

## Salary Regulations 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 and all official employment contracts are 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 set forth matters pertaining to the salary of full-time employees who work at National University Corporation Osaka University (Hereinafter referred to as “the University”), to which the Work Regulations for National University Corporation Osaka University Staff (Hereinafter referred to as “the Work Regulations”) apply, based on Article 25 of the said Regulations (Excluding individuals to whom Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System or Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System apply. Hereinafter referred to as “Employee(s)”.)

#### (Relationship with Laws and Ordinances)

Article 2: The salary of Employees shall be in accordance with the Labor Standards Act (Law No. 49 of 1947. Hereinafter referred to as “the Labor Standards Act”.) and other ordinances as well as the stipulation in these Regulations.

#### (Types of Salary)

Article 3: Salary for Employees shall be paid as basic salary, bonus, and allowance(s).

2. Bonus shall comprise of end of term bonus and accomplishment-based bonus. However, Bonus for Employees to whom Basic Salary Table for Designated Duties Staff (Hereinafter referred to as “Designated Employees”.) stipulated in Item 4, Paragraph 1, Article 11 apply, shall be paid as a special end of term bonus.
3. Allowances shall comprise of Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Dependent Allowance, Regional Allowance, Housing Allowance, Commuting Allowance, Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), night nursing allowance, Helicopter Emergency Medical Service (Hereinafter referred to as “HEMS”) Flight Allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance and Night/Day Allowance.

#### (Date of Payment of Salary)

Article 4: Basic salary shall be paid on the 17th of each month. However, basic salary shall be paid on the 15th of the month when the 17th of the month falls on a Sunday (The 18th of the month when the 15th falls on a holiday), on the 16th when the 17th falls on a Saturday, and on the 18th when the 17th falls on a holiday (Applicable to Mondays only).

2. The closing day for basic salary shall be the last day of the month, and when there are differences between the basic salary paid in accordance with the stipulation in the foregoing Paragraph and the actual basic salary paid, due to absence etc. by the end of the month, as general rule, necessary adjustment shall be made to the basic salary in the following month. However, under unavoidable circumstance(s), the timing of such adjustments may be delayed.
3. Bonus shall be paid on 30 June and 10 December, except for cases stipulated in Paragraph 2 and Paragraph 3 of Article 19. However, when the day of payment falls on a Sunday, payment shall be made 2 days earlier, and when the day of payment falls on a Saturday, 1 day earlier.
4. Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, Dependent Allowance, Regional Allowance, Housing Allowance, and Commuting Allowance shall be paid on the day of payment of basic salary.
5. Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), Night Nursing Allowance, HEMS Flight Allowance, Night Medical Service Allowance, Medical Emergency Call

Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Work Allowance, and Night/Day Allowance shall be paid on the day of payment of basic salary in the following month of which the circumstance requiring payment of the allowance occurred. However, due to unavoidable administrative reasons, payment of said allowance may be made 2 months after the month of which the circumstance requiring payment of the allowance occurred.

6. Notwithstanding the stipulation in Paragraph 1, Paragraph 4, and the foregoing Paragraph, in order to meet costs in emergencies set forth in the following Items, payment of basic salary and allowances for work done shall be made promptly when requested. The same shall apply when the Employee retires, is dismissed, or when deemed particularly necessary by the University.
  - (1) When the Employee or individual(s) dependent on the income of the Employee become burdened with costs arising from marriage, childbirth, illness, accident, or death.
  - (2) When the Employee or individual(s) dependent on the income of the Employee needs to return to their hometown for a period of more than 1 week, for unavoidable reason(s).

#### (Basic Regulations Pertaining to Payment of Salary)

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

2. Notwithstanding what is stipulated in the foregoing Paragraph, salary shall be paid after deducting the following.
  - (1) Income tax collected at the source
  - (2) Residence tax
  - (3) Insurance Premium of Mutual Aid Association
  - (4) Employment insurance premiums
  - (5) In addition to the stipulation the foregoing Items, amount recognized as deductible from salary under the agreement based on the proviso of Paragraph 1, Article 24 of the Labor Standards Act.
3. Notwithstanding what is stipulated in Paragraph 1, with the consent of the Employee, salary shall be paid into the savings account in a bank or other financial institution designated by the Employee.

#### (Prorated Calculation)

Article 6: Basic salary for individual who became an Employee, whose amount of salary has been changed due to promotion, pay raise etc. and those who have retired or has been dismissed mid-month, shall be prorated and paid.

2. The prorated calculation stipulated in the foregoing Paragraph shall be calculated based on the number of days remaining after subtracting the regular holidays stipulated in Article 8 of the Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Staff (Hereinafter referred to as the "Working Hour Regulations") from the total number of days.
3. Notwithstanding what is stipulated in Paragraph 1, when an Employee dies, the basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.
4. The stipulation in the foregoing 3 Paragraphs shall apply mutatis mutandis to payment of Adjusted Amount of Basic Salary, Administrative Post Allowance, Adjustment Allowance for Medical Staff, and Regional Allowance.

