

## Detailed Regulations Pertaining to Retirement Allowance 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.**

### (Purpose)

- Article 1: The purpose of these regulations shall be to define details of items pertaining to the payment of retirement allowance in accordance with The Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff (hereinafter referred to as “The Staff Retirement Allowance Regulations”) and The Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Limited Term Staff (hereinafter, the term “The Retirement Allowance Regulations” shall be used to refer to both sets of regulations).
2. The term “The University” used in these detailed regulations is to refer to “National University Corporation Osaka University” and the term “Employee(s)” is to refer to employees to whom the regulations cited in the foregoing item apply.

### (Definitions)

- Article 2: The term “other organization equivalent to the National University Corporation” cited in provision No. 1, Item 1, Article 3 of The Retirement Allowance Regulations shall refer to the Inter-University Research Institute Corporation, Institute of National Colleges of Technology, National Institution for Academic Degrees and Quality Enhancement of Higher Education and Japan Aerospace Exploration Agency (restricted, however, to academic staff defined in the work regulations of each respective organization,) and National Center for University Entrance Examinations.
2. The term “injury or illness” cited in Item 3, Article 5, Item 2, Article 6, Item 1, Article 8, and Item 4 of Supplementary Provisions (implemented as of 1 April 2006) of the Retirement Allowance Regulations shall refer to the injury or illness of which degree corresponds to the class of damage as defined in Item 2, Article 47 of the Employees’ Pension Insurance Act (Law No. 115, 1954).

### (Calculation of continuous employment period)

- Article 3: The period of continuous employment that comprises the basis for calculation of the retirement allowance shall be taken to be the number of months between the month in which the day a person becomes an Employee and the month in which the day said person retires.
2. In cases where an Employee retires from The University (excluding cases in accordance with the terms and provisions of No. 5 or No. 6, Item 1, Article 3 of The Retirement Allowance Regulations) and again becomes an Employee either on the day of said retirement or the subsequent day, the period of continuous employment defined in the foregoing item shall continue to remain valid.

### (Monthly Basic Salary on the Day of Retirement)

- Article 4: In cases of non-payment of part or all of the basic salary on the day of the retirement of a retiring Employee, due to reasons such as a leave of absence, the monthly basic salary of said Employee on the day of retirement shall be taken as the full monthly basic salary to which said Employee is entitled on said day of retirement.
2. In cases of a retiring Employee to whom designated duties basic salary tables defined in provision No. 4, Item 1, Article 11 of The Salary Regulations for National University Corporation Osaka University Staff or provision No. 4, Item 1, Article 11 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff apply, regulations pertaining to pay rise shall be applied based on the basic monthly salary paid to said Employee prior to application of said basic salary tables and the basic monthly salary thereby recalculated shall be taken as the basic monthly salary applicable of the day of retirement.

### (Special Provisions Pertaining to Retirement Allowance for Employees with a Period of Service as Trustee)

- Article 5: Employees retiring to become a trustee of The University or another national university corporation,

etc. and again becoming an Employee after retiring from the post of trustee, notwithstanding the provisions of articles 6 through 8 of The Retirement Allowance Regulations, may be entitled to an increase or decrease in the retirement allowance applicable during the period of service as trustee commensurate with the record of performance as trustee of said Employee.

2. If the amount of retirement allowance is increased under the provision of the preceding item, the provisions of Article 10 of The Staff Retirement Allowance Regulations shall not apply.

(Special Provisions Pertaining to Retirement Allowance for Early Retirees)

Article 6: In the case of application of Item 1, Article 7, Item 1 Article 8 and Item 1, Article 8-2 of The Staff Retirement Allowance Regulations to “Employees retiring from The University 6 months or more before the stipulated retirement age date and whose period of continuous employment is 20 years or more and whose age on the day of said retirement is within 15 years difference of the stipulated retirement age for said Employee” as stipulated in Item 1, Article 9 of The Staff Retirement Allowance Regulations, the phrases or passages in the right side column in the table hereunder (Substitute Phrase or Passage) should be substituted for the phrases or passages in the middle column (Original Phrase or Passage) appearing in the provisions, items and articles of said regulations shown in the left side column.

