

Detailed Regulations Pertaining to Medical Staff Adjustment Allowance for National University Corporation  
Osaka University Limited Term 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 detailed regulations shall be to provide details pertaining to payment of Medical Staff Adjustment Allowance in accordance with the provisions of Article 25 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as “The Salary Regulations”), Article 15 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to Annual Salary System (hereinafter referred to as The “Salary Regulations for Limited Term Staff Subject to Annual Salary System”) and 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”).
2. The term “The University” shall be used in the text of these detailed regulations to refer to the National University Corporation Osaka University and the term “Employee(s)” to refer to whom the Salary Regulations, The Salary Regulations for Limited Term Staff Subject to Annual Salary System or The Salary Regulations for Limited Term Staff Subject to New Annual Salary System apply.

(Scope of Employees)

Article 2: Medical Staff Adjustment Allowance shall be paid to Employees falling into any of the categories detailed hereunder.

- (1) Employees (limited to those obtained either a medical license (limited to the license stipulated in the Medical Practitioners’ Act (Law No. 201 of 1948); hereinafter the same shall apply) or a dental license (limited to the license stipulated in the Dentist Act (Law No. 202 of 1948); hereinafter the same shall apply)) newly hired in duties stated in the appendix and who were employed within a period of 37 years from the date graduated from The university stipulated in School Education Law (Law No. 26 of 1947, hereinafter referred to as “The School Education Law”) (a period of 39 years shall be applied to Employees who have completed clinical training (“clinical training” in Article 3) in accordance with the Medical Practitioners Law (Law No. 201 of 1948, hereinafter referred to as “The Medical Practitioner’s Law”) and 38 years of transitional period for those who have completed on-site training (“on-site training” in Article 3) defined before the partial revision of The Medical Practitioners Law (Law No. 47 of 1968) was implemented.
- (2) Employees engaged in categories of duties stated in the appendix during transitional period stipulated in the foregoing category No. 1.
2. Notwithstanding the details of the foregoing items, Employees who have been receiving Medical Staff Adjustment Allowance for a total period of 35 years shall not be eligible for payment of Adjustment allowance.

(Term and Amount of Payment)

Article 3: The period of payment for Medical Staff Adjustment Allowance shall be 35 years and the monthly amount of allowance shall be as stated in Separate Table 8 appended to The Salary Regulations, in Separate Table 6 appended to The Salary Regulations for Limited Term Staff Subject to Annual Salary System or Table 6 appended to The Salary Regulations for Limited Term Staff Subject to New Annual Salary System (hereinafter collectively referred to as “Salary Regulations Table”) in accordance with classification of the period from which the Employees in question became eligible under the details of Item 1 of the foregoing article. In such cases, with respect to application of the Salary Regulations Table to Employees (with the exception of those who have acquired the prescribed credits for a post-graduate doctorate course as defined in The School Education Law where the period elapsed from the prescribed duration of the course is less than 3 years) who became eligible under the details of Item 1 of the foregoing article more than 4 years after graduation from a university (6 years for those who have completed clinical training and 5 years for those who have completed on-site training), Employees shall be eligible for payment of Medical Staff Adjustment Allowance for a period equivalent to the period from the date of employment or the date

when Employees became eligible under the details of No. 2, Item 1 of the foregoing article until the date when the period is exceeded (periods of less than 1 year shall be treated as periods of 1 full year).

2. Regarding application of tables appended to The Salary Regulations to Employees in receipt of payment of Medical Staff Adjustment Allowance taking leave of absence, period of leave (with the exception of periods during which salary is paid in full in accordance with the details of Article 40 of The Salary Regulations, Article 23 of The Salary Regulations for Limited Term Staff Subject to Annual Salary System and Article 36 of The Salary Regulations for Limited Term Staff Subject to New Annual Salary System) shall not be included in calculation of the periods shown in the "Period" column in the table.
3. Employees falling into the categories defined in Item 1 of the foregoing article in receipt, prior to becoming eligible under the categories, of medical staff adjustment allowance in accordance with these detailed regulations, medical staff adjustment allowance in accordance with Laws Pertaining to Salary for Regular Workers (Law No. 95 of 1950) and of allowance recognized as being equivalent to the foregoing from other national university corporations and where the period resulting from addition of the period during which medical staff adjustment allowance has already been paid to the period for payment of medical staff adjustment allowance in accordance with the provisions of Item 1 is more than 35 years, the term and amount of Medical Staff Adjustment Allowance shall be as for cases where said Adjustment Allowance has been paid for in the amount and for the period in excess of the term of payment defined in the same item.

