Term Bonus, and Special End of Term Bonus during the period of said dispatch.

2. Unless set forth otherwise, no other salary shall be paid to Employees during Dispatch, except for salary prescribed in the preceding paragraph.

(Handling of Salary during Special Leave)

Article 42: The handling of salary during Special Leave in accordance with the provisions of Article 22 of the Work Regulations shall be set forth separately.

(Reduction of Salary)

Article 43: Unless set forth otherwise, the salary of Staff subject to Annual Salary System 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 6: Implementation of Regulations

(Requirements for Implementation)

Article 44: Matters necessary for implementing these regulations shall be set forth separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing shall be implemented from 14 April, 2003 and applied from 1 April, 2003.

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

2. Among the Employees who were succeeded same status by the University (hereinafter referred to as "succeeded Employee(s)"), in accordance with Article 4 of Supplementary Provisions of National University Corporation Law (Law No. 112 of 2003), notwithstanding the details of Paragraph 3, Article 5 herein, based on the consent of the Employees, if salaries were paid into their bank accounts on the day before 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.

(Interim Measures concomitant with Abolition Transfer Guarantee of Adjustment Allowances)

3. Succeeded Employees in receipt of approval in accordance with provisions of Article 11-7 of the Law Pertaining to Salary for Regular Workers (Law No. 95 of 1950: hereinafter referred to as "The Salary Law"), said approval being valid on the day before the application of these regulations, shall, notwithstanding the provisions of Article 28 herein, be eligible for continued receipt of payment of adjustment allowance, in accordance with provisions of Article 7 of the Salary Law, after said day of application.

(Interim Measures concomitant with Abolition of Housing Allowance relating to Dependents of Employees Eligible for Job Transfer Housing Allowance)

4. Succeeded Employees in receipt of approval in accordance with the provisions of Item 3, Paragraph 1, Article 11-9 of The Salary Law, on the day before the application of these regulations shall, for the period up to and including 31 March 2007, notwithstanding the provisions of Article 29 herein, be eligible for continued payment of housing allowance in accordance with the provisions of Item 3, Paragraph 1, Article 11-9 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Special Charges pertaining to Commuting Allowance)

5. Succeeded Employees in receipt of approval in accordance with the provisions of Paragraph 3, Article 12 of The Salary Law, on the day before the application of these regulations, shall, for the period up to 31 March 2007, notwithstanding the provisions of Article 30 herein, be eligible for continued payment for commuting allowance in accordance with the provisions of Paragraph 3, Article 12 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Job Transfer Allowance)

6. Succeeded Employees in receipt of approval in accordance with the provisions of Article 12-2 of The Salary Law, on the day before the application of these regulations, shall, for the period up to 31 March 2007, be eligible for continued payment of commuting allowance. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures relating to Salary during Periods of Leave of Absence)

7. Succeeded Employees on leave of absence on the day before the day of application of these regulations, shall, notwithstanding the provisions of Paragraphs 2 through 4, Article 41, be entitled to receipt of payment of salary during the period of said leave of absence (including periods of extension) as previously.

(Interim Measures relating to Salary during Periods of Dispatch)

8. Succeeded Employees on a period of dispatch to international organizations, etc., in accordance with the Law Pertaining to Provisions for Regular Civil Servants to International Organizations, etc., (Law No. 117 of 1970) on the day before the day of application of these regulations shall be entitled to receipt of payment of salary during said period of dispatch (including revised periods) as previously. The foregoing shall also apply to Employees engaged in observation work in the Antarctic region on the day before the application of these regulations.

(Date of Payment pertaining to Interim Measures)

9. The date of payment of allowances in the foregoing 6 Paragraphs shall apply mutatis mutandis to the provisions of Paragraph 4, Article 4.

(Interim Measures concomitant with Abolition of Adjustment Index 3 by Graduate School Supervision)

10. Succeeded Employees in receipt of approval in accordance with the provisions of Paragraph 2, Article 1 of The National Personnel Authority Regulations 9-6 (grade adjustment amount), on the day before the application of these regulations, shall, notwithstanding the provisions of Article 24, for the period up to 31 March 2007, provided said Employees satisfy the requirements of No. 10(1), Appendix Table 1 of the same regulations, be eligible for receipt of payment of the adjusted amount as an adjustment to the original basic amount corresponding to the applicable work class prescribed in Appendix Table 6. However, the foregoing shall not apply in cases of loss of eligibility for payment of the same amount.

(Interim Measures 1 concomitant with Requirement for Payment of Adjustment Indices by Graduate School

Supervision)

11. Succeeded Employees who fail to meet of the requirements applied for payment detailed in Appendix Table 5 on the day before the day of application of these regulations who were engaged in the teaching of graduate school students in fiscal year of 2003 and continued to be thus engaged in fiscal year of 2004 shall, in accordance with the provisions of Article 24, be eligible for receipt of payment of the adjusted amount of the basic salary.

(Special Regulations Pertaining to Retirees on 1 April 2004)

12. Succeeded Employees retiring from the University on 1 April 2004 (including those transferring to other National University Corporations and those appointed as trustees of the University in accordance with the provisions of Paragraph 2 of The Supplementary Work Regulations) shall not qualify for eligibility under the provisions of Articles 6 and 15.

(Special Regulations pertaining to Entrance Examination Allowance)

13. Notwithstanding the provisions of Paragraph 3, Article 3, Employees engaged in work relating to entrance examinations (excluding Employees who are applied to designated duties and who are eligible for payment of administrative post allowance) may be entitled to receipt of payment of entrance examination allowance based on consideration of the content of said work and to the payment status of allowances pertaining to work within Osaka University prior to acquisition of National University Corporation status.

(Special Regulations pertaining to Special Job Transfer allowance)

14. Notwithstanding the provisions of Paragraph 3, Article 3, for the present time, in cases where individuals residing in remote locations from the University are employed as Employees and are obliged to live apart from their families, said Employees may be entitled to payment of a special job transfer allowance for a period of not longer than 3 years. However, said allowance shall not be paid to those to whom the provisions of Paragraph 6 of The Supplementary Provisions apply.

Supplementary Provision

The foregoing amendments shall be implemented from 23 June, 2004 and applied from 1 April, 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 19 January, 2005 and applied from 1 April, 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 18 April, 2005, and the provisions of Supplementary Paragraph 14 shall be applied from 1 April, 2005.

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

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

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 1 April, 2006.

(Changes to Work Classes)

2. The date for changes to work classes for Employees who will continue to work at the University from the day before 1 April 2006 (hereinafter referred to as "date of change") shall be subject to separate determination.

(Changes to Grades)

3. Grades for Employees for whom work classes are determined on the date of change prescribed in the foregoing paragraph and those to whom Basic Salary Table for Designated Duties Staff continues to apply from the day before the date of change shall be subject to separate determination.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

4. Employees to whom the same basic salary table continues to be applicable from the day before the date of change and whose monthly amount of the basic salary in accordance with the provisions of Article 11 is less than the provisional monthly amount of basic salary prescribed in Appendix Tables 1-A through 4-A applicable on said day (the revised amount in cases where the amount is revised: this shall also apply hereunder) may be entitled, until 31 March 2014, to receipt of payment equivalent to the difference in addition to the basic salary. However, the foregoing shall not apply in cases where, in addition to the provisions of Paragraph 11, payment of the amount equivalent to said difference as basic salary is not deemed appropriate.
5. Employees to whom the basic salary table continues apply from the day before the date of change (with the exception of Employees prescribed in the foregoing paragraph) may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the same paragraph, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said paragraph.
6. Employees to whom a new basic salary table applies after the date of change may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the foregoing 2 Paragraphs and in consideration of the circumstances of employment, etc., be entitled, for the present time, to receipt of payment of basic salary in accordance with the foregoing 2 Paragraphs.
7. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of the foregoing 3 Paragraphs apply shall not include the additional amount prescribed in Basic Salary Table for Academic Staff (1) and, pertaining to the application of the provisions of Paragraph 4, Article 24, "25% of the monthly amount of basic salary" in the same article shall be "25% of the total of the difference of the monthly amount of basic salary and the provisional monthly amount of basic salary."

(Interim Measures pertaining to Adjustment Amount of Basic Salary)

8. Employees in receipt of payment of adjustment amount of basic salary in accordance with the provisions of Article 24 who fall under any of the following categories and whom the original adjustment amount prescribed in Appendix Table 6 is less than the provisional original adjustment amount prescribed in Appendix Table 6-A may, for the period prescribed in Paragraph 10, be entitled to receipt of payment as the adjustment amount of the basic salary, in addition to the original adjustment amount, of the amount resulting from multiplication of the amount equivalent to the difference by the multiplication ratio set out in the same paragraph and the adjustment index applicable to the Employee.
 - (1) Employees continuing to work in the University from the day before the date of change
 - (2) Employees to whom a new basic salary table applies after the date of change and in respect of whom measures deemed appropriate apply in consideration of the balance with Employees prescribed in the above provisions and with due regard for employment circumstances.

(Interim Measures pertaining to Additional Payment Amounts)

9. Employees in receipt of additional payment amounts in accordance with the provisions of Appendix Table 2: Basic Salary Table for Academic Staff (1) that are less than the provisional additional payment amount detailed in Appendix Table 2-A: Basic Salary Table for Academic Staff (1) and who fall under any of the categories detailed in the foregoing paragraph may be entitled to payment, in addition to the additional payment amount, of the amount equivalent to the difference multiplied by the multiplication ratio shown in the provisions of the same paragraph.

(Period of Interim Measures pertaining to Adjusted Amount of Basic Salary, and Additional Payment Amounts)

10. The periods and multiplication ratios pertaining to the interim measures detailed in the foregoing 2 Paragraphs shall be as follows.
 - (1) 1 April, 2006 ~ 31 March, 2007: 100%
 - (2) 1 April, 2007 ~ 31 March, 2008: 75%
 - (3) 1 April, 2008 ~ 31 March, 2009: 50%
 - (4) 1 April, 2009 ~ 31 March, 2010: 25%

(Special Regulations pertaining to Employees subject to Downgrading or Reduction in Salary)

11. Notwithstanding the provisions of the preceding 7 Paragraphs, Employees downgraded to a work class lower than that applicable on day before the date of change, or downgraded to a grade lower than that applicable on day before the date of change shall be deemed to have been subject to said measures on the day before the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Paragraphs 4 through 7 as detailed in Paragraphs 8 through 10.

