

Rules Pertaining to Salary for National University Corporation Osaka University 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 official employment contracts have been 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 provide details pertaining to salary in accordance with Article 25 of the Work Regulations for National University Corporation Osaka University Staff (hereinafter referred to as "The Work Regulations") with respect to Full-time Staff (hereinafter referred to as "Employee (s)") of National University Corporation Osaka University (hereinafter referred to as "The University") to whom the Work Regulations apply.

(Relationship with 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 other ordinances as well as the provisions of the rules set out herein.

(Types of Salary)

Article 3: Salary paid to Employees shall comprise basic salary, bonuses and allowances.

2. Bonuses shall comprise end-of-term bonus and accomplishment-based bonus. However, Bonuses for Employees to whom the designated-duties basic salary defined in No. 4, Item 1, Article 11 apply (such Employees shall hereinafter be referred to as "Designated Staff") shall be paid as a special end-of-term bonus.
3. Allowances shall comprise basic salary adjusted amount, administrative post allowance, adjustment allowance for medical staff, dependent allowance, regional allowance, housing allowance, commuting allowance, allowance for work in high places, work allowance for handling of explosives, cadaver handling allowance, radiological material allowance, abnormal pressure allowance, night nursing allowance, Helicopter Emergency Medical Service(hereinafter referred to as "HEMS")flight allowance, overtime allowance, holiday allowance, night work allowance and night/day allowance.

(Date of Payment of Salary)

Article 4: Basic salary shall be paid on the 17th of each month. However, basic salary shall be paid on the 15th of the month in cases where the 17th of the month falls on a Sunday (or on the 18th of the month in cases where the 15th falls on a holiday), on the 16th in cases where the 17th falls on a Saturday and on the 18th in cases where the 17th falls on a holiday (applicable to Mondays only).

2. The closing day for basic salary shall be the last day of the month and, in cases where, for reasons such as absence within the month, a significant difference exists between the basic salary paid in accordance with the provisions of the foregoing item and the actual basic salary to be paid, the necessary adjustment shall be made to the basic salary of the month following within which said reason occurred. However, in cases where this is not possible due to administrative reasons, the timing of such adjustments may be delayed.
3. With the exception of cases stipulated in the provisions of Items 2 and 3, Article 20, bonuses shall be paid on the 30th June and the 10th December. However, in cases where the day for payment of bonuses falls on a Sunday, payment shall be made 2 days earlier and, in cases where said day for payment falls on a Saturday, 1 day earlier.
4. Basic salary adjusted amount, administrative post allowance, adjustment allowance for medical staff, dependent allowance, regional allowance, housing allowance and commuting allowance shall be paid on the day of payment of basic salary.
5. Allowance for working in high places, allowance for handling of explosive substances, cadaver handling allowance, radiological material allowance, abnormal pressure allowance, night nursing allowance, HEMS flight allowance, overtime allowance, holiday allowance, night work allowance and night/day allowance shall be paid on the day of payment of basic salary for the month following within which the day circumstances warranting payment of said allowance falls. However, in cases where this is not possible due to administrative reasons, payment of said allowance shall be made 2 months after the month within which the day circumstances warranting payment of said allowance falls.

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

(1) In cases where the Employee in question, or persons dependent upon the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or decease.

(2) In cases where the Employee in question, or persons dependent on the income of said 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) Residence tax

(3) Mutual aid association Insurance premiums

(4) Employment insurance premiums

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

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

(Calculation of Daily Rate)

Article 6: Basic salary shall be paid based on calculation of the daily rate in cases where, in mid-month the amount of the basic salary of an Employee changes due to reasons such as promotion or pay rises and in cases where the Employee in question retires or is dismissed.

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

3. Notwithstanding the provisions of Item 1, in the case of the decease of an Employee, basic salary shall be paid based on the premise that said Employee worked to the end of the month within which said decease occurred.

4. The provisions of foregoing Item 3 shall apply to payment of basic salary adjusted amount, administrative post allowance, adjustment allowance for medical staff, and regional allowance.

(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 37 through 39 and Article 43 shall be the amount resulting from division of the monthly total of basic salary, basic salary adjustment amount, regional allowance relating to these amounts, administrative post allowance and adjustment allowance for medical staff divided by the average number of working hours for 1 month.

2. Notwithstanding the provision of the foregoing item, the amount of salary for 1 hour stipulated in the provisions of Articles 37 through 39 shall, in cases where work carried out by the Employee in question is subject to payment of allowance for work in high places, allowance for handling of explosives, cadaver handling allowance, radiological material allowance or abnormal pressure allowance, be calculated based on addition of the amount of allowances for 1 hour (in cases of allowances paid in units of 1 day, the amount shall be divided by 8 and 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 item.

(Calculation of Fractions)

Article 8: In cases where calculation of the amount of overtime allowance, holiday allowance or night allowance paid for 1 hour in accordance with the provisions of Articles 37 through 39 as well as the amount of salary for 1 hour of work defined in Article 43 produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and in cases where the calculation produces an amount including a fraction 0.5 yen and more and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

(Processing of Fractions)

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

Chapter 2: Basic Salary

(Payment of Basic Salary)

Article 10: Basic salary shall be paid in accordance with the class and grades detailed in following Article.

(Classification of Basic Salary Tables)

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

- (1) Regular Service Basic Salary Table (Separate Table 1)
 - a) Regular Service Basic Salary Table (1)
 - b) Regular Service Basic Salary Table (2)
 - (2) Education Service Basic Salary Table (Separate Table 2)
 - a) Education Service Basic Salary Table (1)
 - b) Education Service Basic Salary Table (2)
 - (3) Medical Service Basic Salary Table (Separate Table 3)
 - a) Medical Service Basic Salary Table (A)
 - b) Medical Service Basic Salary Table (B)
 - (4) Designated Duties Basic Salary Table (Separate Table 4)
2. The amount of basic salary defined in the basic salary tables cited in the foregoing item shall be subject to change in accordance with such considerations as the status of national public service salary revisions as well as the financial standing of The University.

(Starting Salary)

Article 12: The starting salary for new Employees shall be determined in accordance with the corresponding grade and category with due consideration given to the academic background, licenses, qualifications and work record of the Employee in question.

(Promotion)

Article 13: Employees promoted in accordance with the provisions of Article 12 of The Work Regulations shall be upgraded to the higher category appropriate to the work in which said Employee shall be engaged after promotion.

2. Employees with an outstanding work record shall be promoted, in accordance with the work in which the Employee in question is engaged, 1 category higher based on the overall assessment.

(Allocation to Categories in cases of Transfers necessitating application of a Different Basic Salary Table)

Article 14: In cases where Employees are transferred to posts to which a different basic salary table is applicable, or in cases where Employees are transferred to posts to which different starting salary standards apply, categories shall be allocated to match the category applicable after said transfer.

(Pay Rises)

Article 15: Pay rises for Employees (with the exception of designated staff) shall be awarded on the day defined in the provisions hereunder in accordance with the work record of the Employees in question over the year preceding said day. However, pay rises shall not be awarded to Employees with poor work records.

2. Grade-4 shall be applied as the standard for pay rises awarded in accordance with the provisions of the foregoing item for Employees with a consistently outstanding work record throughout the entire year defined in said foregoing item (in cases where The University deems applicable, Grade-3 for Employees to whom Regular Service Basic Salary Table (1) is applicable and whose work falls into 7th class or higher of said table as well as Employees to whom tables other than the Regular Basic Salary Table are applicable and whose work class is equivalent to the foregoing).
3. Notwithstanding the provisions of Items 1 and 2, Employees of 55 years of age or over shall not be eligible for pay rises (57 years of age for Employees engaged in work as technicians or laborers). However, the foregoing shall not apply to Employees in respect of whom The University recognizes needs to the contrary.

4. Notwithstanding the provisions of Item 3, pay rises for Employees shall exceed the highest grade within the category to applicable to the work in which the Employee in question is engaged.
5. Notwithstanding the provisions of this article, in cases where deemed unavoidable due to worsened financial status, the pay rises may be either delayed or not awarded.

(Timing of Pay Rises)

Article 16: Pay rises awarded in accordance with the provisions of Item 1 of the foregoing article shall, as a basic rule, be implemented from 1st January.

(Pay Rises in Special Cases)

Article 17: In cases where Employees are commended in accordance with the provisions of Article 36 of The Work Regulations or in other special circumstances, notwithstanding the provisions of foregoing Article 2, said Employee may be awarded a pay rise.

(Determination of Grade in cases of Acquisition of Highest Qualification)

Article 18: In cases where Employees acquire qualification corresponding to the starting salary of a higher category or grade higher than that currently applicable (with the exception of cases determination of promotion), said higher grade may be applied.

(Demotion and Reduction in Pay)

Article 19: Employees falling into any of the categories cited in the provisions of Item 1, Article 21 of The Work Regulations may either be demoted to a class lower than that applicable to the work in which said Employee is engaged, or be subject to a reduction in salary equivalent to downscaling by 1 or more grades.

Chapter 3: Bonuses

(Payment of Bonuses)

Article 20: Bonuses shall be paid to Employees enrolled in The University on either 1st June or 1st December of each year (hereinafter referred to as "standard days") in accordance with the provisions hereunder. The foregoing shall also apply to Employees who become deceased within the period of 1 month, ending on the day preceding a standard day (Employees carrying out designated duties and, said Employees are engaged in duties at the time of decease).

2. Notwithstanding the provisions of the foregoing item, bonuses shall not be paid to Employees who fall into any of the following categories.
 - (1) Employees taking a period of leave in accordance with the provisions of Item1, Article14 of The Work Regulations and who are not receiving payment of salary during said period.
 - (2) Employees on suspension in accordance with the provisions of No.3, Item2, Article37 of The Work Regulations.
 - (3) Employees who, within the period from a standard day to the day of payment, are either dismissed in accordance with the provisions of No.2 or 3, Item2, Article21 of The Work Regulations, or are subject to disciplinary dismissal in accordance with the provisions of No. 5, Item 2, Article 37 of The Work Regulations.
 - (4) Employees to whom other relevant provisions above apply.
3. In addition to the provisions of the foregoing item, payment of bonuses may be withheld or delayed during to unavoidable deterioration in the financial circumstances of The University (including cases Employees who are subject to dismissal or disciplinary dismissal in accordance with the provisions No. 3 of the foregoing item).

(End-of Term Bonus)

Article 21: End-of term bonuses shall be paid, in proportion to duties, to Employees excepting designated staff in consideration of the number of work days of the 6 months preceding a standard day (or for the period of enrollment of Employees who have been enrolled for a period of less than 6 months: hereinafter referred to as "Base Calculation Period" in the articles hereunder).

2. The amount of end-of-term bonuses shall be determined for each term.

(Accomplishment-based Bonus)

Article 22: Accomplishment-based bonuses shall, with due consideration for the financial circumstances of The University, be paid to Employees excepting designated staff in proportion to the duties and work record of said

Employees.

2. Evaluation of work records with respect to the foregoing item shall be based on work undertaken within the Base Calculation Period.
3. The amount of accomplishment-based bonuses shall be determined for each term.

(Special End of Term Bonus)

Article 23: Special end of term bonuses shall be paid to designated staff.

2. The amount of special end of term bonuses shall be determined for each term.

Chapter 4: Allowances

(Basic Salary Adjustment)

Article 24: In cases of specialized Employees whose working conditions involve with complexity, difficulties, responsibilities as well as intensity, working hours and work environment evidently more demanding than of other Employees belonging to the same work class, the basic salary of said specialized Employees may be adjusted based on the level of specialization or the work in question.

2. The duties carry out an adjustment to the basic salary according to the provisions of the foregoing item shall be in accordance with the places of work and the Employees engaged at said places of work detailed in Separate Table 5.
3. The adjusted amount cited in the foregoing item shall the amount resulting from multiplication of the basic adjustments listed in Separate Table 6 (in cases where the amount exceeds 4.5% of the basic salary, the amount shall be 4.5% of the basic salary and fractions of less than 1 yen included in said amount shall be rounded down. The foregoing does not, however, apply to Employees to whom Education Service Basic Salary Table (1) applies) by the adjustment indices listed in Separate Table 5 in accordance with the basic salary and work grade applicable to the Employee in question.
4. Notwithstanding the provisions of the foregoing item, in cases where the adjusted amount exceeds 25% of the basic salary, the amount shall be 25% of the basic salary. This shall not, however, apply to Employees to whom Education Service Basic Salary Table (1) applies.

(Administrative Post Allowance)

Article 25: Administrative post allowance shall be paid to Employees other than those engaged in designated duties in administrative or supervisory work (hereinafter referred to as "administrative post").

2. The scope of administrative post cited in the foregoing item shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Separate Table 7, based on the Basic Salary Table, work class and classifications of duties that are applicable to said Employees.
4. The administrative post allowance and basic salary for designated duties shall include night allowance in accordance with the provisions of Article 39.
5. Employees engaged in administrative duties who have not worked the full period between the first to last days of the month shall not be eligible for payment of administrative work bonus for the month in question (with the exception of Employees recognized by The University as being unable to work due to the necessity of medical treatment after meeting with work-related accidents (hereinafter referred to as "work accidents" in Article 41 of hereof) defined in the provisions of No. 1, Item 1, Article 7 of the Workers' Accident Compensation Insurance Law (Law, No. 50 of 1947, hereinafter referred as "WACIL").
6. Notwithstanding the provisions of foregoing 5 items, matters pertinent to payment of administrative post allowances shall be determined separately.

(Medical Staff Adjustment Allowance)

Article 26: A medical staff adjustment allowance for Employees not exceeding 50,000 yen shall be paid to Employees whose duties require medical or dental expertise and those newly appointed or transferred to such posts separately determined by The University (eligibility for said allowance shall be limited to Employees in possession of a medical license or a dentist license and to whom the Education Basic Salary Table (1) applies) within 35 years of the date of said employment or transfer.

2. The amount of allowance cited in the foregoing item shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Separate Table 8 based on the classification of the period after date of employment.
3. In addition to the provisions of the foregoing 2 items, matters pertinent to payment of medical staff adjustment

allowances for Employees shall be determined separately.

(Dependent Allowance)

Article 27: Dependent allowance shall be paid to Employees excluding those engaged in designated duties, with dependent relatives.

2. Dependent relatives cited in the foregoing item shall be as defined in the categories hereunder and shall be principally dependent on the Employee in question for their livelihood.
 - (1) Spouses (including common-law spouses. This shall also apply hereinafter)
 - (2) Children and grandchildren within the period between the day of attaining the age of 22 years and the first incidence of 31st March thereafter
 - (3) Parents and grandparents of the age of 60 or over
 - (4) Siblings within the period between the day of attaining the age of 22 years and the first incidence of 31st March thereafter
 - (5) Persons suffering serious mental-physical handicap
3. The monthly amount of the dependent allowance shall be 13,000 yen for dependent relatives No. 1 of the foregoing item and 6,500 yen for dependent relatives falling into No. 2 through 5 of said item (in cases where the Employee in question has no spouse, 11,000 yen for one of the dependent relatives).
4. Notwithstanding the provisions of the foregoing item, the amount of the dependent allowance cited in the foregoing item for dependent children within the period from the first incidence of 1st April after attaining the age of 15 years until the first incidence of 31st March after attaining the age of 22 years (hereinafter referred to as "the Specified Period") shall be subject to the addition of an amount equivalent to 5,000 yen multiplied by the number of dependent children within the Specified Period.
5. In addition to the provisions of the foregoing 4 items, matters pertinent to payment of dependent allowances shall be determined separately.

(Regional Allowance)

Article 28: Regional allowances shall be paid to Employees working in university facilities located in Osaka City, Suita City, Toyonaka City, Ibaraki City, Hirakata City and Minoh City in Osaka Prefecture and Amagasaki City in Hyogo Prefecture.

2. The monthly amount of the regional allowance shall be the 12% of the total comprising basic salary, basic salary adjustment amount, administrative post allowance and dependent allowance.

(Housing Allowance)

Article 29: Housing allowance shall be paid to Employees (with the exception of Employees residing in dormitory rented from a national university corporation, other independent administrative corporations or national bodies) renting housing for use as their own residences (including periods of letting) and paying a monthly rent in excess of 12,000 yen (including the cost of usage; hereinafter the same).

2. The monthly amount of housing allowances shall be the amounts equivalent to those stated hereunder in accordance with the following classifications of Employees (any fraction less than 100 yen shall be rounded off).
 - (1) Employees paying a monthly rent of 23,000 yen or less.
The amount equivalent to said monthly rent minus 12,000 yen.
 - (2) Employees paying a monthly rent in excess of 23,000 yen.
The amount equivalent to one-half of the monthly rent after subtraction of 23,000 yen (16,000 yen in cases where the amount after subtraction of said 23,000 yen is in excess of 16,000 yen) plus 11,000 yen.
3. In addition to the provisions of the 2 items above, matters pertinent to payment of housing allowances shall be determined separately.

