

Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Limited Term 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.

Chapter 1: General Provisions

(Purpose)

Article 1: The purpose of these regulations shall be to define matters relating to retirement allowance in accordance with Article 48 of The Work Regulations for National University Osaka University Limited Term Staff (hereinafter referred to as "The Work Regulations") for members of National University Corporation Osaka University (hereinafter referred to as "The University") Staff working on full time basis (hereinafter referred to as "Employee(s)") and eligible for application of The Work Regulations excluding members of University Staff to whom Rules Pertaining to Salary for National University Corporation Osaka University Limited Term Endowed Chair Staff apply.

(Payment of Retirement Allowance)

Article 2: Retirement allowance shall be paid in cash to retiring Employees (excluding Employees retiring from The University due to appointment as trustees in accordance with the provisions of No. 4, Article 15 of The Work Regulations) or the surviving family in all cash with the exception of cases of the existence of labor agreement in accordance with laws and ordinances or the proviso of Item 1, Article 24 of The Labor Standards Law (Law, No. 49 of 1947), be paid in cash to retiring Employees. However, subject to agreement by the Employee in question, retirement allowance may be paid into an account in a stipulated bank or other financial institution.

2. The retirement allowance cited in the foregoing item shall be paid no later than 1 month after the day of retirement. However, the foregoing provision shall not apply in cases where the location of the Employee concerned cannot be traced or in cases where other special circumstances exist.
3. The amount of the retirement allowance, the timing of payment of the same and other matters pertaining to retirement allowance for Employees retiring due to being appointed as trustees and therefore not eligible for payment of retirement allowance at the time of retirement in accordance with the provisions of Item 1 above shall be subject to separate determination.

(Non-payment of Retirement Allowance)

Article 3: Notwithstanding the provisions of the foregoing article, retirement allowance shall not be paid under any of the circumstances detailed hereunder. However, in cases where provision of No. 5 applies, retirement allowance shall be paid if requested by the Employee in question provided that it can be confirmed, after retirement, that said Employee is not guilty, or is subject to imposition of a sentence less than a punitive fine, said retirement allowance in respect of the period of continuous employment prior to retirement to be paid within 1 month of confirmation of said verdict.

(1) In cases where the Employee concerned transfer to another National University Corporation or organization equivalent to the same (hereinafter referred to as "National University Corporation, etc.") or, for the purposes of human resources exchange, to a national or regional public organization, a local incorporated administrative agency established in accordance with Article 7 of The Local Incorporated Administrative Agency Law (Law No. 118 of 2003), a finance corporation for the purposes of budgeting and accounting as defined in Article 1 of the relevant law (Law No. 99 of 1951), or otherwise a corporation established in accordance with special laws (except a special incorporated administrative agency) the work of which is closely associated with general affairs or the business of the nation (hereinafter referred to as "regional public organization, etc.") , and where the period of continuous service at The University is included in calculation of the period of continuous service at said National University Corporation, etc. or national or regional public organization, etc.

(2) In cases where the Employee concerned is dismissed during a period of probation, or where a decision is made not to employ said Employee at the end of said period of probation in accordance with

the provisions of Item 2, Article 10 of The Work Regulations.

(3) In cases where the work contract of the Employee concerned is newly concluded in accordance with the provision of No.5, Article 15 of The Work Regulations (this provision shall only apply to the cases where the Employee falls under the definition of "Employee" as specified in Article 1 of the Regulations Pertaining to Retirement Allowance for National University Corporation Osaka University Staff ,or "Employee" this regulations apply [hereinafter referred to as "The Retirement Allowance Regulations for Staff"]).

(4) In cases where the Employee concerned is dismissed in accordance with the provisions of No. 2, or 3, Item 2, Article 17 of The Work Regulations, or is subject to punitive dismissal in accordance with No. 5, Item 2, Article 33 of the same regulations (including cases where circumstances warranting such dismissal or punitive dismissal come to light after retirement of the Employee concerned and before payment of retirement allowance).

(5) In cases where the Employee concerned is subject to criminal prosecution and said Employee retires prior to confirmation of the relevant verdict (excluding cases of summary proceedings in accordance with the provisions of the 6th volume of the Criminal Procedure Code (Law No. 131 of 1948) only in cases where a sentence in excess of imprisonment is determined with respect for crime for which said Employee is prosecuted) (including instances where the Employee concerned is subject to prosecution after retirement and prior to payment of retirement allowance).

