

Rules Pertaining to Salary for National University Corporation Osaka University Part-time Staff (Temporary Full-time Education and Research 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 rules shall be to define regulations pertaining to salary for part-time staff (hereinafter referred to as "Employee(s)") who are employed by National University Corporation Osaka University (hereinafter referred to as "The University") and are eligible for application of Work Regulations for Osaka University Part-time Staff (Temporary Full-time Education and Research Staff) in accordance with Article 20 of the said regulation.

(Applicable Laws and Ordinances)

Article 2: The salary of Employees shall be in accordance with The Labor Standards Law (Law No. 49 of 1947: hereinafter referred to as "The LSL") and other relevant laws and ordinances as well as the provisions of the rules set out herein.

(Types of Salary)

Article 3: The hourly wage and allowances defined in the employment contract (refers to a document issued when the employment contract is concluded) shall be paid to Employees as salary according to work performance.

2. Allowances shall consist of allowance for radiological material allowance, abnormal pressure allowance, Helicopter Emergency Medical Service (hereinafter referred to as "HEMS") flight allowance, clinical junior-resident special allowance, overtime allowance, holiday allowance, night allowance and night/day allowance.

(Date of Payment of Salary)

Article 4: The full amount of salary for the previous month shall be paid on the 17th of each month or shall be paid on the 15th of the month in cases where the 17th of the month falls on a Sunday (or on the 18th of the month in cases where the 15th falls on a holiday), on the 16th in cases where the 17th falls on a Saturday and on the 18th in cases where the 17th falls on a holiday (applicable to Mondays only). However, in cases where this is not possible due to administrative reasons, salary may be paid on dates other than the foregoing.

2. Notwithstanding the provisions of Item 1, in cases where request is lodged in order to meet costs in cases of the emergencies detailed hereunder, early payment of salary shall be made. The foregoing provision shall also apply in cases where the Employee in question retires (including non-renewal or dismissal), or in other cases in which The University recognizes the need for early payment.

(1) In cases where the Employee in question, or persons dependent upon the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or decease.

(2) In cases where the Employee in question, or persons dependent on the income of said Employee are unavoidably required to return to their hometown for a period of more than 1 week.

(Basic Regulations pertaining to Payment of Salary)

Article 5: Salary shall be paid in full directly to Employees in cash.

2. Notwithstanding the provisions of the foregoing item, the following shall be deducted from said salary.

(1) Income tax collected at source

(2) Government-managed health insurance cost

(3) Social security pension insurance

(4) Unemployment insurance premiums

(5) In addition to the foregoing, amounts recognized as deductible from salary in accordance with the

agreement in accordance with the proviso of Item 1, Article 24 of The LSL.

3. Notwithstanding the provisions of Item 1, salary may, with the consent of the Employee in question, be paid into a stipulated savings account in a bank or other financial institution.

Chapter 2: Hourly Wage

(Payment of Hourly Wage)

Article 6: Hourly Wage shall be paid to Employees in accordance with the hourly wage tables hereunder.

(Classification of Hourly Wage Tables)

Article 7: Classification of hourly wage tables is detailed hereunder.

(1) Hourly Wage Table for Academic Staff/Researcher (Separate Table 1)

(2) Hourly Wage Table for Resident (Separate Table 2)

2. The amount of hourly wage defined in the hourly wage tables cited in the foregoing item shall be subject to change in accordance with such considerations as the status of civil service salary revisions as well as the financial standing of The University.

(Determination of Hourly Wage)

Article 8: The hourly wage for Employees shall be determined with due consideration given to the work content at the time of conclusion of employment contract, academic background, licenses, qualifications or work record, etc. of the Employee in question and, notwithstanding the amendments of Item 2 of the foregoing article, for the duration of validity of the employment contract, the amount of hourly wage shall not, as a basic rule, be increased/decreased, with the exception of the time of renewing.

(Calculation of Salary for 1 Hour of Work)

Article 8-2: The hourly wage stipulated in the provisions of Article 12 through 14 shall, in cases where work carried out by the Employee in question is subject to payment of radiological material allowance or abnormal pressure allowance, be calculated based on addition of the amount of allowances for 1 hour (in cases of allowances paid in units of 1 month, said amount shall be divided by the average number of working hours in 1 month and the resulting amounts taken as the amount for 1 hour) to the amount defined in the foregoing article.