(Commuting Allowance)

Article 30: Commuting allowance shall be paid in the amount stated in each of the provisions hereunder according to the classification of Employees cited therein.

- (1) The amount of commuting allowance for Employees commuting by such means of public transport as railway networks or toll roads (hereinafter referred to as "public transport") shall be equivalent to the amount required for commuting during the payment unit period as calculated in accordance with separately defined rules (hereinafter referred to as "travel equivalent amount"). However, in cases where the amount resulting

from division of the travel equivalent amount by the number of months comprising the payment unit period exceeds 55,000 yen (hereinafter referred to as “the travel equivalent amount for 1 month”), the amount equivalent to 55,000 yen multiplied by the number of months comprising the payment unit period (in cases where the Employee in question uses 2 or more modes of public transport and the total cost of fares, etc., of said modes of transport exceeds 55,000 yen, the longest available payment unit period in respect of the commuting allowance of the Employee in question shall be applied and the amount obtained by multiplication of 55,000 yen by the number of months comprising said payment unit period) shall be paid.

(2) In cases of Employees using automobiles as the normal mode of transport for commutation, the amounts listed hereunder shall be paid in accordance with the respective Employees classifications for the payment unit period.

- a) Employees using automobiles for a distance of less than 5 kilometers on way (hereinafter referred to as “the distance of usage”): 2,000 yen
- b) Employees for whom the distance of usage is 5 kilometers or more and less than 10 kilometers: 4,100 yen
- c) Employees for whom the distance of usage is 10 kilometers or more and less than 15 kilometers: 6,500 yen
- d) Employees for whom the distance of usage is 15 kilometers or more and less than 20 kilometers: 8,900 yen
- e) Employees for whom the distance of usage is 20 kilometers or more and less than 25 kilometers: 11,300 yen
- f) Employees for whom the distance of usage is 25 kilometers or more and less than 30 kilometers: 13,700 yen
- g) Employees for whom the distance of usage is 30 kilometers or more and less than 35 kilometers: 16,100 yen
- h) Employees for whom the distance of usage is 35 kilometers or more and less than 40 kilometers: 18,500 yen
- i) Employees for whom the distance of usage is 40 kilometers or more and less than 45 kilometers: 20,900 yen
- j) Employees for whom the distance of usage is 45 kilometers or more and less than 50 kilometers: 21,800 yen
- k) Employees for whom the distance of usage is 50 kilometers or more and less than 55 kilometers: 22,700 yen
- l) Employees for whom the distance of usage is 55 kilometers or more and less than 60 kilometers: 23,600 yen
- m) Employees for whom the distance of usage is 60 kilometers or more: 24,500 yen

(3) In cases of Employees who use public transport and bear the burden of payment of travel expenses and who use automobiles as the normal mode of transport shall be paid an amount equivalent to the sum of the amounts detailed in Nos. 1 and 2 (in cases where the travel equivalent amount for 1 month exceeds 55,000 yen, the longest available payment unit period in respect of the commuting allowance of the Employee in question shall be applied and the amount obtained by multiplication of 55,000 yen by the number of months comprising said payment unit period.) However, the commuting allowance for Employees for whom the distance of usage for automobiles is less than 2 kilometers, the amount of the allowance shall be calculated as detailed in No. 1 above and in cases where the resulting amount is less than the amount detailed in the foregoing provisions, the commuting allowance shall be equivalent to the amount in said provisions.

(4) The commuting allowance detailed in Nos. 1~3 above shall not be paid to Employees who walk to and from the place of work and where the distance one way is less than 2 kilometers (i.e. the distance of the shortest available route).

2. Commuting allowances shall be paid on the day of the first month of the payment unit period (separately determined period in cases of commuting allowances determined separately by The University) in accordance with the provisions of Article 4.
3. Employees in receipt of commuting allowance who retire or who are subject to other circumstances separately defined shall return the separately determined amount of the commuting allowance remaining after the date of occurrence of said retirement or circumstances.
4. The term “payment unit period” as used within this article shall mean separately defined period of not more than 6 months calculated in units of 1 month (1 month for commuting allowances in cases of commuting by automobile).

5. In addition to the provisions of the foregoing items, matters pertinent to payment of commuting allowances shall be determined separately.

(Allowance for Working in High Places)

Article 31: 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 cited 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 of Explosive Substances)

Article 32: Allowances for the handling of explosive substances shall be paid to Employees to whom Regular Service Basic Salary Table (1) is applicable and who are engaged in work involving the production of high-pressure gas or the filling up of high-pressure gas containers.

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

(Cadaver Handling Allowance)

Article 33: Cadaver handling allowances shall be paid for each day of such work in the cases detailed hereunder. However, in cases where Employees are engaged in both types of work detailed in Nos. 1 and 2 within the same day, the allowance cited in No. 2 shall not be paid.

(1) Employees belonging to the Faculty of Medicine or the Graduate School of Medicine to whom the Regular Service Basic Salary Table applies shall be paid an allowance of 3,200 yen for work involving the processing of cadavers.

(2) Employees to whom the Regular Service Basic Salary Table apply involved in the receipt or transport of cadavers from sources external to The University necessary for the research and educational purposes shall be paid an allowance of 1,000 yen.

(Radiological Material Allowance)

Article 34: Radiological material allowance shall be paid to Employees engaged in work detailed hereunder.

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

(2) In addition to the provision of No.1, 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 the last day of a month.

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

(Abnormal Pressure Allowance)

Article 35: 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.

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

(Night Nursing Allowance)

Article 36: A night nursing allowance shall be paid to midwives, nurses or associate nurses engaged in work involving nursing in cases where 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 per 1 shift as cited in the foregoing item shall be as detailed hereunder.

Classification of Work	
Work including all night hours	6,800 yen
Work including 4 hours of night work	3,300 yen
Work including more than 2 hours and less than 4 hours of night work	2,900 yen
Work including less than 2 hours of night work	2,000 yen

3. The additional amount of the allowance of the work in Item 1 for midwives, nurses or associate nurses (with the exception of Employees commuting on foot over a distance of less than 2 kilometers one way and those to whom the provisions of No. 2, Item 1, Article 30 apply and in receipt of payment of the allowance detailed in the same Article) engaged in night shift work involving commuting shall, notwithstanding the provisions of the foregoing item, be as detailed hereunder in accordance with the classification of Employee.

Classification of Employees	Amount of Allowance
Employees commuting over a distance (i.e. total commuting distance pertaining to approval for commuting allowance. This shall also apply hereunder.) of less than 5 kilometers one way	380 yen
Employees commuting over a distance of more than 5 kilometers and less than 10 kilometers one way.	760 yen
Employees commuting over a distance of more than 10 kilometers	1,140 yen

(HEMS Flight Allowance)

Article 36-2

HEMS flight allowance shall be paid to Employees in possession of a medical license and to whom the Education Service Basic Salary Table (1) is applicable, as well as Employees to whom the Medical Service Basic Salary Table (B) applicable to 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.

(Overtime Allowance)

Article 37: 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 hourly overtime allowance in the amount of 125% of the corresponding salary set forth in Article 7 for each hour of said overtime (150% in the case of night overtime).

2. Notwithstanding the provisions of the foregoing Item, if the hours of said overtime work, including the hours of ordered holiday work (excluding the work on 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, or a holiday allowance as referred to in the following Article, 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).

3. Notwithstanding the provisions of the foregoing two Items, overtime allowance shall not be paid either to Employees engaged in administrative work and designated duties, or to those engaged in the handling of confidential clerical work in accordance with the provisions of No. 2, Article 41 of The LSL.

(Holiday Allowance)

Article 38: 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 set forth in Article 7 for each hour of said work (160% in the case of night).

2. The provisions of Item 3 of the foregoing article shall also apply to holiday allowance.

(Night Allowance)

Article 39: 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 salary set forth in Article 7 for each hour of said work (with the exception of cases where, in accordance with the provisions of Article 2 above, overtime or holiday allowance is paid for working hours including night hours

during which the Employee in question is ordered to work).

(Night/Day Allowance)

Article 40: 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.

(No Multiple Allowances)

Article 40-2: The radiological material allowance shall not be paid to Employees that receive the adjustment amount of the basic salary in accordance with the provisions of Article 24 (only those who are associated with Separate Table 5, Category 5).

2. The allowance for the handling of explosive substances shall not be paid on the date when the allowance for working in high places is paid. However, when the allowance for explosive substances exceeds the amount of the allowance for working in high places, the allowance for the handling of explosive substances shall be paid instead of the allowance for working in high places.

Chapter 5: Special Regulations Pertaining to Salary

(Salary during periods of Leave of Absence)

Article 41: Employees on leave of absence in accordance with the provisions of No. 1, Item 1, Article 14 of the Work Regulations due to the necessity for medical treatment for a work accident shall receive full salary (or, in cases where the Employee in question is in receipt of compensation benefits (including special benefit) for absence from work in accordance with Article 14 of the WACIL, full salary minus the amount of said benefits) during said period of leave of absence.

2. With the exception of the provisions of the foregoing item, Employees taking leave of absence in accordance with the No. 1, Item 1, Article 14 of the Work Regulations shall not be paid salary during the period of said leave of absence. In cases where Employees taking leave of absence in accordance with the No. 2, Item 1, Article 14 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Employees shall not be paid salary during the period of said leave of absence.
3. Employees taking leave of absence in accordance with the Nos. 3 and 4, Item 1, Article 14 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 Employees recognized as being eligible under the provisions of No. 3, Item 1, Article 14 of The Work Regulations and as having suffered a work-related accident).
4. Employees on leave of absence in accordance with the provisions of No. 5, Item 1, Article 14 of the Work Regulations may be entitled to payment of up to 100% of the monthly amount of the basic salary, etc., end-of-term and special end-of-term allowances.
5. In absence of special determination to the contrary, Employees on leave of absence shall not be entitled payment of any salary with the exception of salary defined in the provisions of items 1, 3 and 4.

(Salary during the Period of Dispatch)

Article 41-2: With regard to dispatches set forth in Item 1, Article 16-2, of the Work Regulations, Employees in question shall be entitled to payment of 100% of monthly amount of basic salary, etc., end-of-term allowance and special end-of-term allowance, respectively, during the period of said dispatch.

2. Unless otherwise specified, Employees undergoing the period of dispatch shall not be entitled to payment of any salary with the exception of salary defined in the foregoing item.

(Handling of Salary during periods of Special Leave)

Article 42: The handling of salary during periods of special leave in accordance with the provisions of Article 22 of The Work Regulation shall be subject to separate determination.

(Reduction in Salary)

Article 43: 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 6: Implementation of Regulations

(Requirements for Implementation)

Article 44: The requirements for implementation of these regulations shall be determined separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing shall be implemented from 14th April 2004 and applied from 1st April 2004.

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

2. Among the Employees who were succeeded same status by The University (hereinafter referred to as "succeeded Employee(s)"), in accordance with Article 4 of Supplementary Provisions of National University Corporation Law (Law No. 112 of 2003), notwithstanding the details of Item 3, Article 5 herein, based on the consent of the Employees, if salaries were paid into their bank accounts on the preceding day of these regulations are applied (hereinafter referred to as "day of application"), before The University attaining its status as National University Corporation, 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 concomitant with Abolition Transfer Guarantee of Adjustment Allowances)

3. Succeeded Employees in receipt of approval in accordance with provisions of Article 11-7 of the law pertaining to salary for regular workers (Law No. 95 of 1950: hereinafter referred to as "The Salary Law"), said approval being valid on the day preceding application of these regulations, shall, notwithstanding the provisions of Article 28 herein, be eligible for continued receipt of payment of adjustment allowance, in accordance with provisions of Article 7 of the Salary Law, after said day of application.

(Interim Measures concomitant with Abolition of Housing Allowance relating to Dependents of Employees Eligible for Job Transfer Housing Allowance)

4. Succeeded Employees in receipt of approval in accordance with the provisions of No. 3, Item 1, Article 11-9 of The Salary Law, said approval being valid of the day preceding the day of application of these regulations shall, for the period up to an including 31st March 2007, notwithstanding the provisions of Article 29 herein, be eligible for continued payment of housing allowance in accordance with the provisions of No. 3, Item 1, Article 11-9 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Special Charges pertaining to Commuting Allowance)

5. Succeeded Employees in receipt of approval in accordance with the provisions of Item 3, Article 12 of The Salary Law, said approval valid of the preceding the day of application of these regulations, shall, for the period up to 31st March 2007, notwithstanding the provisions of Article 30 herein, be eligible for continued payment for commuting allowance in accordance with the provisions of Item 3, Article 12 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Job Transfer Allowance)

6. Succeeded Employees in receipt of approval in accordance with the provisions of Article 12-2 of The Salary Law, said approval valid on the preceding the day of application of these regulations, shall, for the period up to 31st March 2007, be eligible for continued payment of commuting allowance. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures relating to Salary during Periods of Leave of Absence)

7. Succeeded Employees on leave of absence on the day preceding the day of application of these regulations, shall, notwithstanding the provisions of Items 2 through 4, Article 41, be entitled to receipt of payment of salary during the period of said leave of absence (including periods of extension) as previously.

(Interim Measures relating to Salary during Periods of Dispatch)

8. Succeeded Employees on a period of dispatch to international organizations, etc., in accordance with the laws and ordinances pertaining to provisions for regular civil servants to international organizations, etc., (Law No. 117 of 1970) on the day preceding the day of application of these regulations shall be entitled to receipt of payment of salary during said period of dispatch (including revised periods) as previously. The foregoing shall also apply to Employees engaged in observation work in the Antarctic region on the day preceding application of these regulations.

(Date of Payment pertaining to Interim Measures)

9. The date of payment of allowances detailed in 6 items above shall be in accordance with the provisions of Item 4, Article 4.

(Interim Measures concomitant with Abolition of Adjustment Index 3 by Graduate School Supervision)

10. Succeeded Employees in receipt of approval in accordance with the provisions of Item 2, Article 1 of The National Personnel Authority Regulations 9-6 (grade adjustment amount), said approval valid on the day preceding the day of application of these regulations, shall, notwithstanding the provisions of Article 24, for the period up to 31st March 2007, provided said Employees satisfy the requirements of No. 10(1), Separate Table 1 of the same regulations, be eligible for receipt of payment of the adjusted amount as an adjustment to the original basic amount corresponding to the applicable work class defined in Separate Table 6. However, the foregoing shall not apply in cases of loss of eligibility for payment of the same amount.

(Interim Measures 1 concomitant with Requirement for Payment of Adjustment Indices by Graduate School Supervision)

11. Succeeded Employees who fail to meet of the requirements applied for payment detailed in Separate Table 5 on the day preceding the day of application of these regulations who were engaged in the teaching of graduate school students in fiscal year of 2003 and continued to be thus engaged in fiscal year of 2004 shall, in accordance with the provisions of Article 24, be eligible for receipt of payment of the adjusted amount of the basic salary.

(Special Regulations Pertaining to Retirees on 1st April 2004)

12. Succeeded Employees retiring from The University on 1st April 2004 (including those transferring to other National University Corporations and those appointed as trustees of The University in accordance with the provisions of Item 2 of The Supplementary Work Regulations) shall not qualify for eligibility under the provisions of Articles 6 and 15.

(Special Regulations pertaining to Entrance Examination Allowance)

13. Notwithstanding the provisions of Item 3, Article 3, Employees engaged in work relating to entrance examinations (excluding Employees who are applied to designated duties and who are eligible for payment of administrative post allowance) 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 National University Corporation status.

(Special Regulations pertaining to Special Job Transfer allowance)

14. Notwithstanding the provisions of Item 3, Article 3, for the present time, Employees residing in areas remote to The University employed as Employees obliged to live separately to their families may be entitled receipt of payment of a special job transfer allowance for a period of not longer than 3 years. However, said allowance shall not be paid to those to whom the provisions of Item 6 of The Supplementary Provisions apply.

Supplementary Provision

The foregoing amendments shall be implemented from 23rd June 2004 and applied from 1st April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 19th January 2005 and applied from 1st April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 18th April 2005 and the provisions of Supplementary Item 14 applied from 1st April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 16th May 2005 and applied from 1st April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1st December 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1st December 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2010.

Supplementary Provisions

(Date of Implementation)

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

(Changes to Work Classes)

2. The date for changes to work classes for Employees who will continue to work at The University from the day preceding 1st April 2006 (hereinafter referred to as "date of change") shall be subject to separate determination.

