

Salary Regulations for National University Corporation Osaka University Limited Term Commissioned 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.

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these rules shall be to define matters pertaining to salary, in accordance with the provisions of Articles 19 of these regulations, for members working for National University Corporation Osaka University (hereinafter referred to as "the University") to whom the Work Regulations for National University Corporation Osaka University Limited Term Commissioned Staff, (hereinafter referred to as "Work Regulations") apply (hereinafter referred to as "Employee(s)").

(Relationship with Laws and Ordinances)

Article 2: The salary of Employee 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 rules set out herein.

(Types of Salary)

Article 3: Salary paid to Employees shall comprise of Basic Annual Salary and Allowances.

2. Allowances shall consist of Commuting Allowance, Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Night Nursing Allowance, Night Medical Service 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 17th of each month as a monthly basic salary (for those who work less than 35 hours per week, the basic annual salary shall be the amount obtained by multiplying the basic annual salary of the Employees to whom the Detailed 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") apply (hereinafter referred to as the "Part-time Commissioned Staff") by the amount resulting from the division of the number of working hours per week of the Employee by 35 (hereinafter 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. In cases where calculation of the Basic Salary stipulated in the foregoing Paragraph produces an amount including a fraction of less than 1 yen, the Basic Salary of such Employee shall be the amount after said fraction is rounded down to the nearest 1 yen.

3. The closing day for Basic Salary shall be the last day of the month and, in cases where, for reasons such as absence, a difference exists between the Basic Salary paid in accordance with the provisions of the foregoing item and the actual Basic Salary to be paid by the last day of the month, the adjustment shall in principle be made and settled to the Basic Salary of the following month. However, in case where there is an unavoidable cause, the timing of such adjustments may be delayed.

4. Commuting allowance shall be paid on the day of payment of basic salary.

5. Allowances (excluding commuting allowance) shall be paid on the payday of Basic Salary of the month following when the payment requirement of such allowances occurs. However, in cases where unavoidable circumstances exist in administrative procedures, the timing of such payment may be made two months later.

6. Notwithstanding what is stipulated in Paragraph 1 and the foregoing 2 Paragraphs, in cases where request is lodged in order to meet costs in cases of the emergencies specified in the following items, 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 retires or is dismissed or in other cases in which the University recognizes the need for early payment.

(1) In cases where the Employee or individual(s) dependent on the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or death.

(2) In cases where the Employee or individual(s) dependent on the income of said Employee are unavoidably required to return to their hometown(s) for a period of 1 week or more.

(Basic Regulations pertaining to Payment of Salary)

Article 5: Salary shall be paid in full directly to Employees in cash.

2. Notwithstanding what is stipulated in the foregoing 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) Employee's pension insurance cost

(5) Unemployment insurance premiums

(6) In addition to the foregoing, amounts recognized as deductible from salary in accordance with the agreement pursuant to the proviso of Article 24, Item 1 of the Labor Standards Act.

3. For Employees to whom Item 1, Paragraph 1, Article 3 of the Working Hours Regulations apply (Hereinafter referred to as "Full-time Commissioned Staff"), stipulation in Item 3 and Item 4 of the foregoing Paragraph shall be replaced and applied with "Insurance Premium of Mutual Aid Association."

4. Notwithstanding what is stipulated in Paragraph 1, with the consent of the Employee, salary shall be paid into the designated savings account in a bank or other financial institution.

(Prorated Calculation)

Article 6: Basic Salary for individual who became an Employee, those who have retired, or has been dismissed mid-month, shall be prorated and paid.

2. The prorated calculation stipulated in the foregoing Paragraph shall be calculated based on the number of days remaining after subtracting the regular holidays stipulated in Article 8 of the Working Hour Regulations (For Part-time Commissioned Staff, the number of regular working days) from the total number of days.

3. Notwithstanding what is stipulated in Paragraph 1, when an Employee dies, the 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 stipulated in the provisions of Articles 19 through 21 and Article 25 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 what is stipulated in the foregoing Paragraph, the amount of salary for 1 hour stipulated in the provisions of Articles 19 through 21 shall, in cases where work carried out by the Employee is subject to payment of Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, 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 the average number of working hours in 1 day of the week 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) to the amount stipulated in the foregoing Paragraph.

