

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 regulations 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 individuals to whom The Salary Regulations for National University Corporation Osaka University 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 apply. Hereinafter referred to as "Staff subject to Annual Salary System").

(Relationship with Laws and Ordinances)

Article 2: The salary of Staff subject to Annual Salary System shall be in accordance with the Labor Standards Act (Law No. 49 of 1947: Hereinafter referred to as "the Labor Standards Act".) and other relevant laws and ordinances as well as the provisions of the regulations set out herein.

(Types of Salary)

Article 3: Salary paid to Staff subject to Annual Salary System shall comprise basic annual salary and allowances.

2. Allowances shall consist of Commuting Allowance, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Helicopter Emergency Medical Service (Hereinafter referred to as "HEMS") Flight Allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance and Night/Day Duty Allowance.

(Date of Payment of Salary)

Article 4: 1/12 of Basic Annual Salary shall be paid on the 21st of each month as monthly basic salary (hereunder referred to as "basic salary"). However, basic salary shall be paid on a day other than the regular holidays immediately preceding the 21st when the 21st falls on the regular holidays prescribed in Items 1 to 3, paragraph 1, Article 8 of Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as "Working Hour Regulations") (hereinafter in this paragraph referred to as "Regular Holidays").

2. The closing day for basic salary shall be the last day of the month and, when, for reasons such as absence within the month, a significant difference exists between the basic salary paid in accordance with the provision of the preceding paragraph 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, when this is not possible, the timing of such adjustments may be delayed.
3. Commuting allowance shall be paid on the day of payment of basic salary.
4. Allowances (excluding commuting allowance) 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, when 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.
5. Notwithstanding the provisions of Paragraph 1 and the preceding 2 Paragraphs, when 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 preceding provision shall also apply when the Staff

subject to Annual Salary System retires or is dismissed, or in other cases in which the University recognizes the need for early payment.

(1) When the Staff subject to Annual Salary System, or individual(s) dependent on the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or death.

(2) When the Staff subject to Annual Salary System, or individual(s) 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 Staff subject to Annual Salary System in cash.

2. Notwithstanding the provision of the preceding paragraph, the salary shall be paid after deducting the following.

(1) Income tax collected at source

(2) Residence tax

(3) Insurance Premium of Mutual Aid Association

(4) Unemployment insurance premiums

(5) In addition to the preceding, amounts recognized as deductible from salary in accordance with the agreement in accordance with the proviso of Paragraph 1, Article 24 of the Labor Standards Act.

3. Notwithstanding the provisions of Paragraph 1, salary may, with the consent of the Staff subject to Annual Salary System, be paid into a prescribed savings account in a bank or other financial institution.

(Prorated Calculation)

Article 6: Basic salary for individual who became Staff subject to Annual Salary System, or those who have retired or has been dismissed mid-month, shall be prorated and paid.

2. The prorated calculation prescribed in the preceding Paragraph shall be calculated based on the number of days remaining after subtracting the regular holidays prescribed in Article 8 of Work Hour Regulations from the total number of days.

3. Notwithstanding the provisions of Paragraph 1, when Staff Subject to Annual Salary System dies, basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work prescribed in 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 preceding paragraph, the amount of salary for 1 hour prescribed in Articles 17 through 19 shall, when work carried out by the Employee is subject to payment of allowance for handling of explosives etc., biological material allowance, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), or Disaster Medical Assistance 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 prescribed in the preceding paragraph.

(Calculation of Fractions)

Article 8: When 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 prescribed 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 when 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: When the amount of basic salary calculated in accordance with these regulations 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 prescribed in the tables of basic annual salary hereunder.

(Types of Basic Annual Salary Tables)

Article 11: Types of Basic Annual Salary Tables is as follows.