(6) In cases where the Employee retired when the continuous working period is less than 6 months (excluding the cases fulfilling the conditions in (1) or (2), Item 3, Article 5).

2. In addition to the provisions of the foregoing items, in cases where circumstances warranting dismissal or punitive dismissal in accordance with the provisions of No. 3 of Item above come to light after payment of retirement allowance, the Employee concerned shall return the full amount of said retirement allowance already paid.

(Reduction of Retirement Allowance)

Article 4: Notwithstanding the provisions of Article 2, in cases where a Employee is resigns at the suggestion of The University in accordance with the provisions of No. 4, Item 2, Article 33 of The Work Regulations, the retirement allowance of said Employee Allowance may be reduced to the extent of 50% of the retirement allowance paid in the case of retirement for personal reasons.

2. In addition to the provisions of the foregoing item, in cases where circumstances warranting resignation of the Employee concerned at the suggestion of The University in cited in said item come to light after payment of retirement allowance, said Employee may be obliged to pay back part of the retirement allowance already paid to the extent set forth in said item.

(Definition of Period of Continuous Employment)

Article 5: The term "period of continuous employment" used in these regulations shall refer to the period during which the Employee concerned has been continuously employed at The University.

2. In cases where the period of continuous employment includes any of the periods defined hereunder, the period of continuous employment shall be defined as the actual period of continuous employment minus one half of said period (only for periods the duration of which extends from the beginning to the end of a month) (one third of the period cited in No. 3 hereunder, when child care leave was taken in accordance with the Rules Pertaining to Child and Family Care Leave for Limited Term Staff of National University Corporation Osaka University [hereinafter referred to as "The Child and Family Care Leave Regulations"] [only for the period extending until the month in which the child for whose benefit said child care leave is taken attains the age of 1 year]).

(1) Periods of leave defined in the provisions of Article 12 of The Work Regulations (excluding leave due to injury or illness arising from work-related accidents (hereinafter referred to as "work accidents") in accordance with No. 1, Item 1, Article 7 of The Workers' Accident Compensation Law (Law No. 50 of 1947) and leave for the purposes of work in national organizations, etc. and other leave recognized by The University).

(2) Periods of suspension in accordance with the provisions of No. 3, Item 2, Article 33 of The Work Regulations.

(3) Periods of child or family care leave taken in accordance with The Child and Family Care Leave Regulations.

3. In cases where calculation of the period of continuous employment in accordance with the provisions of the

foregoing 2 items produces fractions of less than 1 year, said fractions said shall be rounded down to the nearest full year. However, in the cases cited hereunder, periods of continuous employment of less than 1 year shall be taken as 1 year of continuous work at The University.

(1) Resignation from The University due to injury, illness or death

(2) Dismissal from The University in accordance with the provisions of No. 5, Item 1, Article 17 of The Work Regulations

(3) Resignation from The University for reasons other than those cited in the above 2 provisions (only in cases of periods of continuous employment of 6 months or more)

4. The provisions of the foregoing item shall not apply to calculation of periods of continuous employment for calculation of retirement allowance amounts in accordance with the provisions of Article 9-3.

5. Notwithstanding the provisions of Item 1, periods (only periods of full-time employment) falling into any of the categories detailed hereunder shall be included in the period of continuous employment. However, said periods detailed hereunder shall not be included in the period of continuous employment where said period terminates after payment of retirement allowance.

(1) Periods engaged in national public service (for those other than successive employees, only in cases of human resources exchange with national organizations).

(2) Periods engaged in service at other National University Corporations (only in cases where the National University Corporation in question applies regulations pertaining to cumulative calculation of periods of continuous employment identical to those of The University).

(3) Periods engaged in regional public service (only cases of employees who are hired by The University for the purposes of human resources exchange with regional public service organizations that apply regulations pertaining to cumulative calculation of periods of continuous employment identical to those of The University).

(4) Periods of service as a trustee of The University of other National University Corporations.

(5) Periods during of eligibility for application of The Retirement Allowance Regulations for Staff .