Provision, Item, Article of Regulations	Original Phrase or Passage	Substitute Phrase or Passage
Item 1, Article 7	Basic monthly salary	The total of basic monthly salary and the amount resulting from multiplication by a ratio of no more than 3% per annum as determined by The University for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary; said ratio shall be determined according to the number of years difference and the amount of basic monthly salary.
Item 1, Article 8	Basic monthly salary	The total of basic monthly salary and the amount resulting from multiplication by a ratio of no more than 3% per annum as determined by The University for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary; said ratio shall be determined according to the number of years difference and the amount of basic monthly salary.
No. 1, Item 1, Article 8-2	And basic monthly salary prior to special reduction	And the total of basic monthly salary prior to special reduction and the amount resulting from multiplication by a ratio of no more than 3% per annum as determined by The University in accordance with the number of years difference and the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary prior to special reduction.

No. 2, Item 1, Article 8-2	To the basic monthly salary on the day of retirement	To the total of basic monthly salary on the day of retirement and the amount resulting from multiplication by a ratio of no more than 3% per annum as determined by The University in accordance with the number of years difference and the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary on the day of retirement.
No. 2-b, Item 1, Article 8-2	Amount cited in the foregoing provision	Amount equivalent to the basic retirement allowance calculated in accordance with the provisions of the foregoing Article 3 based on assumption of retirement of the Employee in question for the same reason as applicable on the day of actual retirement on the day prior to the most recent day of reduction pertaining to the basic monthly salary prior to special reduction and the continuous service record and basic monthly salary prior to reduction up to said day.

(Special Provisions Pertaining to Maximum Basic Retirement Allowance for Early Retirees)

Article 6-2: In the case of application of the provisions of Items 1 and 2, Article 10 of The Staff Retirement Allowance Regulations to “Employees determined by The University” as stipulated in Item 3, Article 10 of said regulations, the phrases or passages in the right side column in the table hereunder (Substitute Phrase or Passage) should be substituted for the phrases or passages in the middle column (Original Phrase or Passage) appearing in the provisions, items and articles of said regulations shown in the left side column.

Provision, Item, Article of Regulations	Original Phrase or Passage	Substitute Phrase or Passage
Item 1, Article 10	Articles 7 through 8	Article 8 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff (hereinafter referred to as “The Detailed Regulations”).
	Basic monthly salary on the day of retirement	The total of basic monthly salary of the day of retirement and amount resulting from multiplication by a ratio of no more than 3% per annum as determined by The University in accordance with the number of years difference and the basic monthly salary on the day of the retirement for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary on the day of retirement.
	These	Article 8 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations.
Item 2, Article 10	Item 1, Article 8-2	Item 1, Article 8-2 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations.
	No. 2-b of the same item	No. 2-b of the same item applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations.

	The same item	The same item applied in accordance with substitution stipulated in the provisions of the same article
No. 1, Item 2, Article 10	And basic monthly salary prior to special reduction	The total of basic monthly salary prior to special reduction and the amount resulting from multiplication by a ratio of no more than 3% as determined of The University in accordance with the number of years difference and the basic monthly salary prior to special reduction per annum for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary prior to special reduction.
No. 2, Item 2, Article 10	And basic monthly salary prior to special reduction	The total of basic monthly salary prior to special reduction and the amount resulting from multiplication by a ratio of no more than 3% per annum as determined by The University in accordance with the number of years difference and the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary prior to special reduction
	No. 2-b, Item 1, Article 8-2	No. 2-b Item 1, Article 8-2 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations.
	And basic monthly salary on the day of retirement	And the total of basic monthly salary of the day of retirement and amount resulting from multiplication by a ratio of no more than 3% per annum as determined of The University in accordance with the number of years difference and the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary on the day of retirement.
	The corresponding ratio	Ratio shown in b of the same provision applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations.