(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 19 through 21 as well as the amount of salary for 1 hour of work stipulated in Article 25 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 of 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 of 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 stipulated in the Basic Annual Salary tables hereunder.

(Types of Basic Annual Salary Tables)

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

- (1) Basic Annual Salary Table for Osaka University Limited Term Commissioned Staff (Appendix 1)
- (2) Basic Annual Salary Table for Osaka University Limited Term Special Commissioned Staff (Appendix 2)
2. The amount of Basic Salary stipulated in the Basic Annual Salary Tables stated in the foregoing Paragraph 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 shall be stipulated in Appendix 3.

(Determination of Annual Salary)

Article 12: The applicable grade number and category of the Basic Annual Salary for Employees shall be determined by the retirement selection committee.

2. The grade number and category stated in the foregoing Paragraph shall be subject to change based on the evaluation result of the previous fiscal year.
3. In cases where the grade number is determined or changed under the foregoing two Paragraphs, as a general rule, the standard category stipulated in the Basic Annual Salary Tables shall apply.
4. Notwithstanding what is stipulated in the foregoing three Paragraphs, when the amount of salary per year in the Basic Annual Salary Tables is increased/decreased during the employment contract period, as a general rule the Basic Annual Salary Table provided at the conclusion of contract shall apply, except for renewal of employment contract.

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 (Limited to those whose working days per week are more than one day) 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 (For individuals whose attendance is less than 10 times per month, the amount equivalent to the sum obtained by multiplying the following amount by 50/100) shall be paid in accordance with the respective Employee classifications, for the Calculation 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 the foregoing two Items (When the sum of Amount equivalent to Fare Per Month and the amount stipulated in the foregoing 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 foregoing Item, the Allowance shall be as stipulated in the foregoing Item.
- (4) Commuting Allowance stipulated in the foregoing three Items shall not be paid to Employees who walk to and from the place of work, 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 stipulated in Article 4, the amount stipulated in the foregoing 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 stipulated in the foregoing Paragraphs, matters necessary for the payment of Commuting Allowances shall be set forth separately.

(Allowance for Work in High Places)

Article 13: Allowances for working in high places shall be paid to Employees belonging to the Department of Facilities of the University engaged in supervision of building and repairs in unstable places of a height of 15 meters or more above ground level.

- 2. The amount of the allowance stated in the foregoing item shall be 200 yen (300 yen for work in places of a height of 30 meters or more above ground level) for each day of said work and shall be 60% of the same for periods of work less than 4 hours.

(Allowance for Handling Explosive Substances)

Article 14: Allowances for the handling of explosive substances shall be paid to Employees who are directly 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 foregoing item 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 15: 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 Employees belonging to the School of Medicine or Graduate School of Medicine engaged in work handling cadavers in their division: 3,200 yen.
- (2) When Employees 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 16: Allowance for Handling Radiation shall be paid to Employee engaged in work detailed hereunder.

- (1) When medical radiology technicians, medical X-ray technicians or X-ray assistants under orders to carry out work of the same nature engaged in work involving exposure to X-rays or other radiation to the human body and have been exposed to external radiation whose effective dosage was recognized by measurement to be 100 micro Sieverts or more for a period from the first to the last day of a month.
- (2) In addition to what is stipulated in Item 1, when Employees engaged in work involving radiation within an area under the administration of a facility as stipulated in Article 2 of the Osaka University Rules Concerning Prevention of Radiation Hazards have been exposed to external radiation whose effective dosage was recognized by measurement to be 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 foregoing Paragraph shall be 7,000 yen per month, for the situations stipulated in the said Paragraph.

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

Article 17: Allowance for Work in Abnormally Pressurized Environment(s) shall be paid to Employees engaged in work of treatment or clinical experiments under high pressure within high-pressure treatment rooms.

2. The amount of the Allowance in the foregoing Paragraph, according to the categories in the following Table, shall be paid per hour of work, as stipulated in the same Table.

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

(Night Nursing Allowance)

Article 18: Night nursing allowance shall be paid to midwives, nurses or associate nurses engaged in work involving nursing in cases where the part or all of the regular working hours fall between the hours of 10.00 p.m. and 5.00 a.m. the following morning (hereinafter referred to as "night").