#### (Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work stipulated in Articles 37 through 39 and Article 43 shall be the quotient of the monthly total of basic salary, adjustment amount of basic salary, Regional Allowance relating to these salary, Administrative Post Allowance, and Adjustment Allowance for Medical Staff divided by the average number of regular working hours per month.

2. Notwithstanding what is stipulated in the foregoing Paragraph, when work or duties carried out by the Employee is subject to payment of Allowance for Work in High Places, Allowance for Handling Explosive Substances, Allowance for Handling Cadaver, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), or Disaster Medical Assistance Allowance, for the amount of salary per hour stipulated in Articles 37 through 39, the amount of allowance(s) per hour (For allowance paid per day, the amount shall be divided by 8, and for allowance paid per month, the amount shall be divided by the average number of regular working hours per month) shall be added to the amount stipulated in the foregoing Paragraph.

#### (Calculation of Fractions)

Article 8: When calculating the amount of Overtime Allowance, Holiday Allowance, or Night Work Allowance paid per hour in accordance with the stipulation in Articles 37 through 39 as well as the amount of salary for 1 hour of work stipulated in Article 43 produces a fraction of less than 0.5 yen, the fraction shall be rounded down and

when the calculation produces a fraction of 0.5 yen or more but less than 1 yen, the fraction shall be rounded up to 1 yen.

(Processing of Fractions)

Article 9: When the amount of basic salary calculated in accordance with the stipulation of these Regulations produces a fraction of less than 1 yen, the fraction shall be rounded down.

Chapter 2: Basic Salary

(Payment of Basic Salary)

Article 10: Basic Salary shall be paid in accordance with the class and grades set forth in the following Article.

(Types of Basic Salary Tables)

Article 11: Types of Basic Salary Tables shall be as follows.

- (1) Basic Salary Table for Regular Staff (Appendix 1)
  - a) Basic Salary Table for Regular Staff (1)
  - b) Basic Salary Table for Regular Staff (2)
- (2) Basic Salary Table for Academic Staff (Appendix 2)
  - a) Basic Salary Table for Academic Staff (1)
  - b) Basic Salary Table for Academic Staff (2)
- (3) Basic Salary Table for Medical Staff (Appendix 3)
  - a) Basic Salary Table for Medical Staff (A)
  - b) Basic Salary Table for Medical Staff (B)
- (4) Basic Salary Table for Designated Duties Staff (Appendix 4)

2. The amount of Basic Salary stipulated in the Basic Salary Table stipulated in the foregoing Paragraph shall be subject to change in accordance with such considerations as the status of national public service salary revisions as well as the financial standing of the University.

(Starting Salary)

Article 12: The grade and category of the starting salary for new Employees shall be determined considering academic background, licenses, qualifications, work record, and balance with other Employees.

(Promotion)

Article 13: Employees promoted in accordance with the stipulation in Article 12 of the Work Regulations shall be upgraded to a higher category appropriate to the duties in which the Employee shall be engaged in after promotion.

2. Employee with an outstanding work record shall be promoted 1 category higher, in accordance with the duties in which the Employee is engaged in and based on overall assessment.

(Allocation to Categories in cases of Transfers necessitating application of a Different Basic Salary Table)

Article 14: In cases where Employees are transferred to posts to which a different basic salary table is applicable, or in cases where Employees are transferred to posts to which different starting salary standards apply, categories shall be allocated to match the category applicable after said transfer.

(Pay Raises)

Article 15: Pay raises for Employees (Excluding designated staff) shall be made on the day stipulated in the next Article, in accordance with the work record of the Employees over the year before the said day. However, pay raises may not be given to Employees with poor work records.

2. Grade-4 shall be applied as the standard for pay raises made in accordance with the stipulation in the foregoing Paragraph for Employees with outstanding work record throughout the entire year stipulated in the Paragraph (in cases where the University deems applicable, Grade-3 for Employees to whom Basic Salary Table for Regular Staff (1) is applicable and whose work falls under 7th class or higher of said table as well as Employees to whom tables other than the Regular Basic Salary Table are applicable and whose work class is equivalent to the foregoing).

3. Notwithstanding what is stipulated in Paragraph 1 and Paragraph 2, Employees of 55 years of age or over shall not be eligible for pay raises (57 years of age for Employees engaged in work as technicians or laborers).

However, the foregoing shall not apply to individual with special approval from the University.

4. Notwithstanding what is stipulated in Paragraph 3, pay raises for Employees shall not exceed the highest grade within the category to applicable to the work in which the Employee is engaged.
5. Notwithstanding what is stipulated in this Article, in cases where it is deemed unavoidable due to worsened financial status, the pay raises may be either delayed or not awarded.