(Calculation of Fractions)

Article 8-3: In cases where calculation of the amount of overtime allowance, holiday allowance or night allowance paid for 1 hour of work in accordance with the provisions of Articles 12 through 14 produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and in cases where the calculation produces an amount including a fraction more than 0.5 yen and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

Chapter 3: Allowances

(Radiological Material Allowance)

Article 9: Radiological material allowance shall be paid to Employees engaged in work involving radiation within an area under the administration of a facility as defined in Article 2 of the Osaka University Rules Concerning Prevention of Radiation Hazards exposed to actual external radiation dosage the measured value of which is 100 micro Sieverts or more for a period from the first to the last day of a month.

2. The amount of the allowances for the cases cited the foregoing item shall be 7,000 yen per month for the situations defined in the same item.

(Abnormal Pressure Allowance)

Article 10: Employees engaged in work treatment or clinical experiments involving the use of high pressure detailed hereunder within high-pressure treatment rooms shall be paid an abnormal pressure allowance.

2. The amount of the allowances detailed in the foregoing item shall be paid per hour of work as cited hereunder.

Abnormal Pressure Classification	Amount of Allowance
Up to 0.2 mega Pascals	210 yen

Up to 0.3 mega Pascals	560 yen
Over 0.3 mega Pascals	1,000 yen

(HEMS Flight Allowance)

Article 10-2: HEMS flight allowance shall be paid to Employees in possession of a medical license and to whom the Hourly Wage Table for Residents applies (except for junior residents) when they are engaged in work for emergency medical care by boarding a HEMS (which means a helicopter with emergency medical equipment) to save the lives of patients during the period when these patients are transferred from an emergency site to a medical institution.

2. The amount of the allowance as cited in the foregoing item shall be 1,900 yen per duty.

(Clinical Junior-Resident Special Allowance)

Article 11: Employees engaged in medical treatment, as a junior-resident at Osaka University Hospital shall be paid a clinical junior-resident special allowance in accordance with the provisions determined separately.

2. In cases where the Employees who are eligible to be paid the allowance stated in the foregoing item were ordered by The University to work in medical treatment, exceeding the separately defined overtime during the period from the first to the last day of a month, the allowance set forth in the following article for the relevant overtime shall be paid.

(Overtime Allowance)

Article 12: Employees ordered to work overtime in accordance with Item 1, Article 5 of the Rules Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Part-time Employee (Temporary Full-time Education and Research Staff) (hereinafter referred to as "Working Hours Regulations") shall be paid an hourly overtime allowance in the amount of 125% of the corresponding hourly wage for each hour of said overtime (150% in the case of night overtime).

2. Notwithstanding the provisions of the foregoing Item, if the hours of said overtime work (including the hours of holiday work (excluding the work on a statutory holiday) set forth in the following Article) exceed 60 hours per month, Employees shall be paid an hourly overtime allowance in the amount of 150% of the corresponding hourly wage for each hour of the overtime in excess of 60 hours (175% in the case of night overtime).

(Holiday Allowance)

Article 13: Employees ordered to work on holidays in accordance with Item 1, Article 5 of The Working Hours Regulations shall be paid an hourly allowance in the amount of 135% of the corresponding hourly wage for each hour of said work (160% in the case of night overtime).

(Night Allowance)

Article 14: Employees ordered to work at night in accordance with the provisions of Item 1, Article 7 of The Working Hours Regulations shall be paid an hourly allowance in the amount of 125% of the corresponding hourly wage for each hour of said work (with the exception of cases where, in accordance with the provisions of The foregoing 2 articles, overtime or holiday allowance is paid for working hours including night hours during which the Employee in question is ordered to work).

(Night/Day Allowance)

Article 15: Employees ordered to engage in night/day work in accordance with the provisions of Item 1, Article 10 of the Working Hours Regulations shall be paid a night/day allowance in accordance with provisions determined separately.

