

Detailed Regulations Pertaining to Retirement Allowance 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.

(Purpose)

Article 1: The purpose of these regulations shall be to define details of items pertaining to the payment of retirement allowance in accordance with The Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff and The Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Limited Term Staff (hereinafter, the term "The Retirement Allowance Regulations" shall be used to refer to both sets of regulations).

2. The term "The University" used in these detailed regulations is to refer to "National University Corporation Osaka University" and the term "Employee(s)" is to refer to members of staff to whom the regulations cited in the foregoing item apply.

(Definitions)

Article 2: The term "other organization equivalent to the National University Corporation" cited in provision No.1, Item 1, Article 3 of The Retirement Allowance Regulations shall refer to the Inter-University Research Institute Corporation, Institute of National Colleges of Technology, Japan, National Institution for Academic Degrees and University Evaluation, Center for National University Finance and Management and Japan Aerospace Exploration Agency (restricted, however, to academic Employees defined in the work regulations of each respective organization,) and National Center for University Entrance Examinations.

2. The term "injury or illness" cited in Item 3 of Article 5, Item 2 Article 6, Item 1, Article 7, Item 1, Article 8, and Item 2 of Supplementary Provisions of the Retirement Allowance Regulations shall refer to the injury or illness the degree of which corresponds to the class of damage as defined in Item 2, Article 81 of the National Public Service Mutual Aid Association Law (Law No. 128, 1958).

(Calculation of period of continuous employment)

Article 3: The period of continuous employment that comprises the basis for calculation of the retirement allowance shall be taken to be the number of months between the month in which the day a person becomes an Employee and the month in which the day said person retires.

2. In cases where an Employee retires from The University (excluding cases in accordance with the terms of provisions No.4 and 5 Item 1, Article 3 of The Retirement Allowance Regulations) and again becomes an Employee either on the day of said retirement or the subsequent day, the period of continuous employment defined in the foregoing item shall continue to remain valid.

(Monthly Basic Salary on the Day of Retirement)

Article 4: In cases of non-payment of part or all of the basic salary on the day of the retirement of a retiring Employee, due to reasons such as a leave of absence, the monthly basic salary of said Employee on the day of retirement shall be taken as the full monthly basic salary to which said Employee is entitled on said day of retirement.

2. In cases of a retiring Employee to whom designated duties basic salary tables defined in provision No.4, Item 1, Article 11 of Rules Pertaining to Salary for National University Corporation Osaka University Staff or provision No. 4, Item 1, Article 11 of Rules Pertaining to Salary for National University Corporation Osaka University Limited Term Staff apply, regulations pertaining to pay rise shall be applied based on the basic monthly salary paid to said Employee prior to application of said basic salary tables and basic monthly salary thereby recalculated taken as the basic monthly salary applicable of the day of retirement.

(Special Provisions Pertaining to Retirement Allowance for Employees with a Period of Service as Trustee)

Article 5: Employees retiring to become a trustee of The University and again becoming an Employee after retiring from the post of trustee may, notwithstanding the provisions of articles 6 through 8 of The

Retirement Allowance Regulations, be entitled to an increase or decrease in the retirement allowance applicable during the period of service as trustee commensurate with the record of performance as trustee of said Employee.

(Special Provisions Pertaining to Retirement Allowance for Early Retirees)

Article 6: In the case of application of Items 1 Article 8 and Item 1, Article 8-2 of Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff to Employees who retired from The University 6 months or more before reaching the stipulated retirement age shall, in cases where the age of said Employee on the day of said retirement is within 10 years difference of the stipulated retirement age for said Employee as stipulated in Item 1, Article 9 of said regulations, the phrases or passages in the right side column in the table hereunder (Substitute Phrase or Passage) should be substituted for the phrases or passages in the middle column (Original Phrase or Passage) appearing in the provisions, items and articles of said regulations shown in the left side column.