(Timing of Pay Raises)

Article 16: Pay raises awarded in accordance with the provisions of Paragraph 1 of the foregoing article shall, as a basic rule, be implemented from 1 January.

(Pay Raises in Special Cases)

Article 17: In cases where Employees are commended in accordance with the provisions of Article 36 of The Work Regulations or in other special circumstances, notwithstanding what is stipulated in the foregoing Article 2, said Employee may be given a pay raise.

(Determination of Grade in cases of Acquisition of Highest Qualification)

Article 18: In cases where Employees acquire qualification corresponding to the starting salary of a higher category or grade higher than that currently applicable (with the exception of cases determination of promotion), said higher grade may be applied.

(Demotion and Reduction in Pay)

Article 19: Employees falling under any of the Items stipulated in Paragraph 2, Article 13 or Paragraph 1, Article 21 of The Work Regulations may either be demoted to a class lower than that applicable to the work in which said Employee is engaged or be subject to a reduction in salary equivalent to downscaling by 1 or more grades.

### Chapter 3: Bonuses

(Payment of Bonuses)

Article 20: Bonuses shall be paid to Employees enrolled in the University on either 1 June or 1 December of each year (hereinafter referred to as the "Reference Date") in accordance with the provisions hereunder. The foregoing shall also apply to Employees who become deceased within the period of 1 month, ending on the day before the Reference Date (Employees carrying out designated duties and, said Employees are engaged in duties at the time of decease).

2. Notwithstanding what is stipulated in the foregoing Paragraph, bonuses shall not be paid to Employees who fall under any of the following Items.
  - (1) Employees taking a period of leave in accordance with the provisions of Paragraph 1, Article 14 of The Work Regulations and who are not receiving payment of salary during said period.
  - (2) Employees on suspension in accordance with the provisions of Item 3, Paragraph 2, Article 37 of The Work Regulations.
  - (3) Employees who, within the period from the Reference Date to the day of payment, are either dismissed in accordance with the provisions of the Items in Paragraph 2, Article 21 of The Work Regulations, or are subject to disciplinary dismissal in accordance with the provisions of Item 5, Paragraph 2, Article 37 of The Work Regulations.
  - (4) Employees to whom other relevant provisions above apply.
3. In addition to the provisions of the foregoing Paragraph, payment of bonuses may be withheld or delayed during to unavoidable deterioration in the financial circumstances of the University (including cases Employees who are subject to dismissal or disciplinary dismissal in accordance with the provisions No. 3 of the foregoing Paragraph).

(End-of Term Bonus)

Article 21: End-of term bonuses shall be paid, in proportion to duties, to Employees excepting designated staff in consideration of the number of work days of the 6 months before the Reference Date (or for the period of enrollment of Employees who have been enrolled for a period of less than 6 months: hereinafter referred to as "Base Calculation Period" in the articles hereunder).

2. The amount of end-of-term bonuses shall be determined for each term.

(Accomplishment-based Bonus)

Article 22: Accomplishment-based bonuses shall, with due consideration for the financial circumstances of the University, be paid to Employees excepting designated staff in proportion to the duties and work record of said Employees.

2. Evaluation of work records with respect to the foregoing Paragraph shall be based on work undertaken within the Base Calculation Period.
3. The amount of accomplishment-based bonuses shall be determined for each term.

(Special End of Term Bonus)

Article 23: Special end of term bonuses shall be paid to designated staff.

2. The amount of special end of term bonuses shall be determined for each term.

Chapter 4: Allowances

(Basic Salary Adjustment)

Article 24: In cases of specialized Employees whose working conditions involve with complexity, difficulties, responsibilities as well as intensity, working hours and work environment evidently more demanding than of other Employees belonging to the same work class, the basic salary of said specialized Employees may be adjusted based on the level of specialization or the work.

2. According to the provisions of the foregoing Paragraph, the duties for which basic salary adjustment is applicable shall be in accordance with the places of work and the Academic Staff Subject to Annual Salary System engaged at said places detailed in Appendix Table 5.
3. The adjusted amount stipulated in the foregoing Paragraph shall be the amount resulting from the multiplication of the basic adjustments listed in Appendix Table 6 (in cases where the amount exceeds 4.5% of the basic salary, the amount shall be 4.5% of the basic salary and fractions of less than 1 yen included in said amount shall be rounded down. The foregoing does not, however, apply to Employees to whom Basic Salary Table for Academic Staff (1) applies) by the adjustment indices listed in Appendix Table 5 in accordance with the basic salary and work class applicable to the Employee.
4. Notwithstanding what is stipulated in the foregoing Paragraph, in cases where the adjusted amount exceeds 25% of the basic salary, the amount shall be 25% of the basic salary. However, this shall not apply to Employees to whom Basic Salary Table for Academic Staff (1) applies.

