

## Detailed Regulations to Application of National University Corporation Osaka University Basic Salary Table

**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.**

(Purpose)

Article 1: The purpose of these detailed regulations shall be to define the application of Basic Salary Table etc. stipulated in the Salary Regulations for National University Corporation Osaka University Staff etc.

(Application of Basic Salary Table and Basic Annual Salary Tables)

Article 2: Application of Basic Salary Table and basic annual salary tables listed in the following Items shall be in accordance with Appendix 1 of this detailed regulations.

- (1) Basic Salary Table defined in Appendix 1 through Appendix 3 of the Salary Regulations for National University Corporation Osaka University Staff.
  - (2) Basic Salary Table defined in Appendix 1 through Appendix 3 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff.
  - (3) Basic Annual Salary Table defined in Appendix 1 and Appendix 2 of the Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System.
  - (4) Basic Annual Salary Table defined in Appendix 1 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to Annual Salary System.
  - (5) Basic Annual Salary Table defined in Appendix 1 and Appendix 2 of the Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System.
  - (6) Basic Annual Salary Table defined in Appendix 1 and Appendix 2 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System.
  - (7) Basic Annual Salary Table defined in Appendix 1 through Appendix 4 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff (Specially appointed Staff, etc.) Subject to Annual Salary System.
  - (8) Basic Annual Salary Table defined in Appendix 1 and Appendix 2 of the Salary Regulations for National University Corporation Osaka University Limited Term Commissioned Staff.
2. Application of Designated Duties Basic Salary Table listed in the following Items shall be in accordance with Appendix 2 of this detailed regulations.
- (1) Designated Duties Basic Salary Table stipulated in Appendix 4 of the Salary Regulations for National University Corporation Osaka University Staff.
  - (2) Designated Duties Basic Salary Table stipulated in Appendix 4 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2004 and be applied from 1 April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 18 July 2007 and be applied from 1 April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 27 April 2009 and be applied from 1 April 2009.

Supplementary Provisions

(Date of Implementation)

The foregoing amendments shall be implemented from 1 April 2011.

(Interim Measures)

Notwithstanding what is stipulated in Article 2, Dean or Director to whom the Designated Duties Basic Salary Table applies on the day before the date of implementation of the foregoing amendments, the Designated Duties Basic Salary Table shall remain applicable to said Dean or Director until the end of his/her term in office (Excluding the term in office when said Dean or Director continues to be reappointed to the same position after the date of implementation.).

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2012.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2013.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2013.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2014.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 27 March 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 27 March 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 14 April 2021 and be applied from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 16 June 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 16 June 2022 and be applied from 1 April 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2022.

Appendix 1

Name of Basic Salary Table	Job Title
Basic Salary Table for Regular Staff(1)	Senior Director
	Specially Assigned Director
	Director
	Vice Director
	Head (Division)
	Head (Office)
	Assistant Head (Office)
	Head of Technical Division
	Assistant Head (Division)
	Assistant Head (Office)
	Senior Specialist
	Senior Technician
	Group Leader (Only for Technical Division, Institute for Scientific and Industrial Research)
	Deputy Chief Senior Specialist
	Specialist
	Technical Specialist
	Chief
	Deputy Chief
	Librarian
	Technical Staff
Administrative Employee	
University Staff not eligible under other basic salary tables	
Basic Salary Table for Regular Staff (2)	Machine Operator
	Medical Technical Assistant
	Chef
	Nursing Assistant
Basic Salary Table for Academic Staff (1)	Professor
	Associate Professor
	Associate Professor (Lecturer)
	Assistant Professor
	Assistant
Educational Support Staff	
Basic Salary Table for Academic Staff (2)	Associate Professor (Lecturer) (Academic staff belonging to Dental Technology Institute, School of Dentistry only)
Basic Salary Table for Medical Staff (A)	Head of Pharmacy Department
	Deputy-head of Pharmacy Department
	Deputy-chief Pharmacist (including Hospital Pharmacy Department, School of Medicine)
	Pharmacist
	Chief Medical Technician
	Chief Radiology Technician
	Vice-chief Radiology Technician
	Deputy-chief Radiology Technician
	Radiology (X-ray) Technician
	Diet Control Division Head
	Deputy Chief Dietician
	Dietician
	Chief Clinical Inspector (Hygiene)
	Vice-chief Clinical Inspector (Hygiene)
	Deputy-chief Clinical Inspector (Hygiene)
	Clinical Inspector
	Hygiene Inspector
	Chief Physiotherapist
	Deputy Chief Physiotherapist
	Physiotherapist
	Chief Occupational Physiotherapist
	Deputy Chief Occupational Physiotherapist
	Occupational Therapist
	Chief Clinical Engineer
	Vice-chief Clinical Engineer
	Deputy Chief Clinical Engineer
	Clinical Technician
	Chief Speech-Language-Hearing Therapist
	Deputy Chief Speech-Language-Hearing Therapist
	Speech-Language-Hearing Therapist
	Dental Hygienist
	Dental Technician
	Deputy Chief Orthoptist
Orthoptist	
Medical Technician	

