

Payment Standards of Salary for National University Corporation Osaka University Staff Dispatched to International Organizations

**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 rules shall be to define standards pertaining to payment of salary, in accordance with the provisions of Articles 41-2 of the Rules Pertaining to Salary for National University Corporation Osaka University Staff when such members working for the National University Corporation Osaka University are dispatched based on Article 16-2, etc. of the Work Regulations for National University Corporation Osaka University Staff (hereinafter referred to as "The Work Regulations").

(Principles of Payment Standards)

Article 2: Payment standards of salaries for members of Osaka University Staff dispatched to international organizations, etc. shall be set forth as follows:

(1) When the annual amount of the remuneration paid by the accepting organization divided by 12(hereinafter referred to as "average monthly remuneration") is equivalent to or exceeds the sum of basic salary, adjustment allowance of basic salary, regional allowance, dependent allowance and housing allowance (hereinafter referred to as "average monthly basic salary") that the dispatched member received on the day before the first day of the dispatch period, the University is entitled not to pay the salary.

(2) When average monthly remuneration is less than basic salary per month, the University is entitled to determine the monthly amount of basic salary within the extent of the difference.

In this case, the University may pay an end-of-term bonus and special end-of-term bonus to avoid inequality with other members of Osaka University Staff.

(Payment Ratio)

Article 3: In case where provision (2) of the foregoing article applies, the payment ration shall be in accordance with the standards hereunder.:

(1) When the ratio of the balance between average remuneration and average basic salary and the total amount of basic salary and adjustment of basic salary applicable on the day before the first day of the dispatch (referred to as "monthly amount of basic salary") is 10% or less : 10%

(2) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 10% but 20% or less : 20%

(3) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 20% but 30% or less : 30%

(4) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 30% but 40% or less : 40%

(5) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 40% but 50% or less : 50%

(6) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 50% but 60% or less : 60%

(7) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 60% but 70% or less : 70%

(8) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 70% but 80% or less : 80%

(9) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 80% but 90% or less : 90%

(10) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 90% : 100%

2. The average monthly remuneration shall be valid after the certificate is awarded by the relevant accepting organization.

Supplementary Provision

The foregoing standards shall be implemented from 24<sup>th</sup> July 2006.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1<sup>st</sup> October 2007.

(Interim Measures relating to Integration)

2. Employees who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30th September 2007, whose status was transferred to the National University Corporation Osaka University due to the integration, and fall under the description of "Employees" set forth in Article 1, 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
Article 2	Persons who meet the requirements applied for payment of salary set forth in Article 22 of the Regulations pertaining to Salary of Employee of National University Corporation Osaka University of Foreign Studies as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation	Prior regulations shall remain applicable	Term of leave of absence (including the extended term)