(Special regulations pertaining to salary raises within the period up to 1 January, 2010)

12. With respect to the timing of salary raises on 1 January, 2007, "1 year" prescribed in Paragraph 1, Article 15 shall

be “9 months” and “Grade-4,” “Grade 3” prescribed in Paragraph 2 of the same Article shall be “Grade-2” and “Grade-1” respectively.

13. With respect to the timing of salary raises on 1 January, 2008, 1 January, 2009 and 1 January, 2010, “Grade-4” and “Grade-3” in Paragraph 2, Article 15 shall be “Grade-3” and “Grade-2” respectively.

(Interim Measures pertaining to Regional Allowance)

14. Notwithstanding the provisions of Article 28, Employees employed by the University from organizations to which the provisions of Paragraph 5, Article 5 of Regulations Pertaining to Retirement Allowance for National University Osaka University Staff may, where deemed necessary by the University, be eligible for payment of regional allowance in the monthly amount resulting from multiplication of the regular payment rate.

Supplementary Provision

The foregoing amendments shall be implemented from 24 July, 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 30 October, 2006.

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 April, 2007.

(Interim Measures concomitant with Adjusted Amount of Basic Salary)

2. Employees in receipt of payment of additional amounts as well as the monthly amount of basic salary that fall under the category of assistant professors having received the adjustment amount of the basic salary in accordance with the provisions of Article 24 (only those who are associated with Appendix Table 5, Category 1) as assistants on the preceding day of the date when the foregoing amendments were implemented (hereinafter referred to as the “Date of Implementation”) and for whom the additional amount is less than the adjustment amount of basic salary calculated as previously, shall be entitled, for the present time, to receipt of payment equivalent to the difference in addition to the additional amount.

(Interim Measures concomitant with administrative post allowance)

3. Employees in receipt of payment of the administrative post allowance in accordance with the provisions of Article 25 and for whom the amount of the administrative post allowance after the foregoing amendments is less than the reference amount of interim measures set forth in the following paragraph shall be entitled to receipt of such administrative post allowance, plus the amount resulting from multiplication of the amount equivalent to the difference between such administrative work allowance and the reference amount of interim measures by the multiplication ratio set out in the following paragraph with reference to the classification of periods prescribed in said paragraph (Fractions of less than 1 yen shall be discarded.) as administrative post allowance.

(1) 1 April, 2007 ~ 31 March, 2008: 100%

(2) 1 April, 2008 ~ 31 March, 2009: 75%

(3) 1 April, 2009 ~ 31 March, 2010: 50%

(4) 1 April, 2010 ~ 31 March, 2011: 25%

4. Reference amounts of interim measures shall refer to the amounts prescribed in the following paragraph, based on the classifications of Employees.

(1) Employees to whom the same basic salary table as the one applied on the preceding day of the Date of Implementation applies (hereinafter referred to as University Staff to whom the same basic salary table applies), who are now not considered Employees whose work class is lower than that applicable on the said date, and who are included in the basic salary table and work class contained in the Appendix Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and that are categorized into the corresponding class (the classification of duties applying to such Employees on the said date (hereinafter referred to as “former classification of duties”): The amount of administrative post allowance which said individuals had received on the said date.

(2) Employees to whom the same basic salary table applies, who are now not considered Employees whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class (it refers to Employees who are included in the basic salary table

and work class contained in the Appendix Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and is lower than the former classification of duties, and so forth): The amount of administrative post allowance that said Employees would receive, if the classification of duties, which is specified in the field of classification of duties of the Appendix Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(3) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and that are categorized into the corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date.

(4) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date and if the classification of duties, which is specified in the field of classification of duties of the Appendix Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(5) Employees subject to transfers necessitating application of a different basic salary table subsequent to the Date of Implementation (excluding Employees to whom a new basic salary table applies table subsequent to the Date of Implementation): The amount of administrative post allowance which said Employees would receive in compliance with the provisions of the foregoing paragraphs, supposing that such transfer was performed on the preceding day of the Date of Implementation.

5. Notwithstanding the provisions of Paragraph 2 through the foregoing paragraph, appropriate similar measures may be taken regarding Employees to whom a new basic salary table applies after the Date of Implementation and for whom it is deemed necessary in consideration of employment circumstances, etc. to keep the balance with Employees prescribed in the foregoing paragraphs.

Supplementary Provisions

(Date of Implementation)

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

(Special Exception relating to Integration)

2. With respect to Employees who held office in National University Corporation Osaka University of Foreign Studies prior to the integration (hereafter referred to as "The Former OUFS") as of 30 September 2007 whose status was transferred to the University due to the integration and fall under "Employee(s)" set forth in Article 1 (hereafter referred to as "Employees of The Former OUFS"), those who received salaries in their bank accounts based on their agreement as Paragraph 2, Article 3 of The Salary Regulations for Employees of National University Corporation Osaka University of Foreign Studies (hereafter referred to as the "The Salary Regulations for the Former OUFS") 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.

(Interim Measures relating to Integration)

3. In addition to what is prescribed in the foregoing paragraph, Employees of The Former OUFS who are listed in the following Table shall be subject to appropriate interim measures in accordance with the provisions of the following Table.

Applied Articles	Relevant individual subject to interim measures	Detail of interim measures	Term of interim measures
Paragraph 3, Article 3	Individuals who meet the requirements set forth in Article 33 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and do not receive special work allowance for administrative posts.	Special work allowance for administrative posts shall be paid as per prior regulations. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until the allowance is paid

Paragraph 3, Article 3 and Article 24	Individuals who meet the requirements applied for payment specified in adjustment index 3 of Appendix Table 5 in accordance with Article 23 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Adjustments of salary corresponding to adjustment index 3 shall be paid as per prior regulations and no additional payment shall be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until 30 September 2008
Paragraph 3, Article 3 and Paragraph 14 of Supplementary Provisions (implemented on 14 April 2004)	Individuals who meet the requirements set forth in Article 30 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Job transfer allowance shall be paid as per prior regulations and the special new-appointment allowance shall not be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until 30 September 2010.
Article 26	Individuals who meet the requirements set forth in Article 25 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Starting salary adjustment allowance shall be paid as per prior regulations.	Term until the time when the requirements applied for payment of said allowance are no longer met.
Article 28 and Paragraph 3 of Supplementary Provisions (implemented on 14 April 2004)	Individuals who meet the requirements set forth in Paragraph 4, Article 27 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Regional allowance shall be paid as per prior regulations.	Term when the transfer is guaranteed.
Article 29	Individuals who are approved in accordance with No. 3, Article 28 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Housing allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 September 2010.
Article 30	Individuals who are approved in accordance with No. 3, Article 29 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Commuting allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 September 2010.
Paragraph 1, Paragraph 2, Paragraph 3, or Paragraph 4, Article 41	Individuals who meet the requirements set forth in Paragraphs 1, 2, 3, 4, 5 or 6, Article 20 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the leave of absence. (Including the extended term.)

Article 41-2	Individuals who meet the requirements set forth in Article 22 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the dispatch. (Including the extended term)
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Supplementary Provisions (Date of Implementation)

1. The foregoing amendments shall be implemented from 1 December, 2007 and applied from 1 April, 2007.
(Special Exception for Employees to whom the Basic Salary Table would newly apply to from 1 April, 2007 to the day preceding the date of the implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing paragraph for Employees to whom the Basic Salary Table would newly apply to from 1 April 2007 to the day preceding the date of implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 26 December, 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 2 May, 2008 and applied from 1 January, 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 22 December, 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 27 April, 2009.

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 Provisions

(Date of Implementation)

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

(Adjustment to Salary Grade on 1 April, 2011)

2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom Basic Salary Table for Designated Duties Staff applies) who are younger than 43 years of age as of 1 April, 2011 was raised on 1 January, 2010, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1 April, 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2011.

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 3, Article 3, Employees who engage in operations to address a large-scale natural disaster, etc. may, for the present time, be entitled to receive the allowance for disaster emergency operations, etc. as prescribed 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 37 through 39 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 in the items of Paragraph 1, Article 34.

Supplementary Provisions

(Date of Implementation)

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

(Adjustment to Salary Grade on 1 April 2012)

2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom Basic Salary Table for Designated Duties Staff applies) who are younger than 36 years of age as of 1 April, 2012 was raised on 1 January, 2007, 1 January 2008 or 1 January, 2009, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1 April, 2012 (or 2 ranks higher than the salary grade as of 1 April, 2012 if deemed necessary by the University for Employees who are younger than 30 years of age as of the same date).

Supplementary Provisions

(Date of Implementation)

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

(Special Measure upon Payment of Basic Salary to Employees)

2. Upon payment of the basic salary pursuant to the provision of Article 10, the amount which is obtained by multiplying the amount of monthly basic salary (excluding the amount of extra salary prescribed in the Basic Salary Table for Academic Staff (1); hereinafter the same shall apply) by the rate listed in the table below (hereinafter referred to as the "Payment Reduction Rate") according to the type of basic salary table listed in the left column of the table below and the work class listed in the middle column of the table below shall be, until 31 March, 2014, reduced from the amount of monthly basic salary (Including the basic salary under Paragraph 4 through Paragraph 6 of the Supplementary Provisions (implemented on 1 April, 2006).