Name of Basic Salary Table	Job Title	
Basic Salary Table for Medical Staff (B)	Director of Nursing Department	
	Vice Director of Nursing Department	
	Head Nurse	
	Assistant Head Nurse	
	Midwife	
	Nurse	
Associate Nurse		
Basic Annual Salary Table for Staff(1)	Professor	
	Associate Professor	
	Associate Professor (Lecturer)	
	Assistant Professor	
Academic Policy Researcher		
Basic Annual Salary Table for Staff(2)	Professor	
	Associate Professor	
	Associate Professor (Lecture)	
	Assistant Professor	
New Basic Annual Salary Table for Staff(1)	Professor	
	Associate Professor	
	Associate Professor (Lecture)	
	Academic Policy Researcher	
Assistant Professor		
New Basic Annual Salary Table for Staff(2)	Associate Professor (Lecture) (Academic staff belonging to Dental Technology Institute, School of Dentistry only)	
Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc.	Professor (limited to Academic Staff belonging to Institute for Advanced Co-Creation Studies)	
	Associate Professor (limited to Academic Staff belonging to Institute for Advanced Co-Creation Studies)	
	Associate Professor (Lecture) (limited to Academic Staff belonging to Institute for Advanced Co-Creation Studies)	
	Assistant Professor (limited to Academic Staff belonging to Institute for Advanced Co-Creation Studies)	
	Endowed Chair Professor	
	Endowed Chair Associate Professor	
	Endowed Chair Associate Professor (Lecturer)	
	Endowed Chair Assistant Professor	
	Endowed Research Department Professor	
	Endowed Research Associate Department Professor	
	Endowed Research Associate Department Professor (Lecturer)	
	Endowed Research Assistant Department Professor	
	Specially Appointed Professor (Full-time)	
	Specially Appointed Associate Professor (Full-time)	
	Specially Appointed Associate Professor (Lecturer) (Full-time)	
	Specially Appointed Assistant Professor (Full-time)	
	Specially Appointed Academic Policy Researcher (Full-time)	
	Specially Appointed Researcher (Full-time)	
	Basic Annual Salary Table for Limited Term Specially appointed Staff	Specially Appointed Chief Senior Specialist
		Specially Appointed Senior Specialist
Specially Appointed Specialist		
Specially Appointed Administrative Employee		
Specially Appointed Chief Senior Technical Specialist		
Specially Appointed Senior Technical Specialist		
Specially Appointed Technical Specialist		
Specially Appointed Technical Staff		
Specially Appointed Pharmacist		
Specially Appointed Radiology (X-ray) Technician		
Specially Appointed Dietician		
Basic Annual Salary Table for Limited Term Specially appointed Technical Staff (Medical)	Specially Appointed Clinical Inspector	
	Specially Appointed Hygiene Inspector	
	Specially Appointed Physical Therapist	
	Specially Appointed Occupational Therapist	
	Specially Appointed Clinical Technician	
	Specially Appointed Speech-Language-Hearing Therapist	
	Specially Appointed Dental Hygienist	
	Specially Appointed Dental Technician	
	Specially Appointed Orthoptist	
	Specially Appointed Medical Technology Staff	
	Endowed Chair Professor	
	Endowed Chair Associate Professor	
	Endowed Chair Associate Professor (Lecturer)	
	Endowed Chair Assistant Professor	
	Endowed Research Department Professor	
	Endowed Research Associate Department Professor	
	Endowed Research Associate Department Professor (Lecturer)	
Endowed Research Assistant Department Professor		
Specially Appointed Professor (Full-time)		
Specially Appointed Associate Professor (Full-time)		
Specially Appointed Associate Professor (Lecturer) (Full-time)		
Specially Appointed Assistant Professor (Full-time)		
Specially Appointed Academic Policy Researcher (Full-time)		
Specially Appointed Researcher (Full-time)		
Basic Annual Salary Table for Osaka University Limited Term Commissioned Staff	Commissioned Staff (Management Class)	
	Commissioned Staff (Upper Class)	
	Commissioned Staff (Middle Class)	
	Commissioned Staff (Expert Class)	
	Commissioned Staff (Universal Class)	
Basic Annual Salary Table for Osaka University Limited Term Special Commissioned Staff	Special Commissioned Educational Supporting Staff	
	Special Commissioned Technical Staff	
	Special Commissioned Technical Staff (Medical)	
	Special Commissioned Technical Staff (Nursing)	
	Special Commissioned Technician	

## Appendix 2: Employee Eligible for Application of Designated Duties Basic Salary Tables and Period of Application

Employee eligible for Application of Specific Service Basic Salary Tables	Period of Application of Specific Service Basic Salary Tables
Persons who have made outstanding cultural contributions, recipients of Japan Academy Prize, Duke of Edinburgh Award, Japan Academy or Japan Academy of Arts Award	Period of no more than 3 years commencing from day of retirement to day determined by president.
Recipients of Nobel Prize, The Order of Culture or The Fields Award	Period after date of receipt of award determined by president.