6. In cases where a period corresponding to the period as specified in each number of Item 2 (including a period approved by The University as a similar period) is included in the period that shall be included in the period of continuous employment in accordance with the provisions of the foregoing item, necessary adjustments shall be made in calculating the period of continuous employment.

(Procedures for Regular Retirement)

Article 5-2: The amount of retirement allowance for retiring employees shall be the basic retirement allowance calculated in accordance with the provisions of Articles 6 through 8 with the addition of the corresponding adjustments defined in the provisions of Article 9-2.

2. When the confirmed amount of retirement allowance calculated in accordance with the provisions contains fractions of less than 1 yen, such fractions shall be discarded.

Chapter 2: Retirement Allowance

(Basic Retirement Allowance for Employees Retiring for Personal Reasons, etc.)

Article 6: With the exception of employees cited in Item 1 of the following article, Item 1, Article 8 or Item 1 of Article 8-2, the basic retirement allowance shall be the total of the basic salary and the adjusted amount applicable on the day of retirement in accordance with the provisions of Article 10 of The Rules Pertaining to Salary for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as "The Salary Rules") (hereinafter referred to as "The Basic Monthly Amount") multiplied by the number of periods of continuous employment in line with the categories and ratios detailed hereunder.

(1) More than 1 year and less than 10 years: 100% per annum

(2) More than 11 years and less than 15 years: 110% per annum

(3) More than 16 years and less than 20 years: 160% per annum

(4) More than 21 years and less than 25 years: 200% per annum

(5) More than 26 years and less than 30 years: 160% per annum

(6) More than 31 years: 120% per annum

2. Notwithstanding the provisions of the foregoing item, the basic retirement allowance for employees retiring for personal reasons (excluding cases of retirement due to injury, illness or decease) shall be equivalent to the amount calculated in accordance with the foregoing item multiplied by the corresponding ratios given hereunder.

- (1) More than 1 year and less than 10 years: 60% per annum
- (2) More than 11 years and less than 15 years: 180% per annum
- (3) More than 16 years and less than 19 years: 90% per annum

(Basic Retirement Allowance for Long Employment Record, etc.)

Article 7: The basic retirement allowance for employees with a continuous employment record of 11 years or more to less than 25 years cited hereunder shall be equivalent to the basic salary applicable on the day of retirement of said employee multiplied by the number of periods of continuous employment in line with the categories and ratios detailed hereunder.

(1) Employees dismissed from The University in accordance with the provisions of No. 5, Item 1, Article 17 of The Work Regulations after a period of continuous employment of less than 25 years (excluding employees to whom the provisions of No. 1, Item 1 of the following article apply).

(2) Employees retiring from The University in accordance with the provisions of No. 1, Item 1, Article 15 of The Work Regulations after a period of continuous employment of 11 years or more to less than 25 years (only in cases where retirement is due to limited age in accordance with the provisions of No. 1, Article 17 of The Work Regulations for National University Corporation Osaka University Staff).

(3) Employees retiring from The University in accordance with the provisions of No. 4, Item 1, Article 15 of The Work Regulations after a period of continuous employment of 11 years or more to less than 25 years (excluding employees not eligible for payment of retirement allowance upon retirement in accordance with the provisions of Item 1, Article 2).

(4) Employees retiring from The University due to being deceased after a period of continuous employment of 11 years or more to less than 25 years (only in cases where decease is due to reasons other than work accidents).

2. Categories and ratios pertaining to the periods of continuous employment cited in the foregoing item are detailed hereunder.

(1) More than 1 year and less than 10 years: 125% per annum

(2) More than 11 years and less than 15 years: 137.5% per annum

(3) More than 16 years and less than 24 years: 200% per annum

(Basic Retirement Allowance for Retirement due to Dismissal for the purposes of Restructuring, etc.)

Article 8: The basic retirement allowance for employees cited hereunder dismissed for the purpose of restructuring shall be equivalent to amount resulting from multiplication of the basic salary applicable on the day of retirement by the number of periods of continuous employment in accordance with the categories and ratios detailed hereunder.

(1) Employees dismissed from The University in accordance with the provisions of No. 5, Item 1, Article 17 of The Work Regulations (only employees dismissed due to organizational alteration and/or abolition in accordance with the law) or employees with a period of continuous employment of more than 25 years dismissed by The University in accordance with the provisions of No. 5, Item 1, Article 17 of The Work Regulations (excluding employees dismissed due to organizational alteration and/or abolition in accordance with the law).