#### Supplementary Provisions

(Date of Implementation)

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

(Interim Measures)

2. Notwithstanding the provisions of Item 2, Article 4, the basic monthly salary of the day of retirement for retiring Employees falling into any of the categories hereunder shall be taken as the basic monthly salary in accordance with designated duties basic salary tables.

(1) Employees to whom designated duties basic salary tables were applied before the incorporation of The University and to whom said tables continued to be applied after 1 April 2004 until the retirement of Employee

(2) Retiring Employees to whom designated duties basic salary tables applied and who are awarded a Nobel Prize, Fields Medal, Order of Culture, citation as a person contributing to culture, Japan Academy Prize, Duke of Edinburgh Prize or Japan Art Academy Award.

(3) Retiring Employees in the post of dean (i.e. posts as defined in the provisions of the Item 3, Article 2 of the Law for Special Regulations Concerning Educational Public Service Personnel (Law No. 1, 1949) prior to the incorporation of The University and the same post after the incorporation. However,

application or non-application of designated duties annual salary tables or designated duties basic monthly salary tables is relevant in neither case; hereinafter the same shall apply in this item) at the time of retirement and having a previous record as trustee or dean and to whom designated duties basic salary tables were applied for 1 year or more prior to retirement (However, this shall apply only to Employees with a record of receipt of awards or prizes other than, but equivalent to, those cited in the foregoing provision and with an outstanding record of education and research and contributions to the development of Japan).

(4) Retiring Employees having a previous record as a trustee after the incorporation of The University or as a dean or director before the incorporation of The University, who have made an outstanding achievement and to whom designated duties basic salary tables were applied for more than 1 year before retirement (However, this shall apply only to Employees with a record of receipt of awards or prizes other than, but equivalent to, those cited in No. 2 and with an outstanding record of education and research and contributions to the development of Japan).

(Payment of Retirement Allowance in the Case of an Academic Staff Member Retiring on or after the Former Retirement Age Date)

3. If an academic staff member (excluding an academic staff member of the Dental Technology Institute attached to the School of Dentistry; hereinafter the same shall apply in this item) retires on or after the date of attainment of the retirement age or any date equivalent thereto set forth in No. 3, Item 1, Article 19 of The Work Regulations for National University Corporation Osaka University Staff or Item 3, Article 2 of The Work Regulations for National University Corporation Osaka University Limited Term Staff effective as of 31 March 2010 (hereinafter each referred to as the "Former Retirement Age Date"), the text in the middle columns of the following Table shall be deemed to be replaced with the text indicated in the right columns of the same Table, in the application of Items 1 and 2, Article 3; Article 4; Article 6; Article 6-2; and Item 2 of these Supplementary Provisions as indicated in the left columns of the same Table.

Provisions deemed to be replaced	Text deemed to be replaced	Replacement text
Item 1, Article 3	the day of retirement	the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
Item 2, Article 3	day of retirement	day of retirement (limited only until the first 31 March following the Former Retirement Age Date)
Article 4	day of retirement	Periods of service (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)

Article 6	basic monthly salary on the day of retirement	basic monthly salary on the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the basic monthly salary shall be the amount effective as of the first 31 March following the Former Retirement Age Date)
Article 6-2	basic monthly salary on the day of retirement	basic monthly salary on the day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the basic monthly salary shall be the amount effective as of the first 31 March following the Former Retirement Age Date)
Item 2 of these Supplementary Provisions	day of retirement	day of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
	at the time of retirement	at the time of retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)
	before retirement	before retirement (however, if an Employee retires on or after the first 31 March following the Former Retirement Age Date, the day shall be the first 31 March following the Former Retirement Age Date)

(Special Provisions Pertaining to Basic Salary of Retirement Allowance for Academic Staff Members who are Early Retirees)

4. In the case of application of the provisions of Articles 6 and 6-2 to academic staff members, the phrases or passages in the column on the right in the table hereunder shall be substituted for the phrases or passages in the middle column appearing in the provisions, items and articles of said regulations shown in the column on the left.