(Changes to Grades)

3. Grades for Employees for whom work classes are determined on the date of change cited in the foregoing item and those to whom the Designated Duties Basic Salary Table continues to apply from the day preceding the date of change shall be subject to separate determination.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

4. Employees to whom the same basic salary table continues to be applicable from the day preceding the date of change and whose monthly amount of the basic salary in accordance with the provisions of Article 11 is less than the provisional monthly amount of basic salary cited in Separate Tables 1-A through 4-A applicable on said day (the revised amount in cases where the amount is revised: this shall also apply hereunder) may be entitled, until 31st March 2014, to receipt of payment equivalent to the difference in addition to the basic salary. However, the foregoing shall not apply in cases where, in addition to the provisions of Item 11, payment of the amount equivalent to said difference as basic salary is not deemed appropriate.

5. Employees to whom the basic salary table continues apply from the day preceding the date of change (with the exception of Employees cited in the foregoing item) may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the same item, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said item.

6. Employees to whom a new basic salary table applies after the date of change may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions 2 items above and in consideration of the circumstances of employment, etc., be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of 2 items.

7. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of 3 items above apply shall not include the additional amount cited in Education Service basic Salary table (1) and, pertaining to the application of the provisions of Item 4, Article 24, "25% of the monthly amount of basic salary" in the same article shall be "25% of the total of the difference of the monthly amount of basic salary and the provisional monthly amount of basic salary."

(Interim Measures pertaining to Adjustment Amount of Basic Salary)

8. Employees in receipt of payment of adjustment amount of basic salary in accordance with the provisions of Article 24 who fall into any of the following categories and whom the original adjustment amount cited in Separate table 6 is less than the provisional original adjustment amount cited in Separate Table 6-A may, for the period defined in Item 10, be entitled to receipt of payment as the adjustment amount of the basic salary, in addition to the original adjustment amount, of the amount resulting from multiplication of the amount equivalent to the difference by the multiplication ratio set out in the same item and the adjustment index applicable to the Employee in question.

(1) Employees continuing to work in The University from the day preceding the date of change

(2) Employees to whom a new basic salary table applies after the date of change and in respect of whom measures deemed appropriate apply in consideration of the balance with Employees cited in the above provisions and with due regard for employment circumstances.

(Interim Measures pertaining to Additional Payment Amounts)

9. Employees in receipt of additional payment amounts in accordance with the provisions of Separate Table 2: Education Service Basic Salary Table (1) that are less than the provisional additional payment amount detailed in Separate Table 2-A: Education Service Basic Salary Table (1) and who fall into any of the categories detailed in the foregoing item may be entitled to payment, in addition to the additional payment amount, of the amount equivalent to the difference multiplied by the multiplication ratio shown in the provisions of the same item.

(Period of Interim Measures pertaining to Basic Salary Adjusted Amounts and Additional Payment Amounts)

10. The periods and multiplication ratios pertaining to the interim measures detailed in 2 items above shall be as follows.

(1) 1st April 2006 ~ 31st March 2007: 100%

(2) 1st April 2007 ~ 31st March 2008: 75%

(3) 1st April 2008 ~ 31st March 2009: 50%

(4) 1st April 2009 ~ 31st March 2010: 25%

(Special Regulations pertaining to Employees subject to Downgrading of Reduction in Salary)

11. Notwithstanding the provisions of 7 items above, Employees downgraded to a work class lower than that applicable on day preceding the date of change, or downgraded to a grade lower than that applicable on day preceding the date of change shall be deemed to have been subject to said measures on the day preceding the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Items 4 through 7 as detailed in Items 8 through 10.

(Special Regulations pertaining to Salary Raises within the period up to 1st January 2010)

12. With respect to the timing of salary raises on 1st January 2007, "1 year" cited in the provision of Item 1, Article 15 shall be "9 months" and "Grade-4," "Grade 3" cited in Item 2 of the same article shall be "Grade-2" and "Grade-1" respectively.

13. With respect to the timing of salary raises on 1st January 2008 and 1st January 2010, "Grade-4" and "Grade-3" in Item 2, Article 15 shall be "Grade-2" and "Grade-1" respectively.

(Interim Measures pertaining to Salary raises for Employees over the Age of 55 Years)

14. Notwithstanding the provisions given in the text of Item 3, Article 15, for the present time, the provisions of the corresponding regulations shall not be applicable to pay raises after 1st January 2008 for Employees (in the case of academic staff members, Employees shall be limited only to the academic staff members of the Dental Technology Institute attached to the School of Dentistry) over the age of 55 years (57 years of age for Employees engaged in technical work or labor) and under the age of 60-years at the end of the fiscal year and said Employees shall be eligible for pay raises under the provisions of Items 1 and 2 of the same Article. However, in such cases, in the content of Item 2, 'Grade 4" (for Employees to whom Regular Service Basic Salary table (1) is applicable and belonging to work class 7 or higher and Employees to whom it is deemed by The University basic salary tables other than the foregoing are applicable and belonging to an equivalent work class, "Grade 3") shall be "Grade 2" (with respect to the timing of salary raises on 1st January 2008, 1st January 2009, and 1st January 2010, "Grade-1" shall be "Grade 2").

(Interim Measures pertaining to Regional Allowance)

15. Notwithstanding the provisions of Article 28, Employees employed by The University from organizations to which the provisions of Item 5, Article 5 of Regulations Pertaining to Retirement Allowance for National University Osaka University Staff may, where deemed necessary by The University, be eligible for payment of regional allowance in the monthly amount resulting from multiplication of the regular payment rate.

Supplementary Provision

The foregoing amendments shall be implemented from 24th July 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 30th October 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2007.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st April 2007.

(Interim Measures concomitant with Basic Salary Adjusted Amount)

2. Employees in receipt of payment of additional amounts as well as the monthly amount of basic salary that fall into the category of assistant professors having received the adjustment amount of the basic salary in accordance with the provisions of Article 24 (only those who are associated with Separate Table 5, Category 1) as assistants on the preceding day of the date when the foregoing amendments were implemented (hereinafter referred to as the "Date of Implementation") and for whom the additional amount is less than the adjustment amount of basic salary calculated as previously, shall be entitled, for the present time, to receipt of payment equivalent to the difference in addition to the additional amount.

(Interim Measures concomitant with administrative post allowance)

3. Employees in receipt of payment of the administrative post allowance in accordance with the provisions of Article 25 and for whom the amount of the administrative post allowance after the foregoing amendments is less than the reference amount of interim measures set forth in the following item shall be entitled to receipt of such administrative post allowance, plus the amount resulting from multiplication of the amount equivalent to

the difference between such administrative work allowance and the reference amount of interim measures by the multiplication ratio set out in the following item with reference to the classification of periods specified in said item (fractions of less than 1 yen shall be discarded) as administrative post allowance.

- (1) 1st April 2007 ~ 31st March 2008: 100%
- (2) 1st April 2008 ~ 31st March 2009: 75%
- (3) 1st April 2009 ~ 31st March 2010: 50%
- (4) 1st April 2010 ~ 31st March 2011: 25%

4. Reference amounts of interim measures shall refer to the amounts set forth in the following item, based on the classifications of Employees.

(1) Employees to whom the same basic salary table as the one applied on the preceding day of the Date of Implementation applies (hereinafter referred to as University Staff to whom the same basic salary table applies), who are now not considered Employees whose work class is lower than that applicable on the said date, and who are included in the basic salary table and work class contained in the Separate Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and that are categorized into the corresponding class (the classification of duties applying to such Employees on the said date (hereinafter referred to as "former classification of duties"): The amount of administrative post allowance which said persons had received on the said date.

(2) Employees to whom the same basic salary table applies, who are now not considered Employees whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class (it refers to Employees who are included in the basic salary table and work class contained in the Separate Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and is lower than the former classification of duties, and so forth): The amount of administrative post allowance that said Employees would receive, if the classification of duties, which is specified in the field of classification of duties of the Separate Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(3) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and that are categorized into the corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date.

(4) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date and if the classification of duties, which is specified in the field of classification of duties of the Separate Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(5) Employees subject to transfers necessitating application of a different basic salary table subsequent to the Date of Implementation (excluding Employees to whom a new basic salary table applies table subsequent to the Date of Implementation): The amount of administrative post allowance which said Employees would receive in compliance with the provisions of the foregoing paragraphs, supposing that such transfer was performed on the preceding day of the Date of Implementation.

5. Notwithstanding the provisions of Item 2 through the preceding item, appropriate similar measures may be taken regarding Employees to whom a new basic salary table applies after the Date of Implementation and for whom it is deemed necessary in consideration of employment circumstances, etc. to keep the balance with Employees cited under the preceding items.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st October 2007.

(Special Exception relating to Integration)

2. With respect to Employees who held office in National University Corporation Osaka University of Foreign Studies prior to the integration (hereafter referred to as "The Former OUFS") as of 30th September 2007 whose status was transferred to The University due to the integration and fall under "Employee(s)" set forth in Article 1 (hereafter referred to as "Employees of The Former OUFS"), those who received salaries in their bank accounts based on their agreement as Item 2, Article 3 of the Regulations pertaining to Salary of

Employees of National University Corporation Osaka University of Foreign Studies (hereafter referred to as the "Regulations pertaining to Salary of The Former OUFS") shall be considered to have also agreed to the condition that salaries paid on and after the date of implementation would be deposited into these bank accounts, notwithstanding the provisions of Item 3, Article 5.

(Interim Measures relating to Integration)

3. In addition to the provisions of the foregoing item, Employees of The Former OUFS who are listed in the following table shall be subject to appropriate interim measures in accordance with the provisions of the following table.

Applied Articles	Relevant persons subject to interim measures	Detail of interim measures	Term of interim measures
Item 3, Article 3	Persons who meet the requirements set forth in Article 33 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and do not receive special work allowance for administrative posts.	Special work allowance for administrative posts shall be paid as per prior regulations. The provision of Item 4, Article 4 shall apply for the date of payment.	Term until the allowance is paid
Item 3, Article 3 and Article 24	Persons who meet the requirements applied for payment specified in adjustment index 3 of Separate Table 5 in accordance with Article 23 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Adjustments of salary corresponding to adjustment index 3 shall be paid as per prior regulations and no additional payment shall be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Item 4, Article 4 shall apply for the date of payment.	Term until 30 th September 2008
Item 3, Article 3 and Item 14 of Supplementary Provisions (implemented on 14 th April 2004)	Persons who meet the requirements set forth in Article 30 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Job transfer allowance shall be paid as per prior regulations and the special new-appointment allowance shall not be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Item 4, Article 4 shall apply for the date of payment.	Term until 30 th September 2010.
Article 26	Persons who meet the requirements set forth in Article 25 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Starting salary adjustment allowance shall be paid as per prior regulations.	Term until the time when the requirements applied for payment of said allowance are no longer met.
Article 28 and Item 3 of Supplementary Provisions (implemented on 14 th April 2004)	Persons who meet the requirements set forth in Item 4, Article 27 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Regional allowance shall be paid as per prior regulations.	Term when the transfer is guaranteed.
Article 29	Persons who are approved in accordance with No.3, Article 28 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Housing allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 th September 2010.

Article 30	Persons who are approved in accordance with No.3, Article 29 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Commuting allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 th September 2010.
Items 1, 2, 3 or 4, Article 41	Persons who meet the requirements set forth in Items 1, 2, 3, 4, 5 or 6, Article 20 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the leave of absence. (including the extended term)
Article 41-2	Persons who meet the requirements set forth in Article 22 of the Regulations pertaining to Salary of The Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the dispatch. (including the extended term)

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st December 2007 and applied from 1st April 2007. (Special Exception for Employees to whom the Basic Salary Table would newly apply to from 1st April 2007 to the day preceding the date of implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing item for Employees to whom the Basic Salary Table would newly apply to from 1st April 2007, to the day preceding the date of implementation, shall be applied on and after the date of application of the basic salary table. However, this provision shall not be applied when The University deems it necessary.

Supplementary Provision

The foregoing amendments shall be implemented from 1st January 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 26th December 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 2nd May 2008 and applied from 1st January 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 22nd December 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 27th April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2010.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st December 2010. (Monthly Basic Salary, etc. of Employees Older than 55)
2. If an Employee (limited only to those to whom any of the basic salary tables indicated in the left column of the

following table applies and whose work class is equal to or higher than that indicated in the right column of the same table) has attained 55 years of age, the Separate Tables 1-II through 3-II shall apply to said Employee as the basic salary table from the first 1st April which arrives after the date said Employee reached 55 years of age. The foregoing, however, shall not apply to Employees described in the following Item.

Basic Salary Table	Work Class
Regular Service Basic Salary Table (1)	6 th Class
Education Service Basic Salary Table (1)	5 th Class
Medical Service Basic Salary Table (A)	6 th Class
Medical Service Basic Salary Table (B)	6 th Class

3. Notwithstanding Item 4 of the Supplementary Provisions (implemented on 1st April 2006), in the case where an Employee to whom said Item applies has attained 55 years of age, if the amount of the monthly basic salary applicable to said Employee according to the Separate Tables 1-II through 3-II from the first 1st April which arrives after the date said Employee reached 55 years of age is less than the provisional amount (or if the amount is amended, the amended amount; hereinafter the same shall apply) of the monthly basic salary according to the Separate Tables 1-II-A through 3-II-A as applicable to Employees who are 55 years of age or older corresponding to the work class and salary grade of said Employees as of the date preceding 1st April 2006 (hereinafter referred to as the "Switch Date (April 2006)"), the difference between the monthly basic salary and the provisional monthly basic salary may be, until 31st March 2014, paid as an additional amount to the monthly basic salary. However, in addition to what is stipulated in Item 7, the foregoing shall not apply to the cases where it is deemed inappropriate to pay the difference as the additional basic salary.
4. Employees (excluding the Employees prescribed under the preceding Item) to whom the basic salary table continues to apply from the date preceding the Switch Date (April 2006) may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the preceding item, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said item.
5. Employees to whom a basic salary table newly applies after the date of implementation of these Supplementary Provisions may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the preceding two Items and in consideration of the circumstances of employment, etc., be entitled, for the present time, to receipt of payment of basic salary in accordance with the preceding two Items.
6. When the provisions of the preceding three Items apply, the amount of the monthly basic salary of the Employees and the provisional monthly basic salary of the Employees who are 55 years of age or older shall not include the additional payment as indicated in the Education Service Basic Salary Table (1). The term "25% of the basic salary" in Item 4, Article 24 shall be deemed to have been replaced with the term "25% of the total amount of the basic salary and the difference between the basic salary and the provisional basic salary for the Employees who are 55 years of age or older".
(Special Exception for Employees (Limited to Employees who are 55 Years of Age or Older) who suffer Demotion or Reduction of Pay)
7. Notwithstanding the preceding four Items, in the case where Employee suffers demotion to a work class lower than that equivalent to the work class to which said Employee belongs on the date preceding the Switch Date (April 2006) or where Employee suffers reduction of pay to a salary grade lower than that equivalent to the salary grade to which said Employee enjoys on the date preceding the Switch Date (April 2006), the basic salary, the basic salary adjusted amount and the additional payment may be paid as if the demotion, etc. was made on the date preceding the Switch Date (April 2006),
(Administrative post allowance paid to the Employees who are 55 years of age or older)
8. Notwithstanding Article 25, the monthly amount of the administrative post allowance paid to the Employees to whom the provisions of Items 2 through 5 apply shall be the amount of the administrative post allowance cited in the Separate Table 7-II corresponding to the basic salary table, work class and classification of duties applicable to said Employees.
9. Notwithstanding the preceding Item, in the case of the administrative post allowance paid to the Employees to whom Item 3 or 5 of the Supplementary Provisions (implemented on 1st April 2007), the term "25%" in No. 4, Item 3 shall be deemed to have been replaced with "24.625%" until 31st March, 2011.
(Adjustment to Salary Grade on 1st April, 2011)
10. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and

Employees to whom the Designated Duties Basic Salary Table applies) who are younger than 43 years of age as of 1st April, 2011 was raised on 1st January, 2010, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1st April, 2011.

Supplementary Provision

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

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28th November 2011 and applied from 11th March 2011. (Allowance for Disaster Emergency Operations, etc.)
2. Notwithstanding Item 3, 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 7, 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 Articles 37 through 39 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 34.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st April 2012.
- (Adjustment to Salary Grade on 1st April 2012)
2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom the Designated Duties Basic Salary Table applies) who are younger than 36 years of age as of 1st April 2012 was raised on 1st January 2007, 1st January 2008 or 1st January 2009, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1st April 2012 (or 2 ranks higher than the salary grade as of 1st April 2012 if deemed necessary by The University for Employees who are younger than 30 years of age as of the same date).