Basic Salary Table	Work Class	Rate (Percentage)
Basic Salary Table for Regular Staff (1)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 6 th Class	0.0777 (7.77%)
	7 th to 10 th Class	0.0977 (9.77%)
Basic Salary Table for Regular Staff (2)	1 st to 3 rd Class	0.0477 (4.77%)
	4 th to 5 th Class	0.0777 (7.77%)
Basic Salary Table for Academic Staff (1)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 4 th Class	0.0777 (7.77%)
	5 th Class	0.0977 (9.77%)
Basic Salary Table for Academic Staff (2)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd Class	0.0777 (7.77%)
Basic Salary Table for Medical Staff (A)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 7 th Class	0.0777 (7.77%)
	8 th Class	0.0977 (9.77%)
Basic Salary Table for	1 st to 2 nd Class	0.0477 (4.77%)

Medical Staff (B)	3 rd to 6 th Class	0.0777 (7.77%)
	7 th Class	0.0977 (9.77%)
Designated Duties Basic Salary		0.0977 (9.77%)

3. Upon payment of the administrative post allowance pursuant to the provisions of Article 25, the amount obtained by multiplying the monthly administrative post allowance by 0.1 shall be reduced from the monthly administrative post allowance, until 31 March, 2014.
4. Upon payment of the regional allowance pursuant to the provisions of Article 28, the following amounts shall be reduced from the monthly regional allowance (including the monthly regional allowance under Paragraph 15 of the Supplementary Provisions (implemented on 1 April 2006)) until 31 March, 2014.
 - (1) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly basic salary by the employee's Payment Reduction Rate.
 - (2) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly administrative post allowance by 0.1.
5. Notwithstanding the provisions of Article 7, the salary amount per working hour under Article 37 through Article 39 and Article 43 shall be, until 31 March, 2014, the amount obtained by reducing the following amounts from the amount calculated under Article 7.
 - (1) The amount obtained by dividing the total amount of the monthly basic salary and the corresponding monthly regional allowance by the average regular working hours per month and then by multiplying it by the employee's Payment Reduction Rate.
 - (2) The amount obtained by dividing the employee's monthly administrative allowance by the average regular working hours per month and then by multiplying it by 0.1.
6. Upon payment of salary during the period of leave of absence under Article 41, the following amount according to each category below shall be reduced from the salary amount to be paid under the same Article.
 - (1) If the salary is paid under Paragraph 1, Article 41, the amount that is required to be reduced under Paragraph 2 through Paragraph 4.
 - (2) If the salary is paid under Paragraph 3 or Paragraph 4, Article 41, the amount obtained by multiplying the amount that is required to be reduced under Paragraph 2 and Paragraph 4 by the rate applicable to the salary paid to the employee under Paragraph 3 or Paragraph 4, Article 41.
7. Upon payment of salary during the period of dispatch under Article 41-2, the amount obtained by multiplying the amount that is required to be reduced under Paragraph 2 and Paragraph 4 by the rate applicable to the salary paid to the employee under Article 41-2 shall be reduced from the salary paid under the same Article.
8. When the amount required to be reduced from the salary under the foregoing paragraphs includes a fraction of less than 1 yen, such fraction shall be rounded down.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2013.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2013.

(Adjustment to Salary Grade on 1 April 2013)

2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom Basic Salary Table for Designated Duties Staff applies) aged 31 through 39 years as of 1 April, 2013 was raised on 1 January, 2007, 1 January, 2008 or 1 January, 2009, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1 April, 2013.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2014.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January, 2014.

Supplementary Provision

1. The foregoing amendments shall be implemented from 1 April, 2014.

(Adjustment of Salary Grade on 1 April, 2014.)

2. If the salary of Employees younger than 45 years of age as of 1 April, 2014 (excluding Employees who are in the highest salary grade of their work class and excluding Employees to whom Basic Salary Table for Designated Duties Staff applies) was raised on 1 January, 2007, 1 January, 2008 or 1 January, 2009, said Employee (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade of the Employee as of 1 April 2014.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 22 December, 2014 and apply from 1 April, 2014.

(Special Exception for Employees to whom the Basic Salary Table would newly apply from 1 April, 2014 to the day before the date of the implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing paragraph for Employees to whom the Basic Salary Table would newly apply from 1 April, 2014, to the day before the date of implementation, shall apply on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2015. However, the provision of Paragraph 7 shall be implemented from 1 January, 2015.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

2. Employees who will continue to work at the University from the day before 1 April, 2015 (1 April, 2015 is hereinafter referred to as the "date of change") and whose monthly basic salary in accordance with the provisions of Article 11 (hereinafter it is referred to as "the provisional monthly basic salary") is less than the monthly basic salary applicable on the day before the date of change may be entitled to additional payment to the basic salary equivalent to the difference until 31 March, 2018. However, the foregoing shall not apply in cases where, outside of the provisions of Paragraph 6, payment of the amount equivalent to said difference as basic salary is not deemed appropriate.

3. Employees to whom the basic salary table continues to apply from the day before the date of change (with the exception of Employees prescribed in the foregoing paragraph may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the same paragraph, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said paragraph.

4. Employees to whom a new basic salary table applies after the date of change may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of two Paragraphs above and in consideration of the circumstances of employment, etc., be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of the foregoing two Paragraphs.

5. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of the foregoing three Paragraphs apply shall not include the additional amount prescribed in Basic Salary Table for Academic Staff (1).

(Special Regulations pertaining to Employees subject to Downgrading or Reduction in Salary)

6. Notwithstanding the provisions of the foregoing four Paragraphs, Employees downgraded to a work class lower than that applicable on day before the date of change, or downgraded to a grade lower than that applicable on day before the date of change shall be deemed to have been subject to said measures on the day before the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Paragraph 2 through 5.

(Special regulations pertaining to salary raises within the period up to 1 January, 2015)

7. With respect to the timing of salary raises on 1 January, 2015, "Grade-4" and "Grade-3" in Paragraph 2, Article 15 shall be "Grade-3" and "Grade-2" respectively.

Supplementary Provisions

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

Supplementary Provisions

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

Supplementary Provisions

(Date of Implementation)

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

(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2015 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2015 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

The foregoing amendments shall be implemented from 25 April, 2016.

Supplementary Provisions

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

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 26 December, 2016 and applied from 1 April, 2016.

(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2016 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2016 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measures pertaining to dependent allowance)

2. Notwithstanding the provisions of Paragraph 1, Article 27, during the period from 1 April, 2017 to 31 March, 2020, the proviso set forth in said paragraph shall not apply to the dependent allowance prescribed in said Article.

3. Notwithstanding the provisions of Paragraph 3, Article 27, during the period prescribed in the following items, said provision shall be deemed to be replaced respectively with the provisions prescribed in the following items.

(1) During the period from 1 April, 2017 to 31 March, 2018: The monthly amount of dependent allowance shall be 10,000 yen per dependent relative falling under Item 1 of the foregoing paragraph (hereinafter referred to as a "Dependent Spouse"), 8,000 yen per Dependent Child (in cases where an Employee do not have a spouse, 10,000 yen per Dependent Children) and 6,500 yen per dependent relative falling under No.3 through No. 6 in said paragraph (in cases where an Employee do not have a spouse nor a Dependent Child, 9,000 yen for one of his/her dependent relatives).

(2) During the period from 1 April, 2018 to 31 March, 2019: The monthly amount of dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. and 10,000 yen per Dependent Child.

(3) During the period from 1 April, 2019 to 31 March, 2020: The monthly amount of dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. (3,500 yen in the case of Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under 8th class or higher, those to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under 5th class and those to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under 8th class) and 10,000 yen per Dependent Child.

Supplementary Provisions

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

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28 December, 2017 and applied from 1 April, 2017.
(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2017 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2017 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2018.
(Adjustment of Salary Grade on 1 April, 2018.)
2. Among Employees under 37 years of age as of 1 April, 2018 (excluding Employees who have highest salary grade of their work class and to whom Basic Salary Table for Designated Duties Staff applies), those who got a raise on 1 January, 2015 (including those equivalent thereto) may be entitled to have one salary grade higher than the salary grade as of 1 April, 2018.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 19 December, 2018 and applied from 1 April, 2018.
(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2018 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April, 2018 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

The foregoing amendments shall be implemented from 14 December, 2019.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 24 December, 2019 and applied from 1 April, 2019.
However, the amendments of Article 29 shall be implemented from 1 April, 2020.
(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April, 2019 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
 2. For Employees to whom the basic salary table has newly applied during the period from 1 April, 2019 to the day before the Date of Implementation, notwithstanding the provision of the foregoing paragraph, the foregoing amendments shall be applied from the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.
- (Interim Measures pertaining to Housing Allowance)
3. With respect to Employees whose the monthly amount of housing allowance paid in accordance with the provisions of Article 29 prior to such amendments exceeds 2,000 yen on the day before the Date of Implementation in accordance with the proviso of Paragraph 1 (hereinafter referred to as "The Date of Partial Implementation"), to those who rent housing pertaining to the housing allowance continuously (including rooms for rent) and pay rent (including the cost of usage; hereinafter the same in this paragraph) even after the Date of Partial Implementation and also who fall into any of the following Nos. hereunder (Except for Employees prescribed separately), notwithstanding the regulation of in the amended Article 29, housing allowance of the amount deducted 2,000 yen from the amount equivalent to the monthly housing allowance (in cases where monthly rent of accommodation pertaining to housing allowance has been changed, the amount determined separately not exceeding equivalent to the amount; hereinafter referred to as "former amount of allowance")

shall be paid during the period from The Date of Partial Implementation to 31 March, 2021.

(1) Employees who do not fall into the amended Paragraph 1, Article 29.

(2) Employees whom the former amount of allowance after subtraction the amount equivalent to monthly house allowance as calculated in accordance with the regulation of in the amended Paragraph 2, Article 29, would be exceed 2,000 yen.

Supplementary Provisions

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

Supplementary Provisions

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

Supplementary Provision

(Date of Implementation)

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

(Abolition of Allowance for Disaster Emergency Operations)

2. The measures for “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 April, 2022.

Supplementary Provision

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

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 22 December, 2022 and be applied from 1 April, 2022.

(Special measures for Employees to whom Basic Salary Table has been newly applied between 1 April, 2022 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred to as the “Date of Implementation”.))

2. Notwithstanding the provision of the foregoing paragraph, for Employees to whom Basic Salary Table has been newly applied between 1 April, 2022 and the day before the Date of Implementation, this amendment shall be applied from the Date of Implementation of the Basic Salary Table. However, this shall not apply when the University deems it particularly necessary.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 21 December, 2023 and be applied from 1 April, 2023.

