

Salary Regulations for National University Corporation Osaka University Limited Term Staff (Specially appointed Staff, etc.) Subject to Annual Salary System

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.

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these rules shall be to define rules pertaining to salary in accordance with Article 21 of The Work Regulations for National University Corporation Osaka University Limited Term Staff (hereinafter referred to "The Work Regulations") with respect to full-time staff of National University Corporation Osaka University (hereinafter referred to as "The University") to whom The Work Regulations apply and to whom the basic annual salary table apply (excluding the persons to whom The Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to Annual Salary System apply. Hereinafter referred to as "Employee(s) subject to Annual Salary System").

(Relationship with Laws and Ordinances)

Article 2: The salary of Employee(s) Subject to Annual Salary System shall be in accordance with The Labor Standards Law (Law No. 49 of 1947: hereinafter referred to as "The LSL") and other relevant laws and ordinances as well as the provisions of the rules set out herein.

(Types of Salary)

Article 3: Salary paid to Employee(s) Subject to Annual Salary System shall comprise basic annual salary and allowances.

2. Allowances shall consist of Allowance for Handling of Explosives Substances, Cadaver Handling Allowance, radiological material allowance, abnormal pressure allowance, Helicopter Emergency Medical Service (hereinafter referred to as "HEMS") flight allowance, night medical service allowance, overtime allowance, holiday allowance, night work allowance and night/day allowance.

(Date of Payment of Salary)

Article 4: 1/12 of annual basic salary shall be paid on the 17th of each month as monthly basic salary (hereunder referred to as "Basic Salary"). However, basic salary shall be paid on the 15th of the month in cases where the 17th of the month falls on a Sunday (or on the 18th of the month in cases where the 15th falls on a holiday), on the 16th in cases where the 17th falls on a Saturday and on the 18th in cases where the 17th falls on a holiday (applicable to Mondays only).

2. The closing day for basic salary shall be the last day of the month and, in cases where, for reasons such as absence within the month, a significant difference exists between the basic salary paid in accordance with the provisions of the foregoing item and the actual basic salary to be paid, the necessary adjustment shall be made to the basic salary of the month following the month within which said reason occurred. However, in cases where this is not possible, the timing of such adjustments may be delayed.

3. Allowances shall be paid on the day of payment of basic salary the month following within which the day circumstances warranting payment of said allowance falls. However, in cases where this is not possible due to administrative reasons, payment of said allowance shall be made 2 months after the month within which the day circumstances warranting payment of said allowance falls.

4. Notwithstanding the provisions of Item 1 and the foregoing items, in cases where request is lodged in order to meet costs in cases of the emergencies detailed hereunder, early payment of basic salary and applicable allowances for past work shall be made. The foregoing provision shall also apply in cases where the Employee(s) Subject to Annual Salary System in question retires or is dismissed, or in other cases in which The University recognizes the need for early payment.

(1) In cases where the Employee(s) Subject to Annual Salary System in question, or persons dependent upon the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or death.

(2) In cases where the Employee(s) Subject to Annual Salary System in question, or persons dependent on the income of said Employee are unavoidably required to return to their hometown(s) for a period of more than 1 week.

(Basic Regulations pertaining to Payment of Salary)

Article 5: Salary shall be paid in full directly to Employee(s) Subject to Annual Salary System in cash.

2. Notwithstanding the provisions of the foregoing item, the following shall be deducted from said salary.

(1) Income tax collected at source

(2) Residence tax

(3) Cooperative society insurance premiums

(4) Unemployment insurance premiums

(5) In addition to the foregoing, amounts recognized as deductible from salary in accordance with the agreement in accordance with the proviso of Item 1, Article 24 of The LSL.

3. Notwithstanding the provision of Item 1, salary may, with the consent of the Employee(s) Subject to Annual Salary System, be paid into a stipulated savings account in a bank or other financial institution.

(Calculation of Daily Rate)

Article 6: Basic salary shall be paid based on calculation of the daily rate in cases where, in mid-month the amount of the basic salary of an Employee changes due to reason as new employment into the Employee(s) Subject to Annual Salary System and in cases where the Employee in question retires or is dismissed.