(Administrative Post Allowance)

Article 25: Administrative post allowance shall be paid to Employees other than those engaged in designated duties in administrative or supervisory work (hereinafter referred to as "administrative post").

2. The scope of administrative post stipulated in the foregoing Paragraph shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Appendix Table 7, based on the Basic Salary Table, work class and classifications of duties that are applicable to said Employees.
4. The administrative post allowance and basic salary for designated duties shall include Night Work Allowance in accordance with the provisions of Article 39.
5. Employees engaged in administrative duties who have not worked the full period between the first to last days of the month shall not be eligible for payment of administrative work bonus for the month (Excluding Employees with special approval from the University as being unable to work due to the need of medical treatment for work-related accidents (Hereinafter referred to as "Work-related Accident(s)" in Article 41 of hereof) stipulated in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law, No. 50 of 1947. Hereinafter referred as "Industrial Accident Compensation Insurance Act").
6. Notwithstanding what is stipulated in the foregoing 5 Paragraphs, matters pertinent to payment of administrative post allowances shall be determined separately.

(Medical Staff Adjustment Allowance)

Article 26: A medical staff adjustment allowance for Employees not exceeding 50,800 yen shall be paid to Employees whose duties require medical or dental expertise and those newly appointed or transferred to such posts separately determined by the University (eligibility for said allowance shall be limited to Employees in possession of a medical license (limited to the license stipulated in the Medical Practitioners' Act (Law No. 201 of 1948); hereinafter the same shall apply) or a dentist license (limited to the license stipulated in the Dentist Act (Law No. 202 of 1948); hereinafter the same shall apply) and to whom Basic Salary Table for Academic Staff

- (1) applies) within 35 years of the date of said employment or transfer.
2. The amount of allowance stipulated in the foregoing Paragraph shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Appendix Table 8 based on the classification of the period after date of employment.
  3. In addition to the provisions of the foregoing 2 Paragraphs, matters pertinent to payment of medical staff adjustment allowances for Employees shall be determined separately.

(Dependent Allowance)

- Article 27: Dependent allowance shall be paid to Employees excluding those engaged in designated duties, with dependent relatives. However, dependent allowance subject to dependent relatives that fall under Item 1 and Item 3 though Item 6 of the following Paragraph (Hereinafter referred to as “Dependent Spouse(s), Parent(s), etc.”) shall not be paid to Employees to whom Basic Salary Table for Regular Staff (1) apply and also whose work falls under the 9th class or higher of said table.
2. Dependent relatives stipulated in the foregoing Paragraph shall be as stipulated in the Items hereunder and shall be principally dependent on the Employee for their livelihood.
    - (1) Spouses (including common-law spouses. This shall also apply hereinafter)
    - (2) Children within the period from the date of attaining the age of 22 years to the first 31 March thereafter
    - (3) Grandchildren within the period from the date of attaining the age of 22 years to the first 31 March thereafter
    - (4) Parents and grandparents of the age of 60 or over
    - (5) Siblings within the period from the date of attaining the age of 22 years to the first 31 March thereafter
    - (6) Individuals suffering serious mental-physical handicap
  3. The monthly amount of the dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. (3,500 yen in the case of Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class of said table, those to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said table and those to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said table) and 10,000 yen for dependent relatives falling under No. 2 of the foregoing Paragraph (hereinafter referred to as “Dependent Child (Children)).
  4. Notwithstanding what is stipulated in the foregoing Paragraph, the amount of the dependent allowance stipulated in the foregoing Paragraph for Dependent Children within the period from the first 1 April after the date of attaining the age of 15 years until the first 31 March occurs on and after the date of attaining the age of 22 years (hereinafter referred to as “the Specified Period”) shall be subject to the addition of an amount equivalent to 5,000 yen multiplied by the number of said Dependent Children within the Specified Period.
  5. In addition to the provisions of the foregoing 4 Paragraphs, matters pertinent to payment of dependent allowances shall be determined separately.

(Regional Allowance)

- Article 28: Regional allowances shall be paid to Employees working in the facilities of the University located in the areas listed in the column “Areas applicable to regional allowance” of the table of the following Paragraph.
2. The monthly amount of the regional allowance shall be the amount obtained by multiplying the rate stipulated in the column “Payment Rate” of the table below to the total amount comprising basic salary, basic salary adjustment amount, administrative post allowance and dependent allowance.

Prefecture	Areas applicable to regional allowance	Payment Rate
Ibaraki	Tokai village of Naka County	12%
Osaka	Osaka City, Suita City, Toyonaka City, Ibaraki City, Hirakata City, Minoh City	12%

(Housing Allowance)

- Article 29: Housing allowance shall be paid to Employees (Excluding Employees residing in dormitory rented from a national university corporation, other independent administrative corporations or national bodies) renting housing for use as their own residences (including rooms for rent) and paying a monthly rent in excess of 16,000 yen (including the cost of usage; hereinafter the same).
2. The monthly amount of housing allowances shall be the amounts equivalent to those set forth hereunder in accordance with the following classifications of Employees (any fraction less than 100 yen shall be rounded off).
    - (1) Employees paying a monthly rent of 27,000 yen or less.  
The amount equivalent to said monthly rent minus 16,000 yen.