Chapter 4: Implementation of Regulations

(Requirements for Implementation)

Article 16: The requirements for implementation of the foregoing regulations shall be determined separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 14th April 2004 and applied from 1st April 2004.
(Interim Measures relating to Agreement to Payment of Salary into Bank Accounts)
2. Notwithstanding the provisions of Item 3, Article 5, based on the consent of Employees, if salaries were paid into their bank accounts 2 days before the day of these regulations are applied (hereinafter referred to as "day of application"), before The University attaining its status as National University Corporation, in such case The University shall consider that Employees agreed to the continuation of salaries to be paid into their bank accounts after the day of application.
(Interim Measures relating to Payment of Hourly Wage)
3. In cases where Employees who have been employed as daily Employees of The University prior to acquisition of Corporation status at the 2 days before the applied date of these regulations, are continuously employed as temporary full-time education and research staff, notwithstanding the provisions of Article 6 through 8, for the period of the previous employment contract being fulfilled, the said Employees shall be entitled to receipt of the amount of hourly wages based on the unit amount by transferring the prior hourly wage.

Supplementary Provision

The foregoing amendments shall be implemented from 1st October 2004.

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provision

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

Supplementary Provisions

1. The foregoing amendments shall be implemented from 1st April 2006.
(Interim Measure Pertaining to Hourly Wage for Resident)
2. Notwithstanding the amended provisions of Separate Table 2, an Employee who was employed by The University as a resident prior to the implementation of amendments shall be paid the hourly wage of 1,328 yen until the previous day of the date when 6 years passes reckoning from 1st April of the fiscal year when the Employee obtained the physician's license.
(Interim Measure Pertaining to Clinical Junior-Resident Allowance)
3. Notwithstanding the amended provisions of Article 11, an Employee who has worked as a junior-resident of Osaka University Hospital on the day before the date of implementation stated in Item 1, for the time being, shall be paid the clinical junior-resident allowance according to the previous examples.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 1st January 2008. However, amendments to Separate Table 1: Hourly Wage Table for Academic Staff/Researcher shall be implemented from 1st April 2008.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measure Pertaining to Payment of Hourly Wage)

2. Notwithstanding the amended provisions of Separate Table 1, during the period between 1st April 2009 and 31st March 2014, only a specially appointed researcher whose period of employment contract expires by 31st March 2014 shall be entitled to have an amount of hourly wage determined with reference to the following table.

Rank	Hourly Wage (yen)
N	1,891
O	1,678
P	1,449

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 1st April 2011

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28th November 2011 and applied from 11th March 2011.

(Allowance for Disaster Emergency Operations, etc.)

2. Notwithstanding Item 2, Article 3, Employees who engage in operations to address a large-scale natural disaster, etc. may, for the present time, be entitled to receive the allowance for disaster emergency operations, etc. as separately prescribed.

3. Notwithstanding Item 2, Article 8, if certain work falls into the operation to which the allowance for disaster emergency operations, etc. is paid, the amount of salary for 1 hour of work stipulated in the provisions of Articles 12 through 14 shall be the hourly amount of the allowance for the operation (the amount obtained by dividing the allowance amount by 8) plus the amount stipulated in Article 8.

(Prohibition on Multiple Payments)

4. The number of days for which the allowance for disaster emergency operations, etc. is paid shall be excluded from the period for which the effective dose of external radiation is measured under each sub-item of Item 1, Article 9.

Hourly Wage Table for Osaka University Part-time Employee (Temporary Full-time Education and Research Staff)

Separate Table 1

Hourly Wage Table for Academic Staff/Researcher

This hourly wage table shall apply to specially appointed professors, specially appointed associate professors, specially appointed associate professors (lecturers), specially appointed assistant professors and specially appointed researchers.

Rank	Hourly Wage (yen)
A	9,001
B	7,666
C	6,412
D	5,271
E	4,688
F	4,191
G	3,767
H	3,414
I	3,035
J	2,752
K	2,545
L	2,326
M	2,132

Separate Table 2

Hourly Wage Table for Resident

(1) Physicians

This hourly wage table shall apply to residents (physician, specialized physician and junior resident physician).

Rank	Hourly Wage (yen)	Applicable
A - 1	1,452	Resident (physician)
A - 2	1,328	Resident (specialized physician)
B	1,207	Resident (junior-resident physician)

(2) Dentists

This hourly wage table shall apply to residents (dentist, specialized dentist, and junior-resident dentist).

Rank	Hourly Wage (yen)	Applicable
A	1,452	Resident (dentist)
B	1,328	Resident (specialized dentist)
C	1,207	Resident (junior-resident dentist)