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1st July 2012.
- (Special Measure upon Payment of Basic Salary to Employees)
2. Upon payment of the basic salary pursuant to the provision of Article 10, the amount which is obtained by multiplying the amount of monthly basic salary (excluding the amount of extra salary prescribed in the Education Service Basic Salary Table (1); hereinafter the same shall apply) by the rate listed in the table below (hereinafter referred to as the "Payment Reduction Rate") according to the type of basic salary table listed in the left column of the table below and the work class listed in the middle column of the table below shall be, until 31st March 2014, reduced from the amount of monthly basic salary (including the basic salary under Item 4 through Item 6 of the Supplementary Provisions (implemented on 1st April 2006) and Item 2 through Item 5 of the Supplementary Provisions (implemented on 1st December 2010)).

Basic Salary Table	Work Class	Rate (Percentage)
Regular Service Basic Salary Table (1)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 6 th Class	0.0777 (7.77%)
	7 th to 10 th Class	0.0977 (9.77%)
Regular Service Basic Salary Table (2)	1 st to 3 rd Class	0.0477 (4.77%)
	4 th to 5 th Class	0.0777 (7.77%)
Education Service Basic Salary Table (1)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 4 th Class	0.0777 (7.77%)

	5 th Class	0.0977 (9.77%)
Education Service Basic Salary Table (2)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd Class	0.0777 (7.77%)
Medical Service Basic Salary Table (A)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 7 th Class	0.0777 (7.77%)
	8 th Class	0.0977 (9.77%)
Medical Service Basic Salary Table (B)	1 st to 2 nd Class	0.0477 (4.77%)
	3 rd to 6 th Class	0.0777 (7.77%)
	7 th Class	0.0977 (9.77%)
Designated Duties Basic Salary		0.0977 (9.77%)

3. Upon payment of the administrative post allowance pursuant to the provisions of Article 25, the amount obtained by multiplying the monthly administrative post allowance (including the monthly administrative post allowance under Item 8 of the Supplementary Provisions (implemented on 1st December 2010)) by 0.1 shall be reduced from the monthly administrative post allowance, until 31st March 2014.
4. Upon payment of the regional allowance pursuant to the provisions of Article 28, the following amounts shall be reduced from the monthly regional allowance (including the monthly regional allowance under Item 15 of the Supplementary Provisions (implemented on 1st April 2006)) until 31st March 2014.
 - (1) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly basic salary by the employee's Payment Reduction Rate.
 - (2) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly administrative post allowance by 0.1.
5. Notwithstanding the provision of Article 7, the salary amount per working hour under Article 37 through Article 39 and Article 43 shall be, until 31st March 2014, the amount obtained by reducing the following amounts from the amount calculated under Article 7.
 - (1) The amount obtained by dividing the total amount of the monthly basic salary and the corresponding monthly regional allowance by the average regular working hours per month and then by multiplying it by the employee's Payment Reduction Rate.
 - (2) The amount obtained by dividing the employee's monthly administrative allowance by the average regular working hours per month and then by multiplying it by 0.1.
6. Upon payment of salary during the period of leave of absence under Article 41, the following amount according to each category below shall be reduced from the salary amount to be paid under the same Article.
 - (1) If the salary is paid under Item 1, Article 41, the amount that is required to be reduced under Item 2 through Item 4.
 - (2) If the salary is paid under Item 3 or Item 4, Article 41, the amount obtained by multiplying the amount that is required to be reduced under Item 2 and Item 4 by the rate applicable to the salary paid to the employee under Item 3 or Item 4, Article 41.
7. Upon payment of salary during the period of dispatch under Article 41-2, the amount obtained by multiplying the amount that is required to be reduced under Item 2 and Item 4 by the rate applicable to the salary paid to the employee under Article 41-2 shall be reduced from the salary paid under the same Article.
8. When the amount required to be reduced from the salary under the preceding Items includes a fraction of less than 1 yen, such fraction shall be rounded down.

Separate Table 1 Regular Service Basic Salary Table (Relating to Article 11)

A) Regular Service Basic Salary Table (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class
Glade	Monthly Basic Salary									
	Yen									
1	135,600	185,800	222,900	261,900	289,200	320,600	366,200	413,000	464,600	529,500
2	136,700	187,600	224,800	264,000	291,500	322,900	368,800	415,500	467,700	532,500
3	137,900	189,400	226,700	266,000	293,800	325,200	371,400	418,000	470,800	535,700
4	139,000	191,200	228,500	268,100	296,100	327,500	374,000	420,500	473,900	538,900
5	140,100	192,800	230,200	270,200	298,200	329,800	376,300	422,400	476,900	542,100
6	141,200	194,600	232,100	272,300	300,500	331,900	378,800	424,700	480,000	544,500
7	142,300	196,400	234,000	274,400	302,800	334,100	381,300	426,900	483,100	547,000
8	143,400	198,200	235,800	276,500	305,100	336,300	383,800	429,100	486,200	549,500
9	144,500	200,000	237,500	278,600	307,300	338,600	386,400	431,200	489,100	552,000
10	145,900	201,800	239,400	280,700	309,600	340,800	389,100	433,300	492,200	553,900
11	147,200	203,600	241,200	282,800	311,900	343,000	391,800	435,400	495,300	555,700
12	148,500	205,400	243,100	284,900	314,200	345,200	394,500	437,600	498,400	557,600
13	149,800	207,000	244,900	287,000	316,400	347,200	397,100	439,500	501,200	559,400
14	151,300	208,900	246,800	289,100	318,600	349,300	399,400	441,400	503,600	560,900
15	152,800	210,800	248,600	291,200	320,800	351,400	401,700	443,400	506,000	562,400
16	154,400	212,700	250,400	293,300	323,000	353,500	404,100	445,400	508,400	563,900
17	155,700	214,600	252,200	295,400	325,200	355,500	406,000	447,300	510,800	565,300
18	157,200	216,500	254,200	297,500	327,300	357,500	408,000	449,100	512,300	566,500
19	158,700	218,400	256,200	299,600	329,400	359,500	409,900	450,900	513,800	567,700
20	160,200	220,300	258,200	301,700	331,400	361,400	411,800	452,700	515,300	568,900
21	161,600	222,000	260,100	303,800	333,500	363,500	413,700	454,500	516,500	570,100
22	164,300	223,900	262,000	305,900	335,600	365,400	415,500	456,000	518,000	
23	166,900	225,800	263,900	308,000	337,700	367,400	417,400	457,500	519,500	
24	169,500	227,700	265,700	310,100	339,800	369,400	419,400	459,000	521,000	
25	172,200	229,300	267,700	312,100	341,500	371,500	421,300	460,500	522,300	
26	173,900	231,100	269,600	314,200	343,500	373,500	422,800	461,900	523,400	
27	175,600	232,800	271,500	316,300	345,500	375,500	424,400	463,300	524,600	
28	177,300	234,600	273,400	318,400	347,500	377,500	426,000	464,600	525,800	
29	178,800	236,100	275,300	320,400	349,400	379,100	427,600	465,600	527,000	
30	180,600	237,600	277,200	322,500	351,300	380,900	428,900	466,400	527,900	
31	182,400	239,100	279,100	324,600	353,200	382,700	430,200	467,200	528,800	
32	184,200	240,600	281,000	326,700	355,100	384,400	431,500	468,000	529,700	
33	185,800	242,100	282,700	328,400	357,000	386,200	432,700	468,700	530,500	
34	187,300	243,600	284,600	330,400	358,800	387,600	434,000	469,500	531,400	
35	188,800	245,100	286,500	332,500	360,600	389,200	435,300	470,300	532,300	
36	190,300	246,700	288,400	334,600	362,300	390,800	436,500	471,100	533,200	
37	191,600	248,000	290,100	336,500	363,800	392,400	437,800	471,900	534,100	
38	192,900	249,600	291,900	338,500	365,100	393,600	438,700	472,700	535,000	
39	194,200	251,200	293,700	340,500	366,500	394,800	439,600	473,500	535,900	
40	195,500	252,800	295,500	342,500	367,900	396,000	440,500	474,300	536,800	
41	196,900	254,200	297,400	344,400	369,400	397,100	441,100	475,100	537,700	
42	198,200	255,600	299,100	346,300	370,300	398,300	441,900	475,800		
43	199,500	257,000	300,800	348,200	371,400	399,500	442,600	476,600		
44	200,800	258,400	302,500	350,100	372,500	400,700	443,400	477,400		
45	202,000	259,700	304,200	351,600	373,400	401,400	444,200	478,200		
46	203,300	261,100	305,900	353,100	374,300	402,100	445,000			
47	204,600	262,500	307,600	354,600	375,200	402,800	445,800			
48	205,900	263,900	309,300	356,100	376,100	403,500	446,600			
49	207,100	265,200	310,600	357,800	377,100	404,200	447,200			
50	208,200	266,400	312,200	358,700	377,900	404,900	448,000			
51	209,300	267,700	313,800	359,900	378,700	405,600	448,800			
52	210,400	269,000	315,400	360,900	379,500	406,300	449,600			
53	211,600	270,100	317,100	361,800	380,200	407,100	450,200			
54	212,600	271,400	318,700	362,900	380,900	407,800	451,000			
55	213,600	272,700	320,300	363,900	381,600	408,500	451,800			
56	214,600	274,000	321,900	365,000	382,300	409,200	452,600			

B) Regular Service Basic Salary Table (2)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
Glade	Monthly Basic Salary				
	Yen	Yen	Yen	Yen	Yen
1	121,600	172,600	194,500	247,300	279,200
2	122,500	174,100	195,900	248,700	281,100
3	123,500	175,600	197,300	250,100	283,000
4	124,400	177,100	198,700	251,500	284,900
5	125,400	178,500	200,100	252,700	286,800
6	126,400	180,000	201,600	254,000	288,700
7	127,400	181,500	203,100	255,300	290,600
8	128,400	183,000	204,600	256,600	292,500
9	129,200	184,500	206,100	257,700	294,200
10	130,200	185,700	207,700	259,000	296,000
11	131,200	187,000	209,300	260,300	297,800
12	132,300	188,300	210,900	261,600	299,600
13	133,100	189,700	212,300	262,700	301,200
14	134,100	190,800	214,000	263,900	302,900
15	135,100	192,000	215,700	265,100	304,600
16	136,100	193,200	217,400	266,200	306,300
17	137,200	194,400	218,900	267,400	307,900
18	138,400	195,600	220,100	268,600	309,600
19	139,600	196,700	221,300	269,800	311,300
20	140,800	197,800	222,500	271,000	313,000
21	141,900	198,800	223,800	272,000	314,300
22	143,100	200,000	225,400	273,100	315,700
23	144,300	201,200	227,000	274,200	317,100
24	145,500	202,400	228,600	275,300	318,600
25	146,700	203,600	230,300	276,400	320,200
26	148,200	204,900	231,800	277,500	321,700
27	149,700	206,200	233,300	278,600	323,200
28	151,200	207,500	234,800	279,700	324,700
29	152,600	208,800	236,200	280,800	326,300
30	154,100	210,100	237,600	281,900	327,600
31	155,600	211,400	239,000	283,000	328,900
32	157,100	212,700	240,400	284,100	330,100
33	158,600	213,600	241,700	285,000	331,200
34	160,400	215,000	243,100	286,100	332,300
35	162,200	216,300	244,500	287,200	333,400
36	164,000	217,700	245,900	288,300	334,600
37	165,800	218,800	247,200	289,000	335,800
38	167,500	220,100	248,600	289,900	337,000
39	169,200	221,400	250,000	290,800	338,200
40	170,900	222,700	251,400	291,800	339,400
41	172,500	223,800	252,600	292,700	340,500
42	173,900	225,000	253,900	293,700	341,700
43	175,300	226,200	255,200	294,700	342,900
44	176,700	227,400	256,500	295,700	344,100
45	178,200	228,600	257,600	296,500	345,100
46	179,600	229,800	258,800	297,400	346,200
47	181,000	231,000	260,000	298,300	347,300
48	182,400	232,200	261,200	299,200	348,400
49	183,700	233,400	262,500	299,900	349,500
50	184,900	234,600	263,700	300,700	350,500
51	186,100	235,800	264,900	301,500	351,500
52	187,300	237,000	266,000	302,300	352,500
53	188,400	238,200	267,100	302,900	353,400
54	189,500	239,200	268,300	303,700	354,300
55	190,600	240,200	269,500	304,400	355,200
56	191,700	241,200	270,700	305,100	356,100

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
57	192,800	242,300	271,700	305,800	356,900
58	193,900	243,300	272,800	306,600	357,800
59	195,000	244,300	273,900	307,400	358,700
60	196,100	245,300	275,000	308,200	359,600
61	197,200	246,300	276,100	308,800	360,400
62	198,100	247,200	277,200	309,500	361,300
63	199,000	248,100	278,300	310,200	362,200
64	199,900	249,000	279,400	310,900	363,100
65	200,600	250,000	280,300	311,400	363,700
66	201,400	250,800	281,100	312,000	364,300
67	202,200	251,600	281,900	312,600	364,900
68	203,000	252,400	282,800	313,200	365,500
69	203,600	253,200	283,700	313,800	365,900
70	204,200	253,800	284,500	314,300	
71	204,700	254,400	285,300	314,800	
72	205,300	255,000	286,100	315,300	
73	205,900	255,300	287,000	315,600	
74	206,600	255,700	287,800	316,100	
75	207,300	256,200	288,600	316,600	
76	208,100	256,700	289,400	317,100	
77	208,500	257,300	290,000	317,300	
78	209,200	257,800	290,600	317,700	
79	209,900	258,300	291,100	318,100	
80	210,600	258,800	291,500	318,500	
81	211,300	259,200	292,000	319,000	
82	212,000	259,500	292,500	319,400	
83	212,700	259,800	293,000	319,800	
84	213,400	260,100	293,500	320,200	
85	214,100	260,300	293,900	320,500	
86	214,800	260,700	294,500	320,900	
87	215,500	261,000	295,100	321,300	
88	216,200	261,300	295,700	321,700	
89	216,800	261,500	296,000	322,000	
90	217,400	261,700	296,500	322,400	
91	218,000	262,100	297,000	322,800	
92	218,600	262,300	297,500	323,200	
93	219,100	262,600	297,900	323,400	
94	219,600	263,000	298,400	323,800	
95	220,100	263,400	298,900	324,200	
96	220,600	263,800	299,400	324,600	
97	221,200	264,000	299,700	324,900	
98	221,700	264,300	300,200	325,300	
99	222,200	264,500	300,700	325,700	
100	222,700	264,800	301,200	326,100	
101	223,300	265,100	301,600	326,400	
102	223,900	265,300	302,000		
103	224,500	265,600	302,400		
104	225,100	265,900	302,800		
105	225,500	266,100	303,100		
106	226,000	266,400	303,500		
107	226,500	266,700	303,900		
108	227,000	267,000	304,300		
109	227,200	267,300	304,700		
110	227,600	267,600	305,100		
111	228,100	267,900	305,500		
112	228,600	268,200	305,900		
113	229,100	268,400	306,100		
114	229,600	268,700	306,500		
115	230,100	269,000	306,900		
116	230,600	269,300	307,300		

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
117	231,000	269,600	307,600		
118	231,400	269,900	308,000		
119	231,800	270,200	308,400		
120	232,200	270,500	308,800		
121	232,600	270,600	309,000		
122		270,900	309,400		
123		271,200	309,800		
124		271,500	310,200		
125		271,600	310,400		
126		271,900	310,800		
127		272,200	311,200		
128		272,500	311,600		
129		272,600	311,800		
130		272,900	312,200		
131		273,200	312,600		
132		273,500	313,000		
133		273,600	313,200		
134		273,900			
135		274,200			
136		274,500			
137		274,600			

Separate Table 2 Education Service Basic Salary Table (Relating to Article 11)