(2) Employees resigning from The University due to injury or decease arising from work accidents.

(3) Employees with a period of continuous employment of more than 25 years resigning from The University in accordance with the provisions of No. 1, Article 15 of The Work Regulations (only in cases where retirement is due to limited age in accordance with the provisions of No. 1, Article 17 of The Work Regulations for National University Corporation Osaka University Staff).

(4) Employees with a record of continuous employment of more than 25 years resigning from The University in accordance with the provisions of No. 1, Article 15 of The Work Regulations (excluding employees not eligible for payment of retirement allowance upon retirement in accordance with the provisions of Item 1, Article 2).

(5) Employees deceasing after a period of continuous employment of more than 25 years (only in cases where said decease is due to a cause other than work accidents).

2. Categories and ratios pertaining to the periods of continuous employment cited in the foregoing item are detailed hereunder.

(1) More than 1 year and less than 10 years: 150% per annum

(2) More than 11 years and less than 25 years: 165% per annum

(3) More than 26 years and less than 34 years: 180% per annum

(4) More than 35 years: 105% per annum

(Special Regulations Pertaining to Basic Retirement Allowance in cases of Reduction of Retirement Allowance for reasons other than Downward Revision of Basic Salary)

Article 8-2: In cases of reduction of the monthly amount of basic salary (excluding cases of demotion or downgrading in accordance with the provisions of Article 18 of The Salary Rules) during the basic period served with The University by a retired employee due to reasons other than downward revision of the monthly amount of basic salary (i.e. reduction of monthly amount of basic salary received prior to said revision in accordance with revisions to The Work Regulations) and where the higher monthly amount of basic salary (hereinafter referred to as "monthly amount of basic salary prior to special reduction"), assuming no reduction on the said day of occurrence of the reason for said reduction (hereinafter referred to as "the day of reduction") exceeds the amount of the retirement allowance on the day of retirement of said employee, the basic retirement allowance shall, notwithstanding the provisions of Article 6 through foregoing article, be subject to the addition of amounts given hereunder.

(1) For Employees deemed to have retired for the same reason as that actually valid on the day preceding the latest day of reduction relating to the monthly amount of basic salary prior to special reduction, the amount calculated based on the number of days of continuous employment up to said day and the basic amount in calculated accordance with the provisions of Articles 6 through foregoing article.

(2) Amount resulting from multiplication of the basic monthly salary of the day of retirement by the ratio achieved by subtraction of the ratio cited in (a) below by the ratio cited in (b) below.

(a) Ratio for basic amount of basic amount of monthly salary corresponding to retirement allowance assuming a basic retirement allowance amount for the Employee in question of based on calculation in accordance with the provisions of Articles 6 through 8.

(b) Ratio corresponding to the monthly amount of basic salary prior to special reduction cited in the foregoing provision.

2. The basic employment period cited in the foregoing item shall refer to the period during which the Employee was employed continuously at The University (excluding within the period of continuous employment prior to the day of retirement during which said Employee received retirement allowance in accordance with the provision of these regulations) extending until the day preceding the day of retirement of said Employee (excluding retirement in accordance with the provisions of No. 1, Item 1, Article 3 or retirement due to appointment as trustee of The University in accordance with the provisions of No. 4, Article 15 of The Work Regulations) and the period defined in the provisions of Item 5, Article 5.

(Maximum Amount of Basic Retirement Allowance)

Article 9: The amount of basic retirement allowance calculated in accordance with the provisions of Articles 7 through 8 shall, notwithstanding the provisions of said articles, in cases where said amount exceeds the amount resulting from multiplication of the basic monthly salary of the Employee in question by a ratio of 59.28, be taken as the amount resulting from said calculation.

2. In cases where the basic amount of retirement allowance resulting from calculation in accordance with the provisions of Item 1, Article 8-2 exceeds the amounts shown in the provisions hereunder determined in accordance with the classifications given in No. 2, (b) of the same item, the amount resulting from application of the following provisions shall, notwithstanding the provisions of said item, be taken as the basic retirement allowance for the Employee in question.