2. The amount of the allowance detailed in the foregoing item shall be paid per shift as stated hereunder.

Classification of Work	Amount of Allowance
Work including all night hours	9,000 yen
Work including more than 4 hours of night work	4,400 yen
Work including more than 2 hours and less than 4 hours of night work	3,800 yen
Work including less than 2 hours of night work	2,600 yen

(Night Medical Service Allowance)

Article 18-2: Night Medical Service Allowance shall be paid to Special Commissioned Technical Staff (Medical) 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 Night times in whole or in part.

2. The amount of the Allowance set forth in the foregoing paragraph shall be the amount specified in the following Table for each work.

Classification of Work	Amount of Allowance
------------------------	---------------------

Full time Night work	4,500 yen
More than 4 hours of Night work	2,200 yen
More than 2 hours, but less than 4 hours of Night work	1,900 yen
Less than 2 hours of Night work	1,300 yen

(Disaster Medical Assistance Allowance)

Article 18-3: Disaster Medical Assistance Allowance shall be paid to Limited Term Commissioned Staff 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 in the foregoing Paragraph shall be subject to change in accordance with the daily allowance stipulated in Article 3 and Appendix 2 of the Disaster Relief Act Detailed Enforcement Regulations of Osaka.
3. In addition to what is stipulated in the foregoing 2 Paragraphs, matters necessary for the payment of Disaster Medical Assistance Allowance shall be set forth separately.

(Overtime Allowance)

Article 19: Employees 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 Overtime Allowance in accordance with the following numbers.

- (1) Full-time Commissioned Staff: For each 1 hour of overtime work ordered, an 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) Part-time Commissioned Staff: For each 1 hour of overtime work ordered, an Overtime Allowance in the amount of 100% of the corresponding salary for each hour of work set forth in Article 7 (125% in the case of night overtime)
2. In cases where the overtime stated in No. 2 of the foregoing item exceeds the legal working hours of 8 hours per day or 40 hours per week, 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) shall be paid as Overtime Allowance.
3. Notwithstanding what is stipulated in the foregoing two Paragraphs, if the hours of said overtime work in excess of the statutory working hours of 8 hours a day or 40 hours a week (including the hours of holiday work [excluding the work on a statutory holiday]under Item 1, Article 5 and Item 1, Article 6 of The Working Hours Regulations) 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).
4. Notwithstanding what is stipulated in the foregoing three Paragraphs, no overtime allowance shall be paid to the Employees in a managerial or supervisory post (the commissioned staff (management class) falls under this category; hereinafter referred to as the "managerial post") and to the Employees who falls under the individual(s) handling confidential matters as referred to in Item 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 20: Employees 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 work at night).

2. The provisions of Item 4 of the foregoing Article shall apply mutatis mutandis to Holiday Allowance.

(Night Work Allowance)

Article 21: Employees ordered to work at night in accordance with the provisions of Item 1, Article 7 of The Working Hour 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 stipulated in the foregoing 2 Articles, including Night hours which Employees are ordered to work, case when Overtime Allowance or Holiday Allowance is paid shall be excluded.).

2. The Basic Annual Salary for the managerial post shall include the Night Work Allowance stipulated in the foregoing Paragraph.

(Night/Day Allowance)

Article 22: Employees 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.

(Prohibition of Double Payment)

Article 22-2: Allowance for Handling Radiation shall not be paid to the Employees (limited to those referred to in Item 4 of Appendix 3) whose basic annual salary is adjusted in accordance with the provision of Paragraph 3, Article 11.

2. Allowance for Handling Explosive Substances shall not be paid on the date of payment of Allowance for Work in High Places. However, when the unpaid amount of Allowance for Handling Explosive Substances exceeds the amount of Allowance for Work in High Places, Allowance for Handling Explosive Substances shall be paid and not Allowance for Work in High Places.

Chapter 4: Special Regulations Pertaining to Salary

(Salary during periods of Leave)

Article 23: Employees on leave of absence in accordance with the provisions of No. 1, Article 10 of the Work Regulations due to the necessity for medical treatment for a work-related accident (Hereinafter referred to as "Work-related Accident(s)") (stipulated 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 (or, in cases where the Employee is in receipt of compensation benefits (including special disability benefit) for absence from work in accordance with Article 14 of "Industrial Accident Compensation Insurance Act", the amount after deducting the amount of said benefits) during said period of absence.

