

Payment Standard for National University Corporation Osaka University Staff on Leave of Absence

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 official employment contracts have been concluded solely on the basis of the Japanese version of the Work Regulations.

(Purpose)

Article 1: The purpose of these rules shall be to define the standard pertaining to payment of salary in accordance with the rules defined in Article 41 of the Salary Regulations for National University Corporation Osaka University Staff, Article 21 of the Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System (hereinafter referred to as "Salary Regulations for Staff Subject to Annual Salary System"), Article 37 of the Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System (hereinafter referred to as "Salary Regulations for Staff Subject to New Annual Salary System"), Article 40 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff, Article 23 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to Annual Salary System (hereinafter referred to as "Salary Regulations for Limited Term Staff Subject to Annual Salary System"), Article 36 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System (hereinafter referred to as "Salary Regulations for Limited Term Staff Subject to New Annual Salary System") and Article 21 of the Salary Regulations for National University Corporation Osaka University Limited Term Staff (Specially Appointed Staff, etc.) Subject to Annual Salary System (Hereinafter referred to as "Salary Regulations for Specially Appointed Staff etc.") with respect to Osaka University Staff who shall be entitled to leave of absence based on No. 4, Item 1, Article 14 of the Work Regulations for National University Corporation Osaka University Staff or No. 4, Item 1, Article 12 of the Work Regulations for National University Corporation Osaka University Limited Term Staff.

(Principle of Payment Standard)

Article 2: In cases where an Osaka University Employee is on leave of absence to engage in duties that is accepted as relevant academic research or public service institutions, payment standard for the salary shall be defined as follows.

- (1) Salary may not be paid in cases where the work involves in domestic or overseas academic investigation and research, and the annual amount of research fund or remuneration provided by the relevant research institution divided by 12 (hereinafter referred to as "average monthly remuneration") is equivalent to the sum of the amount of basic salary (which shall be equivalent to 1/12 of the basic salary per year for members to whom the Salary Regulations for Staff Subject to New Annual Salary System or the Salary Regulations for Limited Term Staff Subject to New Annual Salary System applies), adjustment of basic salary (which shall be equivalent to 1/12 of the adjusted amount of basic salary for members to whom the Salary Regulations for Staff Subject to New Annual Salary System or New Basic Annual Salary Table for Staff (1) on the Salary Regulations for Limited Term Staff Subject to New Annual Salary System applies), Regional Allowance, Dependent Allowance and Housing Allowance (which shall be equivalent to 1/12 of the basic salary per year and the adjusted amount of basic salary for members to whom the Salary Regulations for Staff Subject to Annual Salary System or Basic Annual Salary Table for Staff (1) on the Salary Regulations for Limited Term Staff Subject to Annual Salary System applies, or which shall be equivalent to 1/12 of the annual salary for members to whom Salary Regulations for Specially Appointed Staff etc. or Basic Annual Salary Table for Staff (2) on the Salary Regulations for Staff Subject to Annual Salary System applies. (Hereinafter referred to as "average monthly basic salary") which the relevant Employee received the day before the first day of the period of the leave or exceeds said amount.
- (2) When average monthly remuneration is less than the basic salary per month, The University is entitled to determine the salary within the extent of the difference.

(Payment Ratio)

Article 3: In cases where provision No. 2 of the foregoing article applies, the payment ration shall be in

accordance with the standard hereunder.

- (1) When the ratio of the balance between average remuneration and average basic salary and the total amount of basic salary and adjustment of basic salary applicable on the day before the first day of retirement (referred to as "monthly amount of basic salary") is 10% or less: 10%.
 - (2) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 10% but 20% or less: 20%.
 - (3) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 20% but 30% or less: 30%.
 - (4) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 30% but 40% or less: 40%.
 - (5) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 40% but 50% or less: 50%.
 - (6) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 50% but 60% or less: 60%.
 - (7) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 60%: 70%.
2. The above average monthly remuneration shall be valid after the certificate is awarded by the relevant research institution.

Supplementary Provision

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

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 1 April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 24 July 2006.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measures relating to Integration)

2. Employees who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30 September 2007, whose status was transferred to the National University Corporation Osaka University due to the integration and fall under the description of "Employees" set forth in Article 1, shall be subject to appropriate interim measures in accordance with the provisions of the following table.

Applied Articles	Relevant individual subject to interim measures	Details of interim measures	Term of interim measures
Article 2	Individuals who meet the requirements for payment of salary set forth in Item 6, Article 20 of the Salary Regulations for Employees of the National University Corporation Osaka University of Foreign Studies on the day preceding the date of implementation and continue to meet the requirements for eligibility after the date of implementation	Prior regulations shall remain applicable	Term of leave of absence (including the extended term)

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 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 16 June 2022.