

## Regulations Pertaining to Work Accident Compensation 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 matters relating to compensation (hereinafter referred to as “extra-legal accident compensation”) paid independently by National University Corporation Osaka University (hereinafter referred to as “The University”) in addition to compensation or insurance benefits paid in accordance with the provisions of The Labor Standards Law (Law No. 49 of 1947) or Workers' Accident Compensation Insurance Law (Law No. 50 of 1947; hereinafter referred to as “WACIL”) to Employees working at The University (including part-time staff: hereinafter referred to as “Employee(s)”) suffering decease or physical damage (i.e. injuries, illness or lasting physical damage caused by the same) as the result of work-related accidents stipulated in No. 1, Item 1, Article 7 of WACIL (hereinafter referred to as “industrial accidents”) or commuting accidents stipulated in No. 3 of the said item of WACIL (hereinafter referred to as “commuting accidents”).

### (Scope)

Article 2: These regulations shall apply to Employees who are deceased or suffering from physical disability, as the result of industrial accidents and commuting accidents.

2. Notwithstanding the provisions of the foregoing item, these regulations shall not apply to Employees suffering from a decease or physical disability resulting from any of the cause detailed hereunder.

- (1) Resulting from war, exercise of military force by a foreign power, revolution, political struggle, internal strife, military rebellion or other similar incidents or disturbances.
- (2) Caused by earthquakes, volcanic eruptions or tidal waves, caused by the endemic diseases, or exposure to nuclear fuels (including substances contaminated by the same).
- (3) Resulting from the deliberate act or gross negligence of Employee.
- (4) Resulting from accidents occurring while an Employee is driving an automobile, motorbike, scooter or other motorized vehicle in a state of alcoholic intoxication or without a legal driver's license.

### (Types)

Article 3: The following types of extra-legal accident compensation are available.

- (1) Extra-legal leave of absence compensation
  - (2) Extra-legal physical or mental disability compensation
  - (3) Extra-legal surviving family compensation
2. Compensation pertaining to the foregoing No. 1 shall be subject to separate determination and compensation pertaining to foregoing No. 2 and 3 shall be the amount of insurance determined under the comprehensive insurance agreement for work accidents of comprehensive nonlife insurance for national university corporations signed by The University.

### (Relationship to Third-party Compensation)

Article 4: In cases where an industrial or commuting accident is due to the actions of a third party and where the Employee concerned receives compensation for damages equivalent to the amount of extra-legal accident compensation from said third party, extra-legal compensation shall not be paid in excess of said amount.

### (Relationship to WACIL , etc.)

Article 5: Recognition of industrial and commuting accidents as relating to extra-legal accident compensation, lasting damage class and duration of absence from work shall be in accordance with the stipulations under WACIL and other related laws and ordinances.

### (Scope of Persons Qualifying for Compensation)

Article 6: The scope of persons qualifying for extra-legal accident compensation shall be the same as the scope of persons qualifying for insurance benefits in accordance with WACIL.

(Right to Receipt of Compensation)

Article 7: The right to receipt of extra-legal accident compensation shall not be subject to change due to the retirement, etc. of the Employees.

2. The right stipulated in the foregoing item cannot be transferred to other parties.

(Relationship to Responsibility Pertaining to Compensation for Damages)

Article 8: In cases where The University pays extra-legal accident compensation in accordance with the provisions of these regulations, The University shall be exempt from responsibility for further payment of compensation pertaining to the same circumstances.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 25 July 2005 and applied from 1 April 2005.

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 Provisions

(Date of Implementation)

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

(Interim Measures relating to Integration)

2. With respect to 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 University due to the integration, who fall under the description of "Employees" set forth in Article 1, and 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 persons subject to interim measures	Detail of interim measures	Term of interim measures
Item 2, Article 3 and Appendix	Persons who received compensation for commuting accidents in accordance with Article 3 of the Regulations pertaining to Work Accident Compensation for Employees of National University Corporation Osaka University of Foreign Studies as of the day preceding the date of implementation	Prior regulations shall remain applicable	Term of compensation

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 22 June 2015 and applied from 1 April 2015.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

#### Supplementary Provisions

The foregoing amendment shall be implemented from 1st April 2022.

#### Appendix

##### Amounts of Extra-legal Leave of Absence Compensation

Extra-legal leave of absence compensation shall be paid in accordance with the various regulations stipulated hereunder to an Employee incurring physical damage caused by industrial for the duration of the period during which said Employee is rendered unable to work due to the necessity to undergo medical treatment.

- (1) Supplementary Provision Item 3, Article 9 of Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Staff.
- (2) Item 1, Article 41 of The Salary Regulations for National University Corporation Osaka University Staff.
- (3) Item 1, Article 21 of The Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System.
- (4) Item 1, Article 37 of The Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System.
- (5) Supplementary Provision Item 3, Article 9 of Detailed Regulations pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Limited Term Staff.
- (6) Item 1, Article 40 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff.
- (7) Item 1, Article 23 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to Annual Salary System.
- (8) Item 1, Article 36 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System.
- (9) Item 1, Article 21 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff (Specially appointed Staff, etc.) Subject to Annual Salary System.
- (10) Item 3, Article 8 of Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Limited Term Commissioned Staff.
- (11) Item 1, Article 23 of The Salary Regulations for National University Corporation Osaka University Limited Term Commissioned Staff.
- (12) Item 3, Article 8 of Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Part-time Staff (Temporary Part-time Staff).
- (13) Item 3, Article 9 of Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Part-time Staff (Temporary Full-time Education and Research Staff).
- (14) Item 3, Article 8 of Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Part-time Staff (Temporary Part-time Education and Research Staff).
- (15) Item 3, Article 39 of The Work Regulations for National University Osaka University for the Part-time Lecturer.