2. The daily rate cited in the foregoing item shall be calculated based on the number of days remaining after subtracting from the total number of days within the period in question the regular holidays in accordance with the provisions of Article 8 of The Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as "The Working Hours Regulations").

3. Notwithstanding the provisions of Item 1, in cases of the death of an Employee Subject to Annual Salary System, basic salary shall be paid based on the premise that said Employee worked to the end of the month within which said death occurred.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work stipulated in the provisions of Articles 17 through 19 and Article 23 shall be the amount resulting from division of the monthly total of basic salary divided by the average number of working hours for 1 month.

2. Notwithstanding the provision of the foregoing item, the amount of salary for 1 hour stipulated in the provisions of Articles 17 through 19 shall, in cases where work carried out by the Employee in question is subject to payment of allowance for handling of explosives, etc., biological material allowance, radiological material allowance or abnormal pressure allowance, be calculated based on addition of the amount of allowances for 1 hour (in cases of allowances paid in units of 1 day, said amount shall be divided by 8 and in cases of allowances paid in units of 1 month, said amount shall be divided by the average number of working hours in 1 month and the resulting amounts taken as the amount for 1 hour) to the amount defined in the foregoing item.

(Calculation of Fractions)

Article 8: In cases where calculation of the amount of overtime allowance, holiday allowance or night work allowance paid for 1 hour of work in accordance with the provisions of Articles 17 through 19 as well as the amount of salary for 1 hour of work defined in Article 23 produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and in cases where the calculation produces an amount including a fraction 0.5 yen and more and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

(Processing of Fractions)

Article 9: In cases where the amount of basic salary calculated in accordance with the provisions of these rules produces a fraction less than 1 yen, said fraction shall be rounded down.

Chapter 2: Basic Annual Salary

(Payment of Basic Annual Salary)

Article 10: Basic Annual Salary shall be paid in accordance with the grades defined in the tables of basic annual salary hereunder.

(Classification of Basic Annual Salary Tables)

Article 11: Classification of basic annual salary tables is detailed hereunder.

- (1) Basic Annual Salary Table for Osaka University Limited Term Specially appointed Academic Staff (Separate Table 1)
 - (2) Basic Annual Salary Table for Osaka University Limited Term Specially appointed Staff (Separate Table 2)
 - (3) Basic Annual Salary Table for Osaka University Limited Term Specially appointed Technical (Medical) Staff (Separate Table 3)
2. The amount of basic salary defined in the basic salary tables cited in the foregoing item shall be subject to change in accordance with such considerations as the status of national public service salary revisions as well as the financial standing of The University.
 3. The range of works required to adjust the amount of basic annual salary in consideration of the particularity of the work in question shall be defined in Separate Table 4.

(Determination of Basic Annual Salary)

Article 12: The applicable grade number and category of the Basic Annual Salary for Employees Subject to Annual Salary System shall be determined with due consideration given to the academic background, licenses, qualifications and work record related to education research, etc., of the Employee in question.

2. The grade number and category stated in the foregoing item shall be subject to change based on the evaluation of the previous fiscal year.
3. In cases where the grade number is determined or changed under above two items, the standard category defined in the Basic Annual Salary Tables shall apply as a basic rule.
4. Notwithstanding above 3 items, in cases where, in mid of the employment contract period, the amount of salary per year in the Basic Annual Salary Tables is increased/decreased, the Basic Annual Salary Tables provided at the conclusion of contract shall apply in principle, except for the time of renewing work agreements.

Chapter 3: Allowances

(Allowance for Handling of Explosive Substances)

Article 13: Allowances for the handling of explosive substances shall be paid to Employees Subject to Annual Salary System to whom Basic Annual Salary Table for Limited Term Specially appointed Staff is applicable and who are engaged in work involving the production of high-pressure gas or the filling up of high-pressure gas containers.

2. The amount of the allowance cited in the foregoing item shall be 300 yen for each day of work and 180 yen for periods of work less than 4 hours.

(Cadaver Handling Allowance)

Article 14: Cadaver handling allowances shall be paid for each day of such work in the cases detailed hereunder. However, in cases where Employees are engaged in both types of work detailed in No. 1 and 2 within the same day, the allowance cited in No. 2 shall not be paid.