2. Excluding what is stipulated in the foregoing Paragraph, Employees taking leave of absence in accordance with Item 1, Article 10 of the Work Regulations shall not be paid salary during the period of said leave of absence. The same rule shall apply in cases where Employees taking leave of absence in accordance with Item 2, Article 10 of the Work Regulations due to being subject to prosecution pertaining to a criminal case.
3. Employees taking leave of absence in accordance with Item 3, Paragraph 1, Article 10 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 (100% in cases of Employees recognized as being eligible under the provisions of No. 3, Article 10 of The Work Regulations and as having suffered Work-related Accident(s)).
4. Employees on leave of absence in accordance with the provisions of Item 4, Paragraph 1, Article 10 of the Work Regulations may be entitled to payment during the period of said leave of absence of up to 100% of basic salary.
5. Unless otherwise stipulated, Employees on leave of absence shall not be entitled payment of any salary, except for salary stipulated in the provisions of Paragraph 1, Paragraph 3 and the foregoing Paragraph.

(Handling of Salary during periods of Special Leave)

Article 24: The handling of salary during periods of special leave in accordance with the provisions of Article 20 of The Work Regulation shall be subject to separate determination.

(Reduction in Salary)

Article 25: The salary of Employees 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 Rules

(Requirements for Implementation)

Article 26: Matters necessary for the implementation of these regulations shall be set forth separately.

Supplementary Provision

1. These rules shall be implemented from 1 April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 20 October 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provisions

(Date of Implementation)

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

(Allowance for Disaster Emergency Operations etc.)

2. Notwithstanding what is stipulated in Paragraph 2, Article 3, Employees who engage in operations to address a large-scale natural disaster etc., until further notice, shall be paid the allowance for disaster emergency operations etc. as set forth separately.

3. Notwithstanding what is stipulated in Paragraph 2, Article 7, if certain work falls under the operation to which the allowance for disaster emergency operations etc. is paid, the amount of salary for 1 hour of work stipulated in the provisions of Articles 19 through 21 shall be the hourly amount of the allowance for the operation (the amount obtained by dividing the allowance amount by 8) plus the amount stipulated in Item 1, Article 7.

(Prohibition on Multiple Payments)

4. The number of days for which the allowance for disaster emergency operations etc. is paid shall be excluded from the period for which the effective dose of external radiation is measured under each sub-item of Item 1, Article 16.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2012.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2012.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2013.

(Interim Measure Pertaining to Adjustment of Basic Annual Amount of Special Case Limited Term Commissioned Staff)

2. Notwithstanding what is stipulated in Appendix 2 after revision, individuals who were receiving the basic annual salary stipulated in "Adjustment 2" column of Appendix 2 on the date before the date of implementation, Appendix 2 before revision shall apply until the contract period (including renewal period) expires.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2016.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 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 enforced from 19 August 2020 and applied from 1 April 2020

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. The measures “until further notice” stipulated in Item 2, 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 October 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2023.

Appendix Table 1 Basic Annual Salary Table for Limited Term Commissioned Staff (Related to Article

Class	Category	Basic Annual Salary (yen)					
		Standard		Adjustment1		Adjustment2	
		Full-time Commissioned	Part-time Commissioned	Full-time Commissioned	Part-time Commissioned	Full-time Commissioned	Part-time Commissioned
Management	(+ 2)	5,831,100	—	5,901,600	—	5,971,800	—
	(+ 1)	5,607,600	—	5,684,400	—	5,761,200	—
	Standard	5,384,100	—	5,467,200	—	5,550,600	—
	(- 1)	5,160,600	—	5,250,000	—	5,340,000	—
Upper	(+ 2)	4,933,800	4,165,200	5,030,400	4,252,500	5,125,800	4,347,900
	(+ 1)	4,710,300	4,005,600	4,813,200	4,096,500	4,915,200	4,191,900
	Standard	4,486,800	3,846,000	4,596,000	3,940,500	4,704,600	4,035,900
	(- 1)	4,294,800	3,686,400	4,407,900	3,784,500	4,520,700	3,879,900
Middle	(+ 2)	4,101,600	3,524,100	4,217,100	3,624,600	4,331,700	3,732,300
	(+ 1)	3,909,600	3,364,500	4,029,000	3,468,600	4,147,800	3,576,300
	Standard	3,717,600	3,204,900	3,840,900	3,312,600	3,963,900	3,420,300
	(- 1)	3,525,600	3,045,300	3,652,500	3,156,300	3,778,800	3,264,000
Expert	(+ 2)	3,332,400	2,883,000	3,461,100	2,995,500	3,590,700	3,114,000
	(+ 1)	3,140,400	2,723,400	3,272,700	2,838,900	3,405,600	2,957,400
	Standard	2,948,400	2,563,800	3,084,300	2,683,200	3,220,500	2,801,700
	(- 1)	2,788,800	2,404,200	2,926,800	2,525,400	3,065,100	2,643,900
Universal	(+ 2)	2,626,500	2,242,200	2,766,300	2,363,700	2,904,900	2,489,100
	(+ 1)	2,466,900	2,082,600	2,608,800	2,205,300	2,749,500	2,330,700
	Standard	2,307,300	1,923,000	2,451,300	2,048,700	2,594,100	2,174,100
	(- 1)	2,147,700	1,763,400	2,293,800	1,890,300	2,438,700	2,015,700