(1) 59.28 or more: The amount resulting from multiplication of the monthly amount of basic salary prior to special reduction by 59.28.

(2) Less than 59.28: Total of the amount resulting from multiplication of the monthly amount of basic salary prior to special reduction by the ratio given in No. 2, (b), Item 1, Article 8-2 and the amount resulting from multiplication of the amount of basic salary on the day of retirement by the ratio achieved by subtraction of the said ratio from 59.28.

3. Application of the provisions of the foregoing 2 items to Employees eligible under the provisions of the foregoing article shall be restricted to Employees determined by The University.

(Amount of Adjusted Retirement Allowance)

Article 9-2: The amount of adjusted retirement allowance for retiring Employees shall be the total of the adjusted retirement allowance amounts (hereinafter referred to as "adjusted amount") corresponding to the classes set out hereunder, said amounts applicable to each month (excluding months occurring in

periods during which The University determines that the Employee in question was not actually required to perform duties for reason of leave taken in accordance with the provisions of Item 1, Article 12 of The Work Regulations (excluding leave due to injury or illness caused by work accidents or for the purposes of performance of national duties and other periods of leave recognized by The University), or for reason of suspension in accordance with the provisions of No. 3, Item 2, Article 33 of the same regulations, or for other similar reasons recognized by The University) to which said classes apply within the period commencing in the month within which the first day of the basic period of employment (i.e. basic period of employment as defined in the provisions of Item 2, Article 8-2. This shall also apply hereinafter) of the Employee in question falls and terminating in the month within which the last day of said period falls, said amounts allocated in sequence from ranks 1 to 60 from the highest amount (in cases where the total number of applicable months is less than 60, the adjusted amount for applicable months).

- (1) Class 1: 79,200 yen
- (2) Class 2: 62,500 yen
- (3) Class 3: 54,150 yen
- (4) Class 4: 50,000 yen
- (5) Class 5: 45,850 yen
- (6) Class 6: 41,700 yen
- (7) Class 7: 33,350 yen
- (8) Class 8: 25,000 yen
- (9) Class 9: 20,850 yen
- (10) Class 10: 16,700 yen
- (11) Class 11: 0

2. The classes of Employee shown above shall be determined by The University in consideration of such factors as the work grade and rank, the degree of complexity, difficulty and responsibility of work compared to other Employees.
3. Notwithstanding the provisions of Item 1, the adjusted amount of retirement allowance for Employees falling into any of the following categories shall be in the amounts set out in said categories.
 - (1) Retiring Employees with a period of continuous employment of less than 24 years (excluding Employees detailed in provisions of No. 2 and 3 hereunder): For Employees falling into categories defined in Nos. 1 through 9, or 11, Item 1: amount stated in the corresponding category. For Employees falling into category No. 10 or the same item: 0 and amount calculated in accordance with application of the provisions of the same item.
 - (2) Retired Employees with a period of continuous employment of less than 4 years and Employees with a period of continuous employment of more than 10 years and less than 24 years retiring for personal reasons other than injury, illness or death as defined in the provisions of Item 2, Article 6 (excluding Employees defined in the provision hereunder): Amount equivalent to one half of the amount calculated in accordance with the provisions of the foregoing provision.
 - (3) Employees with a monthly basic salary on the day of retirement in excess of the amount stipulated in the Designated Duties Basic Monthly Salary Table Grade-8 and other similar Employees: The amount equivalent to 6% of the basic retirement allowance calculated in accordance with the provisions of Articles 6 through foregoing article.
4. Notwithstanding the provision of Item 1, adjusted retirement allowance shall not be paid to Employees falling into any of the following categories.
 - (1) Employees whose retirement allowance calculated in accordance with the provisions of Item 1, Article 6 and Item 2, Article 8 is zero and Employees retiring for personal reasons other than injury, illness or decease in accordance with the provisions of Item 2, Article 6 and who have a record of continuous employment of less than 9 years.
 - (2) Employees recognized by The University as retiring due to commission of an illegality (excluding Employees cited in the provisions of Item 1, Article 3).
5. Items necessary to the calculation of adjusted retirement allowance amounts in accordance with the provisions of this article shall be determined by The University.