- (1) Employees Subject to Annual Salary System belonging to the School of Medicine or the Graduate School of Medicine to whom the Regular Service Basic Salary Table for Osaka University Limited Term Specially appointed Staff applies shall be paid an allowance of 3,200 yen for work involving the processing of cadavers.
- (2) Employees to whom the Regular Service Basic Salary Table for Limited Term Specially appointed Staff applies involved in the receipt or transport of cadavers from sources external to The University necessary for the research and educational purposes shall be paid an allowance of 1,000 yen.

(Radiological Material Allowance)

Article 15: Radiological material allowance shall be paid to Employees engaged in work detailed hereunder.

(1) Radiology technicians, X-ray technicians, X-ray assistants under orders to carry out work of the same nature engaged in work involving the risk of exposure to X-rays or other radiation exposed to actual external radiation dosage the measured value of which is 100 micro Sieverts or more for a period from the first to the last day of a month.

(2) In addition to the provisions of No. 1, Employees Subject to Annual Salary System engaged in work involving radiation within an area under the administration of a facility as defined in Article 2 of the Osaka University Rules Concerning Prevention of Radiation Hazards exposed to actual external radiation dosage the measured value of which is 100 micro Sieverts or more for a period from the first to the last day of a month.

2. The amount of the allowances for the cases cited above shall be 7,000 yen per month for the situations defined above.

(Abnormal Pressure Allowance)

Article 16: Employees Subject to Annual Salary System engaged in work treatment or clinical experiments involving the use of high pressure detailed hereunder within high-pressure treatment rooms shall be paid an abnormal pressure allowance.

2. The amount of the allowances detailed in the foregoing item shall be paid per hour of work as cited hereunder.

Pressure Classification	Amount of Allowance
Up to 0.2 mega pascals	210 yen
Up to 0.3 mega pascals	560 yen
Over 0.3 mega pascals	1,000 yen

(HEMS Flight Allowance)

Article 16-2: HEMS flight allowance shall be paid to Employees in possession of a medical license (limited to the license stipulated in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply) and to whom the Basic Annual Salary Table for Limited Term Specially appointed Academic Staff Subject to Annual Salary System, etc., is applicable (only those who are designated by The University) when they are engaged in work for emergency medical care by boarding a HEMS (which means a helicopter with emergency medical equipment) to save the lives of patients during the period when these patients are transferred from an emergency site, etc., to a medical institution.

2. The amount of the allowance as cited in the foregoing item shall be 1,900 yen per duty.

(Night Medical Service Allowance)

Article 16-3: Night medical service allowance shall be paid to Employees subject to Annual Salary System to whom the basic annual salary tables stipulated in the column "Basic Annual Salary Tables" of the table of the following item (for Employees to whom the Basic Annual Salary Table for Osaka University Limited Term Academic Staff subject to Annual Salary System, limited to those in possession of a medical license or a dentist license (limited to the license stipulated in the Dentist Act (Law No. 202 of 1948))) apply and who are designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital, in cases where said Employees are engaged in work involving medical examinations, etc. during regular working hours which include hours between 10.00 p.m. and 5.00 a.m. the following morning (hereinafter referred to as "Night") in whole or in part.

2. The amount of the allowance per one shift as cited in the foregoing item shall be as detailed in the table below according to the classification of work stipulated in the said table and basic annual salary tables applicable to said Employees subject to Annual Salary System.

Classification of Work	Basic Annual Salary Tables	Amount of Allowance
Work including all the Night hours	Basic Annual Salary Table for Osaka University Limited Term Academic Staff Subject to Annual Salary System	15,000 yen
	Basic Annual Salary Table for Osaka University Limited Term Technical (Medical) Staff Subject to Annual Salary System	4,500 yen
Work including more than 4 hours of	Basic Annual Salary Table for Osaka	7,300 yen

Night work	University Limited Term Academic Staff Subject to Annual Salary System	
	Basic Annual Salary Table for Osaka University Limited Term Technical (Medical) Staff Subject to Annual Salary System	2,200 yen
Work including more than 2 hours but less than 4 hours of Night work	Basic Annual Salary Table for Osaka University Limited Term Academic Staff Subject to Annual Salary System	6,400 yen
	Basic Annual Salary Table for Osaka University Limited Term Technical (Medical) Staff Subject to Annual Salary System	1,900 yen
Work including less than 2 hours of Night work	Basic Annual Salary Table for Osaka University Limited Term Academic Staff Subject to Annual Salary System	4,400 yen
	Basic Annual Salary Table for Osaka University Limited Term Technical (Medical) Staff Subject to Annual Salary System	1,300 yen