*Management Class shall apply only to Full-time Commissioned Sta

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

Grade	Category	Basic Annual Salary (yen)					
		Standard		Adjustment1		Adjustment2	
		Full-time Commissioned Staff	Part-time Commissioned Staff	Commissioned Staff	Part-time Commissioned Staff	Full-time Commissioned Staff	Part-time Commissioned Staff
1	(+ 2)	5,248,200	4,592,400	5,360,400	4,690,500	5,473,200	4,788,900
	(+ 1)	5,187,900	4,539,600	5,300,100	4,637,700	5,412,900	4,736,100
	Standard	5,127,600	4,486,800	5,239,800	4,584,900	5,352,600	4,683,300
	(- 1)	5,069,700	4,434,000	5,181,900	4,532,100	5,294,700	4,630,500
2	(+ 2)	5,008,500	4,378,500	5,121,000	4,477,200	5,232,900	4,575,300
	(+ 1)	4,950,600	4,325,700	5,063,100	4,424,400	5,175,000	4,522,500
	Standard	4,892,700	4,272,900	5,005,200	4,371,600	5,117,100	4,469,700
	(- 1)	4,832,400	4,220,100	4,944,900	4,318,800	5,056,800	4,416,900
3	(+ 2)	4,767,600	4,165,500	4,879,800	4,263,900	4,992,000	4,361,400
	(+ 1)	4,707,300	4,112,700	4,819,500	4,211,100	4,931,700	4,308,600
	Standard	4,647,000	4,059,900	4,759,200	4,158,300	4,871,400	4,255,800
	(- 1)	4,586,700	4,007,100	4,698,900	4,105,500	4,811,100	4,203,000
4	(+ 2)	4,521,600	3,951,600	4,634,400	4,049,400	4,746,300	4,148,100
	(+ 1)	4,461,300	3,898,800	4,574,100	3,996,600	4,686,000	4,095,300
	Standard	4,401,000	3,846,000	4,513,800	3,943,800	4,625,700	4,042,500
	(- 1)	4,340,700	3,793,200	4,453,500	3,891,000	4,565,400	3,989,700
5	(+ 2)	4,275,900	3,737,700	4,388,400	3,836,100	4,500,600	3,934,200
	(+ 1)	4,215,600	3,684,900	4,328,100	3,783,300	4,440,300	3,881,400
	Standard	4,155,300	3,632,100	4,267,800	3,730,500	4,380,000	3,828,600
	(- 1)	4,095,000	3,579,300	4,207,500	3,677,700	4,319,700	3,775,800
6	(+ 2)	4,030,500	3,524,100	4,142,400	3,622,200	4,254,900	3,720,300
	(+ 1)	3,970,200	3,471,300	4,082,100	3,569,400	4,194,600	3,667,500
	Standard	3,909,900	3,418,500	4,021,800	3,516,600	4,134,300	3,614,700
	(- 1)	3,849,600	3,365,700	3,961,500	3,463,800	4,074,000	3,561,900
7	(+ 2)	3,784,800	3,310,500	3,897,000	3,408,600	4,008,900	3,507,300
	(+ 1)	3,724,500	3,257,700	3,836,700	3,355,800	3,948,600	3,454,500
	Standard	3,664,200	3,204,900	3,776,400	3,303,000	3,888,300	3,401,700
	(- 1)	3,603,900	3,152,100	3,716,100	3,250,200	3,828,000	3,348,900
8	(+ 2)	3,539,100	3,096,900	3,651,300	3,195,000	3,763,200	3,293,400
	(+ 1)	3,478,800	3,044,100	3,591,000	3,142,200	3,702,900	3,240,600
	Standard	3,418,500	2,991,300	3,530,700	3,089,400	3,642,600	3,187,800
	(- 1)	3,360,600	2,938,500	3,472,800	3,036,600	3,584,700	3,135,000
9	(+ 2)	3,299,400	2,883,000	3,411,600	2,981,400	3,523,800	3,079,800
	(+ 1)	3,241,500	2,830,200	3,353,700	2,928,600	3,465,900	3,027,000
	Standard	3,183,600	2,777,400	3,295,800	2,875,800	3,408,000	2,974,200
	(- 1)	3,123,300	2,724,600	3,235,500	2,823,000	3,347,700	2,921,400
10	(+ 2)	3,058,200	2,669,400	3,170,700	2,767,800	3,282,900	2,865,900
	(+ 1)	2,997,900	2,616,600	3,110,400	2,715,000	3,222,600	2,813,100
	Standard	2,937,600	2,563,800	3,050,100	2,662,200	3,162,300	2,760,300
	(- 1)	2,877,300	2,511,000	2,989,800	2,609,400	3,102,000	2,707,500
11	(+ 2)	2,812,500	2,455,500	2,925,000	2,554,200	3,037,200	2,652,600
	(+ 1)	2,752,200	2,402,700	2,864,700	2,501,400	2,976,900	2,599,800
	Standard	2,691,900	2,349,900	2,804,400	2,448,600	2,916,600	2,547,000
	(- 1)	2,631,600	2,297,100	2,744,100	2,395,800	2,856,300	2,494,200
12	(+ 2)	2,566,800	2,242,500	2,679,300	2,340,600	2,791,200	2,438,700
	(+ 1)	2,506,500	2,189,700	2,619,000	2,287,800	2,730,900	2,385,900
	Standard	2,446,200	2,136,900	2,558,700	2,235,000	2,670,600	2,333,100
	(- 1)	2,385,900	2,084,100	2,498,400	2,182,200	2,610,300	2,280,300
13	(+ 2)	2,321,400	2,028,600	2,433,600	2,126,700	2,545,500	2,225,100
	(+ 1)	2,261,100	1,975,800	2,373,300	2,073,900	2,485,200	2,172,300
	Standard	2,200,800	1,923,000	2,313,000	2,021,100	2,424,900	2,119,500
	(- 1)	2,140,500	1,870,200	2,252,700	1,968,300	2,364,600	2,066,700