(Special measures for Employees to whom Basic Salary Table has been newly applied between 1 April 2023 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred to as the “Date of Implementation”.))

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

Supplementary Provision

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

Appendix 1 Basic Salary Table for Regular Staff (Relating to Article 11)

a) Basic Salary Table for Regular Staff (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	162,100	208,000	240,900	271,600	295,400	323,100	365,500	410,300	459,900	523,100
2	163,200	209,700	242,400	273,200	297,500	325,300	368,100	412,700	463,000	526,000
3	164,400	211,400	243,800	274,700	299,500	327,500	370,500	415,200	466,000	529,100
4	165,500	212,900	245,200	276,300	301,400	329,500	372,900	417,600	469,000	532,200
5	166,600	214,400	246,400	277,800	303,200	331,500	374,800	419,500	472,000	535,300
6	167,700	216,200	248,000	279,500	305,000	333,500	377,300	421,600	475,000	537,600
7	168,800	217,900	249,500	281,300	306,600	335,400	379,600	423,700	478,000	540,100
8	169,900	219,600	250,900	283,100	308,200	337,300	382,100	425,900	481,100	542,500
9	170,900	221,100	252,000	284,800	309,800	339,200	384,500	427,800	483,800	544,900
10	172,300	222,600	253,400	286,700	312,000	341,200	387,100	429,900	486,900	546,700
11	173,600	224,100	254,900	288,500	314,200	343,200	389,700	432,000	489,900	548,500
12	174,900	225,600	256,200	290,300	316,200	345,200	392,300	433,900	493,000	550,400
13	176,100	226,800	257,500	292,100	318,200	347,000	394,600	435,600	495,700	552,100
14	177,600	228,200	258,700	293,700	320,200	349,000	396,900	437,400	498,000	553,500
15	179,100	229,600	259,900	295,100	322,100	350,900	399,100	439,300	500,300	554,800
16	180,700	231,000	261,100	296,500	324,000	352,800	401,400	441,200	502,600	555,900
17	181,800	232,400	262,300	298,000	325,900	354,500	403,200	443,000	504,600	557,200
18	183,200	234,000	263,600	300,000	327,900	356,500	405,100	444,800	506,000	558,200
19	184,600	235,500	264,900	302,000	329,800	358,300	407,000	446,600	507,500	559,100
20	186,000	236,900	266,200	303,800	331,700	360,200	408,800	448,300	508,900	560,000
21	187,300	238,100	267,600	305,500	333,400	362,100	410,600	450,100	510,100	560,900
22	189,600	239,700	269,100	307,400	335,400	364,000	412,400	451,600	511,500	
23	191,800	241,200	270,700	309,300	337,400	365,900	414,200	453,000	513,000	
24	194,000	242,600	272,200	311,100	339,300	367,800	416,000	454,500	514,500	
25	196,200	243,600	273,800	312,800	340,700	369,700	417,600	455,900	515,600	
26	197,900	245,100	275,500	314,800	342,600	371,600	419,100	457,200	516,700	
27	199,400	246,400	277,100	316,800	344,500	373,500	420,600	458,500	517,900	
28	200,900	247,600	278,700	318,700	346,400	375,400	422,100	459,700	519,100	
29	202,400	248,700	280,300	320,400	348,000	376,900	423,600	460,700	520,100	
30	203,800	249,700	281,800	322,400	349,900	378,700	424,900	461,400	521,000	
31	205,200	250,600	283,300	324,400	351,700	380,500	426,200	462,200	521,900	
32	206,600	251,500	284,800	326,400	353,500	382,100	427,400	462,900	522,800	
33	208,000	252,400	285,900	327,600	355,300	383,800	428,600	463,600	523,600	
34	209,300	253,300	287,500	329,600	357,100	385,200	429,900	464,400	524,500	
35	210,600	254,100	289,000	331,500	358,800	386,600	431,200	465,100	525,200	
36	211,900	254,900	290,500	333,500	360,500	388,000	432,400	465,700	525,700	
37	213,200	255,600	291,900	335,400	361,900	389,400	433,600	466,200	526,400	
38	214,400	256,700	293,500	337,300	363,200	390,600	434,400	466,800	527,000	
39	215,600	257,900	295,100	339,200	364,500	391,800	435,200	467,400	527,800	
40	216,700	259,000	296,700	341,100	365,900	392,800	436,000	468,000	528,400	
41	217,800	260,200	298,200	342,900	367,000	393,900	436,600	468,500	528,900	
42	218,900	261,400	299,800	344,800	367,900	395,100	437,300	469,000		
43	219,900	262,500	301,300	346,600	368,900	396,200	438,000	469,400		
44	220,900	263,600	302,800	348,400	370,000	397,300	438,700	469,700		
45	221,800	264,700	304,400	349,900	370,800	398,000	439,500	470,000		
46	222,700	265,800	306,000	351,300	371,700	398,700	440,300			
47	223,600	266,900	307,600	352,700	372,600	399,400	440,700			
48	224,500	267,900	309,100	354,200	373,400	400,100	441,400			
49	225,400	268,900	310,000	355,700	374,200	400,700	441,900			
50	226,300	269,900	311,500	356,500	375,000	401,300	442,300			
51	227,200	270,900	313,000	357,500	375,800	401,800	442,700			
52	228,100	271,800	314,600	358,500	376,500	402,200	443,100			
53	228,900	272,700	316,200	359,400	377,200	402,600	443,500			
54	229,800	273,600	317,800	360,500	377,900	402,900	443,900			
55	230,700	274,500	319,300	361,400	378,600	403,200	444,300			

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class
56	231,500	275,400	320,800	362,400	379,300	403,500	444,600			
57	231,800	276,300	322,200	363,300	379,800	403,800	444,900			
58	232,600	277,200	323,400	364,000	380,400	404,100	445,300			
59	233,300	278,100	324,500	364,700	381,000	404,400	445,600			
60	233,900	279,000	325,600	365,300	381,700	404,700	445,900			
61	234,500	280,000	326,300	365,700	382,100	405,000	446,200			
62	235,200	281,000	327,200	366,300	382,800	405,300				
63	235,800	281,900	328,000	367,000	383,400	405,600				
64	236,300	282,800	328,800	367,700	384,000	405,900				
65	236,800	283,300	329,600	368,000	384,400	406,200				
66	237,300	284,000	330,000	368,700	385,000	406,500				
67	237,800	284,700	330,600	369,400	385,600	406,800				
68	238,400	285,600	331,300	370,000	386,200	407,100				
69	238,900	286,600	332,100	370,300	386,600	407,300				
70	239,400	287,400	332,800	370,900	387,100	407,600				
71	239,900	288,200	333,500	371,600	387,600	407,900				
72	240,400	289,000	334,100	372,200	388,200	408,100				
73	240,900	289,700	334,600	372,500	388,500	408,300				
74	241,400	290,200	335,200	373,100	388,900	408,600				
75	241,800	290,600	335,700	373,800	389,300	408,900				
76	242,300	291,000	336,300	374,400	389,700	409,100				
77	242,800	291,200	336,600	374,800	390,000	409,300				
78	243,300	291,500	337,100	375,300	390,300	409,600				
79	243,800	291,700	337,500	375,900	390,600	409,900				
80	244,300	292,000	337,900	376,400	390,800	410,100				
81	244,700	292,200	338,300	376,900	391,000	410,300				
82	245,200	292,400	338,800	377,500	391,300	410,600				
83	245,600	292,700	339,300	378,000	391,600	410,900				
84	246,000	292,900	339,800	378,300	391,800	411,100				
85	246,400	293,200	340,100	378,700	392,000	411,300				
86	246,800	293,500	340,500	379,200	392,300					
87	247,200	293,800	341,000	379,600	392,600					
88	247,600	294,100	341,400	380,000	392,800					
89	248,000	294,400	341,700	380,400	393,000					
90	248,500	294,800	342,100	380,900	393,300					
91	248,800	295,100	342,600	381,300	393,600					
92	249,100	295,500	343,000	381,700	393,800					
93	249,400	295,700	343,200	382,000	394,000					
94		295,900	343,600							
95		296,200	344,100							
96		296,600	344,500							
97		296,800	344,700							
98		297,100	345,100							
99		297,500	345,500							
100		297,900	345,800							
101		298,100	346,100							
102		298,400	346,500							
103		298,800	346,900							
104		299,100	347,300							
105		299,300	347,800							
106		299,600	348,200							
107		300,000	348,600							
108		300,300	349,000							
109		300,500	349,500							
110		300,900	349,900							
111		301,300	350,200							
112		301,600	350,500							
113		301,800	351,000							
114		302,000								

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class
115		302,300								
116		302,700								
117		302,900								
118		303,100								
119		303,400								
120		303,700								
121		304,100								
122		304,300								
123		304,600								
124		304,900								
125		305,200								