(Overtime Allowance)

Article 17: Employees Subject to Annual Salary System ordered to work overtime in accordance with Item 1, Article 5 and Item 1, Article 6 of the Working Hours Regulations shall be paid an hourly overtime allowance in the amount of 125% of the corresponding salary for each hour of work set forth in Article 7 (150% in the case of Night overtime).

2. Notwithstanding the provisions of the foregoing Item, if the hours of said overtime work (including the hours of holiday work [excluding the work on a statutory holiday] set forth in the following Article) exceed 60 hours per month, Employees shall be paid an hourly overtime allowance in the amount of 150% of the corresponding salary for each hour of the overtime in excess of 60 hours (175% in the case of Night overtime).

(Holiday Allowance)

Article 18: Employees Subject to Annual Salary System ordered to work on holidays in accordance with the provisions of Item 1, Article 5 and Item 1, Article 6 of The Working Hours Regulations shall be paid an hourly allowance in the amount of 135% of the corresponding salary for each hour of work set forth in Article 7 (160% in the case of Night).

(Night Work Allowance)

Article 19: Employees Subject to Annual Salary System ordered to work at Night in accordance with the provisions of Item 1, Article 7 of The Working Hours Regulations shall be paid an hourly allowance in the amount of 125% of the corresponding salary for each hour of work set forth in Article 7 (with the exception of cases where, in accordance with the provisions of Article 2 above, overtime or holiday allowance is paid for working hours including Night hours during which the Employee in question is ordered to work).

(Night/Day Allowance)

Article 20: Employees Subject to Annual Salary System ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hours Regulations shall be paid night/day allowance in accordance with provisions determined separately.

(No Multiple Allowances)

Article 20-2: The radiological material allowance shall not be paid to Employees Subject to Annual Salary System who receive a necessary adjustment of basic annual salary (only those who are associated with Separate Table 4, Category 4) in accordance with the provisions of Item 3, Article 11.

(Salary during periods of Leave)

Article 21: The Employees subject to Annual Salary System who are on leave of absence in accordance with the provisions of No. 1, Item 1, Article 12 of the Work Regulations due to the necessity for medical treatment for a work-related accident (as defined in No. 1, Item 1, Article 7 of the Workers' Accident Compensation Insurance Law (Law No. 50 of 1947; hereinafter referred to as "The WACIL"); hereinafter referred to as "work-related accident") shall receive full salary (or, in cases where the Employee in question is in receipt of compensation benefits (including special benefit) for absence from work in accordance with Article 14 of The WACIL, full salary minus the amount of said benefits) during said period of absence.

2. With the exception of the provisions of the foregoing item, Employees Subject to Annual Salary System taking leave of absence in accordance with the No. 1, Item 1, Article 12 of the Work Regulations shall not be paid salary during the period of said leave of absence. In cases where Employees Subject to Annual Salary System taking leave of absence in accordance with the No. 2, Item 1, Article 12 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Employees shall not be paid salary during the period of said leave of absence.
3. Employees Subject to Annual Salary System taking leave of absence in accordance with the Nos. 3 and 4, Item 1, Article 12 of the Work Regulations may be entitled to payment during the period of said leave of absence of no more than 70% of basic salary, basic salary adjustment amount, dependent allowance, regional allowance, housing allowance (hereinafter referred to as "monthly amount of basic salary, etc."), end-of-term allowance and special end-of-term allowance (100% in cases of said Employees Subject to Annual Salary System recognized as being eligible under the provisions of No. 3, Item 1, Article 12 of The Work Regulations and had a work-related accident).
4. Employees Subject to Annual Salary System on leave of absence in accordance with the provisions of No. 5, Item 1, Article 12 of the Work Regulations may be entitled to payment of up to 100% of the monthly amount of the basic salary, etc., end-of-term and special end-of-term allowances.
5. In absence of special determination to the contrary, Employees Subject to Annual Salary System on absence of leave shall not be entitled payment of any salary with the exception of salary defined in the provisions of items 1, 3 and the 4.