(Special Cases Pertaining to Amounts of Regular Retirement Allowance)

Article 9-3: The amount of retirement allowance for Employee defined in Item 1, Article 8 and falling into any of the categories hereunder shall, in cases where multiplication of the monthly basic salary on the day or

retirement of said Employee by the ratio shown in the corresponding category produces a total less than said retirement allowance, notwithstanding the provisions of Article 5-2, Article 8 and Article 8-2 and the foregoing article the retirement allowance shall be the lower of the two amounts.

- (1) period of employment of less than 1 year: 270%
- (2) period of employment of more than 1 year and less than 2 years: 360%
- (3) period of employment of more than 2 years and less than 3 years: 450%
- (4) period of employment of more than 3 years: 540%

Chapter 3: Miscellaneous Regulations

(Scope and Sequence of Surviving Family)

Article 10: The surviving family cited in the provisions of Article 2 shall refer to the following persons.

- (1) Spouses (including persons who, while not officially married to the Employee, have a relationship with said Employees at the time of the decease of the same).
 - (2) Children, parents, grandchildren, grandparents and siblings who were principally dependent of the income of the Employee for living expenses at the time of decease of said member.
 - (3) Relatives of the Employee in question other than the above who were principally dependent on the income of said Employee for living expenses at the time of the decease of the same.
 - (4) Children, parents, grandchildren and siblings to whom provision-2 above does not apply.
2. The above members of surviving family shall be eligible for receipt of retirement allowance payment in the sequence above while members of surviving family cited in provisions 2 and 4 shall be eligible in accordance with the sequence in which they are recorded in the corresponding provision. In such cases, foster parents shall take priority over birth parents, the parents of foster parents shall take priority over the parents of birth parents and the foster parents of parents shall take priority over the birth parents of parents.
3. In cases where 2 or more members of surviving family are accorded the same level of priority in respect of eligibility for receipt of retirement allowance, said allowance shall be divided equally between said eligible members.

(Exclusion from Surviving Family)

Article 11: Notwithstanding the provisions of the foregoing article, the following persons shall be excluded from the surviving family:

- (1) Persons willfully causing the decease of the Employee in question.
- (2) Persons willfully causing the decease, prior to the decease of the Employee in question, of surviving family members either with higher entitlement to receipt of the retirement allowance of said Employee or with equal entitlement to the same.

(Changes to Content of Regulations)

Article 12: These regulations shall be subject to change concomitant with revision of Law respecting relating to Retirement Allowances for the National Public Service (Law No. 182 of 1953, hereinafter referred to as "The Retirement Allowance Law").

2. Changes to the content of regulations stated in the foregoing item shall be implemented with consideration to such factors as tends in the retirement allowance systems of other National University Corporations and the financial standing of The University.

Chapter 4: Implementation of Regulations

(Items Necessary to Implementation)

Article 13: Items necessary to implementation of these regulations shall be determined separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing regulations shall be implemented from 14th April 2004 and applied from 1st April 2004.

(Interim Measures Pertaining to Basic Retirement Allowance)

2. Notwithstanding the provisions of Articles 6 through 8, for the present time, Employees with a period of continuous employment of 20 years or more (excluding those retiring for personal reasons other than

injury, illness or decease) shall be eligible for a basic retirement allowance equivalent to the amount resulting from multiplication of the amount calculated in accordance with the provisions of these regulations by 104%. However, Employees with a record of continuous employment of 36 years eligible for application of Article 6 (excluding those retiring for personal reasons other than injury, illness or decease), or Employees with a record of continuous employment of 35 years or more eligible for application of Articles 7 or 8 shall be eligible for retirement allowance in the amount calculated based on a record of continuous employment of 35 years.

(Application of Item 4, Article 8 or Retirement on the Day prior to Application)

3. The provisions of Item 4, Article 8 shall apply to Employees retiring from The University prior to the day preceding application of these regulations who are eligible for application of the provisions of Item 3, Article 5 of The Retirement Allowance Law and who return to The University as an Employee within a period of 1 year from the date of said retirement and retire within 1 year of the date of again becoming an Employee.

(Interim Measures Pertaining to the Maximum Amount of Basic Retirement Allowance)

4. Notwithstanding the provisions of Article 9, for Employees retiring from The University prior to 30th September 2004, the ratio "59.28" cited with the same article shall be read "60.99."

