

Special Regulations Pertaining to the Salary and Retirement Allowance for Special Case Staff of National University Corporation
Osaka University

(Purpose, etc.)

Article 1: The purpose of these regulations is to define the special regulations of the Rules Pertaining to the Salary for National University Corporation Osaka University Staff (hereinafter referred to as "The Salary Rules"), the Rules Pertaining to Salary for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as "The Limited Term Staff Salary Rules"), and 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 collectively referred to as "The Retirement Allowance Regulations"), with respect to Special Case Staff as defined in the following Item.

2. Under these regulations, "Special Case Staff" means a full-time academic staff, administrative staff, technical staff, technical staff (medical), technical staff (nursing) and staff before acquisition of license (meaning a person who is employed before the acquisition of a license necessary for engagement in duties as a technical staff (medical) or technical staff (nursing); hereinafter the same shall apply) of National University Corporation Osaka University (hereinafter referred to as "The University"), who shall receive a special bonus as a substitute for the retirement allowance.

(Non-Payment of Retirement Allowance)

Article 2: The Retirement Allowance Regulations shall not apply to a Special Case Staff.

2. The status of a Special Case Staff shall not be changed to the status of a staff to whom the Retirement Allowance Regulations applies, with the exception of a person specially deemed necessary by The University.

(Payment of Special Bonus)

Article 3: A special bonus shall be paid to a Special Case Staff in each bonus payment period, in the amount indicated in the Appendix (in the case of any class exceeding the work classes for which special bonus amounts are indicated in the same Appendix, the amount shall be determined in each case); provided, however, if a Special Case Staff falls under any of the following categories, the payable special bonus shall be increased or reduced corresponding to the number of months of continuous service as a Special Case Staff.

(1) A person whose number of months of continuous service during the six-month period prior to and including the month of the standard day (June or December) for the bonus payment of the current period is less than six months, or a person who retired during the same six-month period.

(2) A person who is recruited, etc., in the month of the standard day for the bonus payment of the previous period [limited only to the case in which the person is recruited, etc., on or after the date (2nd June or 2nd December) following such standard day].

2. Notwithstanding the provision of the preceding Item, the special bonus shall be paid to the retired person described in the latter part of No. 1 of the proviso of the same Item, within one month following the retirement.
3. In addition to the provisions of the preceding 2 Items, the provisions of Items 2 and 3, Article 20 of The Salary Rules and Items 2 and 3, Article 19 of The Limited Term Staff Salary Rules shall apply mutatis mutandis to the payment of the special bonus. In this case, "Employees who, within the period from a standard day to the day of payment, are ...The Work Regulations" as described in No. 3, Item 2 of each of the Articles shall be read as "Employees who are...The Work Regulations."
4. The amount of the special bonus shall be amended taking into account the situation of the amendment of the salary and retirement allowance of government employees, etc., the financial conditions of The University, and so on.

Appendix (Relating to Item 1 of Article 3)

Basic Salary Table	Work Class	Amount of special bonus
Regular Service Basic Salary Table (1)	1 st Class	90,000 yen
	2 nd Class	105,000 yen
	3 rd Class	125,000 yen
Education Service Basic Salary Table (1)	2 nd Class	140,000 yen
	3 rd Class	170,000 yen
	4 th Class	190,000 yen
	5 th Class	230,000 yen
Medical Service Basic	1 st Class	90,000 yen

Salary Table (A)	2 nd Class	105,000 yen
	3 rd Class	120,000 yen
Medical Service Basic Salary Table (B)	1 st Class	115,000 yen
	2 nd Class	125,000 yen
	3 rd Class	130,000 yen

Note 1) This table shall apply to a staff before acquisition of license, deeming that the Medical Service Basic Salary Table (A) or Medical Service Basic Salary Table (B) applies to the staff.

Note 2) For a person who is promoted or demoted during the period for which a special bonus is payable, the amount shall be adjusted corresponding to the service period for each class.

Supplementary Provision

These regulations shall be implemented from 1st April 2012.