

## Salary Regulations for National University Corporation Osaka University Part-time Staff (Temporary Part-time Education and Research 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 details pertaining to salary for Part-time Staff (hereinafter referred to as "Employee(s)") employed by National University Corporation Osaka University (hereinafter referred to as "The University") to whom The Work Regulations for Osaka University Part-time Staff (Temporary Part-time Education and Research Staff) apply in accordance with Article 20 of the said regulations.

#### (Applicable Laws and Ordinances)

Article 2: The salary of Employees shall be in accordance with The Labor Standards Law (Law No. 49 of 1947, hereinafter referred to as "The LSL") and relevant law and other ordinances as well as the provisions of the rules set out herein.

#### (Types of Salary)

Article 3: The hourly wage and allowances defined in the employment contract (refers to a document issued when the employment contract is concluded) shall be paid to Employees as salary according to work performance.

2. Allowances shall consist of 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: The full amount of salary for the previous month shall be paid on the 17th of each month or 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). However, in cases where this is not possible due to administrative reasons, salary may be paid on dates other than the foregoing.

2. Notwithstanding the provisions of Item 1, in cases where request is lodged in order to meet costs in cases of the emergencies detailed hereunder, early payment of salary shall be made. The foregoing provision shall also apply in cases where the Employee in question retires (including non-renewal or dismissal), or in other cases in which The University recognizes the need for early payment.

(1) In cases where the Employee 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 in question, or persons dependent on the income of the Employee are unavoidably required to return to /their hometown 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 Employees in cash.

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

(1) Income tax collected at the source

(2) Japan Health Insurance Association -managed health insurance cost

(3) Social security pension insurance.

(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 provisions of Item 1, salary may, with the consent of the Employee in question, be paid into a stipulated savings account in a bank or other financial institution.

## Chapter 2: Hourly Wage

### (Payment of Hourly Wage)

Article 6: Hourly Wage shall be paid to Employees in accordance with the hourly wage tables hereunder.

### (Classification of Hourly Wage Tables)

Article 7: Classification of hourly wage tables is detailed hereunder.

(1) Hourly Wage Table for Academic Staff/Researcher (Separate Table 1)

(2) Hourly Wage Table for Resident (Separate Table 2)

(3) Hourly Wage Table for Temporary Full-time Academic Staff (Law school) (Separate Table 3)

2. The amount of hourly wage defined in the hourly wage tables cited in the foregoing item shall be subject to change in accordance with such considerations as the status of civil service salary revisions as well as the financial standing of The University.

### (Determination of Hourly Wage)

Article 8: The hourly wage for Employees shall be decided by the work content, academic background, licenses, qualifications or job experience at the time of employment contract is concluded and notwithstanding the Item 2 of the foregoing article, for the duration of validity of the employment contract, the amount of hourly wage shall not, as a basic rule, be neither increased nor decreased except when renewing a contract.

### (Calculation of Salary for 1 Hour of Work)

Article 8-2: The hourly wage stipulated in the provisions of Item 3, Article 11 through 13 shall, in cases where work carried out by the employee in question is subject to payment of 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 month, the 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 article.

### (Calculation of Fractions)

Article 8-3: 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 11 through 13 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 more than 0.5 yen and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

## Chapter 3: Allowances

### (Radiological Material Allowance)

Article 9: Radiological material allowance shall be paid to Employees 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 last day of a month.

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

### (Abnormal Pressure Allowance)

Article 10: Employees 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.

Abnormal 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 10-2 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 Hourly Wage Table for Residents applies (except for junior residents) 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, 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 10-3: Night medical service allowance shall be paid to Employees to whom the Hourly Wage Table for Residents applies 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 stipulated 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 1 shift as cited in the foregoing item shall be as detailed in the table below.

Classification of Work	Amount of Allowance
Work including all the Night hours	15,000 yen
Work including more than 4 hours of Night work	7,300 yen
Work including more than 2 hours but less than 4 hours of Night work	6,400 yen
Work including less than 2 hours of Night work	4,400 yen

(Overtime Allowance)

Article 11: Employees ordered to work overtime in accordance with Item 1, Article 5 of the Rules Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Part-time Employee (Temporary Part-time Education and Research Staff) (hereinafter referred to as "Working Hour Regulations") shall be paid an hourly overtime allowance in the amount of 100% of the corresponding hourly wage for each hour of overtime.

2. In cases where the overtime work stated in the foregoing item is carried out at Night, an hourly overtime allowance in the amount of 125% of the corresponding hourly wage for each hour of Night overtime shall be paid.

3. In cases of the working hours of overtime work stated in the foregoing 2 items exceeding the legal working hours of 8 hours per day or 40 hours per week, an hourly overtime allowance in the amount of 125% of the corresponding hourly wage for the excess of each hour shall be paid (150% in the case of Night overtime).