(2) Employees paying a monthly rent in excess of 27,000 yen.

The amount equivalent to one-half of the monthly rent after subtraction of 27,000 yen (17,000 yen in cases where the amount after subtraction of said 27,000 yen is in excess of 17,000 yen) plus 11,000 yen.

3. In addition to what is stipulated in the 2 Paragraphs above, matters pertinent to payment of housing allowances shall be determined separately.

(Commuting Allowance)

Article 30: Commuting allowance shall be paid in the amount set forth in the following Items, according to the classification of Employees set forth in the said Items.

(1) The amount of Commuting Allowance for Employees commuting by Public Transportation such as trains or toll roads (Hereinafter referred to as "Public Transportation") shall be equivalent to the amount required for commuting during the payment unit period, as calculated separately (Hereinafter referred to as "Amount equivalent to Fare"). However, when the amount resulting from dividing the Amount equivalent to Fare by the number of months exceeds 55,000 yen (Hereinafter referred to as "Amount equivalent to Fare Per month"), 55,000 yen multiplied by the number of months of the payment unit period (When an Employee uses 2 or more modes of Public Transportation and the Amount equivalent to Fare per Month of said modes of transportation exceeds 55,000 yen, of the payment unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available payment unit period of the Commuting Allowance ) shall be paid.

(2) For Employees using automobiles as the normal mode of transport for commuting, the following amount shall be paid in accordance with the respective Employees classifications for the payment unit period.

a) Employees whose distance of usage of automobiles etc. (Hereinafter referred to as "the Distance of Usage" in this Item.) is less than 5 kilometers one way: 2,000 yen

b) Employees whose Distance of Usage is more than 5 kilometers, but less than 10 kilometers one way: 4,200 yen

c) Employees whose Distance of Usage is more than 10 kilometers, but less than 15 kilometers one way: 7,100 yen

d) Employees whose Distance of Usage is more than 15 kilometers, but less than 20 kilometers one way: 10,000 yen

e) Employees whose Distance of Usage is more than 20 kilometers, but less than 25 kilometers one way: 12,900 yen

f) Employees whose Distance of Usage is more than 25 kilometers, but less than 30 kilometers one way: 15,800 yen

g) Employees whose Distance of Usage is more than 30 kilometers, but less than 35 kilometers one way: 18,700 yen

h) Employees whose Distance of Usage is more than 35 kilometers, but less than 40 kilometers one way: 21,600 yen

i) Employees whose Distance of Usage is more than 40 kilometers, but less than 45 kilometers one way: 24,400 yen

j) Employees whose Distance of Usage is more than 45 kilometers, but less than 50 kilometers one way: 26,200 yen

k) Employees whose Distance of Usage is more than 50 kilometers, but less than 55 kilometers one way: 28,000 yen

l) Employees whose Distance of Usage is more than 55 kilometers, but less than 60 kilometers one way: 29,800 yen

m) Employees whose Distance of Usage is more than 60 kilometers one way: 31,600 yen

(3) For Employees who use Public Transportation and pay the fares, and who also use automobiles as the normal mode of transport, shall be paid the sum of the amount detailed in Item 1 and Item 2 (When the sum of Amount equivalent to Fare Per Month and the amount stipulated in the foregoing Item exceeds 55,000 yen, of the payment unit period regarding Commuting Allowance, the amount obtained by multiplying 55,000 yen and the longest available payment unit period of the Commuting Allowance). However, the Commuting Allowance paid per month to Employees whose Distance of Usage of automobiles is less than 2 kilometers shall be calculated as detailed in Item 1, and when that amount is less than the amount detailed in the foregoing Item, the Allowance shall be as stipulated in the foregoing Item.

(4) Commuting Allowance stipulated in the foregoing three Items shall not be paid to Employees who walk to and from the place of work, and when the said distance (Shall be the shortest available route) one way is

less than 2 kilometers.

2. Commuting Allowance shall be paid in the first month of the payment unit period (For Commuting Allowance set forth separately by the University, the period set forth separately.), on the day in accordance with what is stipulated in Article 4.
3. When Employees receiving Commuting Allowance retire or other circumstance set forth separately occur, the amount set forth separately shall be returned, considering the remaining period of the payment unit period after the date of occurrence of said retirement or circumstance.
4. The term "Payment Unit Period" used in this Article shall mean period set forth separately of not more than 6 months, calculated in units of 1 month (For Commuting Allowance for commute by automobile, 1 month).
5. In addition to what is stipulated in the foregoing Paragraphs, matters necessary for payment of Commuting Allowances shall be set forth separately

(Allowance for Work in High Places)

Article 31: Allowances for working in high places shall be paid to Employees belonging to the Department of Facilities of the University engaged in supervision of building and repairs in unstable places of a height of 15 meters or more above ground level.