(Handling of Salary during periods of Special Leave)

Article 22: The handling of salary during periods of special leave in accordance with the provisions of Article 22 of The Work Regulation shall be subject to separate determination.

(Reduction in Salary)

Article 23: The salary of Employees Subject to Annual Salary System absent from work shall, in absence of determination to the contrary, be reduced by an amount equivalent to the amount for 1 working hour set forth in Article 7 multiplied by the number of hours not worked.

Chapter 5: Implementation of Regulations

(Requirements for Implementation)

Article 24: The requirements for implementation of these regulations shall be determined separately.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measures relating to Agreement to Payment of Salary into Bank Accounts)

2. Notwithstanding the provisions of Item 3, Article 5, based on the consent of Employees, if salaries were paid into their bank accounts 2 days before the day of these regulations are applied (hereinafter referred to as "day of application"), before The University attaining its status as National University Corporation, in such case The University shall consider that Employees agreed to the continuation of salaries to be paid into their bank accounts after the day of application.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 January 2005.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 19 January 2005 and applied from 1 April 2004. However, provisions of Article 12 and amendments related to Basic Annual Salary Tables shall be implemented from 1 April 2005.

(Special Regulations pertaining to Entrance Examination Allowance)

2. Notwithstanding the provisions of Item 2, Article 3, members of academic staff engaged in work relating to entrance examinations may be entitled to receipt of payment of entrance examination allowance based on consideration of the content of said work and to the payment status of allowances pertaining to work within Osaka University prior to acquisition of Corporation status.

(Interim Measure Pertaining to Academic Staff who were employed before 31 March 2005)

3. Notwithstanding the provisions of Item 4, Article 12, the amended Basic Annual Salary Tables shall apply to Academic Staff who were employed before 31 March 2005 whether employment contract is in the mid of period.

Supplementary Provisions

(Date of Implementation)

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

(Partial Amendments Related to Payment Rule for Suspended Osaka University Staff)

2. Payment rule for suspended Osaka University Staff (established in 14 April 2004) shall be amended as follows. "Article 16" in Article 1 shall be amended to "Article 17".

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 20 October 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provision

The foregoing amendments shall be implemented from 22 March 2011 and applied from 1 September 2010.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28 November 2011 and shall apply from 11 March

2011.

(Allowance for Disaster Emergency Operations, etc.)

2. Notwithstanding the provision of Item 2, Article 3, the Allowance for Disaster Emergency Operations, etc., shall, for the present time, be paid to a member of Staff Subject to Annual Salary System who has engaged in operations to address large-scale natural disasters, etc., and the details of the payment shall be determined separately.

3. Notwithstanding the provision of Item 2, Article 7, the amount of salary for one hour of work as referred to in the provisions of Articles 17 through 19 shall, in the case where the duties fall under the operations for which the Allowance for Disaster Emergency Operations, etc., is paid, be the amount resulting from the addition of the amount of the allowance for 1 hour of the duties (or the amount of the allowance divided by 8) to the amount defined in Item 1, Article 7.

(Prohibition of Double Payment)

4. The days during which the Allowance for Disaster Emergency Operations, etc., is paid shall be excluded from the period subject to the measurement of the actual external radiation dosage under the numbers of Item 1, Article 15.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2014.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 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 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 1 July 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2018.

Separate Table 1 Basic Annual Salary Table for Limited Term Specially appointed Academic Staff , Etc.
(Related to Article 11)