b) Basic Salary Table for Regular Staff (2)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
1	–	200,200	219,900	260,200	285,500
2	–	201,200	221,000	261,400	287,300
3	–	202,200	221,900	262,400	288,900
4	–	203,000	222,800	263,500	290,500
5	–	203,700	223,800	264,200	292,100
6	–	205,200	225,100	265,200	293,400
7	–	206,500	226,300	266,100	294,500
8	–	207,600	227,400	267,000	295,700
9	–	208,900	228,700	267,600	296,900
10	–	209,600	230,300	268,300	298,600
11	–	210,400	231,800	269,100	300,300
12	–	211,100	233,000	269,900	301,800
13	–	212,200	234,100	270,700	303,100
14	160,600	213,100	235,300	271,500	304,600
15	161,800	214,000	236,500	272,300	306,000
16	162,900	214,800	237,400	273,100	307,300
17	164,000	215,700	238,000	273,800	308,800
18	165,400	216,700	238,400	274,800	310,300
19	166,700	217,600	238,800	275,700	311,900
20	167,900	218,500	239,300	276,500	313,500
21	169,000	219,200	239,800	277,400	314,500
22	170,200	220,000	241,100	278,000	315,900
23	171,400	220,800	242,300	278,700	317,200
24	172,600	221,400	243,200	279,400	318,500
25	173,700	222,100	244,300	279,900	319,600
26	175,200	222,600	245,500	280,600	321,000
27	176,700	223,000	246,700	281,400	322,400
28	178,200	223,500	247,900	282,100	323,800
29	179,600	224,100	248,700	282,900	325,300
30	181,000	225,100	249,800	283,800	326,500
31	182,500	226,000	251,000	284,600	327,800
32	184,000	226,600	252,100	285,400	329,000
33	185,400	227,100	253,200	286,100	330,000
34	187,100	228,100	254,100	287,000	330,900
35	188,800	229,100	255,000	287,900	332,000
36	190,500	230,100	256,000	288,800	333,100
37	192,200	230,600	257,000	289,400	334,200
38	193,300	231,700	257,800	290,200	335,200
39	194,700	232,800	258,600	291,000	336,200
40	195,800	233,800	259,500	291,800	337,200
41	196,800	234,500	260,400	292,400	338,100
42	198,200	235,500	261,300	293,400	339,000
43	199,400	236,400	262,200	294,400	339,900
44	200,600	237,200	263,200	295,300	340,800
45	202,100	238,000	263,800	296,000	341,700
46	203,100	238,800	264,700	296,900	342,700
47	204,000	239,500	265,700	297,800	343,700
48	205,100	240,100	266,600	298,600	344,600
49	206,200	240,700	267,600	299,200	345,500
50	207,200	241,600	268,400	299,800	346,400
51	208,100	242,500	269,200	300,400	347,300
52	209,100	243,300	269,900	301,100	348,100
53	210,200	244,200	270,500	301,700	348,900
54	211,200	245,100	271,300	302,500	349,700
55	212,100	245,700	272,100	303,200	350,500

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
56	213,000	246,400	272,900	303,900	351,200
57	213,900	247,200	273,500	304,500	351,900
58	214,500	247,900	274,400	305,200	352,700
59	215,200	248,600	275,300	305,900	353,500
60	216,000	249,200	276,200	306,500	354,100
61	216,800	249,800	277,100	307,100	354,800
62	217,300	250,600	278,100	307,800	355,500
63	217,800	251,400	278,900	308,500	356,200
64	218,300	252,000	279,800	309,100	356,900
65	218,800	252,600	280,600	309,600	357,500
66	219,400	253,100	281,400	310,100	358,000
67	220,000	253,500	282,200	310,700	358,500
68	220,500	253,900	282,900	311,300	359,000
69	220,800	254,600	283,500	311,900	359,400
70	221,100	255,100	284,300	312,300	
71	221,400	255,500	285,100	312,800	
72	221,700	255,800	285,800	313,300	
73	221,900	256,000	286,500	313,600	
74	222,300	256,300	287,200	314,100	
75	222,600	256,700	287,900	314,600	
76	223,000	257,100	288,700	315,000	
77	223,200	257,400	289,200	315,200	
78	223,700	257,800	289,700	315,500	
79	224,000	258,200	290,100	315,800	
80	224,300	258,600	290,500	316,100	
81	224,600	258,900	290,900	316,400	
82	224,900	259,200	291,300	316,700	
83	225,200	259,500	291,800	317,000	
84	225,500	259,700	292,300	317,300	
85	225,800	259,900	292,600	317,500	
86	226,100	260,100	293,100	317,900	
87	226,400	260,400	293,700	318,200	
88	226,700	260,700	294,200	318,400	
89	227,000	260,900	294,500	318,600	
90	227,400	261,100	295,000	318,900	
91	227,700	261,400	295,500	319,200	
92	228,000	261,600	295,800	319,500	
93	228,200	261,900	296,200	319,700	
94	228,500	262,200	296,700	320,000	
95	228,800	262,500	297,200	320,300	
96	229,100	262,700	297,700	320,500	
97	229,300	262,900	298,000	320,700	
98	229,600	263,200	298,400	321,000	
99	229,800	263,400	298,900	321,300	
100	230,100	263,700	299,400	321,500	
101	230,400	264,000	299,800	321,700	
102	230,600	264,200	300,200		
103	230,900	264,500	300,500		
104	231,200	264,800	300,800		
105	231,500	265,000	301,100		
106	232,000	265,200	301,500		
107	232,300	265,500	301,900		
108	232,600	265,700	302,300		
109	232,800	266,000	302,600		
110	233,200	266,300	303,000		
111	233,600	266,600	303,400		
112	233,900	266,800	303,700		
113	234,100	267,000	303,900		
114	234,600	267,300	304,200		

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
115	235,100	267,500	304,500		
116	235,600	267,700	304,700		
117	235,900	268,000	304,900		
118	236,300	268,300	305,200		
119	236,700	268,600	305,500		
120	237,000	268,900	305,700		
121	237,400	269,100	305,900		
122		269,300	306,200		
123		269,600	306,500		
124		269,900	306,700		
125		270,100	306,900		
126		270,300	307,200		
127		270,600	307,500		
128		270,900	307,700		
129		271,100	307,900		
130		271,300	308,200		
131		271,600	308,500		
132		271,900	308,700		
133		272,100	308,900		
134		272,300			
135		272,600			
136		272,900			
137		273,100			

Appendix 2 Basic Salary Table for Academic Staff (Relating to Article 11)

a) Basic Salary Table for Academic Staff (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
Amount of Additional Payment	—	10,500	23,800	25,400	30,000
1	190,900	233,100	290,700	335,600	410,200
2	193,000	235,400	293,300	338,500	412,500
3	195,100	237,600	295,700	341,500	414,600
4	197,100	239,600	298,000	344,500	416,700
5	199,000	241,700	300,300	347,400	418,600
6	201,400	243,400	302,600	349,800	421,000
7	203,900	245,100	304,700	352,300	423,200
8	206,300	246,900	306,900	354,700	425,500
9	208,800	249,000	309,200	357,200	427,200
10	211,200	251,300	311,600	359,800	429,700
11	213,600	253,600	314,000	362,400	431,900
12	215,900	255,600	316,400	365,200	434,100
13	217,900	257,700	318,700	367,800	435,500
14	219,800	260,100	320,700	369,500	437,700
15	221,500	262,400	322,700	371,700	439,900
16	223,300	264,700	324,400	373,900	442,200
17	225,300	266,600	326,400	375,600	444,300
18	226,700	269,400	328,200	377,600	446,600
19	228,000	272,200	330,000	379,600	448,800
20	229,400	274,900	331,700	381,400	451,100
21	231,000	277,600	333,100	383,200	453,100
22	232,800	280,200	335,500	384,700	455,400
23	234,600	282,700	337,600	385,900	457,800
24	236,200	285,100	339,800	387,100	460,100
25	238,000	287,500	341,600	388,200	462,100
26	240,100	290,000	343,500	389,900	464,200
27	242,100	292,400	345,600	391,600	466,300
28	244,100	294,900	347,700	393,300	468,400
29	245,800	297,300	349,600	395,000	470,400
30	247,700	299,600	351,500	396,600	472,700
31	249,700	301,800	353,300	398,000	474,900
32	251,700	304,000	355,000	399,300	476,800
33	253,600	306,200	356,900	400,900	478,700
34	255,000	308,400	358,500	402,500	480,800
35	256,300	310,900	360,000	404,000	483,000
36	257,600	313,100	361,400	405,700	485,000
37	258,900	315,400	362,800	406,800	487,100
38	260,200	316,700	364,800	408,300	489,100
39	261,600	318,300	366,700	409,800	491,000
40	263,100	319,700	368,400	411,000	492,900
41	264,600	321,100	370,100	411,900	494,900
42	266,200	321,500	371,900	413,500	496,800
43	267,600	321,900	373,500	415,000	498,500
44	269,000	322,300	374,900	416,600	500,400
45	269,900	322,900	376,600	417,900	502,300
46	271,400	323,400	378,300	419,400	504,100
47	272,900	324,200	379,800	420,800	505,900
48	274,200	325,000	381,300	422,300	507,700
49	275,400	325,600	382,800	423,600	509,400
50	275,900	326,300	384,400	424,800	511,100
51	276,400	327,000	385,900	426,100	512,900
52	277,000	327,700	387,500	427,300	514,800
53	277,500	328,700	388,600	428,000	516,300
54	278,000	329,400	390,100	428,900	517,900

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
55	278,300	329,800	391,500	429,800	519,600
56	278,700	330,400	393,100	430,700	521,200
57	279,100	330,800	394,400	431,500	522,800
58	279,900	331,500	395,800	432,400	524,100
59	280,700	332,200	397,100	433,300	525,400
60	281,500	332,800	398,400	434,100	526,600
61	282,300	333,500	399,600	434,800	527,800
62	283,100	334,400	401,000	435,700	528,800
63	283,800	335,300	402,400	436,700	529,800
64	284,500	336,100	403,800	437,600	530,800
65	285,300	336,800	404,800	438,500	531,400
66	285,900	337,800	405,900	439,400	532,300
67	286,700	338,500	406,900	440,400	533,200
68	287,400	339,500	408,000	441,300	534,100
69	287,900	340,100	408,900	442,300	535,000
70	288,600	341,000	409,700	443,300	535,800
71	289,300	341,900	410,500	444,200	536,500
72	290,000	342,800	411,200	445,200	537,000
73	290,800	343,100	411,900	446,200	537,700
74	291,700	344,100	412,800	447,100	538,200
75	292,500	345,100	413,600	448,000	539,000
76	293,400	346,100	414,300	449,000	539,600
77	293,900	347,100	414,900	449,800	540,100
78	294,800	348,000	415,400	450,300	540,700
79	295,700	348,900	415,800	451,000	541,300
80	296,500	349,800	416,200	451,600	541,900
81	297,300	350,700	416,500	452,400	542,500
82	298,200	351,600	416,900	453,100	
83	299,000	352,500	417,200	453,400	
84	299,700	353,400	417,600	454,000	
85	300,000	354,000	417,900	454,400	
86	300,800	354,600	418,300	454,800	
87	301,600	355,200	418,700	455,200	
88	302,400	355,800	419,100	455,500	
89	303,300	356,300	419,400	455,800	
90	303,900	356,700	419,800	456,100	
91	304,500	357,100	420,200	456,600	
92	305,100	357,500	420,500	456,900	
93	305,600	357,900	420,800	457,200	
94	306,300	358,300	421,200	457,500	
95	306,900	358,800	421,500	457,800	
96	307,500	359,200	421,800	458,100	
97	307,700	359,800	422,100	458,400	
98	308,200	360,300	422,500	458,900	
99	308,700	360,700	422,800	459,200	
100	309,200	361,200	423,100	459,500	
101	309,400	361,600	423,400	459,800	
102	309,800	362,100	423,800		
103	310,100	362,400	424,100		
104	310,600	362,800	424,400		
105	311,000	363,300	424,700		
106	311,300	363,700	425,000		
107	311,600	364,200	425,300		
108	311,900	364,700	425,600		
109	312,100	365,100	425,900		
110	312,500	365,600	426,200		
111	312,900	366,100	426,500		
112	313,300	366,500	426,800		
113	313,600	366,900	427,100		