2. The amount of the allowance stipulated in the foregoing Paragraph shall be 200 yen (300 yen for work in places of a height of 30 meters or more above ground level) for each day of said work and shall be 60% of the same for periods of work less than 4 hours.

(Allowance for Handling Explosive Substances)

Article 32: Allowance for Handling Explosive Substances shall be paid to Employees to whom Basic Salary Table for Regular Staff (1) is applicable and who are engaged in work involving the production of high-pressure gas or the filling up of high-pressure gas containers.

2. The amount of Allowance stipulated in the foregoing Paragraph shall be 300 yen for each day of work and 180 yen for periods of work less than 4 hours.

(Allowance for Handling Cadaver)

Article 33: Allowance for Handling Cadaver shall be paid per day for work detailed in the following Items, and paid the amount set forth in said Items. However, when Employees engaged in work detailed in both Item 1 and Item 2 within the same day, the Allowance set forth in Item 2 shall not be paid.

- (1) When Employees belonging to the Faculty of Medicine or Graduate School of Medicine to whom Basic Salary Table for Regular Staff applies engaged in work handling cadavers: 3,200 yen
- (2) When Employees to whom Basic Salary Table for Regular Staff apply engaged in the receipt or transport of cadavers necessary for educational and research purposes, from external sources: 1,000 yen.

(Allowance for Handling Radiation)

Article 34: Allowance for Handling Radiation shall be paid to Employees engaged in work detailed hereunder.

- (1) Radiology technicians, X-ray technicians, X-ray assistants under orders to carry out work of the same nature engaged in work involving the risk of exposure to X-rays or other radiation 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) In addition to the provision of No. 1, Employees engaged in work involving radiation within an area under the administration of a facility as stipulated 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 stipulated above shall be 7,000 yen per month for the situations stipulated in the foregoing Paragraph.

(Allowance for Work in Abnormally Pressurized Environment(s))

Article 35: 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 Allowance for Work in Abnormally Pressurized Environment(s).

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

Classification of Pressure	Amount of Allowance
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Up to 0.2 mega pascals	210 yen
Up to 0.3 mega pascals	560 yen
Over 0.3 mega pascals	1,000 yen

(Night Nursing Allowance)

Article 36: Night Nursing Allowance shall be paid to midwives, nurses, or associate nurses who engaged in duties of a nurse etc. in full or in part during regular working hours between 10.00 p.m. and 5.00 a.m. the following morning (Hereinafter referred to as "Night").

2. The amount of Allowance per shift stipulated in the foregoing Paragraph shall be as set forth in the following Table.

Classification of Work	
Full time Night work	9,000 yen
More than 4 hours of Night work	4,400 yen
More than 2 hours, but less than 4 hours of Night work	3,800 yen
Less than 2 hours of Night work	2,600 yen

3. For the Allowance amount pertaining to duties in Paragraph 1 for midwives, nurses or associate nurses (Excluding Employees commuting on foot over a distance of less than 2 kilometers one way, and those to whom the stipulation of Item 2, Paragraph 1, Article 30 apply and is receiving payment of Allowance stipulated in the same Article.) who engaged in Night shift work involving commuting, notwithstanding what is stipulated in the foregoing Paragraph, the amount set forth in the following Table in accordance with the classification of Employee shall be added.

Classification of Employee	Amount of Allowance
Employee commuting (i.e. total commuting distance pertaining to approval for commuting allowance. The same shall apply hereunder.) less than 5 kilometers one way	380 yen
Employee commuting more than 5 kilometers but less than 10 kilometers one way.	760 yen
Employee commuting more than 10 kilometers	1,140 yen

(Helicopter Emergency Medical Service (HEMS) Flight Allowance)

Article 36-2: Helicopter Emergency Medical Service Flight Allowance shall be paid to an individual who has a medical license and to whom Basic Salary Table for Academic Staff (1) is applicable, as well as individual to whom Basic Salary Table for Medical Staff (B) is applicable, has boarded a Helicopter Emergency Medical Service (Which is a helicopter with emergency medical equipment), and have engaged in emergency medical care when transferring a patient from an emergency site to a medical institution.

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

(Night Medical Service Allowance)

Article 36-3: Night Medical Service Allowance shall be paid to Employees to whom the Basic Salary Tables stipulated in the "Basic Salary Tables" column in the following Paragraph apply (For individuals to whom Basic Salary Table for Academic Staff (1) applies, limited to those who has a medical license or a dentist license.), designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital, engaged in work involving medical examinations etc. during regular working hours at Night in full or in part.