- (1) Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. (Appendix 1)
  - (2) Basic Annual Salary Table for Limited Term Specially Appointed Staff (Appendix 2)
  - (3) Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical) (Appendix 3)
  - (4) Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence (Appendix 4)
2. Academic Staff and Researcher who are Staff subject to Annual Salary System, as a general rule, Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc., stated in Item 1 of the preceding paragraph shall apply. However, limited to the case where the University deems it particularly necessary, Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence, stated in Item 4 of the preceding paragraph shall apply.
3. The amount of basic salary prescribed in the Basic Salary Table stated in the preceding 2 Paragraphs 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.
4. The range of works required to adjust the amount of basic annual salary in consideration of the particularity of the work shall be prescribed in Appendix 5.

(Determination of Basic Annual Salary)

- Article 12: The applicable grade number and category (when Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence is applied, the applicable grade number) of the Basic Annual Salary for Staff 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.
2. The grade number and category stated in the preceding paragraph shall be subject to change based on the evaluation of the previous fiscal year.
  3. When the grade number of Staff subject to Annual Salary System (Excluding those whom Limited Term Academic Staff etc. at Center for International Research Excellence is applied.) is determined or changed due to provisions in the preceding two Paragraphs, the standard category prescribed in the Basic Annual Salary Table shall apply as a general rule.
  4. Notwithstanding the provisions of the preceding three Paragraphs, when in mid-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

(Commuting Allowance)

Article 12-2: Commuting Allowance shall be paid the amount set forth in the following items, according to the classification of Employees set forth in the said items.

- (1) The amount of Commuting Allowance for Employees commuting by Public Transportation such as trains or toll roads (Hereinafter referred to as "Public Transportation") shall be equivalent to the amount required for commuting during the payment unit period, as calculated separately (Hereinafter referred to as "Amount equivalent to Fare"). However, when the amount resulting from dividing the Amount equivalent to Fare by the number of months exceeds 55,000 yen (Hereinafter referred to as "Amount equivalent to Fare Per month"), 55,000 yen multiplied by the number of months of the payment unit period (When an Employee uses 2 or more modes of Public Transportation and the Amount equivalent to Fare per Month of said modes of transportation exceeds 55,000 yen, of the payment unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available payment unit period of the Commuting Allowance ) shall be paid.
- (2) For Employees using automobiles as the normal mode of transport for commuting, the following amount

shall be paid in accordance with the respective Employee classifications for the payment unit period.

- a) Employees whose distance of usage of automobiles etc. (Hereinafter referred to as "the Distance of Usage" in this item.) is less than 5 kilometers one way: 2,000 yen
  - b) Employees whose Distance of Usage is more than 5 kilometers, but less than 10 kilometers one way: 4,200 yen
  - c) Employees whose Distance of Usage is more than 10 kilometers, but less than 15 kilometers one way: 7,100 yen
  - d) Employees whose Distance of Usage is more than 15 kilometers, but less than 20 kilometers one way: 10,000 yen
  - e) Employees whose Distance of Usage is more than 20 kilometers, but less than 25 kilometers one way: 12,900 yen
  - f) Employees whose Distance of Usage is more than 25 kilometers, but less than 30 kilometers one way: 15,800 yen
  - g) Employees whose Distance of Usage is more than 30 kilometers, but less than 35 kilometers one way: 18,700 yen
  - h) Employees whose Distance of Usage is more than 35 kilometers, but less than 40 kilometers one way: 21,600 yen
  - i) Employees whose Distance of Usage is more than 40 kilometers, but less than 45 kilometers one way: 24,400 yen
  - j) Employees whose Distance of Usage is more than 45 kilometers, but less than 50 kilometers one way: 26,200 yen
  - k) Employees whose Distance of Usage is more than 50 kilometers, but less than 55 kilometers one way: 28,000 yen
  - l) Employees whose Distance of Usage is more than 55 kilometers, but less than 60 kilometers one way: 29,800 yen
  - m) Employees whose Distance of Usage is more than 60 kilometers one way: 31,600 yen
- (3) For Employees who use Public Transportation and pay the fares, and who also use automobiles as the normal mode of transport, shall be paid the sum of the amount detailed in Item 1 and Item 2 (When the sum of Amount equivalent to Fare Per Month and the amount prescribed in the preceding item exceeds 55,000 yen, of the payment unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available payment unit period of the Commuting Allowance). However, the Commuting Allowance paid per month to Employees whose Distance of Usage of automobiles is less than 2 kilometers shall be calculated as detailed in Item 1, and when that amount is less than the amount detailed in the preceding item, the Allowance shall be as prescribed in the preceding item.
- (4) Commuting Allowance prescribed in the preceding three Items shall not be paid to Employees who walk to and from the workplace, and when the said distance (Shall be the shortest available route) one way is less than 2 kilometers.