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
114	314,000	367,300	427,400		
115	314,300	367,800	427,700		
116	314,600	368,200	428,000		
117	314,900	368,600	428,200		
118	315,300	369,000			
119	315,700	369,500			
120	316,100	369,900			
121	316,300	370,200			
122	316,500	370,600			
123	316,800	371,100			
124	317,100	371,400			
125	317,400	371,800			
126	317,600	372,300			
127	317,900	372,800			
128	318,300	373,200			
129	318,600	373,600			
130	318,900	374,100			
131	319,300	374,600			
132	319,500	375,100			
133	319,700	375,600			
134	320,000	376,100			
135	320,300	376,600			
136	320,500	377,100			
137	320,800	377,600			
138	321,000	378,100			
139	321,300	378,600			
140	321,600	379,100			
141	321,900	379,600			
142	322,300				
143	322,700				
144	323,100				
145	323,300				
146	323,700				
147	324,000				
148	324,400				
149	324,600				
150	325,000				
151	325,300				
152	325,700				
153	325,900				
154	326,300				
155	326,700				
156	327,100				
157	327,300				

NOTE: For individuals to whom 2nd, 3rd, 4th or 5th Class (for 2nd Class, limited to Assistant Professors) apply, the monthly amount of Basic Salary shall be the Amount of Additional Payment added to the amount set forth in each Grade.

b) Basic Salary Table for Academic Staff (2)

Work Class	1 st Class	2 nd Class	3 rd Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	201,700	234,600	290,700
2	204,200	236,700	293,300
3	206,900	238,600	295,700
4	209,500	240,500	298,000
5	212,300	242,400	300,300
6	215,100	244,100	302,600
7	217,900	245,700	304,900
8	220,700	247,300	307,100
9	223,500	249,300	309,200
10	226,000	251,600	311,700
11	228,600	253,900	314,100
12	230,900	255,900	316,500
13	233,100	257,900	318,700
14	234,700	260,200	320,700
15	236,400	262,400	322,700
16	237,900	264,600	324,400
17	239,600	266,700	326,600
18	240,900	269,500	328,800
19	242,100	272,300	331,000
20	243,300	275,000	333,200
21	245,000	277,600	335,100
22	246,800	280,200	337,600
23	248,600	282,700	339,900
24	250,300	285,100	342,500
25	251,900	287,500	344,900
26	253,700	290,000	347,400
27	255,600	292,400	350,000
28	257,400	294,900	352,600
29	259,000	297,300	354,900
30	260,600	299,400	357,200
31	262,200	301,400	359,400
32	263,800	303,400	361,600
33	265,400	305,200	363,800
34	267,000	307,300	365,500
35	268,500	309,400	366,900
36	269,800	311,300	368,300
37	270,800	313,100	370,000
38	272,200	314,700	372,100
39	273,600	316,200	374,100
40	275,000	317,600	376,100
41	276,300	318,800	378,100
42	277,400	320,700	380,000
43	278,300	322,300	381,800
44	279,100	324,300	383,600
45	280,000	326,000	385,100
46	280,800	327,900	386,800
47	281,400	330,000	388,600
48	282,100	332,000	390,500
49	282,800	334,000	391,400
50	283,300	336,100	393,100
51	283,700	338,100	394,700
52	284,200	340,100	396,300
53	284,700	342,100	397,300
54	285,200	343,300	398,900
55	285,700	344,500	400,400

Work Class	1 st Class	2 nd Class	3 rd Class
56	286,200	345,700	402,100
57	286,700	347,100	403,400
58	287,600	348,900	405,000
59	288,500	350,600	406,600
60	289,500	352,300	408,100
61	290,400	353,900	409,300
62	291,600	355,600	410,900
63	292,600	357,200	412,400
64	293,600	358,800	413,900
65	294,500	360,500	415,300
66	295,400	362,200	416,200
67	296,300	363,900	417,100
68	297,300	365,400	418,000
69	298,000	366,900	418,900
70	298,700	368,600	419,900
71	299,400	370,200	420,900
72	300,100	371,800	421,700
73	300,800	373,100	422,400
74	301,700	374,700	423,200
75	302,600	376,100	424,100
76	303,400	377,700	425,000
77	304,100	379,300	426,000
78	304,900	381,000	427,000
79	305,700	382,500	427,900
80	306,500	384,100	428,800
81	307,200	385,500	429,500
82	308,000	386,900	430,400
83	308,800	388,400	431,300
84	309,600	389,900	432,100
85	310,000	390,900	433,000
86	310,700	392,200	433,800
87	311,400	393,600	434,600
88	312,300	395,000	435,500
89	313,200	396,100	436,200
90	314,000	397,200	436,700
91	314,700	398,200	437,300
92	315,400	399,300	437,700
93	316,000	400,100	438,200
94	316,700	401,200	438,700
95	317,300	402,300	439,100
96	317,900	403,200	439,500
97	318,300	404,100	439,700
98	318,700	405,000	440,100
99	319,100	405,900	440,400
100	319,400	406,800	440,700
101	319,700	407,600	441,000
102	320,000	408,600	
103	320,300	409,600	
104	320,600	410,600	
105	321,000	411,200	
106	321,500	411,900	
107	322,000	412,600	
108	322,400	413,200	
109	322,800	413,700	
110	323,300	414,100	
111	323,700	414,400	
112	324,200	414,700	
113	324,500	414,900	
114	325,000	415,200	

Work Class	1 st Class	2 nd Class	3 rd Class
115	325,400	415,500	
116	325,800	415,800	
117	326,100	416,000	
118	326,500	416,300	
119	327,000	416,600	
120	327,500	416,800	
121	327,700	417,000	
122	328,100	417,300	
123	328,600	417,600	
124	328,900	417,800	
125	329,100	418,000	
126	329,400		
127	329,900		
128	330,300		
129	330,500		
130	330,900		
131	331,400		
132	331,800		
133	332,000		
134	332,400		
135	332,900		
136	333,200		
137	333,500		
138	333,900		
139	334,300		
140	334,700		
141	335,100		

Appendix 3 Basic Salary Table for Medical Staff (Relating to Article 11)

a) Basic Salary Table for Medical Staff (A)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	167,200	202,800	236,100	258,800	287,400	330,400	373,400	438,600
2	168,600	204,400	237,400	259,900	289,200	332,400	376,000	441,200
3	170,000	205,900	238,700	261,100	291,200	334,300	378,600	443,700
4	171,400	207,300	239,900	262,200	293,100	336,200	381,200	446,300
5	172,700	208,800	241,100	263,400	294,900	338,000	383,500	448,700
6	174,500	210,000	242,300	264,600	296,900	340,000	386,200	451,200
7	176,200	211,200	243,400	265,700	298,700	342,000	388,800	453,700
8	177,800	212,400	244,500	266,700	300,600	344,000	391,500	456,200
9	179,400	213,800	245,400	267,800	302,400	345,800	393,600	458,600
10	181,100	215,300	246,500	268,500	304,000	347,900	395,800	461,000
11	182,700	216,800	247,800	269,200	305,500	349,900	398,000	463,600
12	184,600	218,300	248,900	270,000	307,100	351,900	400,200	466,000
13	186,000	219,700	250,200	271,000	308,800	353,400	402,200	468,500
14	187,800	221,200	251,400	272,000	310,700	355,400	404,200	470,000
15	189,800	222,700	252,600	273,000	312,700	357,300	406,200	471,300
16	191,600	224,200	253,800	274,100	314,500	359,300	408,200	472,600
17	193,500	225,500	254,600	275,300	316,300	361,100	410,000	473,800
18	194,700	226,800	255,800	276,800	318,200	363,100	411,900	475,100
19	196,200	228,200	256,900	278,400	320,100	365,100	413,800	476,400
20	197,600	229,500	258,000	280,000	321,900	367,000	415,600	477,700
21	198,800	230,600	259,200	281,500	323,700	368,700	417,400	478,900
22	200,300	231,700	260,000	283,100	325,600	370,700	419,000	480,300
23	201,700	232,800	260,800	284,700	327,400	372,700	420,600	481,700
24	203,000	233,900	261,600	286,300	329,300	374,700	422,100	482,900
25	204,600	235,000	262,500	287,900	331,000	376,100	423,600	484,300
26	205,600	236,200	263,500	289,400	332,900	377,900	424,900	485,600
27	206,700	237,400	264,500	290,900	334,800	379,700	426,200	487,000
28	207,800	238,500	265,500	292,500	336,600	381,400	427,500	488,400
29	209,000	239,500	266,700	293,800	337,900	383,100	428,800	489,800
30	210,100	240,800	268,200	295,300	339,700	384,600	430,000	490,900
31	211,200	242,200	269,700	296,800	341,400	386,100	431,200	492,000
32	212,300	243,400	271,000	298,300	343,200	387,600	432,300	493,100
33	213,700	244,400	272,200	299,800	344,900	388,900	433,500	494,200
34	215,000	245,700	273,800	301,400	346,700	390,200	434,700	495,100
35	216,300	246,600	275,300	303,000	348,500	391,500	435,900	496,000
36	217,500	247,800	276,800	304,600	350,300	392,600	437,100	496,900
37	218,500	249,000	278,100	305,900	351,900	393,700	438,400	497,900
38	219,500	250,100	279,500	307,500	353,600	394,800	439,200	
39	220,500	251,100	280,800	309,000	355,200	395,900	439,600	
40	221,500	252,100	282,100	310,500	356,800	397,000	440,300	
41	222,400	253,000	283,200	312,100	358,000	397,800	440,800	
42	223,200	253,800	284,600	313,700	359,100	398,600	441,200	
43	224,000	254,600	286,000	315,300	360,300	399,400	441,600	
44	224,900	255,400	287,300	316,800	361,500	400,200	442,000	
45	225,800	256,200	288,600	317,700	362,500	400,600	442,400	
46	226,700	257,400	290,200	319,100	363,300	401,200	442,800	
47	227,600	258,600	291,700	320,600	364,300	401,700	443,200	
48	228,500	259,700	293,100	322,200	365,400	402,100	443,500	
49	229,200	261,000	294,300	323,600	366,400	402,500	443,800	
50	230,100	262,300	295,800	324,900	367,400	402,800	444,200	
51	231,000	263,400	297,100	326,100	368,400	403,100	444,500	
52	231,800	264,400	298,600	327,300	369,300	403,400	444,800	
53	232,100	265,400	299,900	328,300	370,100	403,700	445,100	
54	232,900	266,500	301,300	329,300	370,900	404,000		
55	233,500	267,600	302,700	330,300	371,800	404,300		