A) Education Service Basic Salary Table (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
Glade	Monthly Basic Salary				
	Yen	Yen	Yen	Yen	Yen
Amount of Additional Payment	—	10,400	23,800	25,400	30,000
1	162,200	204,600	265,400	316,200	408,000
2	164,300	206,800	268,500	319,600	410,500
3	166,300	209,000	271,600	323,100	413,000
4	168,300	211,200	274,700	326,600	415,500
5	170,300	213,300	277,800	330,200	418,100
6	172,800	215,500	280,600	333,700	420,600
7	175,300	217,700	283,400	337,200	423,100
8	177,800	219,900	286,100	340,700	425,600
9	180,300	222,200	288,900	344,300	427,900
10	183,100	224,600	291,800	347,600	430,400
11	185,800	227,000	294,700	350,900	432,900
12	188,500	229,400	297,600	354,200	435,400
13	191,200	231,700	300,200	357,500	437,200
14	193,100	234,100	302,800	360,000	439,500
15	195,000	236,500	305,300	362,600	441,900
16	196,900	238,900	307,800	365,200	444,200
17	198,900	241,100	310,200	367,900	446,600
18	200,700	244,200	313,000	370,200	449,000
19	202,500	247,300	315,800	372,500	451,400
20	204,300	250,400	318,600	374,800	453,800
21	206,100	253,500	321,200	377,000	456,300
22	208,000	256,600	324,000	379,100	458,700
23	209,900	259,700	326,800	381,200	461,100
24	211,800	262,800	329,600	383,300	463,500
25	213,800	265,800	332,100	385,300	465,500
26	215,900	268,800	334,600	387,200	467,700
27	218,000	271,800	337,100	389,100	469,900
28	220,100	274,800	339,600	391,000	472,100
29	222,100	277,800	342,000	393,000	474,300
30	224,400	280,500	344,200	394,800	476,600
31	226,700	283,200	346,400	396,600	478,800
32	229,000	285,900	348,600	398,400	481,000
33	231,400	288,500	350,900	400,200	483,000
34	233,300	291,400	353,200	402,000	485,200
35	235,200	294,200	355,500	403,800	487,500
36	237,100	297,000	357,800	405,600	489,800
37	239,000	299,800	359,900	407,200	492,000
38	241,100	302,100	362,000	408,900	494,000
39	243,100	304,400	364,100	410,600	496,000
40	245,100	306,700	366,100	412,300	498,000
41	247,200	308,900	368,100	413,700	500,100
42	249,100	310,100	370,000	415,300	502,000
43	251,000	311,300	371,900	416,900	503,900
44	252,900	312,500	373,800	418,500	505,800
45	254,700	313,600	375,800	419,900	507,800
46	256,600	314,800	377,600	421,500	509,600
47	258,500	316,000	379,400	423,100	511,500
48	260,400	317,200	381,200	424,700	513,400
49	262,000	318,200	383,100	426,300	515,200
50	263,300	319,300	384,900	427,600	517,000
51	264,500	320,400	386,700	428,900	518,900
52	265,800	321,500	388,500	430,200	520,800
53	266,800	322,700	389,900	431,000	522,700
54	267,900	323,800	391,400	432,000	524,400
55	269,000	324,900	392,900	432,900	526,100

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
56	270,100	326,000	394,500	433,800	527,800
57	271,300	327,100	395,900	434,800	529,500
58	272,500	328,200	397,300	435,700	530,800
59	273,700	329,300	398,800	436,700	532,100
60	274,900	330,300	400,300	437,600	533,400
61	275,900	331,400	401,700	438,500	534,700
62	277,000	332,500	403,200	439,500	535,700
63	278,100	333,600	404,700	440,600	536,700
64	279,200	334,700	406,200	441,700	537,700
65	280,200	335,700	407,200	442,600	538,500
66	281,300	336,800	408,300	443,600	539,400
67	282,400	337,900	409,400	444,600	540,300
68	283,500	339,000	410,500	445,600	541,200
69	284,500	340,000	411,500	446,600	542,100
70	285,600	341,100	412,400	447,600	542,900
71	286,700	342,200	413,300	448,600	543,800
72	287,800	343,300	414,100	449,600	544,700
73	288,700	344,000	415,000	450,700	545,600
74	289,800	345,000	415,900	451,700	546,500
75	290,900	346,000	416,700	452,700	547,400
76	292,000	347,000	417,600	453,700	548,300
77	292,900	348,100	418,300	454,600	549,200
78	293,900	349,100	418,900	455,200	550,100
79	294,900	350,100	419,500	455,900	551,000
80	295,900	351,100	420,100	456,600	551,900
81	297,000	352,100	420,400	457,400	552,800
82	297,900	353,100	421,000	458,100	
83	298,800	354,100	421,600	458,800	
84	299,700	355,100	422,200	459,500	
85	300,600	355,700	422,600	460,000	
86	301,500	356,300	423,200	460,700	
87	302,400	356,900	423,800	461,400	
88	303,300	357,500	424,400	462,100	
89	303,900	358,200	424,900	462,600	
90	304,600	358,700	425,500	463,300	
91	305,300	359,100	426,100	463,900	
92	306,000	359,600	426,700	464,600	
93	306,700	360,100	427,000	465,100	
94	307,300	360,500	427,500	465,800	
95	307,900	361,000	428,000	466,500	
96	308,500	361,500	428,500	467,200	
97	309,200	362,100	429,100	467,700	
98	309,800	362,600	429,600	468,300	
99	310,400	363,100	430,100	469,000	
100	311,000	363,600	430,600	469,700	
101	311,400	364,000	431,000	470,200	
102	311,800	364,500	431,500		
103	312,200	365,000	432,000		
104	312,600	365,500	432,500		
105	312,900	366,000	433,100		
106	313,300	366,500	433,600		
107	313,600	367,000	434,100		
108	313,900	367,500	434,600		
109	314,300	368,100	435,200		
110	314,600	368,600	435,700		
111	315,000	369,100	436,200		
112	315,400	369,600	436,700		
113	315,700	370,200	437,300		
114	316,100	370,700	437,800		
115	316,500	371,200	438,300		

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
116	316,900	371,700	438,800		
117	317,100	372,100	439,400		
118	317,400	372,600			
119	317,800	373,100			
120	318,200	373,600			
121	318,500	373,900			
122	318,900	374,400			
123	319,300	374,900			
124	319,700	375,400			
125	319,900	375,800			
126	320,300	376,300			
127	320,700	376,800			
128	321,100	377,300			
129	321,300	377,800			
130	321,700	378,300			
131	322,100	378,800			
132	322,500	379,300			
133	322,700	379,800			
134	323,000	380,300			
135	323,400	380,800			
136	323,700	381,300			
137	323,800	381,800			
138	324,100	382,300			
139	324,400	382,800			
140	324,700	383,300			
141	325,100	383,800			
142	325,400				
143	325,700				
144	326,000				
145	326,400				
146	326,700				
147	327,000				
148	327,300				
149	327,700				
150	328,000				
151	328,300				
152	328,500				
153	328,800				
154	329,100				
155	329,400				
156	329,700				
157	330,100				

NOTE: Monthly basic salary for Employees in 2nd, 3rd, 4th or 5th Class (for 2nd class, only those who are posted in assistant professors) shall comprise the amount shown for the corresponding class with the addition of the amount of additional payment.

B) Education Service Basic Salary Table (2)

Work Class	1 st Class	2 nd Class	3 rd Class
Glade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	171,100	205,800	265,400
2	173,700	207,900	268,500
3	176,300	210,000	271,600
4	179,000	212,100	274,700
5	181,700	214,000	277,800
6	184,500	216,100	280,700
7	187,300	218,200	283,600
8	190,200	220,300	286,400
9	193,100	222,500	289,100
10	196,100	224,900	292,000
11	199,000	227,300	294,900
12	201,900	229,700	297,800
13	204,600	231,900	300,200
14	206,300	234,200	302,800
15	208,000	236,500	305,300
16	209,700	238,800	307,800
17	211,400	241,200	310,400
18	213,200	244,300	313,600
19	215,000	247,400	316,800
20	216,800	250,500	320,000
21	218,700	253,500	323,000
22	220,700	256,600	326,100
23	222,700	259,700	329,200
24	224,700	262,800	332,300
25	226,500	265,800	335,500
26	228,500	268,800	338,500
27	230,500	271,800	341,500
28	232,500	274,800	344,500
29	234,300	277,800	347,400
30	236,300	280,300	350,000
31	238,300	282,800	352,600
32	240,300	285,300	355,200
33	242,300	287,700	357,800
34	244,400	290,300	360,000
35	246,500	292,800	362,300
36	248,600	295,300	364,600
37	250,600	297,600	366,900
38	252,600	300,100	369,200
39	254,600	302,600	371,500
40	256,600	305,100	373,800
41	258,400	307,500	376,100
42	259,800	309,900	378,200
43	261,200	312,300	380,300
44	262,600	314,700	382,400
45	263,900	316,900	384,400
46	265,200	319,400	386,400
47	266,400	321,900	388,400
48	267,600	324,400	390,400
49	268,700	326,900	392,200
50	270,000	329,300	394,000
51	271,300	331,600	395,800
52	272,600	334,000	397,600
53	273,800	336,300	398,800
54	275,000	338,300	400,500
55	276,200	340,300	402,200

Work Class	1 st Class	2 nd Class	3 rd Class
56	277,400	342,300	403,900
57	278,500	344,300	405,400
58	279,900	346,300	407,100
59	281,300	348,300	408,800
60	282,700	350,300	410,500
61	283,900	352,200	412,000
62	285,300	354,100	413,600
63	286,700	356,000	415,200
64	288,100	357,900	416,800
65	289,300	359,900	418,200
66	290,600	361,800	419,200
67	291,900	363,700	420,200
68	293,200	365,500	421,200
69	294,600	367,200	422,200
70	295,700	369,000	423,200
71	296,800	370,800	424,300
72	297,900	372,600	425,300
73	299,100	374,200	426,000
74	300,200	375,800	426,900
75	301,300	377,400	427,900
76	302,400	379,000	428,900
77	303,300	380,700	429,900
78	304,300	382,400	430,900
79	305,300	384,100	431,900
80	306,300	385,800	432,900
81	307,100	387,400	433,600
82	308,000	389,000	434,500
83	308,900	390,600	435,400
84	309,800	392,200	436,200
85	310,600	393,300	437,200
86	311,400	394,600	438,100
87	312,200	396,000	439,000
88	313,100	397,400	439,900
89	314,000	398,700	440,700
90	314,800	399,900	441,300
91	315,600	401,000	441,900
92	316,400	402,200	442,400
93	317,100	403,200	442,900
94	317,800	404,300	443,500
95	318,500	405,400	444,100
96	319,200	406,500	444,700
97	319,600	407,400	445,100
98	320,000	408,400	445,700
99	320,400	409,400	446,300
100	320,800	410,400	446,900
101	321,100	411,200	447,300
102	321,600	412,200	
103	322,000	413,200	
104	322,400	414,200	
105	322,800	414,900	
106	323,300	415,700	
107	323,800	416,600	
108	324,300	417,500	
109	324,700	418,500	
110	325,200	419,400	
111	325,700	420,300	
112	326,200	421,200	
113	326,500	422,000	
114	327,000	422,600	

Work Class	1 st Class	2 nd Class	3 rd Class
115	327,500	423,200	
116	328,000	423,800	
117	328,300	424,300	
118	328,700	424,900	
119	329,200	425,500	
120	329,700	426,100	
121	330,000	426,300	
122	330,500	426,900	
123	331,000	427,500	
124	331,500	428,100	
125	331,700	428,500	
126	332,200		
127	332,700		
128	333,200		
129	333,400		
130	333,900		
131	334,400		
132	334,800		
133	335,000		
134	335,500		
135	336,000		
136	336,500		
137	336,800		
138	337,200		
139	337,600		
140	338,000		
141	338,500		

Separate Table 3 Medical Service Basic Salary Table (Relating to Article

A) Medical Service Basic Salary Table (A)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class
Glade	Monthly Basic Salary							
	Yen							
1	140,300	178,200	213,600	241,900	279,700	328,700	375,200	442,800
2	141,700	179,800	215,200	243,500	281,900	330,800	377,900	445,400
3	143,100	181,400	216,800	245,100	284,100	333,000	380,600	448,000
4	144,500	183,000	218,400	246,700	286,300	335,200	383,300	450,600
5	145,700	184,500	220,000	248,100	288,500	337,400	385,900	453,200
6	147,500	186,100	221,700	249,700	290,700	339,600	388,600	455,800
7	149,200	187,700	223,400	251,200	292,900	341,800	391,300	458,400
8	150,900	189,300	225,100	252,800	295,100	344,000	394,000	461,000
9	152,600	190,900	226,800	254,300	297,200	346,000	396,200	463,500
10	154,300	192,600	228,600	255,900	299,400	348,200	398,500	466,000
11	156,000	194,300	230,400	257,400	301,600	350,400	400,700	468,600
12	157,800	196,000	232,100	258,900	303,800	352,600	403,000	471,200
13	159,300	197,600	233,900	260,400	306,100	354,400	405,100	473,700
14	161,200	199,200	235,500	262,300	308,200	356,400	407,100	475,200
15	163,200	200,800	237,100	264,200	310,300	358,400	409,200	476,600
16	165,100	202,400	238,700	266,000	312,400	360,400	411,400	478,100
17	167,000	204,000	240,100	267,700	314,600	362,400	413,300	479,700
18	168,900	205,700	241,700	269,600	316,700	364,500	415,300	481,200
19	170,800	207,400	243,200	271,500	318,800	366,500	417,400	482,700
20	172,700	209,100	244,800	273,400	320,900	368,600	419,500	484,200
21	174,600	210,600	246,300	275,200	323,100	370,500	421,300	485,700
22	176,100	212,200	247,900	277,100	325,100	372,600	422,900	487,200
23	177,600	213,800	249,400	279,000	327,100	374,700	424,500	488,700
24	179,100	215,400	250,900	280,900	329,100	376,800	426,100	490,200
25	180,700	217,000	252,400	282,900	331,100	378,300	427,600	491,800
26	182,200	218,600	254,100	284,800	333,100	380,100	428,900	493,300
27	183,700	220,200	255,800	286,700	335,100	381,900	430,200	494,800
28	185,200	221,800	257,500	288,600	337,100	383,700	431,500	496,300
29	186,800	223,400	259,200	290,600	338,900	385,500	432,900	497,900
30	188,100	225,100	261,000	292,500	340,700	387,000	434,200	499,100
31	189,400	226,800	262,800	294,400	342,500	388,700	435,500	500,300
32	190,700	228,500	264,600	296,300	344,300	390,400	436,700	501,500
33	192,100	230,100	266,100	298,100	346,100	391,900	437,900	502,800
34	193,500	231,700	267,900	299,900	348,000	393,200	439,200	503,800
35	194,900	233,200	269,700	301,700	349,900	394,500	440,500	504,800
36	196,300	234,800	271,500	303,500	351,800	395,800	441,800	505,800
37	197,500	236,400	273,200	305,200	353,600	396,900	443,100	506,800
38	198,800	238,000	274,900	306,900	355,300	398,100	443,900	
39	200,100	239,600	276,600	308,600	357,000	399,200	444,700	
40	201,400	241,200	278,300	310,300	358,700	400,400	445,500	
41	202,600	242,700	280,000	312,100	359,900	401,200	446,100	
42	203,800	244,200	281,700	313,800	361,100	402,000	446,900	
43	205,000	245,700	283,400	315,500	362,300	402,800	447,700	
44	206,200	247,200	285,100	317,200	363,500	403,600	448,500	
45	207,500	248,600	286,800	318,500	364,700	404,100	449,100	
46	208,600	250,200	288,500	320,000	365,600	404,800	449,900	
47	209,700	251,800	290,200	321,500	366,800	405,500	450,700	
48	210,800	253,400	291,900	323,100	367,900	406,200	451,500	
49	211,900	255,000	293,400	324,600	369,000	407,000	452,100	
50	212,900	256,400	295,000	325,900	370,000	407,700	452,900	
51	213,900	257,800	296,600	327,200	371,000	408,400	453,700	
52	214,900	259,200	298,200	328,500	372,000	409,100	454,500	
53	215,700	260,500	299,600	329,600	372,800	409,700	455,100	
54	216,700	261,900	301,100	330,600	373,700	410,400		
55	217,600	263,300	302,600	331,700	374,600	411,100		
56	218,600	264,700	304,100	332,800	375,500	411,800		

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class
57	219,500	265,800	305,500	333,300	376,100	412,400		
58	220,400	267,100	306,800	334,200	376,900	413,100		
59	221,300	268,400	308,100	335,000	377,700	413,800		
60	222,200	269,700	309,500	335,900	378,500	414,500		
61	223,200	270,800	310,800	336,700	379,000	414,800		
62	224,200	272,100	312,100	337,100	379,700	415,400		
63	225,200	273,400	313,400	337,800	380,400	416,100		
64	226,300	274,700	314,700	338,500	381,100	416,800		
65	227,000	275,900	316,100	339,100	381,700	417,300		
66	227,900	277,000	316,900	339,800	382,400			
67	228,800	278,100	317,700	340,500	383,100			
68	229,700	279,200	318,500	341,200	383,800			
69	230,400	280,300	319,100	341,900	384,300			
70	231,100	281,400	319,800	342,500	384,900			
71	231,800	282,500	320,500	343,100	385,500			
72	232,500	283,600	321,100	343,700	386,100			
73	233,300	284,500	321,900	344,000	386,700			
74	234,100	285,200	322,200	344,600	387,300			
75	234,900	285,900	322,800	345,200	387,900			
76	235,700	286,700	323,400	345,800	388,500			
77	236,300	287,500	324,000	346,300	389,000			
78	236,900	288,100	324,500	346,800	389,600			
79	237,500	288,700	325,000	347,300	390,200			
80	238,100	289,300	325,500	347,800	390,800			
81	238,600	290,000	326,100	348,200	391,500			
82	239,000	290,500	326,600	348,600	392,100			
83	239,400	291,000	327,100	349,000	392,700			
84	239,800	291,500	327,600	349,400	393,300			
85	240,300	291,700	328,100	349,900	394,000			
86		291,900	328,500	350,300				
87		292,100	328,800	350,700				
88		292,300	329,200	351,100				
89		292,700	329,600	351,500				
90		292,900	330,000	351,900				
91		293,100	330,400	352,300				
92		293,300	330,800	352,600				
93		293,700	331,300	353,000				
94		293,900	331,600	353,400				
95		294,100	332,000	353,800				
96		294,400	332,400	354,100				
97		294,800	332,600	354,600				
98		295,100	333,000	355,000				
99		295,400	333,400	355,400				
100		295,700	333,800	355,800				
101		296,000	334,000	356,300				
102		296,300	334,400	356,700				
103		296,600	334,800	357,100				
104		296,900	335,000	357,500				
105		297,200	335,100	358,000				
106			335,500					
107			335,900					
108			336,300					
109			336,500					
110			336,900					
111			337,300					
112			337,700					
113			337,900					