Separate Table 3 Current Category Table (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) Nursing assistant who is primarily engaged in work in wards for the purpose of hospitalization of patients suffering from tuberculosis (hereinafter referred to as "tuberculosis wards") or in wards for the purpose of hospitalization of patients suffering from mental illnesses (hereinafter referred to "wards for the mentally ill") (2) Nurse or associate nurse who is engaged in work in tuberculosis wards or wards for the mentally ill (those engaged solely in the supervision of said wards) (3) Pathological bacteria technician who is constantly involved with directly treating specimen contaminated by dangerous disease agents who is in direct contact with hospital patients and outpatients (4) Medical radio engineer who are in directly contact with hospital patients and outpatients to perform radiation therapy or irradiate with other radiation (5) Occupational therapist whose functional duty is to directly provide psychiatric patients with occupational therapy (6) Laundry staff members who are normally involved in the direct handling of materials containing hazardous pathogens or contaminants.	2
	(7) Nurse or associate nurse who work in tuberculosis wards, wards for the mentally ill or wards for the hospitalization of patients requiring intensive monitoring and treatment (hereinafter referred to as "intensive care wards")	1
	(8) 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. (9) Chief Nurse, Nurse and Associate Nurse work in the Operation department (central operating room) (10) Administrative staff members who are in directly contact with hospital patients and outpatients for reception or other office counter work	
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