#### (Termination of Payment)

Article 4: Payment of medical staff adjustment allowance to Employees transferring from categories of work defined in Paragraph 1, Article 25 of the Salary Regulations, Paragraph 1, Article 15 of the Salary Regulations for Limited Term Staff Subject to Annual Salary System and Article 22 of the Salary Regulations for Limited Term Staff Subject to New Annual Salary System shall be terminated from the date of transfer.

#### (Prorated Calculation)

- Article 5: When an Employee is considered taking leave of absence as stipulated in Paragraph 1, Article 12 of the Work Regulations for National University Osaka University Limited Term Staff (Hereinafter referred to as the "Work Regulations"), or suspended as stipulated in Item 3, Paragraph 2, Article 33 of the Work Regulations, or takes childcare leave (Including parental Leave) or family care leave in accordance with the Regulation Pertaining to Childcare and Family Care Leave for National University Corporation Osaka University Limited Term Staff or taking Special Leave as stipulated in Item 1 (Excluding the case where the individual is unable to work due to the need to receive medical treatment after getting into Work-related Accident(s) stipulated in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947)), Item 7, Item 8, or Item 20 (Limited to the case where the University deemed not necessary to pay the salary during the said period.), Paragraph 1, Article 9 under the Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Limited Term Staff, Medical Staff Adjustment Allowance for the month shall be prorated and paid.
2. The stipulation in Paragraph 2, Article 6 of the Salary Regulations, Paragraph 2, Article 6 of the Salary Regulations for Limited Term Staff Subject to Annual Salary System, or Article 6 of the Salary Regulations for Limited Term Staff Subject to New Annual Salary System shall be apply mutatis mutandis to the prorated calculation in the foregoing Paragraph and be calculated.

#### Supplementary Provision

These detailed regulations 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 2005.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2007.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2012.

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 2017. However, the amendments of No.4 of Appendix shall be applied from 1 April 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 24 April 2017 and applied from 1 April 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 17 May 2017 and applied from 1 April 2017.

Supplementary Provision

The foregoing amendments shall be enforced from 26 June 2017 and applied from 1 May 2017.

Supplementary Provision

The foregoing amendments shall be enforced from 18 June 2020 and applied from 1 April 2020.

Supplementary Provision

The foregoing amendments shall be enforced from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2022.

## Appendix

### Categories of Work Eligible for Payment of Adjustment Allowance for Medical Staff

Professors, Associate Professors, Associate Professors (Lecturers), Assistant Professors, Assistants, or Educational Support Staff belonging to the organizations listed under (1) – (17) below shall be eligible for payment of adjustment allowance for medical staff. (Only if Professors, Associate Professors, Associate Professors (Lecturers), Assistant Professors, Assistants, or Educational Support Staff belonging to the organizations listed under (16), should hold a position of any of the organizations specified below (1) to (15))

- (1) Courses, subjects and facilities in Faculty of Medicine, Graduate School of Medicine.
- (2) Courses, subjects and facilities in School of Dentistry, Graduate School of Dentistry.
- (3) Courses, subjects and facilities in Graduate School of Pharmaceutical Sciences, School of Pharmaceutical Sciences.
- (4) Psychology Course, Clinical Pedagogy Course, Behavioral Sciences Course of Graduate School of Human Sciences.
- (5) Correlation Biology Course of Graduate School of Science.
- (6) Biomolecular Networks Course, Integrated Biology Course, Organismal Biosystems Course of Neuroengineering of Graduate School of Frontier Biosciences
- (7) Course in United Graduate School of Child Development, Osaka University, Kanazawa University, Hamamatsu University School of Medicine, Chiba University and Fukui University

- (8) Research Institute for Microbial Diseases
- (9) Osaka University Hospital
- (10) Osaka University Dental Hospital
- (11) Cybermedia Center
- (12) Division of Integrated Protein Functions, Institute for Protein Research
- (13) Health and Counseling Center
- (14) Immunology Frontier Research Center, International Advanced Research Institute
- (15) Co-Creation Bureau
- (16) Institute for Advanced Co-Creation Studies
- (17) Other organizations recognized as necessary by The University