Grade	Class	Basic Salary per Year (yen)
1	(+2)	21,131,400
	(+1)	20,353,800
	Standard	19,576,200
	(-1)	18,798,600
2	(+2)	18,112,500
	(+1)	17,385,600
	Standard	16,658,700
	(-1)	15,931,800
3	(+2)	15,283,200
	(+1)	14,606,100
	Standard	13,929,000
	(-1)	13,251,900
4	(+2)	12,207,600
	(+1)	11,830,500
	Standard	11,453,400
	(-1)	11,076,300
5	(+2)	10,823,400
	(+1)	10,509,000
	Standard	10,194,600
	(-1)	9,880,200
6	(+2)	9,657,300
	(+1)	9,391,200
	Standard	9,125,100
	(-1)	8,859,000
7	(+2)	8,650,200
	(+1)	8,415,600
	Standard	8,181,000
	(-1)	7,946,400
8	(+2)	7,802,700
	(+1)	7,614,300
	Standard	7,425,900
	(-1)	7,237,500
9	(+2)	6,984,900
	(+1)	6,796,500
	Standard	6,608,100
	(-1)	6,419,700
10	(+2)	6,310,800
	(+1)	6,153,600
	Standard	5,996,400
	(-1)	5,839,200
11	(+2)	5,755,800
	(+1)	5,639,400
	Standard	5,523,000
	(-1)	5,406,600
12	(+2)	5,282,400
	(+1)	5,166,000
	Standard	5,049,600
	(-1)	4,933,200
13	(+2)	4,858,500
	(+1)	4,764,600
	Standard	4,670,700
	(-1)	4,576,800

Separate Table 2 Basic Annual Salary Table for Limited Term Specially appointed Staff, Etc. (Related to Article 11)

Grade	Class	Basic Salary per Year (yen)		
		Staff members working at our facilities in locations other than Tokai-mura, Naka-gun (Ibaraki), Osaka-shi (Osaka), Suita-shi (Osaka), Toyonaka-shi (Osaka), Ibaraki-shi (Osaka), Hirakata-shi (Osaka), Minoo-shi (Osaka) and Amagasaki-shi (Hyogo)	Standard	Adjustment1
1	(+2)	11,682,900	12,797,100	12,923,100
	(+1)	11,336,700	12,419,100	12,545,100
	Standard	10,990,500	12,041,100	12,167,100
	(-1)	10,644,300	11,663,100	11,789,100
2	(+2)	10,440,000	11,433,000	11,562,900
	(+1)	10,089,000	11,049,600	11,179,500
	Standard	9,738,000	10,666,200	10,796,100
	(-1)	9,387,000	10,282,800	10,412,700
3	(+2)	9,211,500	10,085,400	10,216,500
	(+1)	8,949,900	9,798,300	9,929,400
	Standard	8,688,300	9,511,200	9,642,300
	(-1)	8,426,700	9,224,100	9,355,200
4	(+2)	8,177,100	8,952,000	9,063,300
	(+1)	7,928,700	8,677,800	8,789,100
	Standard	7,680,300	8,403,600	8,514,900
	(-1)	7,431,900	8,129,400	8,240,700
5	(+2)	7,250,100	7,929,300	8,058,900
	(+1)	7,036,500	7,696,800	7,826,400
	Standard	6,822,900	7,464,300	7,593,900
	(-1)	6,609,300	7,231,800	7,361,400
6	(+2)	6,484,500	7,088,400	7,219,800
	(+1)	6,319,200	6,907,500	7,038,900
	Standard	6,153,900	6,726,600	6,858,000
	(-1)	5,988,600	6,545,700	6,677,100
7	(+2)	5,726,700	6,258,000	6,389,100
	(+1)	5,516,400	6,028,500	6,159,600
	Standard	5,306,100	5,799,000	5,930,100
	(-1)	5,095,800	5,569,500	5,700,600
8	(+2)	5,022,600	5,489,700	5,611,200
	(+1)	4,885,800	5,337,000	5,455,200
	Standard	4,749,000	5,184,300	5,299,200
	(-1)	4,612,200	5,031,600	5,143,200
9	(+2)	4,472,700	4,881,900	4,995,000
	(+1)	4,338,900	4,735,500	4,848,600
	Standard	4,205,100	4,589,100	4,702,200
	(-1)	4,071,300	4,442,700	4,555,800
10	(+2)	3,939,000	4,299,000	4,424,700
	(+1)	3,811,200	4,159,200	4,278,300
	Standard	3,683,400	4,019,400	4,131,900
	(-1)	3,555,600	3,879,600	3,985,500
11	(+2)	3,440,400	3,756,300	3,855,000
	(+1)	3,323,400	3,625,500	3,718,200
	Standard	3,206,400	3,494,700	3,581,400
	(-1)	3,089,400	3,363,900	3,444,600

Separate Table 3 Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (medical), Etc. (Related to Article 11)