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

5. Notwithstanding the provision of No. 3, Item 1, Article 3, if an academic staff member (excluding an academic staff member of the Dental Technology Institute attached to the School of Dentistry and hereinafter the same in this and next Items) retires for reasons defined in the same provision on or after the first 1st April following the date of attainment of the age equivalent to the retirement age set forth in Item 3, Article 2 of The Work Regulations effective as of 31st March 2010 (hereinafter referred to as the "Former Retirement Age Date"), the Retirement Allowance shall be paid to such academic staff member.

6. In case when an academic staff member retires on or after the date of attainment of the age equivalent to the former retirement age, 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 Item 1, Article 2; Items 1, 2 and 5, Article 5; Article 6, Item 1; Article 7, Item 1; Article 8; Article 8-2; Items 1 and 2, Article 9; Article 9-2; and Article 9-3 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 2	Employees retiring from The University due to appointment as trustees	Employees retiring from The University due to appointment as trustees on or before the first 31 st March following the Former Retirement Age Date
Article 5, Item 1	period of continuous employment	period of continuous employment (limited to the period until the first 31 st March following the Former Retirement Age Date)
Item 2, Article 5	period of continuous employment	period of continuous employment (limited to the period until the first 31 st March following the Former Retirement Age Date)
No. 1 to 3, Item 5, Article 5	Periods engaged	Periods engaged (limited to the period until the first 31 st March following the Former Retirement Age Date)
No. 4, Item 5, Article 5	Periods of service	Periods of service (however, if an Employee is appointed as a trustee on or after the first 1 st April following the Former Retirement Age Date, the period of service shall be limited only to the period until the first 31 st March following

		the date of attainment of the age equivalent to the former retirement age)
Item 1, Article 6	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)
Item 2, Article 6	retirement due to injury, illness or death	retirement due to injury, illness or death or retirement on or after the first 31 st March following the Former Retirement Age Date
Item 1, Article 7	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)
No. 2, Item 1, Article 7	after a period of continuous employment of 11 years or more to less than 25 years	after a period of continuous employment of 11 years or more to less than 25 years and after the Former Retirement Age Date
	No. 1, Article 17 of The Work Regulations	No. 1, Article 17 of The Work Regulations (including the case where an Employee retires on or after the first 31 st March following the Former Retirement Age Date)
Item 1, Article 8	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)
No. 3, Item 1, Article 8	continuous employment of 25 years or more resigning from The University	continuous employment of 25 years or more resigning from The University after the Former Retirement Age Date
	No. 1, Article 17 of The Work Regulations	No. 1, Article 17 of The Work Regulations (including the case where an Employee retires on or after the first 31 st March following the Former Retirement Age Date)
Item 1, Article 8-2	basic monthly salary of the day of retirement	basic monthly salary of the day of retirement (however, if an Employee retires on or after the first 31 st March following the Former Retirement Age Date, the monthly amount of basic salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date)

Item 2, Article 8-2	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)
	Employees retiring from The University due to appointment as trustees	Employees retiring from The University due to appointment as trustees on or before the first 31 st March following the Former Retirement Age Date
	period of continuous employment	period of continuous employment (limited only to the period until the first 31 st March following the Former Retirement Age Date)
Item 1, Article 9	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)
No. 2, Item 2, Article 9	basic monthly salary of the day of retirement	monthly amount of basic 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 monthly amount of basic salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date)
No. 3, Item 3, Article 9-2	monthly amount of basic salary on the day of retirement	monthly amount of basic 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 monthly amount of basic salary shall be the amount effective as of the first 31 st March following the Former Retirement Age Date)
Article 9-3	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)

Supplementary Provisions

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 1st January 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2005.

Supplementary Provision

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

Supplementary Provisions

(Date of Implementation)

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

(Basic Monthly Payment in the Case where Provisional Regular Service Basic Salary, etc. is guaranteed)

2. In cases where the amount of basic monthly payment of a retired Employee was reduced in accordance with revisions to the basic monthly payment (excluding revisions implemented prior to 31st March 2006) during the basic period of employment of said member and in cases where said member of University had been eligible for application of regulations stipulating payment of the difference when the basic monthly amount after reduction was less than the monthly amount of the Provisional Regular Service Basic Salary indicated in Separate Tables 1-A to 4-A of the Salary Regulations and the Provisional Basic Adjustment Amount indicated in Separate Table 6-A of the same Regulations, the basic monthly amount of payment in accordance herewith shall not include said difference.