4. Notwithstanding the provisions of the foregoing 3 items, 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) 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 hourly wage for each hour of the overtime in excess of 60 hours (175% in the case of Night overtime).

(Holiday Allowance)

Article 12: Employees ordered to work on holidays in accordance with Item 1, Article 5 of The Working Hour Regulations shall be paid an hourly allowance in the amount of 135% of the corresponding hourly wage for each hour of said work (160% in the case of Night overtime).

(Night Work Allowance)

Article 13: Employees 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 25% of the corresponding hourly wage for each hour of work (with the exception of cases where, in accordance with the provisions of The foregoing 2 articles, 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 14: Employees ordered to engage in night/day work in accordance with the provisions of, Article 10 of the Working Hours Regulations shall be paid a night/day allowance in accordance with provisions determined separately.

#### Chapter 4: Implementation of Regulations

(Requirements for Implementation)

Article 15: The requirements for implementation of the foregoing regulations shall be determined separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments 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.

(Interim Measures relating to Payment of Hourly Wage)

3. In cases where Employees who have been employed as daily Employees of Osaka University prior to acquisition of Corporation status at the 2 days before the applied date of these regulations, are continuously employed as temporary part-time education and research staff, notwithstanding the provisions of Article 6 through 8, for the period of the previous employment contract being fulfilled, the Employees shall be entitled to receipt of the amount of hourly wages based on the unit amount by transferring the prior hourly wage.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2005.

Supplementary Provisions

(Timing of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2006.

(Interim Measure Pertaining to Hourly Wage for Resident (doctors))

2. Notwithstanding the amended details of Separate Table 2, an Employee who was employed by The University as a resident (doctor) prior to the implementation of amendments shall be paid the hourly wage of 1,328 yen until the previous day of the date when 6 years passes reckoning from 1 April of the fiscal year when the Employee obtained the physician's license.

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 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2008. However, amendments to Separate Table 1: Hourly Wage Table for Academic Staff/Researcher shall be implemented from 1 April 2008.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2009.

(Interim Measure Pertaining to Payment of Hourly Wage)

2. Notwithstanding the amended provisions of Separate Table 1, only a specially appointed professor, specially appointed associate professor, specially appointed associate professor (lecturer) and specially appointed assistant professor to whom ranks N through P are applied as of 31 March 2009 and who continues to conclude the employment contract thereafter shall be entitled to have an amount of hourly wage determined within the extent of ranks N through P for the period until the said contract (including the renewal period) expires.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2011.

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 Item 2, Article 3, Employees who engage in operations to address a large-scale natural disaster, etc. may, for the present time, be entitled to receive the allowance for disaster emergency operations, etc. as separately prescribed.

3. Notwithstanding Item 2, Article 8, if certain work falls into 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 item 3, Articles 11 through 13 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 Article 8.

(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 9.

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 27 March 2017.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2018.

Hourly Wage Table for Osaka University Part-time Staff (Temporary Part-time Education and Research Staff)

Separate Table 1

Hourly Wage Table for Academic Staff/Researcher

This hourly wage table shall apply to specially appointed professors, specially appointed associate professors, specially appointed associate professors (lecturers), specially appointed assistant professors, specially appointed academic policy researchers and specially appointed researchers. With respect to specially appointed professors, specially appointed associate professors, specially appointed associate professors (lecturers) and specially appointed assistant professors, an amount of hourly wage shall be determined with in the extent of ranks

Rank	Hourly Wage (yen)
A	9,413
B	8,016
C	6,705
D	5,511
E	4,902
F	4,383
G	3,939
H	3,570
I	3,174
J	2,878
K	2,661
L	2,433
M	2,230
N	1,977
O	1,754
P	1,515
Q	1,464
R	1,255

Separate Table 2

Hourly Wage Table for Medical Resident

(1) Doctors

This hourly wage table shall apply to residents (doctor, specialized doctor and junior-resident doctor).

Rank	Hourly Wage (yen)	Applicable
A - 1	1,518	Resident (doctor)
A - 2	1,390	Resident (specialized doctor)
B	1,262	Resident (junior-resident doctor)

(2) Dentists

This hourly wage table shall apply to residents (dentist, specialized dentist and junior-resident dentist).

Rank	Hourly Wage (yen)	Applicable
A	1,518	Resident (dentist)
B	1,390	Resident (specialized dentist)
C	1,262	Resident (junior-resident dentist)

Separate Table 3

Hourly Wage Table for Temporary Part-time Academic Employees (Law school)

This hourly wage table shall apply to specially appointed professors and specially appointed associate professors in law school.

Rank	Hourly Wage (yen)
A	9,150
B	6,536
C	3,922