B) Medical Service Basic Salary Table (B)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
Grade	Monthly Basic Salary						
	Yen						
1	153,300	180,500	229,300	254,700	285,600	332,100	378,400
2	154,700	182,600	231,100	255,900	287,600	334,300	381,100
3	156,200	184,700	232,900	257,200	289,600	336,500	383,800
4	157,600	186,800	234,700	258,500	291,600	338,700	386,500
5	159,000	188,900	236,300	259,600	293,400	340,900	388,700
6	160,500	191,300	237,800	261,000	295,300	343,100	391,100
7	162,000	193,600	239,300	262,300	297,200	345,300	393,500
8	163,500	195,900	240,800	263,700	299,100	347,500	395,800
9	164,800	198,300	242,200	265,100	301,100	349,300	397,900
10	166,500	199,700	243,600	266,400	303,000	351,300	400,000
11	168,100	201,100	245,000	268,000	304,900	353,300	402,200
12	169,700	202,500	246,400	269,600	306,800	355,300	404,600
13	171,200	203,900	247,700	271,200	308,600	357,500	406,700
14	173,200	205,400	249,000	272,800	310,400	359,600	408,800
15	175,200	206,900	250,300	274,400	312,200	361,700	411,000
16	177,200	208,400	251,600	276,000	314,000	363,800	413,200
17	179,400	209,800	252,600	277,600	315,900	365,900	415,300
18	181,500	211,300	254,000	279,100	317,600	368,000	417,500
19	183,600	212,800	255,300	280,600	319,300	370,100	419,700
20	185,700	214,300	256,600	282,100	321,000	372,200	421,900
21	187,800	215,700	257,800	283,700	322,700	374,000	423,800
22	190,000	217,400	259,200	285,300	324,300	376,100	425,700
23	192,200	219,100	260,600	286,900	325,900	378,200	427,600
24	194,400	220,800	262,000	288,500	327,500	380,300	429,500
25	196,500	222,300	263,500	289,900	329,200	382,300	431,300
26	197,800	224,000	265,100	291,700	330,700	384,000	433,000
27	199,100	225,700	266,600	293,500	332,300	385,900	434,700
28	200,400	227,400	268,200	295,300	333,900	387,800	436,300
29	201,600	229,200	269,800	296,900	335,400	389,700	437,600
30	202,900	230,700	271,400	298,600	336,900	391,600	439,200
31	204,200	232,200	273,000	300,300	338,400	393,500	440,800
32	205,500	233,700	274,600	302,000	339,900	395,400	442,400
33	206,800	235,200	276,200	303,500	341,600	397,100	444,100
34	208,100	236,600	277,700	305,100	343,200	398,800	445,700
35	209,400	238,000	279,200	306,700	344,800	400,600	447,300
36	210,700	239,400	280,700	308,300	346,400	402,400	448,900
37	212,100	240,700	282,300	309,900	348,100	404,000	450,300
38	213,500	242,000	283,800	311,500	349,700	405,800	451,800
39	214,900	243,300	285,300	313,100	351,300	407,600	453,300
40	216,300	244,600	286,800	314,700	352,900	409,400	454,800
41	217,500	245,600	288,400	316,300	354,100	411,000	456,100
42	218,900	246,900	290,000	317,800	355,600	412,700	457,000
43	220,300	248,100	291,600	319,300	357,100	414,400	457,900
44	221,700	249,400	293,200	320,800	358,600	416,000	458,800
45	223,100	250,600	294,600	322,100	360,200	417,500	459,800
46	224,600	252,000	296,100	323,500	361,400	419,100	460,700
47	226,100	253,400	297,600	324,900	362,900	420,600	461,600
48	227,600	254,800	299,100	326,400	364,200	422,200	462,500
49	228,900	256,200	300,500	327,700	365,600	423,800	463,500
50	230,300	257,700	301,900	329,100	367,000	425,400	464,200
51	231,700	259,100	303,300	330,400	368,400	427,000	465,000
52	233,100	260,500	304,700	331,800	369,800	428,600	465,800
53	234,400	262,000	306,200	333,200	371,300	430,100	466,700
54	235,700	263,600	307,600	334,600	372,500	431,600	467,500
55	237,000	265,200	309,000	336,000	373,700	433,100	468,300
56	238,300	266,700	310,400	337,400	374,900	434,600	469,100

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
57	239,500	268,300	311,600	338,300	376,000	435,700	470,000
58	240,800	269,900	312,900	339,600	377,000	436,600	
59	242,000	271,500	314,200	340,800	378,000	437,500	
60	243,300	273,100	315,600	342,100	379,000	438,400	
61	244,500	274,700	316,800	343,300	379,700	439,300	
62	245,800	276,200	318,100	344,300	380,500	440,200	
63	247,100	277,700	319,400	345,600	381,300	441,100	
64	248,400	279,200	320,700	346,900	382,100	442,000	
65	249,600	280,800	322,000	348,000	383,000	442,900	
66	250,900	282,300	323,300	349,200	383,800	443,700	
67	252,300	283,800	324,600	350,400	384,600	444,500	
68	253,700	285,300	325,900	351,500	385,400	445,300	
69	254,800	286,600	326,700	352,500	386,200	446,100	
70	256,100	288,100	327,800	353,600	386,900		
71	257,400	289,600	328,900	354,700	387,600		
72	258,700	291,100	329,800	355,800	388,300		
73	260,100	292,400	331,100	356,700	389,000		
74	261,400	293,800	331,900	357,800	389,600		
75	262,700	295,200	333,100	358,900	390,200		
76	264,000	296,600	334,300	360,000	390,800		
77	265,100	298,100	335,400	360,800	391,200		
78	266,300	299,400	336,600	361,600	391,800		
79	267,600	300,700	337,800	362,400	392,400		
80	268,900	302,000	339,000	363,200	393,000		
81	270,000	302,900	340,100	363,900	393,500		
82	271,100	304,100	341,200	364,500	394,100		
83	272,200	305,300	342,300	365,100	394,700		
84	273,300	306,600	343,400	365,700	395,300		
85	274,200	307,700	344,300	366,400	395,800		
86	275,300	308,900	345,300	367,000	396,400		
87	276,400	310,100	346,300	367,600	397,000		
88	277,500	311,300	347,300	368,200	397,600		
89	278,600	312,600	348,400	368,600	398,000		
90	279,600	313,800	349,200	369,200	398,500		
91	280,600	315,000	350,000	369,800	399,100		
92	281,600	316,200	350,800	370,400	399,700		
93	282,600	317,100	351,600	370,700	400,200		
94	283,600	317,800	352,300	371,200			
95	284,600	318,500	353,000	371,700			
96	285,600	319,100	353,700	372,200			
97	286,500	319,800	354,200	372,800			
98	287,300	320,200	354,700	373,300			
99	288,100	320,900	355,200	373,800			
100	289,000	321,600	355,700	374,300			
101	289,800	322,000	356,200	374,900			
102	290,600	322,600	356,700	375,400			
103	291,400	323,200	357,200	375,900			
104	292,200	323,800	357,700	376,300			
105	292,900	324,200	358,000	376,900			
106	293,400	324,700	358,500	377,400			
107	293,900	325,200	359,000	377,900			
108	294,400	325,700	359,500	378,400			
109	294,600	326,100	360,000	379,000			
110	295,000	326,500	360,500	379,500			
111	295,200	326,900	361,000	380,000			
112	295,600	327,300	361,500	380,500			
113	295,900	327,700	362,000	381,100			
114	296,200	328,100	362,500				
115	296,600	328,500	363,000				
116	296,900	328,800	363,400				

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
117	297,200	329,100	363,800				
118	297,500	329,500	364,300				
119	297,800	329,900	364,800				
120	298,200	330,300	365,300				
121	298,500	330,500	365,700				
122	298,900	330,900	366,200				
123	299,300	331,300	366,700				
124	299,700	331,700	367,200				
125	299,900	331,900	367,600				
126	300,200	332,200					
127	300,600	332,600					
128	301,000	332,900					
129	301,200	333,000					
130	301,600	333,400					
131	302,000	333,800					
132	302,400	334,200					
133	302,600	334,500					
134	303,000	334,900					
135	303,400	335,300					
136	303,800	335,700					
137	304,000	336,000					
138	304,300	336,400					
139	304,700	336,800					
140	305,100	337,200					
141	305,300	337,500					
142	305,700	337,900					
143	306,100	338,300					
144	306,400	338,700					
145	306,500	339,000					
146	306,900	339,400					
147	307,300	339,800					
148	307,700	340,200					
149	307,900	340,500					
150	308,200	340,900					
151	308,500	341,300					
152	308,800	341,700					
153	309,200	342,000					
154	309,500						
155	309,700						
156	310,000						
157	310,400						
158	310,700						
159	311,000						
160	311,300						
161	311,700						
162	312,000						
163	312,300						
164	312,600						
165	313,000						
166	313,300						
167	313,600						
168	313,900						
169	314,300						

Separate Table 4 Designated Duties Basic Salary Table (Relating to Article 11)

Glade	Monthly Basic Salary
	Yen
1	720,000
2	776,000
3	834,000
4	912,000
5	984,000
6	1,055,000
7	1,129,000
8	1,198,000

Separate Table 1-II Regular Service Basic Salary Table for Employees who are Older than 55 years of age

A) Regular Service Basic Salary Table (1)

Work Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class
Grade	Monthly Basic Salary				
	Yen	Yen	Yen	Yen	Yen
1	320,600	366,200	413,000	464,600	529,500
2	320,600	366,200	413,000	464,600	529,500
3	320,600	366,200	413,000	464,600	529,500
4	322,588	368,390	414,193	466,792	530,817
5	324,853	370,656	416,064	469,747	533,969
6	326,922	373,118	418,330	472,800	536,333
7	329,089	375,581	420,497	475,854	538,795
8	331,256	378,043	422,664	478,907	541,258
9	333,521	380,604	424,732	481,764	543,720
10	335,688	383,264	426,801	484,817	545,592
11	337,855	385,923	428,869	487,871	547,365
12	340,022	388,583	431,036	490,924	549,236
13	341,992	391,144	432,908	493,682	551,009
14	344,061	393,409	434,779	496,046	552,487
15	346,129	395,675	436,749	498,410	553,964
16	348,198	398,039	438,719	500,774	555,442
17	350,168	399,910	440,591	503,138	556,821
18	352,138	401,880	442,364	504,616	558,003
19	354,108	403,752	444,137	506,093	559,185
20	355,979	405,623	445,910	507,571	560,367
21	358,048	407,495	447,683	508,753	561,549
22	359,919	409,268	449,160	510,230	
23	361,889	411,139	450,638	511,708	
24	363,859	413,109	452,115	513,185	
25	365,928	414,981	453,593	514,466	
26	367,898	416,458	454,972	515,549	
27	369,868	418,034	456,351	516,731	
28	371,838	419,610	457,631	517,913	
29	373,414	421,186	458,616	519,095	
30	375,187	422,467	459,404	519,982	
31	376,960	423,747	460,192	520,868	
32	378,634	425,028	460,980	521,755	
33	380,407	426,210	461,670	522,543	
34	381,786	427,490	462,458	523,429	
35	383,362	428,771	463,246	524,316	
36	384,938	429,953	464,034	525,202	
37	386,514	431,233	464,822	526,089	
38	387,696	432,120	465,610	526,975	
39	388,878	433,006	466,398	527,862	
40	390,060	433,893	467,186	528,748	
41	391,144	434,484	467,974	529,635	
42	392,326	435,272	468,663		
43	393,508	435,961	469,451		
44	394,690	436,749	470,239		
45	395,379	437,537	471,027		
46	396,069	438,325			
47	396,758	439,113			
48	397,448	439,901			
49	398,137	440,492			
50	398,827	441,280			
51	399,516	442,068			
52	400,206	442,856			
53	400,994	443,447			
54	401,683	444,235			
55	402,373	445,023			
56	403,062	445,811			

Work Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class
57	403,653	446,402			
58	404,343	447,190			
59	405,032	447,978			
60	405,722	448,766			
61	406,313	449,357			
62	407,002				
63	407,692				
64	408,381				
65	408,677				
66	409,268				
67	409,957				
68	410,647				
69	411,139				
70	411,829				
71	412,518				
72	413,208				
73	413,700				
74	414,390				
75	415,079				
76	415,769				
77	416,261				

Separate Table 2-II Education Service Basic Salary Table for Employees who are Older than 55 years o

A) Education Service Basic Salary Table (1)

Work Class	5 th Class
Grade	Monthly Basic Salary
	Yen
Amount of Additional Payment	30,000
1	408,000
2	408,000
3	408,000
4	409,268
5	411,829
6	414,291
7	416,754
8	419,216
9	421,482
10	423,944
11	426,407
12	428,869
13	430,642
14	432,908
15	435,272
16	437,537
17	439,901
18	442,265
19	444,629
20	446,993
21	449,456
22	451,820
23	454,184
24	456,548
25	458,518
26	460,685
27	462,852
28	465,019
29	467,186
30	469,451
31	471,618
32	473,785
33	475,755
34	477,922
35	480,188
36	482,453
37	484,620
38	486,590
39	488,560
40	490,530
41	492,599
42	494,470
43	496,342
44	498,213
45	500,183
46	501,956
47	503,828
48	505,699
49	507,472
50	509,245
51	511,117
52	512,988
53	514,860
54	516,534
55	518,209

Work Class	5 th Class
56	519,883
57	521,558
58	522,838
59	524,119
60	525,399
61	526,680
62	527,665
63	528,650
64	529,635
65	530,423
66	531,309
67	532,196
68	533,082
69	533,969
70	534,757
71	535,643
72	536,530
73	537,416
74	538,303
75	539,189
76	540,076
77	540,962
78	541,849
79	542,735
80	543,622
81	544,508

NOTE The sum that added Amount of Additional Payment to the amount of money of each Glade is the Monthly Basic Salary

Separate Table 3-II Medical Service Basic Salary Table for Employees who are Older than 55 years of age

A) Medical Service Basic Salary Table (A)

Work Class	6 th Class	7 th Class	8 th Class
Glade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	328,700	375,200	442,800
2	328,700	375,200	442,800
3	328,700	375,200	442,800
4	330,172	377,551	443,841
5	332,339	380,112	446,402
6	334,506	382,771	448,963
7	336,673	385,431	451,524
8	338,840	388,090	454,085
9	340,810	390,257	456,548
10	342,977	392,523	459,010
11	345,144	394,690	461,571
12	347,311	396,955	464,132
13	349,084	399,024	466,595
14	351,054	400,994	468,072
15	353,024	403,062	469,451
16	354,994	405,229	470,929
17	356,964	407,101	472,505
18	359,033	409,071	473,982
19	361,003	411,139	475,460
20	363,071	413,208	476,937
21	364,943	414,981	478,415
22	367,011	416,557	479,892
23	369,080	418,133	481,370
24	371,148	419,709	482,847
25	372,626	421,186	484,423
26	374,399	422,467	485,901
27	376,172	423,747	487,378
28	377,945	425,028	488,856
29	379,718	426,407	490,432
30	381,195	427,687	491,614
31	382,870	428,968	492,796
32	384,544	430,150	493,978
33	386,022	431,332	495,258
34	387,302	432,612	496,243
35	388,583	433,893	497,228
36	389,863	435,173	498,213
37	390,947	436,454	499,198
38	392,129	437,242	
39	393,212	438,030	
40	394,394	438,818	
41	395,182	439,409	
42	395,970	440,197	
43	396,758	440,985	
44	397,546	441,773	
45	398,039	442,364	
46	398,728	443,152	
47	399,418	443,940	
48	400,107	444,728	
49	400,895	445,319	
50	401,585	446,107	
51	402,274	446,895	
52	402,964	447,683	
53	403,555	448,274	
54	404,244		
55	404,934		
56	405,623		