2. The amount of the Allowance per shift as stipulated in the foregoing Paragraph shall be as set forth in the following Table, according to the classification of work stipulated in the said Table and "Basic Salary Tables applicable to the Employees.

Classification of Work	Basic Salary Tables	Amount of Allowance
Full time Night work	Basic Salary Table for Academic Staff (1)	15,000 yen
	Basic Salary Table for Medical Staff (A)	4,500 yen
More than 4 hours of Night work	Basic Salary Table for Academic Staff (1)	7,300 yen
	Basic Salary Table for Medical Staff (A)	2,200 yen
More than 2 hours, but less than 4 hours of Night work	Basic Salary Table for Academic Staff (1)	6,400 yen
	Basic Salary Table for Medical Staff (A)	1,900 yen

Less than 2 hours of Night work	Basic Salary Table for Academic Staff (1)	4,400 yen
	Basic Salary Table for Medical Staff (A)	1,300 yen

(Medical Emergency Call Allowance)

Article 36-4: Medical Emergency Call Allowance shall be paid to Employees (Excluding those on Night/Day Duty) who has a medical license or a dentist license and to whom Basic Salary Table for Academic Staff (1) is applicable, or to whom Basic Salary Table for Medical Staff (A) or Basic Salary Table for Medical Staff (B) is applicable, who upon receiving an emergency call (Limited to those designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital.) have engaged in medical care service etc. outside regular working hours or on regular holidays.

- The amount of Allowance for the foregoing Paragraph shall be 5,000 yen per call.

(Disaster Medical Assistance Allowance)

Article 36-5: Disaster Medical Assistance Allowance shall be paid to Employees who has been sent on a disaster relief operation and have engaged in medical care services etc. in accordance with the Disaster Relief Act (Law No. 118 of 1947), Detailed Enforcement Regulations of the Disaster Relief Act of Osaka (Regulations of Osaka No. 48 of 1967.8.29), or other related laws and ordinances.

- The amount of Allowance stipulated in the foregoing Paragraph shall be amended in accordance with the daily allowance stipulated in Appendix 2 and Article 3 of the Detailed Enforcement Regulations of the Disaster Relief Act of Osaka.
- In addition what is stipulated in the foregoing 2 Paragraphs, matters necessary for the payment of Disaster Medical Assistance Allowance shall be set forth separately.

(Overtime Allowance)

Article 37: Employees ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations shall be paid 125% (150% for Overtime at Night) of the salary per hour stipulated in Article 7 as Overtime Allowance.

- Notwithstanding what is stipulated in the foregoing Paragraph, when overtime work ordered (Including hours of ordered work on holidays (Excluding work on statutory holiday.) under Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations) exceed 60 hours per month, 150% of the salary for each hour exceeding 60 hours (175% for Overtime at Night ) shall be paid as Overtime Allowance.
- Notwithstanding what is stipulated in the foregoing two Paragraphs, Overtime Allowance shall not be paid to individuals holding Administrative Post or Designated Duties Staff, or Employee who handles confidential clerical work in accordance with the stipulation in Item 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 38: Employees ordered to work on holidays in accordance with the stipulation in Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations shall be paid per hour of ordered work on holidays 135% (160% for Overtime at Night) of the salary per hour stipulated in Article 7 as Overtime Allowance.

- The stipulation in Paragraph 3 of the foregoing Article shall apply mutatis mutandis to Holiday Allowance.

(Night Work Allowance)

Article 39: Employees ordered to work at Night in accordance with the stipulation in Paragraph 1, Article 7 of the Working Hour Regulations shall be paid per hour of ordered work on holidays 25% of the salary per hour stipulated in Article 7 as Night Work Allowance (Excluding cases where Overtime Allowance or Holiday Allowance is paid, including Night hours which Employees are ordered to work, as stipulated in the foregoing 2 Articles.).

(Night/Day Allowance)

Article 40: For Employees ordered to engage in night/day work in accordance with the stipulation in Article 10 of the Working Hour Regulations, Night/Day Allowance shall be paid in accordance with the provisions set forth separately.

(No Multiple Allowances)

Article 40-2: Allowance for Handling Radiation shall not be paid to Employees who receive Adjusted Amount of Basic Salary in accordance with the stipulation in Article 24 (Limited to individuals pertaining to Item 5 of Table 5 in the

Appendix.).

2. Allowance for Handling Explosive Substances shall not be paid on the date of payment of Allowance for Work in High Places. However, when the unpaid amount of Allowance for Handling Explosive Substances exceeds the amount of Allowance for Work in High Places, Allowance for Handling Explosive Substances shall be paid and not Allowance for Work in High Places.