2. Commuting Allowance shall be paid each month on the day prescribed in Article 4, the amount prescribed in the preceding paragraph divided by Calculation Unit Period.
3. The term "Calculation Unit Period" used in this Article shall mean the period used as a unit for calculating Commuting Allowance, which is a period set forth separately of not more than 6 months, calculated in units of 1 month (For Commuting Allowance for commute by automobile, 1 month).
4. In addition to what is prescribed in the preceding paragraphs, matters necessary for the payment of Commuting Allowances shall be set forth separately.

(Allowance for Handling of Explosive Substances)

Article 13: Allowances for the handling of explosive substances shall be paid to Staff 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 stated in the preceding paragraph shall be 300 yen for each day of work and 180 yen for periods of work less than 4 hours.

(Allowance for Handling Cadaver)

Article 14: Allowance for Handling Cadaver shall be paid per day for work detailed in the following items, and

paid the amount stated in said items. However, when Employees engaged in work detailed in both Item 1 and Item 2 within the same day, the Allowance stated in Item 2 shall not be paid.

(1) When Staff Subject to Annual Salary System belonging to the School of Medicine or the Graduate School of Medicine to whom the Basic Annual Salary Table for Limited Term Specially Appointed Staff for Osaka University Limited Term Specially Appointed Staff applies engaged in work handling cadavers: 3,200 yen.

(2) Employees to whom the Basic Annual Salary Table for Limited Term Specially Appointed Staff for Limited Term Specially Appointed Staff applies engaged in the receipt or transport of cadavers necessary for educational and research purposes, from external sources: 1,000 yen.

(Allowance for Handling Radiation)

Article 15: Allowance for Handling Radiation 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 what is prescribed in the preceding paragraph, Staff Subject to Annual Salary System engaged in work involving radiation within an area under the administration of a facility as prescribed 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 Allowance prescribed in the preceding paragraph shall be 7,000 yen per month for the situations prescribed in the said paragraph.

(Allowance for Work in Abnormally Pressurized Environment(s))

Article 16: Staff 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 Allowance for Work in Abnormally Pressurized Environment(s).

2. The amount of the allowances detailed in the preceding paragraph shall be paid per hour of work as stated hereunder.

Classification of Pressure	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 Employee to whom either Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence is applicable (Only those who are designated by the University.), who has a medical license (Limited to the license prescribed in the Medical Practitioners' Act (Law No. 201 of 1948); Hereinafter the same shall apply.), and when they have engaged in emergency medical care to save the lives of patients being transferred from an emergency site etc., to a medical institution, by boarding a HEMS (Which means helicopter with emergency medical equipment.).

2. The amount of Allowance stated in the preceding paragraph shall be 1,900 yen per duty.

(Night Medical Service Allowance)

Article 16-3: Night Medical Service Allowance shall be paid to Staff subject to Annual Salary System(For Employees to whom either Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence apply, limited to those who have a medical license or a dentist license (Limited to the license prescribed in the Dentist Act (Law No. 202 of 1948)) to whom the Basic Annual Salary Table in the Basic Annual Salary Table column in the following paragraph apply, and who have been designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital, engaged in work involving medical examinations etc. during prescribed working hours which include hours between 10.00 p.m. and 5.00 a.m. the following morning (Hereinafter referred to as "Night") in full or in part.

