

## Regulations Pertaining to Training 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 items pertaining to training in accordance with Article 35 of the Work Regulations for National University Corporation Osaka University Staff and Article 31 of the Work Regulations for National University Corporation Osaka University Limited Term Staff for National University Corporation Osaka University (hereinafter referred to as "The University") full time Staff (hereinafter referred to as "Employee(s)").

### (Purpose of Training)

Article 2: The purpose of training shall be the acquisition of knowledge and skills necessary in the implementation either of duties in which the Employee is currently engaged or of duties in which it is foreseeable that said Employee may become engaged in the future and to polish the skills and talents of said Employee pursuant to said duties.

### (Responsibilities of the University)

Article 3: The University shall show understanding of the necessity for training of Employee and shall provide opportunities for the said Employee to participate in such training by the establishment of planning and implementation of training.

2. In the establishment of planning and implementation of training detailed in the foregoing item, The University shall strive to heighten Employee's motivation for self-development.
3. In cases where recognized as necessary by The University, training may be implemented jointly with other organizations or may be consigned to outside organizations.

### (Responsibilities of Employee)

Article 4: In order ensure the efficacy of training, Employee undergoing said training shall observe and adhere to the regulations of the organization responsible for implementation of said training.

### (On-the-job Training)

Article 5: The University may appoint supervisors to carry out training of Employee during the course of the implementation of the regular duties of said Employee.

2. In order to ensure appropriate implementation of training during the course of the implementation of regular duties by Employee, The University may implement necessary measures in respect of supervisors of said Employee.

### (Working Hours during Periods of Training)

Article 6: In cases where Employees undergo training at locations separate to The University, hours necessary for such training shall be deemed to be working hours.

### Supplementary Provisions

These regulations shall be implemented from 14<sup>th</sup> April 2004 and applied from 1<sup>st</sup> April 2004.