| Provision, Item, Article of Regulations | Original Phrase or Passage | Substitute Phrase or Passage |
|---|--|---|
| Item 1, Article 8 | Basic monthly salary | The total of basic monthly salary and the amount resulting from multiplication by a ratio of no more than 2% per annum as determined by The University for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary. |
| No.1, Item 1, Article 8-2 | And basic monthly salary prior to special reduction | And the total of basic monthly salary prior to special reduction and the amount resulting from multiplication by a ratio of no more than 2% per annum as determined by The University in accordance with the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary prior to special reduction. |
| No.2, Item 1, Article 8-2 | To the basic monthly salary on the day of retirement | To the total of basic monthly salary on the day of retirement and the amount resulting from multiplication by a ratio of no more than 2% per annum as determined by The University in accordance with the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary on the day of retirement. |
| No.2-b, Item 1, Article 8-2 | Amount cited in the foregoing provision | Amount equivalent to the basic retirement allowance calculated in accordance with the provisions of the foregoing Article 3 based on assumption of retirement of the Employee in question for the same reason as applicable on the day of actual retirement on the day prior to the most recent day of reduction pertaining to the basic monthly salary prior to special reduction and the continuous service record and basic monthly salary prior to reduction up to said day. |

(Special Provisions Pertaining to Maximum Basic Retirement Allowance for Early Retirees)

Article 6-2: In the case of application of the provisions of Items 1 and 2, Article 10 of Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff to “ Employees determined by The University” as stipulated in Item 3, Article 10 of said regulations, the phrases or

passages in the right side column in the table hereunder (Substitute Phrase or Passage) should be substituted for the phrases or passages in the middle column (Original Phrase or Passage) appearing in the provisions, items and articles of said regulations shown in the left side column.

| Provision, Item, Article of Regulations | Original Phrase or Passage | Substitute Phrase or Passage |
|---|---|---|
| Item 1, Article 10 | Articles 7 through 8 | Article 8 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff (hereinafter referred to as "The Detailed Regulations"). |
| | Basic monthly salary on the day of retirement | The total of basic monthly salary of the day of retirement and amount resulting from multiplication by a ratio of no more than 2% per annum as determined by The University in accordance with the basic monthly salary on the day of the retirement for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary on the day of retirement. |
| | These | Article 8 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations. |
| Item 2, Article 10 | Item 1, Article 8-2 | Item 1, Article 8-2 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations. |
| | No. 2-b of the same item | No. 2-b of the same item applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations. |
| | The same item | The same item applied in accordance with substitution stipulated in the provisions of the same article |
| No.1, Item 2, Article 10 | And basic monthly salary prior to special reduction | The total of basic monthly salary prior to special reduction and the amount resulting from multiplication by a ratio of no more than 2% as determined of The University in accordance with the basic monthly salary prior to special reduction per annum for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary prior to special reduction. |
| No.2, Item 2, Article 10 | And basic monthly salary prior to special reduction | The total of basic monthly salary prior to special reduction and the amount resulting from multiplication by a ratio of no more than 2% per annum as determined by The University in accordance with the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary prior to special reduction |
| | No. 2-b, Item 1, Article 8-2 | No. 2-b Item 1, Article 8-2 applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations. |

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| | And basic monthly salary on the day of retirement | And the total of basic monthly salary of the day of retirement and amount resulting from multiplication by a ratio of no more than 2% per annum as determined of The University in accordance with the basic monthly salary prior to special reduction for the number of years equivalent to the difference between the age of the Employee concerned on the day of retirement and the fixed retirement age applicable to said Employee of the basic monthly salary on the day of retirement. |
| | The corresponding ratio | Ratio shown in b of the same provision applied in accordance with substitution stipulated in the provisions of Article 6 of the Detailed Regulations. |

Supplementary Provisions

(Date of Implementation)

1. These detailed regulations shall be implemented from 14th April 2004 and applied from 1st April 2004.

(Interim Measures)

2. Notwithstanding the provisions of Item 2, Article 4, the basic monthly salary of the day of retirement for retiring Employees falling into any of the categories hereunder shall be taken as the basic monthly salary in accordance with designated duties basic salary tables.

