

Special Regulations Pertaining to the Salary and Retirement Allowance for National University Corporation  
Osaka University Special Case 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, etc.)

Article 1: The purpose of these regulations is to define the special regulations of the Salary Regulations for National University Corporation Osaka University Staff (hereinafter referred to as “The Salary Regulations”), The Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System (hereinafter referred to as “The Salary Regulations for Staff Subject to New Annual Salary System”), The Salary Regulations for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as “The Salary Regulations for Limited Term Staff”), the Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System (hereinafter referred to as “The Salary Regulations for Limited Term Staff Subject to New Annual Salary System”), and the Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff and the Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Limited Term Staff (hereinafter collectively referred to as “The Retirement Allowance Regulations”), with respect to Special Case Staff as defined in the following Item.

2. Under these regulations, “Special Case Staff” means full-time Academic Staff, Researcher (limited to Academic Policy Researcher), Administrative Staff, Technical Staff, Technical Staff (Medical), Technical Staff (Nursing), Technician (limited to the Assistant Nurse who is affiliated with Osaka University Hospital) and staff who has not yet acquired a license (meaning an individual who is employed prior to the acquisition of the license required to engage in the duties as a Technical Staff (Medical) or Technical Staff (Nursing); hereinafter the same shall apply) of National University Corporation Osaka University (hereinafter referred to as “The University”), who shall receive a Special Bonus in lieu of Retirement Allowance.

(Non-Payment of Retirement Allowance)

Article 2: The Retirement Allowance Regulations shall not apply to Special Case Staff.

2. The status of a Special Case Staff shall not be changed to the status of a staff to whom the Retirement Allowance Regulations applies, except for staff specially deemed necessary by The University.

(Payment of Special Bonus)

Article 3: A Special Bonus shall be paid to a Special Case Staff in each bonus payment period, in the amount indicated in the Appendix corresponding Basic Salary Table, Work Class or Work Classification applies to Special Case Staff (in the case of any class exceeding the work classes for which Special Bonus amounts are indicated in the same Appendix, the amount shall be determined in each case); provided, however, if a Special Case Staff falls under any of the following categories, the payable Special Bonus shall be increased or reduced corresponding to the number of months of continuous service as a Special Case Staff.

(1) An individual whose number of months of continuous service during the six-month period prior to and including the month of the standard day (June or December) for the bonus payment of the current period is less than six months, or an individual who retired during the same six-month period.

(2) An individual who is recruited, etc., in the month of the standard day for the bonus payment of the previous period [limited only to the case in which the individual is recruited, etc., on or after the date (2 June or 2 December) following such standard day].

2. Notwithstanding the provision of the preceding Item, the Special Bonus shall be paid to the retired individual described in the latter part of No. 1 of the proviso of the same Item, within one month following the retirement.

3. In addition to the provisions of the preceding 2 Items, the provisions of Items 2 and 3, Article 20 of The Salary Regulations, the provisions of Items 2 and 3, Article 20 of The Salary Regulations for Staff

Subject to New Annual Salary System, Items 2 and 3, Article 19 of The Salary Regulations for Limited Term Staff, and Items 2 and 3, Article 19 of The Salary Regulations for Limited Term Staff Subject to New Annual Salary System shall apply mutatis mutandis to the payment of the Special Bonus. In this case, "Employees who, within the period from a standard day to the day of payment, are ... The Work Regulations" as described in No. 3, Item 2 of each of the Articles shall be read as "Employees who are... The Work Regulations."

4. The amount of the Special Bonus shall be amended considering the situation of the amendment of salary and Retirement Allowance of government employees, etc., the financial conditions of The University, and so on.

Appendix (Relating to Paragraph 1 of Article 3)

Basic Salary Table	Work Class	Amount of Special Bonus
Basic Salary Table for Regular Staff (1)	1 <sup>st</sup> Class	79,000 yen
	2 <sup>nd</sup> Class	92,000 yen
	3 <sup>rd</sup> Class	109,000 yen
Basic Salary Table for Regular Staff (2)	1 <sup>st</sup> Class	83,000 yen
	2 <sup>nd</sup> Class	87,000 yen
	3 <sup>rd</sup> Class	96,000 yen
Basic Salary Table for Academic Staff (1)	2 <sup>nd</sup> Class	122,000 yen
	3 <sup>rd</sup> Class	148,000 yen
	4 <sup>th</sup> Class	166,000 yen
	5 <sup>th</sup> Class	201,000 yen
Basic Salary Table for Medical Staff (A)	1 <sup>st</sup> Class	79,000 yen
	2 <sup>nd</sup> Class	92,000 yen
	3 <sup>rd</sup> Class	105,000 yen
Basic Salary Table for Medical Staff (B)	1 <sup>st</sup> Class	101,000 yen
	2 <sup>nd</sup> Class	109,000 yen
	3 <sup>rd</sup> Class	114,000 yen
Basic Annual Salary Table	Work Classification	Amount of Special Bonus
Basic Annual Salary Table for Staff (1)	A	122,000 yen
	B	148,000 yen
	C	166,000 yen
	D	201,000 yen

Note 1) For Employee who has not yet acquired a license, Basic Salary Table for Medical Staff (A) or Basic Salary Table for Medical Staff (B) shall deem applied, and be applied.

Note 2) Employee who has been promoted or demoted during the period for which Special Bonus is payable, the amount shall be adjusted corresponding to the service period for each class.

Supplementary Provision

These regulations shall be implemented from 1 April 2012.

Supplementary Provision

1. These regulations shall be implemented from 1 January 2013.

(Interim Measure Pertaining to Amount of Special Bonus)

2. Notwithstanding the provision of Item 1, Article 3, "the amount indicated in the Appendix" as described in the same item shall be read as "the amount indicated in the Provisional Appendix" up until 30 June 2014.

Provisional Appendix

Basic Salary Table	Work Class	Amount of Special Bonus
Basic Salary Table	1 <sup>st</sup> Class	90,000 yen

for Regular Staff (1)	2 <sup>nd</sup> Class	105,000 yen
	3 <sup>rd</sup> Class	125,000 yen
Basic Salary Table for Academic Staff (1)	2 <sup>nd</sup> Class	140,000 yen
	3 <sup>rd</sup> Class	170,000 yen
	4 <sup>th</sup> Class	190,000 yen
	5 <sup>th</sup> Class	230,000 yen
Basic Salary Table for Medical Staff (A)	1 <sup>st</sup> Class	90,000 yen
	2 <sup>nd</sup> Class	105,000 yen
	3 <sup>rd</sup> Class	120,000 yen
Basic Salary Table for Medical Staff (B)	1 <sup>st</sup> Class	115,000 yen
	2 <sup>nd</sup> Class	125,000 yen
	3 <sup>rd</sup> Class	130,000 yen

Supplementary Provision

These regulations shall be implemented from 1 April 2018.

Supplementary Provision

These regulations shall be implemented from 1 April 2021.

Supplementary Provision

These regulations shall be implemented from 16 June 2022.