(Application of Special Regulations Pertaining to Basic Retirement Allowance in Cases where Basic Monthly Payment has been reduced for reasons other than Revisions to Reduction of Basic Monthly Salary)

3. Notwithstanding the provisions of Article 8-2, eligibility for application of special regulations pertaining to basic retirement allowance in cases where basic monthly payment has been reduced for reasons other than revisions to reduction of basic monthly salary shall be restricted to the following.

(1) Cases of eligibility for application of other basic salary tables after the date of implementation of Item 1 by Employees eligible application of designated duties basic salary tables in Osaka University prior to acquisition of university corporation status and eligible for continued application of the same after 1st April 2004 (only in cases of reduction of monthly basic salary).

(2) Other cases where necessity is recognized by The University.

(Interim Measures)

4. In cases where Employees eligible for application of the revised regulations retire (i.e. Employees retiring after the date of implementation of the revised regulations and eligible for receipt of payment of retirement allowance under said revised regulations. This shall also apply hereinafter) and the reason for said retirement is identical to the reason applicable the time of actual retirement on the day preceding the date of implementation of the revised regulations, etc. (i.e. date of implementation of revised regulations and dates determined by The University. This shall also apply hereinafter) and where, based on the period of continuous employment and the basic monthly salary valid on said day, the amount of the retirement allowance calculated in accordance with regulations prior to revision and to other considerations determined by The University is greater than the amount calculated in accordance with regulations after revision and to other considerations determined by The University (hereinafter referred to "retirement allowance after revision of regulations"), notwithstanding these regulations, the larger of the 2 amounts shall be taken as the amount of the retirement allowance in question.

5. For Employees retiring within the period from the date of implementation of the revised regulations, etc. to 31st March 2009, in cases where the retirement allowance after revision of regulations for said Employees is greater than the amount of retirement allowance calculation of which is based on assumption of the basic monthly salary received by said Employee on the day preceding the date of implementation of the revised regulations, etc. as being the basic monthly salary on the day of retirement in accordance with regulations prior to revision and to other considerations determined by The University (hereinafter referred to "retirement allowance prior to revision of regulations"), notwithstanding these regulations, the amount of retirement allowance payable to the Employee in question shall be the amount resulting from subtraction from the retirement allowance after revision of regulations of the amounts given in each of the categories hereunder corresponding to the classification of Employee given therein.

(1) Retired Employees with a record of continuous employment of 25 years or more:

The lowest of the following amounts (amounts less than 100,000 yen shall be adjusted to 100,000 yen)

(a) 5% of the adjusted retirement allowance calculated in accordance with the provisions of Article 9-2.

(b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

(2) Employees with a period of continuous employment of less than 24 years retiring within the period from the date of implementation of the revised regulations, etc. to 31st March 2007:

The lowest of the following amounts (amounts less than 100,000 yen shall be adjusted to 100,000 yen)

(a) 70% of the adjusted retirement allowance calculated in accordance with the provisions of Article 9-2.

(b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

(3) Employees with a record of continuous employment of less than 24 years retiring within the period from 1st April 2007 to 31st March 2009:

The lowest of the following amounts (amounts less than 500,000 yen shall be adjusted to 500,000 yen)

(a) 30% of the adjusted retirement allowance calculated in accordance with the provisions of Article 9-2.

(b) Amount resulting from subtraction of the retirement allowance prior to revision of regulations from the retirement allowance after revision of regulations.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 19th February 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 21st April 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 1st December 2009.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measure)

2. Notwithstanding the provisions of Items 5 and 6 of the Supplementary Provisions (implemented as of 14th April 2004), the same provisions shall not apply, until 31st March 2016, to an Academic Employee 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.

Supplementary Provisions

(Date of Implementation)

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

(Special Exception for Monthly Basic Salary)

2. When calculating the monthly basic salary under these regulations for Employees to whom the provisions of Items 2 through 7 of the Supplementary Provisions (implemented on 1st December 2010) apply, the provisions of Items 2 through 7 of the same Supplementary Provisions shall not apply.