(1) Employees to whom designated duties basic salary tables were applied before the incorporation of The University and to whom said tables continued to be applied after 1st April 2004 until the retirement of Employee

(2) Retiring Employees to whom designated duties basic salary tables applied and who are awarded a Nobel Prize, Fields Medal, Order of Culture, citation as a person contributing to culture, Japan Academy Prize, Duke of Edinburgh Prize or Japan Art Academy Award.

(3) Retiring Employees in the post of dean (i.e. posts as defined in the provisions of the Item 3, Article 2 of the Law for Special Regulations Concerning Educational Public Service Personnel (Law No. 1, 1949) prior to the incorporation of The University and the same post after the incorporation. However, application or non-application of designated duties annual salary tables or designated duties basic monthly salary tables is relevant in neither case) at the time of retirement and having a previous record as trustee or dean and to whom designated duties basic salary tables were applied for 1 year or more prior to retirement. However, this shall apply only to Employees with a record of receipt of awards or prizes equivalent to those cited in the foregoing provision and with an outstanding record of education and research and contributions to the development of Japan.

(Payment of Retirement Allowance in the Case of an Academic Staff Member Retiring on or after the Former Retirement Age Date)

3. If an academic staff member (excluding an academic staff member of the Dental Technology Institute attached to the School of Dentistry) retires on or after the date of attainment of the retirement age or any date equivalent thereto set forth in No.3, Item 1, Article 19 of The Work Regulations for National University Corporation Osaka University Staff or Item 3, Article 2 of The Work Regulations for National University Corporation Osaka University Limited Term Staff effective as of 31st March 2010 (hereinafter each referred to as the "Former Retirement Age Date"), the text in the middle columns of the following Table shall be deemed to be replaced with the text indicated in the right columns of the same Table, in the application of Items 1 and 2, Article 3; Article 4; Article 6; Article 6-2; and Item 2 of these Supplementary Provisions as indicated in the left columns of the same Table.

| Provisions deemed to be replaced | Text deemed to be replaced | Replacement text |
|----------------------------------|----------------------------|---|
| Item 1, Article 3 | the day of retirement | the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date) |

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| Item 2, Article 3 | day of retirement | day of retirement (limited only until the first 31 st March following the Former Retirement Age Date) |
| Article 4 | day of retirement | Periods of service (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date) |
| Article 6 | reaching the stipulated retirement age | the Former Retirement Age Date |
| | the stipulated retirement age | age as of the first 31 st March following the Former Retirement Age Date |
| | the stipulated retirement age for said Employee | the Former Retirement Age Date for said Employee |
| | basic monthly salary on the day of retirement | basic monthly salary on the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the basic monthly salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date) |
| Article 6-2 | day of retirement | day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date) |
| | the stipulated retirement age for said Employee | the Former Retirement Age Date for said Employee |
| | basic monthly salary on the day of retirement | basic monthly salary on the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the basic monthly salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date) |
| Item 2 of these Supplementary Provisions | day of retirement | day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the day shall be the first 31 st March following the Former Retirement Age Date) |
| | at the time of retirement | at the time of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the |

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| | | day shall be the first 31st March following the Former Retirement Age Date) |
| | before retirement | before retirement (however, if an Employee retires on or after the first 31st March following the Former Retirement Age Date, the day shall be the first 31st March following the Former Retirement Age Date) |

Supplementary Provision

The foregoing amendments shall be implemented from 15th September 2004 and applied from 1st April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 1st December 2004 and applied from 1st April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 31st March 2005 and applied from 1st April 2004.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 17th August 2006 and applied from 1st April 2006.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measure)

2. Notwithstanding the provision of Item 3 of the Supplementary Provisions (implemented as of 14th April 2004), the same provisions shall not apply, until 31st March 2016, to an academic staff member who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30th September 2007 and whose status was transferred to The University due to the integration.