2. The amount of Allowance in the preceding paragraph shall be as stated in the following Table, which shall be the amount per shift, listed according to the classification of work and Basic Annual Salary Table applicable to Staff subject to Annual Salary System.

Classification of Work	Basic Annual Salary Table	Amount of Allowance
Full time Night work	Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence	15,000 yen
	Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical)	4,500 yen
More than 4 hours of Night work	Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence	7,300 yen
	Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical)	2,200 yen
More than 2 hours, but less than 4 hours of Night work	Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence	6,400 yen
	Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical)	1,900 yen
Less than 2 hours of Night work	Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence	4,400 yen
	Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical)	1,300 yen

(Medical Emergency Call Allowance)

Article 16-4: The Medical Emergency Call Allowance shall be paid to Staff subject to Annual Salary System (Excluding those who are engaged in night-day work.), to whom either Basic Annual Salary Table for Limited Term Specially Appointed Academic Staff etc. or Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence is applicable, who has a medical license or a dentist license or to whom the Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical) is applicable, receives an emergency call (Limited to that determined by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital.) and engaged in examination duties etc., during hours other than scheduled work hours or on scheduled holiday.

2. The amount of Allowance in the preceding paragraph shall be 5,000 yen per call.

(Disaster Medical Assistance Allowance)

Article 16-5: The Disaster Medical Assistance Allowance shall be paid to Limited Term Staff subject to Annual

Salary who sent to the disaster and have engaged in medical care services etc., based on the Disaster Relief Act (Law No. 118 of 1947), Disaster Relief Act Detailed Enforcement Regulations of Osaka (Regulations of Osaka No. 48 of 1967.8.29) and other relevant and pertinent laws and ordinances.

2. The amount of allowance stated in the preceding paragraph shall be subject to change in accordance with the daily allowance prescribed in Article 3 and Appendix 2 of the Disaster Relief Act Detailed Enforcement Regulations of Osaka.
3. In addition to what is prescribed in the preceding 2 Paragraphs, matters necessary for implementing the payment of Disaster Medical Assistance Allowance for Employee shall be set forth separately.

#### (Overtime Allowance)

Article 17: Staff Subject to Annual Salary System ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 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 provision of the preceding paragraph, if the hours of said overtime work (including the hours of ordered holiday work [excluding work on a statutory holiday] under Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations) exceed 60 hours per month, Staff subject to Annual Salary System 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: Staff Subject to Annual Salary System ordered to work on holidays in accordance with the provisions of Paragraph 1, Article 5 and Paragraph 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: Staff Subject to Annual Salary System ordered to work at Night in accordance with the provisions of Paragraph 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 (As prescribed in the preceding 2 Articles, including Night hours which Employees are ordered to work, case when Overtime Allowance or Holiday Allowance is paid shall be excluded.).

#### (Night/Day Allowance)

Article 20: Staff 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 the provisions set forth separately.

#### (No Multiple Allowances)

Article 20-2: Allowance for Handling Radiation shall not be paid to Staff Subject to Annual Salary System who need to adjust the Basic Annual Salary (Limited to those who are associated with Item 4, Appendix 5) as prescribed in Paragraph 4, Article 11.

### Chapter 4: Special Regulations Pertaining to Salary

#### (Salary during periods of Leave)

Article 21: When Staff subject to Annual Salary System who are on Leave of Absence in accordance with the provisions of Item 1, Paragraph 1, Article 12 of the Work Regulations due to the need of medical treatment for a work-related accident (Hereinafter referred to as "Work-related Accident(s)") prescribed in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947; Hereinafter referred to as "Industrial Accident Compensation Insurance Act".) shall receive full salary (When the Employee receives compensation benefits (including special benefit) for absence from work in accordance with Article 14 of the Industrial Accident Compensation Insurance Act, full salary minus the amount of said benefits) during said period of absence.