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class
56	234,200	268,700	304,000	331,200	372,600	404,600		
57	234,800	269,400	305,000	331,700	373,100	404,900		
58	235,400	270,500	306,200	332,600	373,900	405,200		
59	235,900	271,600	307,400	333,400	374,700	405,500		
60	236,400	272,500	308,800	334,300	375,500	405,900		
61	237,000	273,300	310,100	335,000	375,900	406,100		
62	237,500	274,300	311,300	335,300	376,600	406,400		
63	238,000	275,200	312,500	335,800	377,300	406,700		
64	238,600	276,100	313,700	336,400	377,900	407,000		
65	239,100	276,900	315,000	337,000	378,300	407,200		
66	239,600	277,900	315,800	337,700	378,900			
67	240,200	278,800	316,500	338,400	379,600			
68	240,700	279,700	317,200	339,000	380,200			
69	241,200	280,600	317,800	339,700	380,600			
70	241,700	281,600	318,500	340,200	381,100			
71	242,100	282,700	319,200	340,800	381,600			
72	242,600	283,700	319,800	341,400	382,100			
73	243,100	284,300	320,400	341,700	382,700			
74	243,600	284,800	320,600	342,300	383,200			
75	244,100	285,300	321,100	342,800	383,800			
76	244,600	286,100	321,600	343,300	384,400			
77	244,900	286,900	322,200	343,800	384,900			
78	245,200	287,500	322,700	344,300	385,400			
79	245,500	288,100	323,200	344,800	385,900			
80	245,700	288,600	323,600	345,200	386,400			
81	245,900	289,100	324,200	345,500	386,700			
82	246,200	289,600	324,700	345,800	387,200			
83	246,500	290,000	325,100	346,200	387,600			
84	246,700	290,300	325,600	346,500	388,000			
85	246,900	290,500	326,100	347,000	388,400			
86		290,700	326,500	347,300				
87		290,900	326,700	347,600				
88		291,100	327,000	347,900				
89		291,500	327,400	348,300				
90		291,700	327,800	348,600				
91		291,900	328,200	349,000				
92		292,100	328,600	349,300				
93		292,500	328,900	349,700				
94		292,700	329,100	350,000				
95		292,900	329,500	350,300				
96		293,200	329,800	350,600				
97		293,500	330,000	350,900				
98		293,700	330,300	351,300				
99		293,900	330,600	351,700				
100		294,200	330,900	352,100				
101		294,500	331,100	352,600				
102		294,700	331,400	353,000				
103		294,900	331,800	353,400				
104		295,200	332,000	353,800				
105		295,500	332,200	354,300				
106			332,400					
107			332,800					
108			333,000					
109			333,200					
110			333,600					
111			334,000					
112			334,400					
113			334,600					

b) Basic Salary Table for Medical Staff (B)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	183,500	211,000	253,600	272,400	293,800	332,800	376,100
2	184,900	212,900	255,000	273,300	295,300	334,800	378,700
3	186,400	214,900	256,500	274,100	296,900	336,800	381,400
4	187,800	216,800	257,900	274,900	298,500	338,800	384,000
5	189,300	218,800	259,100	275,400	299,800	340,800	386,200
6	190,800	220,600	259,900	276,300	301,500	342,900	388,400
7	192,300	222,400	260,700	277,000	303,100	344,900	390,700
8	193,800	224,100	261,400	277,900	304,700	346,900	393,000
9	195,000	225,800	262,100	278,800	306,300	348,400	394,900
10	196,700	227,200	262,800	279,400	307,700	350,400	397,000
11	198,300	228,500	263,600	280,300	308,900	352,300	399,200
12	199,800	229,400	264,300	281,200	310,200	354,300	401,400
13	201,200	230,800	265,100	282,100	311,400	356,200	403,300
14	203,200	231,800	266,000	283,000	313,000	358,200	405,300
15	205,300	232,800	266,800	283,900	314,600	360,200	407,400
16	207,300	233,700	267,700	284,800	316,200	362,200	409,400
17	209,300	234,800	268,200	285,800	317,700	364,100	411,400
18	211,300	236,200	269,000	286,800	319,200	366,100	413,600
19	213,400	237,600	269,800	287,800	320,700	368,200	415,800
20	215,400	238,700	270,600	288,900	322,100	370,200	417,900
21	217,300	239,800	271,300	290,200	323,500	371,900	419,800
22	219,000	241,400	272,000	291,600	324,900	374,000	421,700
23	220,700	243,100	272,700	292,800	326,400	376,100	423,500
24	222,400	244,500	273,500	294,000	327,800	378,100	425,400
25	223,700	245,700	274,300	295,100	329,200	380,000	427,100
26	225,000	247,000	275,000	296,500	330,600	381,600	428,700
27	226,100	248,400	275,800	297,900	332,000	383,400	430,400
28	227,100	249,700	276,600	299,300	333,400	385,200	432,000
29	228,200	251,100	277,600	300,300	334,500	386,900	433,300
30	229,000	252,100	278,700	301,600	336,000	388,600	434,600
31	229,800	252,900	280,100	302,900	337,400	390,500	436,200
32	230,500	253,600	281,300	304,100	338,900	392,200	437,700
33	231,600	254,400	282,500	305,300	340,400	393,900	439,400
34	232,800	255,300	283,800	306,700	341,900	395,600	441,000
35	233,900	256,200	284,900	308,100	343,400	397,400	442,400
36	234,900	256,900	286,100	309,500	344,900	399,100	443,800
37	235,900	257,600	287,500	310,800	346,500	400,700	444,900
38	237,200	258,500	288,600	312,100	348,100	402,400	446,200
39	238,500	259,400	289,700	313,500	349,600	404,200	447,500
40	239,700	260,300	290,700	314,900	351,100	406,000	448,900
41	240,500	260,700	291,700	316,400	352,300	407,500	449,900
42	241,500	261,500	292,900	317,800	353,800	409,000	450,600
43	242,500	262,300	294,100	319,200	355,300	410,500	451,400
44	243,500	263,000	295,300	320,500	356,700	411,800	452,000
45	244,500	263,700	296,400	321,300	358,100	412,900	452,900
46	245,500	264,400	297,700	322,700	359,100	414,000	453,600
47	246,400	265,100	299,000	324,100	360,500	415,100	454,400
48	247,200	265,800	300,200	325,600	361,800	416,300	455,200
49	248,000	266,500	301,300	326,700	363,100	417,600	455,900
50	248,900	267,300	302,500	328,000	364,500	418,700	456,600
51	249,800	268,000	303,700	329,300	365,800	419,900	457,300
52	250,600	268,900	305,000	330,600	367,100	421,000	458,100
53	251,200	269,800	306,400	331,900	368,600	422,200	458,900
54	252,100	270,900	307,700	333,200	369,800	423,200	459,700
55	253,000	272,000	309,000	334,500	370,900	424,300	460,400

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
56	253,800	273,200	310,200	335,800	372,100	425,400	461,100
57	254,500	274,400	311,000	336,700	373,200	426,500	461,900
58	255,400	275,800	312,200	338,000	374,100	427,000	
59	256,000	277,100	313,400	339,200	375,100	427,600	
60	256,800	278,400	314,800	340,500	376,000	428,000	
61	257,500	279,600	315,900	341,500	376,600	428,600	
62	258,200	280,800	317,200	342,400	377,400	429,100	
63	258,900	281,900	318,400	343,500	378,200	429,500	
64	259,600	283,000	319,600	344,700	379,000	430,000	
65	260,200	284,000	320,800	345,800	379,700	430,500	
66	260,900	285,200	322,100	347,000	380,400	430,900	
67	261,500	286,400	323,300	348,200	381,200	431,200	
68	262,100	287,400	324,500	349,200	381,900	431,500	
69	262,700	288,400	325,200	350,200	382,500	431,900	
70	263,300	289,800	326,300	351,200	383,100		
71	264,100	291,100	327,400	352,300	383,800		
72	264,900	292,300	328,300	353,400	384,400		
73	266,100	293,300	329,400	354,200	385,100		
74	267,200	294,600	330,100	355,300	385,600		
75	268,200	295,800	331,200	356,400	386,200		
76	269,200	297,000	332,300	357,400	386,700		
77	270,100	298,300	333,400	358,100	387,100		
78	271,000	299,500	334,600	358,900	387,700		
79	271,900	300,700	335,700	359,700	388,200		
80	272,800	301,900	336,800	360,400	388,500		
81	273,600	302,400	337,900	361,000	388,800		
82	274,500	303,600	339,000	361,500	389,300		
83	275,400	304,700	340,000	362,100	389,700		
84	276,000	305,800	341,100	362,600	390,000		
85	276,700	306,900	342,000	363,200	390,300		
86	277,400	308,100	343,000	363,700	390,800		
87	278,100	309,300	343,900	364,300	391,300		
88	278,800	310,400	344,900	364,800	391,700		
89	279,600	311,500	345,800	365,200	392,000		
90	280,400	312,700	346,600	365,600	392,400		
91	281,200	313,900	347,400	366,200	392,900		
92	282,000	315,000	348,200	366,700	393,300		
93	282,800	315,800	348,800	367,000	393,700		
94	283,800	316,500	349,400	367,500			
95	284,700	317,200	350,100	367,900			
96	285,600	317,800	350,700	368,200			
97	286,200	318,300	351,100	368,800			
98	286,800	318,600	351,500	369,300			
99	287,400	319,200	352,000	369,800			
100	288,300	319,800	352,400	370,300			
101	289,100	320,200	352,900	370,900			
102	289,900	320,800	353,300	371,400			
103	290,700	321,400	353,800	371,900			
104	291,500	321,900	354,200	372,300			
105	292,100	322,300	354,500	372,900			
106	292,600	322,800	355,000	373,400			
107	293,100	323,300	355,400	373,900			
108	293,500	323,800	355,700	374,400			
109	293,700	324,200	356,200	375,000			
110	294,000	324,600	356,700	375,400			
111	294,200	324,900	357,200	375,900			
112	294,500	325,200	357,700	376,400			
113	294,800	325,500	358,200	377,000			
114	295,000	325,900	358,700				