Work Class	6 th Class	7 th Class	8 th Class
57	406,214		
58	406,904		
59	407,593		
60	408,283		
61	408,578		
62	409,169		
63	409,859		
64	410,548		
65	411,041		

B) Medical Service Basic Salary Table (B)

Work Class	6 th Class	7 th Class
Glade	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen
1	332,100	378,400
2	332,100	378,400
3	332,100	378,400
4	333,620	380,703
5	335,787	382,870
6	337,954	385,234
7	340,121	387,598
8	342,288	389,863
9	344,061	391,932
10	346,031	394,000
11	348,001	396,167
12	349,971	398,531
13	352,138	400,600
14	354,206	402,668
15	356,275	404,835
16	358,343	407,002
17	360,412	409,071
18	362,480	411,238
19	364,549	413,405
20	366,617	415,572
21	368,390	417,443
22	370,459	419,315
23	372,527	421,186
24	374,596	423,058
25	376,566	424,831
26	378,240	426,505
27	380,112	428,180
28	381,983	429,756
29	383,855	431,036
30	385,726	432,612
31	387,598	434,188
32	389,469	435,764
33	391,144	437,439
34	392,818	439,015
35	394,591	440,591
36	396,364	442,167
37	397,940	443,546
38	399,713	445,023
39	401,486	446,501
40	403,259	447,978
41	404,835	449,259
42	406,510	450,145
43	408,184	451,032
44	409,760	451,918
45	411,238	452,903
46	412,814	453,790
47	414,291	454,676
48	415,867	455,563
49	417,443	456,548
50	419,019	457,237
51	420,595	458,025
52	422,171	458,813
53	423,649	459,700
54	425,126	460,488
55	426,604	461,276
56	428,081	462,064

Work Class	6 th Class	7 th Class
57	429,165	462,950
58	430,051	
59	430,938	
60	431,824	
61	432,711	
62	433,597	
63	434,484	
64	435,370	
65	436,257	
66	437,045	
67	437,833	
68	438,621	
69	439,409	

B) Regular Service Basic Salary Table (2)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class
Glade	Monthly Basic Salary					
	Yen	Yen	Yen	Yen	Yen	Yen
1	—	163,414	181,452	198,794	223,569	251,515
2	119,406	170,070	187,299	204,740	230,407	258,651
3	123,082	175,931	193,046	210,884	237,245	265,885
4	126,857	181,891	198,695	217,326	244,281	273,813
5	130,632	187,156	204,641	223,470	250,822	281,741
6	134,705	192,024	210,785	230,110	257,560	289,867
7	139,374	196,991	217,227	236,254	264,101	298,191
8	144,142	202,256	222,975	242,002	270,245	306,219
9	150,003	207,421	229,020	247,551	275,894	314,047
10	155,963	211,875	234,767	253,299	281,245	321,480
11	163,116	217,227	240,218	258,551	286,597	328,912
12	169,772	222,182	245,768	263,606	291,849	335,849
13	175,434	226,939	250,723	268,561	297,101	342,786
14	180,898	231,695	255,777	273,416	301,957	348,732
15	185,567	236,452	260,533	278,074	306,516	354,778
16	189,938	240,515	264,993	282,732	310,975	360,624
17	194,309	244,479	269,651	286,597	315,138	366,174
18	198,083	248,146	274,209	290,065	319,399	371,426
19	201,173	251,317	278,471	293,236	323,363	376,282
20	204,046	253,596	282,038	296,110	326,930	380,742
21	207,019	255,678	284,615	298,885	330,300	385,102
22	209,794	257,560	286,795	301,462	333,372	389,165
23	212,569	258,849	289,074	304,137	335,750	392,336
24	215,245	260,236	291,056	306,516	338,228	
25	217,524	261,822	293,038	308,894	340,408	
26	219,605	263,506	294,921	310,876	342,786	
27	221,686	265,092	296,705	312,957	344,967	
28	223,866	266,777	298,588	314,840		
29	225,749	268,263	300,372	317,020		
30	227,731	269,849	302,255	319,201		
31	229,614	271,434	304,038	321,183		
32	231,200	273,119				
33		274,606				

Separate Table 2- A Provisional Education Service Basic Salary Table

1-A) Education Service Basic Salary (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
Grade	Monthly Basic Salary				
	Yen	Yen	Yen	Yen	Yen
Amount of Additional Payment	—	—	—	—	—
1	—	—	250,237	282,236	361,417
2	159,242	200,865	263,052	296,903	376,282
3	167,089	209,508	275,668	311,867	388,571
4	177,023	218,349	289,178	326,534	400,562
5	187,752	227,786	302,155	341,597	412,454
6	195,401	237,124	315,732	356,264	424,048
7	202,554	249,442	328,714	371,030	435,346
8	210,203	261,661	341,994	381,832	446,742
9	218,448	273,979	354,678	392,138	457,742
10	227,687	284,516	364,390	401,553	468,842
11	235,237	296,408	374,300	410,472	480,139
12	243,681	308,101	383,715	418,994	491,139
13	251,528	315,831	392,237	427,220	502,238
14	258,750	322,669	400,463	434,751	513,238
15	266,083	329,210	407,994	442,085	523,446
16	273,218	335,651	415,328	449,121	532,563
17	279,858	341,994	422,364	455,166	541,482
18	286,101	347,741	429,301	460,715	550,302
19	292,345	353,390	435,049	466,166	559,122
20	298,291	358,940	439,904	471,517	567,248
21	303,939	364,291	444,265	476,770	573,491
22	308,795	369,742	447,337	481,923	578,347
23	313,156	374,300	450,409	486,977	582,906
24	317,516	378,165	453,184	490,941	
25	320,984	381,039	456,256	494,211	
26	324,057	383,715	459,229	497,482	
27	327,030	386,589	462,301		
28	329,705	389,264	465,274		
29	331,885	392,039			
30	333,867	394,616			
31	335,949	397,391			
32	337,931	400,066			
33	339,913	402,940			
34	341,795	405,715			
35	343,777				
36	345,859				
37	347,940				
38	350,120				

2-A) Education Service Basic Salary (2)

Work Class	1 st Class	2 nd Class	3 rd Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	—	202,057	250,237
2	167,884	210,203	263,052
3	178,315	218,647	275,668
4	189,540	227,985	289,476
5	200,865	237,223	302,651
6	207,620	249,442	316,327
7	214,872	261,661	331,093
8	222,620	273,979	345,759
9	230,369	285,606	360,624
10	238,316	298,489	371,327
11	246,561	311,074	381,634
12	254,707	323,759	392,039
13	262,020	336,345	401,454
14	269,452	348,732	410,472
15	276,984	357,552	418,697
16	284,020	366,372	426,526
17	291,056	375,093	433,859
18	297,696	383,318	440,895
19	303,939	391,246	446,941
20	309,390	398,778	452,193
21	314,543	406,508	457,148
22	319,300	413,841	461,706
23	324,057	420,877	466,364
24	328,219	426,823	471,022
25	332,084	431,976	474,490
26	335,453	436,931	477,662
27	337,931	441,490	480,932
28	340,210	446,148	
29	342,687	450,805	
30	345,363	454,175	
31	347,940	457,247	
32	350,417	460,319	
33	352,796		
34	355,174		
35	357,751		
36	360,327		
37	362,805		

Separate Table 3- A Provisional Medical Service Basic Salary Table

1-A) Medical Service Basic Salary Table (A)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class
Glade	Monthly Basic Salary							
	Yen							
1	—	—	203,348	226,395	261,921	303,047	337,931	400,562
2	137,685	174,937	210,402	234,541	271,236	312,957	349,228	412,454
3	143,049	181,196	217,554	242,886	280,552	322,867	360,823	424,247
4	149,804	187,553	225,203	250,623	289,867	332,777	372,219	436,139
5	156,361	194,209	233,250	259,047	299,480	342,588	383,417	447,932
6	163,911	200,567	240,813	267,371	308,993	352,102	394,814	459,625
7	171,460	207,123	249,038	275,894	318,606	361,516	406,310	471,319
8	177,520	213,481	257,263	284,417	328,021	370,832	417,805	483,310
9	183,580	220,236	265,488	293,038	337,336	380,246	428,805	495,500
10	188,845	226,939	273,714	301,660	346,354	389,661	438,715	507,887
11	194,209	233,776	281,840	310,083	355,372	398,976	448,130	515,320
12	199,276	240,416	289,669	318,210	363,697	407,499	455,959	522,356
13	204,143	246,759	297,498	325,840	372,120	415,526	462,103	528,896
14	208,912	253,101	305,128	333,372	379,751	421,472	468,445	535,437
15	212,767	258,551	312,264	340,408	385,796	427,121	474,986	540,689
16	217,128	263,903	319,201	346,156	391,445	430,985	479,049	544,950
17	221,191	268,858	325,543	351,111	396,003	434,553	483,112	
18	225,353	273,912	331,489	355,669	400,463	438,418		
19	228,722	278,272	335,354	359,039	404,228	441,986		
20	231,596	282,633	339,318	362,507	407,499	445,553		
21	234,569	285,804	342,588	365,679	410,967			
22	236,849	288,281	345,264	368,453	414,337			
23	238,533	290,561	347,841	371,228	417,706			
24		292,146	350,120	373,507				
25		293,930	352,399	375,787				
26		295,615	354,381	378,264				
27		297,498	356,462	380,841				
28		299,182	358,543					
29			360,724					
30			362,904					

2-A) Medical Service Basic Salary Table (B)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
Glade	Monthly Basic Salary						
	Yen						
1	—	—	218,746	240,899	271,038	307,011	338,922
2	150,500	177,123	225,601	248,051	279,362	316,228	350,219
3	156,063	185,467	233,349	255,303	287,786	326,138	361,715
4	161,824	194,706	240,502	262,020	296,011	336,246	373,012
5	167,983	200,269	247,654	269,452	304,534	346,156	384,508
6	176,030	206,130	254,290	277,083	313,056	355,769	396,201
7	184,375	211,991	261,425	284,714	321,183	365,183	408,192
8	193,017	218,548	268,660	292,444	329,408	374,399	419,391
9	198,083	225,402	275,894	300,273	336,940	384,012	430,292
10	203,249	233,051	283,426	308,201	344,273	393,724	440,697
11	208,514	240,204	290,858	315,732	351,705	403,436	450,905
12	213,879	246,759	298,291	323,165	358,940	412,553	459,724
13	219,442	253,993	305,525	330,201	366,372	420,877	467,454
14	225,203	261,128	312,462	336,940	373,507	429,400	475,085
15	231,064	268,263	319,201	343,678	380,940	437,526	482,716
16	236,155	275,398	325,543	350,120	387,877	445,157	489,554
17	241,704	282,633	331,786	356,363	394,418	452,688	494,211
18	247,155	289,669	337,633	362,507	400,264	460,319	498,373
19	252,903	296,408	343,381	368,453	404,922	467,157	502,139
20	258,155	303,246	349,129	373,805	408,886	471,716	
21	263,110	309,984	354,778	379,057	413,048	475,680	
22	268,065	315,930	360,228	383,913	416,814	479,148	
23	272,227	321,678	365,282	387,778	420,084		
24	276,588	327,426	370,039	391,048	422,562		
25	280,552	332,777	374,003	394,120			
26	284,615	336,642	377,273	397,291			
27	288,083	339,913	380,246	400,165			
28	291,155	342,786	383,021	402,544			
29	293,534	345,462	385,796				
30	295,615	347,543	388,472				
31	297,399	349,525	390,751				
32	299,282	351,408					
33	301,164	353,291					
34	303,047	355,372					
35	304,930	357,453					
36	306,813	359,633					
37	308,597	361,913					
38	310,678	364,093					
39	312,561						
40	314,543						
41	316,327						

Separate Table 4- A Provisional Designated Duties Basic Salary Table

Work Class	Monthly Basic Salary
	Yen
1	564,947
2	627,279
3	693,569
4	771,732
5	831,096
6	893,428
7	977,527
8	1,053,711
9	1,129,894
10	1,210,036
11	1,283,251

Separate Table 1-II-A provisional Regular Service Basic Salary Table for Employees who are Older than 55 years of age

1-A) Regular Service Basic Salary Table (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class	9 th Class	10 th Class	11 th Class
Glade	Monthly Basic Salary	Monthly Basic Salary									
	Yen	Yen									
1	—	—	179,848	212,824	229,948	249,402	268,144	288,740	321,344	357,949	404,705
2	131,119	166,540	186,697	220,651	238,079	257,993	277,124	298,502	333,058	369,662	418,469
3	135,424	172,999	193,743	228,871	246,864	266,778	286,301	308,263	344,576	381,571	432,428
4	139,730	179,848	200,593	237,005	255,259	275,661	295,867	318,318	356,094	393,383	446,289
5	144,818	185,523	208,029	245,693	263,557	284,446	305,335	328,469	367,320	405,389	459,858
6	150,493	190,709	215,661	253,893	271,951	293,426	314,901	338,523	378,447	417,005	473,426
7	156,266	195,700	222,852	262,092	280,249	302,504	324,565	348,090	389,576	428,524	486,896
8	162,431	200,690	230,075	270,194	288,448	311,485	333,936	357,363	400,898	439,456	500,367
9	166,932	205,485	236,323	278,100	296,647	320,563	343,111	366,441	412,027	450,194	513,838
10	170,259	209,283	242,472	285,715	304,750	329,543	352,092	375,519	422,471	460,540	527,308
11	173,194	213,578	248,524	293,231	312,461	338,523	360,877	384,598	431,940	469,814	538,143
12	175,836	217,679	253,893	300,357	319,684	347,505	369,272	393,578	441,115	478,307	544,976
13	178,283	221,876	259,261	307,092	326,907	356,191	377,471	401,972	448,632	485,530	551,712
14	180,240	224,999	264,142	313,730	333,839	364,586	384,304	409,684	454,879	492,168	557,471
15	182,197	227,830	269,120	319,587	339,207	371,908	389,673	415,345	461,126	496,462	561,961
16	183,762	230,856	273,513	325,053	343,795	377,276	394,261	420,812	465,518		
17		233,687	277,418	328,567	347,700	382,157	398,361	424,521	469,716		
18		236,518	281,029	331,788	350,921	385,475	401,680	428,035	473,719		
19		238,275	284,153	334,716	353,654	388,892	405,292	431,842			
20			286,398	336,962	356,485	392,211	408,708	435,357			
21			288,155	339,109	358,925	395,530	412,124	438,870			
22			290,108	341,354	361,365	398,751	415,540				
23			291,962	343,502	363,805	402,070					
24			293,915	345,650	366,344	405,389					
25			295,769	347,992	368,784						
26			297,526	350,139	371,322						
27			299,380	352,385							
28			301,333	354,533							
29			303,187								
30			305,042								
31			306,897								
32			308,654								

NOTE: Less than 5th class is used only when Employee is applied to Item 3 through 7 of the Supplementary Provisions (implemented on 1st December

Separate Table 2-II-A provisional Education Service Basic Salary Table for Employees who are Older than 55 years of age

1-A) Education Service Basic Salary Table (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class
Glade	Monthly Basic Salary				
	Yen	Yen	Yen	Yen	Yen
Amount of Additional Payment	—	—	—	—	—
1	—	—	246,484	278,003	355,996
2	156,854	197,853	259,107	292,450	370,638
3	164,583	206,366	271,533	307,189	382,743
4	174,368	215,074	284,841	321,636	394,554
5	184,936	224,370	297,623	336,474	406,268
6	192,470	233,568	310,997	350,921	417,688
7	199,516	245,701	323,784	365,465	428,816
8	207,050	257,737	336,865	376,105	440,041
9	215,172	269,870	349,358	386,256	450,876
10	224,272	280,249	358,925	395,530	461,810
11	231,709	291,962	368,686	404,315	472,937
12	240,026	303,480	377,960	412,710	483,772
13	247,756	311,094	386,354	420,812	494,705
14	254,869	317,829	394,457	428,230	505,540
15	262,092	324,272	401,875	435,454	515,595
16	269,120	330,617	409,099	442,385	524,575
17	275,661	336,865	416,029	448,339	533,360
18	281,810	342,525	422,862	453,805	542,048
19	287,960	348,090	428,524	459,174	550,736
20	293,817	353,556	433,306	464,445	558,740
21	299,380	358,827	437,602	469,619	564,889
22	304,164	364,196	440,627	474,695	569,672
23	308,459	368,686	443,653	479,673	574,163
24	312,754	372,493	446,387	483,577	
25	316,170	375,324	449,413	486,798	
26	319,197	377,960	452,341	490,020	
27	322,125	380,791	455,367		
28	324,760	383,426	458,295		
29	326,907	386,159			
30	328,859	388,697			
31	330,910	391,431			
32	332,863	394,066			
33	334,815	396,896			
34	336,669	399,630			
35	338,621				
36	340,672				
37	342,721				
38	344,869				

NOTE: Less than 4th class is used only when Employee is applied to Item 3 through 7 of the Supplementary Provisions (implemented on 1st December 2010).