2. Excluding the provision of the preceding paragraph, Staff Subject to Annual Salary System taking leave of

absence in accordance with the Item 1, Paragraph 1, Article 12 of the Work Regulations shall not be paid salary during the period of said leave of absence. When Staff Subject to Annual Salary System taking leave of absence in accordance with the Item 2, Paragraph 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. Staff Subject to Annual Salary System taking leave of absence in accordance with the Item 3 and Item 4, Paragraph 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 Staff Subject to Annual Salary System recognized as being eligible under Item 3, Paragraph 1, Article 12 of the Work Regulations and had a Work-related Accident).
4. Staff Subject to Annual Salary System on Leave of Absence in accordance with Item 5, Paragraph 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, Staff Subject to Annual Salary System on absence of leave shall not be entitled payment of any salary with the exception of salary prescribed in the Paragraph 1, Paragraph 3 and the preceding paragraph.

(Handling of Salary during periods of Special Leave)

Article 22: Handling of salary during period of special leave prescribed in Article 22 of the Work Regulation shall be set forth separately.

(Reduction in Salary)

Article 23: The salary of Staff 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: Matters necessary for the implementation of these regulations shall be set forth 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 Paragraph 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 Paragraph 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 Paragraph 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 provisions of Paragraph 2, Article 3 of the Allowance for Disaster Emergency Operations etc., until further notice, shall be paid to 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 set forth separately.
3. Notwithstanding the provisions of Paragraph 2, Article 7, the amount of salary for one hour of work as prescribed in Articles 17 through 19, in the case where the duties fall under the operations for which the Allowance for Disaster Emergency Operations etc. is paid shall be the amount of the allowance for 1 hour of duties (or the amount of the allowance divided by 8) added to the amount prescribed in Paragraph 1 of the same Article.

(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 prescribed in the items of Paragraph 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.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2019.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2020.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2021.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April, 2021.

(Abolition of the Allowances for Disaster Emergency Operations)

2. "Until further notice" prescribed in Paragraph 2 of the supplementary provision (implemented from 28 November, 2011, applied from 11 March, 2011) shall be abolished on 31 March, 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 17 June 2021 and be applied from 1 April, 2020.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October, 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2023.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April, 2024.

Supplementary Provision

The foregoing amendments shall be implemented from 1 July, 2024.

Appendix 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)	21,949,500
	(+1)	21,142,200
	Standard	20,334,900
	(-1)	19,527,600
2	(+2)	18,813,900
	(+1)	18,059,100
	Standard	17,304,300
	(-1)	16,549,500
3	(+2)	15,874,500
	(+1)	15,171,600
	Standard	14,468,700
	(-1)	13,765,800
4	(+2)	12,679,800
	(+1)	12,288,600
	Standard	11,897,400
	(-1)	11,506,200
5	(+2)	11,241,900
	(+1)	10,915,800
	Standard	10,589,700
	(-1)	10,263,600
6	(+2)	10,031,100
	(+1)	9,754,800
	Standard	9,478,500
	(-1)	9,202,200
7	(+2)	8,984,700
	(+1)	8,741,400
	Standard	8,498,100
	(-1)	8,254,800
8	(+2)	8,104,200
	(+1)	7,908,900
	Standard	7,713,600
	(-1)	7,518,300
9	(+2)	7,254,600
	(+1)	7,059,300
	Standard	6,864,000
	(-1)	6,668,700
10	(+2)	6,554,700
	(+1)	6,391,800
	Standard	6,228,900
	(-1)	6,066,000
11	(+2)	5,978,100
	(+1)	5,857,500
	Standard	5,736,900
	(-1)	5,616,300
12	(+2)	5,486,400
	(+1)	5,365,800
	Standard	5,245,200
	(-1)	5,124,600
13	(+2)	5,046,300
	(+1)	4,949,100
	Standard	4,851,900
	(-1)	4,754,700