Provisions deemed to be replaced	Text deemed to be replaced	Replacement text
Article 6	stipulated retirement age date	Former Retirement Age Date
	retirement age	age as of the first 31 March arriving on or after the Former Retirement Age date
	retirement for the Employee concerned	Former Retirement Age Date for the Employee concerned
Article 6-2	day of retirement	day of retirement (however, if the Employee concerned retires on or after the first 31 March arriving on or after the Former Retirement Age Date, the first 31 March arriving on or after the Former Retirement Age Date)
	retirement for the Employee concerned	Former Retirement Age Date for the Employee concerned

Supplementary Provision

The foregoing amendments shall be implemented from 15 September 2004 and applied from 1 April 2004.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 31 March 2005 and applied from 1 April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 17 August 2006 and applied from 1 April 2006.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measure)

2. Notwithstanding the provision of Item 3 and 4 of the Supplementary Provisions (implemented as of 14 April 2004), the same provisions shall not apply, until 31 March 2016, to an academic staff member who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30 September 2007 and whose status was transferred to The University due to the integration.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 January 2013 and shall apply from 1 April 2009.

(Interim Measure Pertaining to Handling of Retirement Allowance for Persons who were Employees of National Institute of Multimedia Education)

2. In the case of the persons who were, on or before 31 March 2009 and before the abolishment of the National Institute of Multimedia Education (an independent administrative agency; hereinafter referred to as "NIME") prescribed in Article 2 of the Law on National Institute of Multimedia Education (Law No. 116 of 2003), the employees of NIME, the basic service period of such persons shall be, notwithstanding the provisions of Article 2 after revision, calculated in accordance with the provisions before revision.

3. If the persons, who were the employees of NIME as of 31 March 2009, continuously became the employees of The Open University of Japan and thereafter continuously became the Employees, the basic service period of such persons shall be calculated with the assumption that the service period as the employees of NIME and that as the employees of The Open University of Japan shall be considered as a consecutive service period as the Employees. However, this shall not apply if such persons received a retirement allowance (including salary equivalent thereto) upon retirement from NIME or The Open University of Japan.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 January 2013.

Supplementary Provisions

The foregoing amendments shall be implemented from 11 January 2013.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 October 2015.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 18 May 2016 and shall apply from 1 April 2015.

However, the provision of Item 3 shall apply from 1 April 2016.

(Interim Measure Pertaining to Handling of Retirement Allowance for Persons who were Employees of the Japan Aerospace Exploration Agency)

2. In the case of the persons who were, on or before 31 March 2015, the employees of the Japan Aerospace Exploration Agency prescribed in Article 3 of the Act on the Japan Aerospace Exploration Agency (Law No. 161 of 2002) prior to revision, the basic service period of such persons shall be, notwithstanding the provisions of Article 2 after revision, calculated in accordance with the provisions prior to revision.

(Interim Measure Pertaining to Handling of Retirement Allowance for Persons who were Employees of the National Institution for Academic Degrees and University Evaluation and the Center for National University Finance and Management)

3. In the case of the persons who were, on or before 31 March 2016, the employees of the Center for National University Finance and Management prescribed in Article 2 of the Act on the Center for National University Finance and Management (Law No. 115 of 2003) prior to abolishment and the employees of the National Institution for Academic Degrees and University Evaluation prescribed in Article 2 of the Act on the National Institution for Academic Degrees and University Evaluation (Law No. 114 of 2003) prior to revision, the basic service period of such persons shall be, notwithstanding the provisions of Article 2 after revision, calculated in accordance with the provisions prior to revision.