Grade	Class	Basic Salary per Year (yen)		
		Standard	Adjustment1	Adjustment2
1	(+2)	6,736,800	6,863,700	6,992,100
	(+1)	6,545,100	6,672,000	6,800,400
	Standard	6,353,400	6,480,300	6,608,700
	(-1)	6,161,700	6,288,600	6,417,000
2	(+2)	5,994,300	6,121,500	6,249,900
	(+1)	5,817,900	5,945,100	6,073,200
	Standard	5,641,500	5,768,700	5,896,500
	(-1)	5,465,100	5,592,300	5,719,800
3	(+2)	5,368,500	5,484,000	5,602,200
	(+1)	5,233,200	5,344,200	5,456,700
	Standard	5,097,900	5,204,400	5,311,200
	(-1)	4,962,600	5,064,600	5,165,700
4	(+2)	4,846,800	4,953,900	5,059,500
	(+1)	4,724,400	4,830,900	4,937,100
	Standard	4,602,000	4,707,900	4,814,700
	(-1)	4,479,600	4,584,900	4,692,300
5	(+2)	4,407,600	4,514,100	4,620,600
	(+1)	4,312,500	4,419,000	4,525,500
	Standard	4,217,400	4,323,900	4,430,400
	(-1)	4,122,300	4,228,800	4,335,300
6	(+2)	4,029,000	4,136,700	4,242,600
	(+1)	3,936,900	4,044,600	4,150,500
	Standard	3,844,800	3,952,500	4,058,400
	(-1)	3,752,700	3,860,400	3,966,300
7	(+2)	3,721,800	3,828,600	3,935,100
	(+1)	3,663,600	3,770,400	3,876,000
	Standard	3,605,400	3,712,200	3,816,900
	(-1)	3,547,200	3,654,000	3,757,800
8	(+2)	3,499,200	3,591,600	3,687,000
	(+1)	3,448,800	3,535,500	3,623,100
	Standard	3,398,400	3,479,400	3,559,200
	(-1)	3,348,000	3,423,300	3,495,300
9	(+2)	3,265,200	3,345,300	3,425,100
	(+1)	3,199,200	3,278,400	3,358,800
	Standard	3,133,200	3,211,500	3,292,500
	(-1)	3,067,200	3,144,600	3,226,200

Separate Table 4 Classification of Eligible Employee (Related to Article 11)

Workplace	Employee	Adjustment
1. Faculty of Medicine, Graduate School of Medicine and Research Institutes	(1) Pathological bacteria technician who is constantly involved with treating dangerous disease agents, diseased tissue contaminated by dangerous disease agents or other such agents directly (2) Employee whose functional duty is that stated in (1)	1
2. Ethological Studies Laboratory attached to School of Human Sciences and Research Institutes for Microbial Diseases	(1) Employee whose functional duty is to directly rear or perform laboratory experiments to animals carrying infectious or other dangerous disease agents given in Article 6 of Law Concerning Prevention of Infections and Medical Care for Patients of Infections (Law No. 114 of 1998)	1
3. Osaka University Hospital and Osaka University Dental Hospital	(1) Pathological bacteria technician who is constantly involved with the direct treatment of specimen contaminated by dangerous disease agents and contact with hospital patients and outpatients (2) Medical radio engineer who are in direct contact with hospital patients and outpatients to perform radiation therapy or irradiate with other radiation (3) Occupational therapist whose functional duty is to directly provide psychiatric patients with occupational therapy	2
	(4) Occupational therapy technicians or physical therapy technicians working in wards for the hospitalization of patients requiring intensive monitoring and treatment (limited only to the cerebral stroke center (cerebral stroke care unit)), whose primary work involves the direct treatment with occupational therapy or physical therapy. (5) Administrative staff who is in direct contact with hospital patients and outpatients for reception or other office counter work	1
4. Research Center for Nuclear Physics	(1) Employee whose functional duty is to operate or maintain radiation generator (cyclotron), measuring equipment, or other experimental apparatus attached to radiation generator, or perform experiment and research (limited to those specified by The University) using such equipment (2) Employee whose functional duty is safety control of radiation and radioactive material, and disposal of radioactive wastes in the facility where radiation generator (excluding high-energy accelerator) is installed	1