

Detailed Regulations Pertaining to Adjustment Allowances for Medical Staff of 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.**

(Purpose)

- Article 1: The purpose of these detailed regulations shall be to define details pertaining to payment of adjustment allowance for Medical Staff in accordance with the terms and provisions of Article 26 of The Rules Pertaining to Salary for National University Corporation Osaka University Staff (hereinafter referred to as "The Salary Rules").
2. The term "The University" shall be used in these detailed regulations to refer to National University Corporation Osaka University and the term "Employee (s)" to refer to members of staff to whom The Salary Regulations apply.

(Scope of Employees)

- Article 2: Adjustment allowance for medical staff shall be paid to the Employees falling into any of the categories detailed hereunder.
- (1) Employees newly employed in work defined in the appendix (only those in possession of a medical license or a dentist's license) and who were employed within a period (hereinafter referred to as "period elapsed") of 37 years (39 years for those who have completed clinical training defined by The Medical Practitioner's Law (Law No. 201 of 1948, hereinafter referred to as "The Medical Practitioner's Law") (referred to as "clinical training" in Article 3) and 38 years for those who have completed on-site training (referred to as "on-site training" in Article 3) defined in The Medical Practitioner's Law prior to revision in accordance with the law for implementation of partial revision of The Medical Practitioner's Law (Law No. 47 of 1968)) after the date of graduation from a university as defined by the School Education Law (Law No. 26 of 1947, hereinafter referred to as "The School Education Law").
  - (2) Employees (only those in possession of a medical license or a dentist's license) who have, within the period elapsed stipulated No.1, come to be engaged in categories of work detailed in the appendix.
2. Notwithstanding the provisions of the foregoing item, Employees who have been in receipt of payment of adjustment allowance for medical staff for a period of 35 years in total shall not be eligible for payment of said allowance.

(Term and Amount of Payment)

- Article 3: The term of payment of adjustment allowance for medical staff shall be 35 years and the monthly amount of said allowance shall be as stated in Separate Table 8 appended to The Salary Regulations (hereinafter referred to as "Salary Rules Table") in accordance with classification of the period from the Employee in question became eligible under the provisions of Item 1 of the foregoing article. In this case, with respect to application of the Salary Rules Table to Employees (with the exception of those who have acquired the prescribed credits for a post-graduate doctorate course as defined in The School Education Law where the period elapsed from the prescribed duration of said course is less than 3 years) who became eligible under the provisions of Item 1 of the foregoing article more than 4 years after graduation from a university (6 years for those who have completed clinical training and 5 years for those who have completed on-site training), said Employees shall be eligible for payment of adjustment allowance for medical staff for a period equivalent to the period from the date of employment or the date when said Employee became eligible under the provisions of No. 2, Item 1 of the foregoing article until the date when said period is exceeded (periods of less than 1 year shall be treated as periods of 1 full year).
2. Regarding application of The Salary Rules Table to Employees in receipt of payment of adjustment allowance for medical staff taking leave of absence, said period of leave of absence (with the exception of periods during which salary is paid in full in accordance with the terms and provisions of Article 41 of The Salary Rules) shall not be included in calculation of the periods shown in the "Period" column in said table.
  3. Employees falling into the categories defined in Item 1 of the foregoing article in receipt, prior to becoming

eligible under the categories, of adjustment allowance for medical staff in accordance with these detailed regulations, adjustment allowance for medical staff in accordance with Laws Pertaining to Salary for Regular Workers (Law No. 95 of 1950) and of allowances recognized as being equivalent to the foregoing from other national university corporations and institutions where the period during which adjustment allowance for medical staff has already been paid to the period for payment of adjustment allowance for medical staff in accordance with the provisions of Item 1 is more than 35 years, the term and amount of adjustment allowance for medical staff shall be as for cases where adjustment allowance for medical staff has been paid for in the amount and for the period in excess of the term of payment defined in the same item.

(Termination of Payment)

Article 4: Payment of adjustment allowance for medical staff to Employees transferring from categories of work defined in Item 1, Article 26 of The Salary Rules shall be terminated from the date of said transfer.

(Calculation of Daily Rate)

Article 5: Adjustment allowance for medical staff for months during which Employees taking leave of absence in accordance with the provisions of Item 1, Article 14 of The Work Regulations for National University Osaka University Staff (hereinafter referred to as "The Work Regulations"), or during which Employees being suspended in accordance with the provisions of No. 3, Item 2, Article 37 of The Work Regulations, or during which Employees taking child/family care leave in accordance with the provisions of the Rules Pertaining to Child and Family Care Leave for University Staff of National University Corporation Osaka University shall be paid based on calculation of the daily rate.

2. Calculation of the daily rate stipulated in the foregoing item shall be in accordance with the provisions of Item 2, Article 6 of The Salary Rules.

Supplementary Provision

The foregoing detailed regulations shall be enforced from 14<sup>th</sup> April 2004 and applied from 1<sup>st</sup> April 2004.

Supplementary Provision

The foregoing amendments shall be enforced from 23<sup>rd</sup> June 2004 and applied from 1<sup>st</sup> April 2004.

Supplementary Provision

The foregoing amendments shall be enforced from 1<sup>st</sup> April 2005.

Supplementary Provision

The foregoing amendments shall be enforced from 1<sup>st</sup> April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 5<sup>th</sup> March 2008 and applied from 1<sup>st</sup> July 2007. However, revised Appendix (4) shall be applied from 1<sup>st</sup> October 2007.

Supplementary Provision

The foregoing amendments shall be enforced from 1<sup>st</sup> April 2009.

Supplementary Provision

The foregoing amendments shall be enforced from 1<sup>st</sup> April 2011.

Supplementary Provision

The foregoing amendments shall be enforced from 1<sup>st</sup> April 2012.

Appendix

Categories of Work Eligible for Payment of Adjustment Allowance for Medical Staff

Professors, Associate Professors, Associate Professors (Lecturers), Assistant Professors, Assistants, or Educational Support Staff belonging to the organizations listed under (1) – (14) below shall be eligible for payment of adjustment allowance for medical staff.

(1) Courses, subjects and facilities in Graduate School of Medicine, Faculty of Medicine

- (2) Courses, subjects and facilities in Graduate School of Dentistry, School of Dentistry
- (3) Courses, subjects and facilities in Graduate School of Pharmaceutical Sciences, School of Pharmaceutical Sciences
- (4) Psychology Course, Clinical Pedagogy Course, Behavioral Sciences Course, Human Development Studies Course of Graduate School of Human Sciences
- (5) Correlation Biology Course of Graduate School of Science
- (6) Biomolecular Networks Course, Integrated Biology Course, Organismal Biosystems Course of Neuroengineering of Graduate School of Frontier Biosciences
- (7) Course in United Graduate School of Child Development, Osaka University, Kanazawa University, Hamamatsu University School of Medicine, Chiba University and Fukui University
- (8) Research Institute for Microbial Diseases
- (9) Osaka University Hospital
- (10) Osaka University Dental Hospital
- (11) Cybermedia Center
- (12) Division of Integrated Protein Functions, Institute for Protein Research
- (13) Health Care Center
- (14) Other organizations recognized as necessary by The University