Appendix Table 2 Basic Annual Salary Table for Limited Term Specially appointed Staff (Related to Article 11)

Grade	Class	Basic Salary per Year (yen)		
		Staff working at University facilities in locations other than Tokai Village, Naka County (Ibaraki), Osaka City (Osaka), Suita City (Osaka), Toyonaka City (Osaka), Ibaraki City (Osaka), Hirakata City (Osaka) and Minoh City (Osaka)	Standard	Adjustment <sup>1</sup>
1	(+2)	12,274,500	13,444,500	13,576,800
	(+1)	11,911,200	13,047,900	13,180,200
	Standard	11,547,900	12,651,300	12,783,600
	(-1)	11,184,600	12,254,700	12,387,000
2	(+2)	10,968,600	12,011,400	12,148,200
	(+1)	10,600,200	11,609,100	11,745,900
	Standard	10,231,800	11,206,800	11,343,600
	(-1)	9,863,400	10,804,500	10,941,300
3	(+2)	9,677,700	10,596,000	10,733,400
	(+1)	9,403,200	10,294,800	10,432,200
	Standard	9,128,700	9,993,600	10,131,000
	(-1)	8,854,200	9,692,400	9,829,800
4	(+2)	8,590,500	9,404,400	9,521,400
	(+1)	8,330,100	9,117,000	9,234,000
	Standard	8,069,700	8,829,600	8,946,600
	(-1)	7,809,300	8,542,200	8,659,200
5	(+2)	7,616,700	8,330,400	8,466,600
	(+1)	7,392,600	8,086,500	8,222,700
	Standard	7,168,500	7,842,600	7,978,800
	(-1)	6,944,400	7,598,700	7,734,900
6	(+2)	6,812,700	7,447,500	7,585,500
	(+1)	6,639,300	7,257,600	7,395,600
	Standard	6,465,900	7,067,700	7,205,700
	(-1)	6,292,500	6,877,800	7,015,800
7	(+2)	6,015,900	6,574,200	6,712,200
	(+1)	5,795,400	6,333,600	6,471,600
	Standard	5,574,900	6,093,000	6,231,000
	(-1)	5,354,400	5,852,400	5,990,400
8	(+2)	5,275,800	5,766,900	5,894,700
	(+1)	5,132,700	5,607,000	5,731,200
	Standard	4,989,600	5,447,100	5,567,700
	(-1)	4,846,500	5,287,200	5,404,200
9	(+2)	4,698,600	5,128,200	5,247,300
	(+1)	4,558,500	4,974,900	5,094,000
	Standard	4,418,400	4,821,600	4,940,700
	(-1)	4,278,300	4,668,300	4,787,400
10	(+2)	4,137,600	4,515,900	4,648,200
	(+1)	4,003,800	4,369,500	4,494,900
	Standard	3,870,000	4,223,100	4,341,600
	(-1)	3,736,200	4,076,700	4,188,300
11	(+2)	3,613,800	3,946,200	4,049,100
	(+1)	3,491,400	3,809,100	3,906,000
	Standard	3,369,000	3,672,000	3,762,900
	(-1)	3,246,600	3,534,900	3,619,800

Appendix Table 3 Basic Annual Salary Table for Limited Term Specially Appointed Technical Staff (Medical) (Related to Article 11)