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
115	295,300	326,300	359,200				
116	295,500	326,600	359,600				
117	295,800	326,800	360,000				
118	296,100	327,100	360,400				
119	296,400	327,500	360,900				
120	296,700	327,700	361,400				
121	297,000	327,900	361,800				
122	297,400	328,200	362,300				
123	297,700	328,500	362,800				
124	298,100	328,800	363,300				
125	298,300	329,000	363,600				
126	298,500	329,300					
127	298,800	329,700					
128	299,200	329,900					
129	299,400	330,100					
130	299,700	330,300					
131	300,100	330,700					
132	300,500	330,900					
133	300,700	331,200					
134	301,000	331,600					
135	301,400	332,000					
136	301,700	332,400					
137	301,900	332,700					
138	302,200	333,100					
139	302,600	333,500					
140	302,900	333,900					
141	303,100	334,200					
142	303,500	334,600					
143	303,900	334,900					
144	304,200	335,300					
145	304,400	335,600					
146	304,600	336,000					
147	304,900	336,400					
148	305,300	336,800					
149	305,500	337,100					
150	305,700	337,500					
151	306,000	337,900					
152	306,300	338,300					
153	306,700	338,600					
154	306,900						
155	307,100						
156	307,400						
157	307,700						
158	308,000						
159	308,300						
160	308,600						
161	309,000						
162	309,300						
163	309,600						
164	309,900						
165	310,300						
166	310,600						
167	310,900						
168	311,200						
169	311,600						

Appendix 4 Basic Salary Table for Designated Duties Staff (Relating to Article 1

Grade	Monthly Basic Salary
	Yen
1	708,000
2	763,000
3	820,000
4	898,000
5	968,000
6	1,038,000
7	1,110,000
8	1,178,000

Appendix 5 (Relating to Article 24) Classification of Eligible University Staff

Place of Work	Employees	Adjustment Index
1. Graduate School, etc.	(1) Assistant possessing doctorate, or research record of 5 years after completion of master course or 6 years after completion of 6-year course in the undergraduate course	1
2. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Pathological bacteria technician normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances. (2) Employees engaged in work primarily comprising the content detailed in (1) above.	1
3. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for Microbial Diseases	(1) Employees directly engaged in work primarily comprising the raising of animals with contagious or other hazardous pathogens as defined in the provisions of Article 6 of the laws pertaining to prevention of contagion and the treatment of patients with contagious diseases (Law No. 114 of 1998) experimentation of such animals.	1
4. Osaka University Hospital and Osaka University Dental Hospital	(1) Nursing assistants 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 as "wards for the mentally ill").	3
	(2) Matrons (those engaged solely in the supervision of said wards), nurses and associate nurses engaged in work in tuberculosis wards of wards for the mentally ill. (3) Physicians and dentists directly engaged in the treatment of patients suffering from tuberculosis or mental illness as their prime work. (4) Pathological bacteria technicians normally engaged in the direct handling of specimens contaminated with hazardous pathogens and in direct contact with both in and out patients. (5) Diagnostic radiology technicians normally engaged in treatment using radiation and other work involving the use of radiation and in direct contact with both in and out patients. (6) Employees whose primary work involves direct involvement in the application of occupational therapy techniques to patients suffering from mental illnesses. (7) Laundry Staff normally involved in the direct handling of materials containing hazardous pathogens or contaminants.	2
	(8) Matrons (with the exception of those cited in (2)) working in tuberculosis wards, wards for the mentally ill and wards for the hospitalization of patients requiring intensive monitoring and treatment (hereinafter referred to as "intensive care wards") and nurses and associate nurses working in intensive care wards. (9) Physicians whose primary work involves the direct treatment of patients hospitalized in intensive care wards. (10) Occupational therapy technicians or physical therapy technicians working in intensive care wards (limited only to the cerebral stroke center (cerebral stroke care unit)), whose primary work involves the direct treatment with occupational therapy or physical therapy. (11) Chief nurses, nurses and assistant nurses working for the surgical divisions (central operating rooms). (12) Patient administration office staff normally working at reception or other areas and in direct contact with both in and out patients.	1
5. Research Center for Nuclear Physics	(1) Employees whose primary work involves the operation and maintenance of radiation generators (cyclotrons), measuring devices or other test equipment accessory to radiation generators or who are directly engaged in work involving experiments or research using such equipment (restricted to equipment separately defined by The University). (2) Employees whose primary work involves the management of safety and radioactive materials in facilities housing radiation generators (with the exception of high-energy accelerators, etc.) or the processing of radioactive waste.	1

Appendix 6 Basic Adjustment Amount (Relating to Article 24)

A) Basic Salary Table for Regular Staff (1)

Work Class	Basic Adjustment Amount
1 st Class	6,600yen
2 nd Class	8,500yen
3 rd Class	9,600yen
4 th Class	10,200yen
5 th Class	10,600yen
6 th Class	11,200yen
7 th Class	12,100yen
8 th Class	12,700yen
9 th Class	14,300yen
10 th Class	15,900yen

B) Basic Salary Table for Regular Staff (2)

Work Class	Basic Adjustment Amount
1 st Class	6,000yen
2 nd Class	7,400yen
3 rd Class	8,500yen
4 th Class	8,700yen
5 th Class	9,600yen

C) Basic Salary Table for Academic Staff(1)

Work Class	Basic Adjustment Amount
1 st Class	9,000yen
2 nd Class	10,500yen
3 rd Class	11,900yen
4 th Class	12,700yen
5 th Class	15,000yen

D) Basic Salary Table for Academic Staff (2)

Work Class	Basic Adjustment Amount
2 nd Class	11,300yen

E) Basic Salary Table for Medical Staff (A)

Work Class	Basic Adjustment Amount
1 st Class	6,200yen
2 nd Class	8,000yen
3 rd Class	9,100yen
4 th Class	9,700yen
5 th Class	10,500yen
6 th Class	11,300yen
7 th Class	12,200yen
8 th Class	13,800yen

F) Basic Salary Table for Medical Staff (B)

Work Class	Basic Adjustment Amount
1 st Class	8,100yen
2 nd Class	9,400yen
3 rd Class	9,700yen
4 th Class	10,000yen
5 th Class	10,400yen
6 th Class	11,600yen
7 th Class	12,500yen

Appendix 7 Administrative Post Allowance (Relating to Article 25)

Basic Salary Table	Work Class	Classification	Administrative Post Allowance (yen)
Basic Salary Table for Regular Staff (1)	7-8	Type I A	160,000
		Type I B	130,000
		Type II	110,000
	5-6	Type III	90,000
Basic Salary Table for Academic Staff (1)	5	Type II	300,000
		Type III	250,000
		Type IV	80,200
		Type V	66,800
		Type VI	42,800
	4	Type IV	68,800
		Type V	57,300
Basic Salary Table for Medical Staff (A)	5-8	Type IV	79,000
Basic Salary Table for Medical Staff (B)	5-7	Type II	102,000
		Type III	90,000
	4-5	Type IV	72,000

NOTE: If an employee holding an Administrative post, subject to Basic Salary Table for Regular Staff (1) also serves as Executive Advisor to the President, work class Type I A shall be applied.

Appendix Table 8 Adjustment Allowance for Medical Staff (Relating to Article 26)

Classification Period	Amount of Allowance
	Yen
Less than 1 year	50,800
1 year or more but less than 2 years	50,800
2 years or more but less than 3 years	50,800
3 years or more but less than 4 years	50,800
4 years or more but less than 5 years	50,800
5 years or more but less than 6 years	50,800
6 years or more but less than 7 years	49,000
7 years or more but less than 8 years	47,200
8 years or more but less than 9 years	45,400
9 years or more but less than 10 years	43,600
10 years or more but less than 11 years	41,800
11 years or more but less than 12 years	40,000
12 years or more but less than 13 years	38,200
13 years or more but less than 14 years	36,400
14 years or more but less than 15 years	35,000
15 years or more but less than 16 years	33,600
16 years or more but less than 17 years	32,200
17 years or more but less than 18 years	30,800
18 years or more but less than 19 years	29,400
19 years or more but less than 20 years	28,000
20 years or more but less than 21 years	26,600
21 years or more but less than 22 years	26,000
22 years or more but less than 23 years	25,400
23 years or more but less than 24 years	24,400
24 years or more but less than 25 years	23,800
25 years or more but less than 26 years	23,200
26 years or more but less than 27 years	22,600
27 years or more but less than 28 years	22,000
28 years or more but less than 29 years	21,200
29 years or more but less than 30 years	20,900
30 years or more but less than 31 years	20,500
31 years or more but less than 32 years	19,900
32 years or more but less than 33 years	19,000
33 years or more but less than 34 years	18,100
34 years or more but less than 35 years	17,400
35 years or more	0