Separate Table 3-II-A provisional Medical Service Basic Salary Table for Employees who are Older than 55 years of age

1-A) Medical Service Basic Salary Table (1)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class	8 th Class
Glade	Monthly Basic Salary							
	Yen							
1	—	—	200,298	223,000	257,993	298,502	332,863	394,554
2	135,620	172,313	207,246	231,023	267,168	308,263	343,990	406,268
3	140,904	178,479	214,291	239,243	276,344	318,024	355,411	417,884
4	147,557	184,740	221,825	246,864	285,519	327,786	366,636	429,597
5	154,016	191,296	229,752	255,162	294,988	337,450	377,666	441,214
6	161,453	197,559	237,201	263,361	304,359	346,821	388,892	452,731
7	168,889	204,017	245,303	271,756	313,827	356,094	400,216	464,250
8	174,858	210,279	253,405	280,151	323,101	365,270	411,538	476,061
9	180,827	216,933	261,506	288,643	332,276	374,543	422,373	488,068
10	186,013	223,535	269,609	297,136	341,159	383,817	432,135	500,269
11	191,296	230,270	277,613	305,432	350,042	392,992	441,409	507,591
12	196,287	236,810	285,324	313,437	358,242	401,387	449,120	514,521
13	201,081	243,058	293,036	320,953	366,539	409,294	455,172	520,963
14	205,779	249,305	300,552	328,372	374,055	415,150	461,419	527,406
15	209,576	254,673	307,581	335,302	380,010	420,715	467,862	532,579
16	213,872	259,945	314,413	340,964	385,574	424,521	471,864	536,776
17	217,874	264,826	320,660	345,845	390,063	428,035	475,866	
18	221,973	269,804	326,517	350,334	394,457	431,842		
19	225,292	274,098	330,324	353,654	398,165	435,357		
20	228,123	278,394	334,229	357,070	401,387	438,870		
21	231,051	281,517	337,450	360,194	404,803			
22	233,297	283,957	340,086	362,927	408,122			
23	234,956	286,203	342,624	365,660	411,441			
24		287,764	344,869	367,905				
25		289,522	347,114	370,151				
26		291,181	349,066	372,591				
27		293,036	351,116	375,129				
28		294,695	353,165					
29			355,314					
30			357,461					

NOTE: Less than 5th class is used only when Employee is applied to Item 3 through 7 of the Supplementary Provisions (implemented on ^f1 Decem

2-A) Medical Service Basic Salary Table (B)

Work Class	1 st Class	2 nd Class	3 rd Class	4 th Class	5 th Class	6 th Class	7 th Class
Glade	Monthly Basic Salary						
	Yen						
1	—	—	215,465	237,286	266,973	302,406	333,839
2	148,243	174,467	222,217	244,331	275,172	311,485	344,966
3	153,723	182,685	229,849	251,474	283,470	321,246	356,290
4	159,397	191,786	236,895	258,090	291,571	331,203	367,417
5	165,464	197,265	243,940	265,411	299,966	340,964	378,741
6	173,390	203,039	250,476	272,927	308,361	350,433	390,258
7	181,610	208,812	257,504	280,444	316,366	359,706	402,070
8	190,122	215,270	264,631	288,058	324,467	368,784	413,101
9	195,112	222,021	271,756	295,769	331,886	378,252	423,838
10	200,201	229,556	279,175	303,578	339,109	387,819	434,087
11	205,387	236,601	286,496	310,997	346,430	397,385	444,142
12	210,671	243,058	293,817	318,318	353,556	406,365	452,829
13	216,151	250,184	300,943	325,248	360,877	414,564	460,443
14	221,825	257,212	307,776	331,886	367,905	422,959	467,959
15	227,599	264,240	314,413	338,523	375,226	430,964	475,476
16	232,613	271,268	320,660	344,869	382,059	438,480	482,211
17	238,079	278,394	326,810	351,018	388,502	445,898	486,798
18	243,448	285,324	332,569	357,070	394,261	453,415	490,898
19	249,110	291,962	338,231	362,927	398,849	460,150	494,607
20	254,283	298,698	343,893	368,198	402,753	464,641	
21	259,164	305,335	349,457	373,372	406,853	468,545	
22	264,045	311,192	354,825	378,155	410,562	471,961	
23	268,144	316,853	359,803	381,962	413,783		
24	272,440	322,515	364,489	385,183	416,224		
25	276,344	327,786	368,393	388,209			
26	280,346	331,593	371,614	391,332			
27	283,762	334,815	374,543	394,163			
28	286,788	337,645	377,276	396,506			
29	289,131	340,281	380,010				
30	291,181	342,330	382,645				
31	292,939	344,283	384,890				
32	294,793	346,137					
33	296,647	347,992					
34	298,502	350,042					
35	300,357	352,092					
36	302,211	354,239					
37	303,969	356,485					
38	306,018	358,632					
39	307,873						
40	309,825						
41	311,583						

NOTE: Less than 5th class is used only when Employee is applied to Item 3 through 7 of the Supplementary Provisions (implemented on ¹st Decemr

Separate Table 5 (Relating to Article 24) Classification of Eligible University Staff

Place of Work	Employees	Adjustment Index
1. Graduate School, etc.	(1) Assistant possessing doctorate, or research record of 5 years after completion of master course or 6 years after completion of 6-year course in the undergraduate course	1
2. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Pathological bacteria technician normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances. (2) Employees engaged in work primarily comprising the content detailed in (1) above.	1
3. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for Microbial Diseases	(1) Employees directly engaged in work primarily comprising the raising of animals with contagious or other hazardous pathogens as defined in the provisions of Article 6 of the laws pertaining to prevention of contagion and the treatment of patients with contagious diseases (Law No. 114 of 1998) experimentation of such animals.	1
4. Osaka University Hospital and Osaka University Dental Hospital	(1) Nursing assistants 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 as "wards for the mentally ill").	3
	(2) Matrons (those engaged solely in the supervision of said wards), nurses and associate nurses engaged in work in tuberculosis wards of wards for the mentally ill. (3) Physicians and dentists directly engaged in the treatment of patients suffering from tuberculosis or mental illness as their prime work. (4) Pathological bacteria technicians normally engaged in the direct handling of specimens contaminated with hazardous pathogens and in direct contact with both in and out patients. (5) Diagnostic radiology technicians normally engaged in treatment using radiation and other work involving the use of radiation and in direct contact with both in and out patients. (6) Employees whose primary work involves direct involvement in the application of occupational therapy techniques to patients suffering from mental illnesses. (7) Laundry Staff normally involved in the direct handling of materials containing hazardous pathogens or contaminants.	2
	(8) Matrons (with the exception of those cited in (2)) working in tuberculosis wards, wards for the mentally ill and wards for the hospitalization of patients requiring intensive monitoring and treatment (hereinafter referred to as "intensive care wards") and nurses and associate nurses working in intensive care wards. (9) Physicians whose primary work involves the direct treatment of patients hospitalized in intensive care wards. (10) Occupational therapy technicians or physical therapy technicians working in intensive care wards (limited only to the cerebral stroke center (cerebral stroke care unit)), whose primary work involves the direct treatment with occupational therapy or physical therapy. (11) Chief nurses, nurses and assistant nurses working for the surgical divisions (central operating rooms). (12) Patient administration office staff normally working at reception or other areas and in direct contact with both in and out patients.	1
5. Research Center for Nuclear Physics	(1) Employees whose primary work involves the operation and maintenance of radiation generators (cyclotrons), measuring devices or other test equipment accessory to radiation generators or who are directly engaged in work involving experiments or research using such equipment (restricted to equipment separately defined by The University). (2) Employees whose primary work involves the management of safety and radioactive materials in facilities housing radiation generators (with the exception of high-energy accelerators, etc.) or the processing of radioactive waste.	1

Separate Table 6 Basic Adjustment Amounts (Relating to Article 24)

A) Regular Service Basic Salary Table (1)

Work Class	Basic Adjustment Amounts
1 st Class	6,500yen
2 nd Class	8,400yen
3 rd Class	9,600yen
4 th Class	10,200yen
5 th Class	10,600yen
6 th Class	11,100yen
7 th Class	12,000yen
8 th Class	12,700yen
9 th Class	14,300yen
10 th Class	15,900yen

B) Regular Service Basic Salary Table (2)

Work Class	Basic Adjustment Amounts
1 st Class	5,900yen
2 nd Class	7,400yen
3 rd Class	8,400yen
4 th Class	8,700yen
5 th Class	9,600yen

C) Education Service Basic Salary Table (1)

Work Class	Basic Adjustment Amounts
1 st Class	9,000yen
2 nd Class	10,400yen
3 rd Class	11,900yen
4 th Class	12,700yen
5 th Class	15,000yen

D) Education Service Basic Salary Table (2)

Work Class	Basic Adjustment Amounts
2 nd Class	11,200yen

E) Medical Service Basic Salary Table (A)

Work Class	Basic Adjustment Amounts
1 st Class	6,200yen
2 nd Class	8,000yen
3 rd Class	9,100yen
4 th Class	9,600yen
5 th Class	10,500yen
6 th Class	11,200yen
7 th Class	12,200yen
8 th Class	13,800yen

F) Medical Service Basic Salary Table (B)

Work Class	Basic Adjustment Amounts
1 st Class	8,000yen
2 nd Class	9,400yen
3 rd Class	9,700yen
4 th Class	10,000yen
5 th Class	10,300yen
6 th Class	11,600yen
7 th Class	12,500yen

Separate Table 6- A Provisional Basic Adjustment Amounts

A-1) Regular Service Basic Salary Table (1)

Work Class	Basic Adjustment Amounts
1 st Class	5,087yen However, 5,100yen for glade-2 through glade-16
2 nd Class	6,484yen However, 6,500yen for glade-2 through glade 9
3 rd Class	8,479yen However, 8,271yen for glade-1, 8,500yen for glade 2 through glade 6
4 th Class	9,676yen However, 9,700yen for glade-1 through Glade 3
5 th Class	10,175yen However,10,200yen for grade-1
6 th Class	10,774yen
7 th Class	11,173yen
8 th Class	11,771yen
9 th Class	12,769yen
10 th Class	13,467yen
11 th Class	15,363yen

B-1) Regular Service Basic Salary Table (2)

Work Class	Basic Adjustment Amounts
1 st Class	5,885yen However, 5,409yen for glade-2, 5,575yen for glade-3, 5,746yen for glade-4, 5,900yen for glade-5 through glade-18
2 nd Class	7,382yen However, 7,400yen for glade-1 through glade-9
3 rd Class	7,980yen
4 th Class	8,579yen
5 th Class	9,078yen
6 th Class	10,175yen

C-1) Education Service Basic Salary Table (1)

Work Class	Basic Adjustment Amounts
1 st Class	9,277yen However, 9,300yen for glade-2 through glade-13
2 nd Class	10,973yen However, 11,000yen for glade-2 through glade-9
3 rd Class	12,569yen However, 12,600yen for glade1 through glade-4
4 th Class	13,467yen
5 th Class	16,061yen

D-1) Education Service Basic Salary Table (2)

Work Class	Basic Adjustment Amounts
2 nd Class	11,771yen However, 9,153yen for glade-1, 9,522yen for glade-2, 9,904yen for glade-3, 10,327yen for galade-4, 10,746yen for glade-5, 11,299yen for glade-6, 11,800yen for glade-7 and glade-8

E-1) Medical Service Basic Salary Table (A)

Work Class	Basic Adjustment Amounts
1 st Class	6,085yen However, 6,100yen for glade-2 through glade14
2 nd Class	7,980yen However, 7,924yen for glade-2, 8,000yen for glade-3 through glade-9
3 rd Class	9,576yen However, 9,211yen for glade-1, 9,531yen for glade-2, 9,600yen for glade-3 through glade-5
4 th Class	10,175yen However, 10,200yen for glade-1 through glade-3
5 th Class	11,073yen
6 th Class	11,871yen
7 th Class	12,968yen
8 th Class	14,764yen

F-1) Medical Service Basic Salary Table (B)

Work Class	Basic Adjustment Amounts
1 st Class	7,980yen However, 6,817yen for glade-2, 7,069yen for glade-3, 7,330yen for glade-4, 7,609yen for glade-5, 7,974yen for glade-6, 8,000yen for glade-7 through glade-15
2 nd Class	9,876yen However, 8,023yen for glade-2, 8,401yen for glade-3, 8,820yen for glade-4, 9,072yen for glade-5, 9,337yen for glade-6, 9,603yen for glade-7, 9,900yen for glade-8 through glade-11
3 rd Class	10,175yen However, 9,909yen for glade-1, 10,200yen for glade-2 through glade-5
4 th Class	10,574yen However, 10,600yen for glade-1 through glade-3
5 th Class	10,973yen
6 th Class	12,370yen
7 th Class	13,268yen

Separate Table 7 Administrative Post Allowance (Relating to Article 25)

Basic Salary Table	Work Class	Classification	Administrative Post Allowance (yen)
Regular Service Basic Salary Table (1)	8	Type II	94,000
	7	Type II	88,500
	6	Type II	83,100
		Type III	72,700
		Type IV	62,300
	5	Type III	69,400
Type IV		59,500	
Education Service Basic Salary Table (1)	5	Type II	300,000
		Type III	250,000
		Type IV	80,200
		Type V	66,800
		Type VI	42,800
	4	Type IV	68,800
Type V		57,300	
Medical Service Basic Salary Table (A)	8	Type IV	72,600
	7	Type IV	65,700
	6	Type IV	62,300
	5	Type IV	58,900
Medical Service Basic Salary Table (B)	7	Type II	88,300
		Type III	77,300
	6	Type II	86,700
		Type III	75,800
	5	Type II	79,000
		Type III	69,100
		Type IV	59,200
4	Type IV	53,700	

Separate Table 7-II Administrative Post Allowance for Employees who are Older than 55 years of age

Basic Salary Table	Work Class	Classification	Administrative Post Allowance (yen)
Regular Service Basic Salary Table (1)	8	Type II	92,590
	7	Type II	87,173
	6	Type II	81,854
		Type III	71,610
		Type IV	61,366
Education Service Basic Salary Table (1)	5	Type II	300,000
		Type III	250,000
		Type IV	78,997
		Type V	65,798
		Type VI	42,158
Medical Service Basic Salary Table (A)	8	Type IV	71,511
	7	Type IV	64,715
	6	Type IV	61,366
Medical Service Basic Salary Table (B)	7	Type II	86,976
		Type III	76,141
	6	Type II	85,400
		Type III	74,663

Separate Table 8 Adjustment Allowances for Medical Staff (Relating to Article 26)

Classification Period	Amount of Allowance
	Yen
Less than 1 year	50,000
More than 1 year and less than 2 years	50,000
More than 2 year and less than 3 years	50,000
More than 3 year and less than 4 years	50,000
More than 4 year and less than 5 years	50,000
More than 5 year and less than 6 years	50,000
More than 6 year and less than 7 years	48,200
More than 7 year and less than 8 years	46,400
More than 8 year and less than 9 years	44,600
More than 9 year and less than 10 years	42,800
More than 10 year and less than 11 years	41,000
More than 11 year and less than 12 years	39,200
More than 12 year and less than 13 years	37,400
More than 13 year and less than 14 years	35,600
More than 14 year and less than 15 years	34,200
More than 15 year and less than 16 years	32,800
More than 16 year and less than 17 years	31,400
More than 17 year and less than 18 years	30,000
More than 18 year and less than 19 years	28,600
More than 19 year and less than 20 years	27,200
More than 20 year and less than 21 years	25,800
More than 21 year and less than 22 years	25,200
More than 22 year and less than 23 years	24,600
More than 23 year and less than 24 years	23,700
More than 24 year and less than 25 years	23,100
More than 25 year and less than 26 years	22,500
More than 26 year and less than 27 years	21,900
More than 27 year and less than 28 years	21,300
More than 28 year and less than 29 years	20,600
More than 29 year and less than 30 years	20,300
More than 30 year and less than 31 years	19,900
More than 31 year and less than 32 years	19,300
More than 32 year and less than 33 years	18,500
More than 33 year and less than 34 years	17,600
More than 34 year and less than 35 years	16,900
More than 35 years	0