Grade	Class	Basic Salary per Year (yen)		
		Standard	Adjustment1	Adjustment2
1	(+2)	7,077,600	7,210,800	7,345,500
	(+1)	6,876,600	7,009,800	7,144,500
	Standard	6,675,600	6,808,800	6,943,500
	(-1)	6,474,600	6,607,800	6,742,500
2	(+2)	6,297,300	6,430,500	6,565,500
	(+1)	6,112,500	6,245,700	6,380,400
	Standard	5,927,700	6,060,900	6,195,300
	(-1)	5,742,900	5,876,100	6,010,200
3	(+2)	5,639,400	5,760,900	5,885,400
	(+1)	5,497,800	5,614,500	5,733,000
	Standard	5,356,200	5,468,100	5,580,600
	(-1)	5,214,600	5,321,700	5,428,200
4	(+2)	5,091,600	5,203,800	5,315,100
	(+1)	4,963,500	5,075,100	5,187,000
	Standard	4,835,400	4,946,400	5,058,900
	(-1)	4,707,300	4,817,700	4,930,800
5	(+2)	4,629,900	4,741,500	4,853,700
	(+1)	4,530,600	4,642,200	4,754,400
	Standard	4,431,300	4,542,900	4,655,100
	(-1)	4,332,000	4,443,600	4,555,800
6	(+2)	4,232,400	4,345,800	4,456,800
	(+1)	4,136,100	4,249,500	4,360,500
	Standard	4,039,800	4,153,200	4,264,200
	(-1)	3,943,500	4,056,900	4,167,900
7	(+2)	3,909,300	4,021,500	4,133,700
	(+1)	3,848,700	3,960,900	4,072,200
	Standard	3,788,100	3,900,300	4,010,700
	(-1)	3,727,500	3,839,700	3,949,200
8	(+2)	3,675,600	3,772,800	3,873,300
	(+1)	3,623,100	3,714,300	3,806,400
	Standard	3,570,600	3,655,800	3,739,500
	(-1)	3,518,100	3,597,300	3,672,600
9	(+2)	3,430,200	3,514,200	3,598,200
	(+1)	3,361,200	3,444,300	3,528,900
	Standard	3,292,200	3,374,400	3,459,600
	(-1)	3,223,200	3,304,500	3,390,300

Appendix Table 4 Basic Annual Salary Table for Limited Term Academic Staff etc. at Center for International Research Excellence (Related to Article 11)

Grade	Basic Salary per Year (yen)
1	62,314,500
2	61,507,200
3	60,699,900
4	59,892,600
5	59,085,300
6	58,278,000
7	57,470,700
8	56,663,400
9	55,856,100
10	55,048,800
11	54,241,500
12	53,434,200
13	52,626,900
14	51,819,600
15	51,012,300
16	50,205,000
17	49,397,700
18	48,590,400
19	47,783,100
20	46,975,800
21	46,168,500
22	45,361,200
23	44,553,900
24	43,746,600
25	42,939,300
26	42,132,000
27	41,324,700
28	40,517,400
29	39,710,100
30	38,902,800
31	38,095,500
32	37,288,200
33	36,480,900
34	35,673,600
35	34,866,300
36	34,059,000
37	33,251,700
38	32,444,400
39	31,637,100
40	30,829,800
41	30,022,500
42	29,215,200
43	28,407,900
44	27,600,600
45	26,793,300
46	25,986,000
47	25,178,700
48	24,371,400
49	23,564,100
50	22,756,800
51	21,949,500
52	21,142,200
53	20,334,900

54	19,527,600
55	18,813,900
56	18,059,100
57	17,304,300
58	16,549,500
59	15,874,500
60	15,171,600
61	14,468,700
62	13,765,800
63	12,679,800
64	12,288,600
65	11,897,400
66	11,506,200
67	11,241,900
68	10,915,800
69	10,589,700
70	10,263,600
71	10,031,100
72	9,754,800
73	9,478,500
74	9,202,200
75	8,984,700
76	8,741,400
77	8,498,100
78	8,254,800
79	8,104,200
80	7,908,900
81	7,713,600
82	7,518,300
83	7,254,600
84	7,059,300
85	6,864,000
86	6,668,700
87	6,554,700
88	6,391,800
89	6,228,900
90	6,066,000
91	5,978,100
92	5,857,500
93	5,736,900
94	5,616,300
95	5,486,400
96	5,365,800
97	5,245,200
98	5,124,600
99	5,046,300
100	4,949,100
101	4,851,900
102	4,754,700



Appendix Table 5 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