## Chapter 5: Special Regulations Pertaining to Salary

(Salary during Leave of Absence)

Article 41: Employee on Leave of Absence in accordance with the stipulation in Item 1, Paragraph 1, Article 14 of the Work Regulations due to the need of medical treatment for Work-related Accidents shall receive full salary (When the individual received Temporary Absence from Work compensation benefits (Including special benefit.) in accordance with Article 14 of the Industrial Accident Compensation Insurance Act, the amount of said benefits shall be deducted) during said period of Leave of Absence.

2. Excluding what is stipulated in the foregoing Paragraph, salary shall not be paid to Staff subject to Annual Salary System taking Leave of Absence in accordance with Item 1, Paragraph 1, Article 14 of the Work Regulations during the period of said Leave of Absence. The same shall apply when Staff subject to Annual Salary System is taking Leave of Absence in accordance with Item 2, Paragraph 1, Article 14 of the Work Regulations due to being prosecuted in a criminal case.
3. Employees taking Leave of Absence in accordance with Item 3 and Item 4, Paragraph 1, Article 14 of the Work Regulations may receive up to 70% (100%, when the Employee is approved as having suffered a Work-related Accident which applies to Item 3, Paragraph 1, Article 14 of the Work Regulations) each of Basic Salary, Adjusted Amount of Basic Salary, Dependent Allowance, Regional Allowance, Housing Allowance (Hereinafter referred to as "Monthly Amount of Basic Salary"), End of Term Bonus, and Special End of Term Bonus during the period of said Leave of Absence.
4. Employees on Leave of Absence in accordance with the stipulation in Item 5, Paragraph 1, Article 14 of the Work Regulations may receive up to 100% of Monthly Amount of Basic Salary, End of Term Bonus, and Special End of Term Bonus during the period of said Leave of Absence.
5. Unless set forth otherwise, no other salary shall be paid to Staff subject to Annual Salary System on Leave of Absence, except for salary stipulated in Paragraph 1, Paragraph 3, and the foregoing Paragraph.

(Salary during Dispatch)

Article 41-2: For Dispatch stipulated in Paragraph 1, Article 16-2, of the Work Regulations, Employees may receive up to 100% each of the Monthly Amount of Basic Salary, End of Term Bonus, and Special End of Term Bonus during the period of said dispatch.

2. Unless set forth otherwise, no other salary shall be paid to Employees during Dispatch, except for salary stipulated in the foregoing Paragraph.

(Handling of Salary during Special Leave)

Article 42: The handling of salary during Special Leave in accordance with the stipulation in Article 22 of the Work Regulations shall be set forth separately.

(Reduction of Salary)

Article 43: Unless set forth otherwise, the salary of Staff subject to Annual Salary System absent from work shall be reduced by an amount equivalent to the amount per working hour set forth in Article 7, multiplied by the number of hours not worked.

## Chapter 6: Implementation of Regulations

(Requirements for Implementation)

Article 44: Matters necessary for implementing these regulations shall be set forth separately.

Supplementary Provisions

(Date of Implementation)

1. The foregoing shall be implemented from 14 April 2003 and applied from 1 April 2003.

(Interim Measures relating to Agreement to Payment of Salary into Bank Accounts)

2. Among the Employees who were succeeded same status by the University (hereinafter referred to as “succeeded Employee(s)”), in accordance with Article 4 of Supplementary Provisions of National University Corporation Law (Law No. 112 of 2003), notwithstanding the details of Paragraph 3, Article 5 herein, based on the consent of the Employees, if salaries were paid into their bank accounts on the day before these regulations are applied (hereinafter referred to as “day of application”), before the University attaining its status as National University Corporation, 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 concomitant with Abolition Transfer Guarantee of Adjustment Allowances)

3. Succeeded Employees in receipt of approval in accordance with provisions of Article 11-7 of the Law Pertaining to Salary for Regular Workers (Law No. 95 of 1950: hereinafter referred to as “The Salary Law”), said approval being valid on the day before the application of these regulations, shall, notwithstanding what is stipulated In Article 28 herein, be eligible for continued receipt of payment of adjustment allowance, in accordance with provisions of Article 7 of the Salary Law, after said day of application.

(Interim Measures concomitant with Abolition of Housing Allowance relating to Dependents of Employees Eligible for Job Transfer Housing Allowance)

4. Succeeded Employees in receipt of approval in accordance with the provisions of Item 3, Paragraph 1, Article 11-9 of The Salary Law, on the day before the application of these regulations shall, for the period up to an including 31 March 2007, notwithstanding what is stipulated In Article 29 herein, be eligible for continued payment of housing allowance in accordance with the provisions of Item 3, Paragraph 1, Article 11-9 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Special Charges pertaining to Commuting Allowance)

5. Succeeded Employees in receipt of approval in accordance with the provisions of Paragraph 3, Article 12 of The Salary Law, on the day before the application of these regulations, shall, for the period up to 31 March 2007, notwithstanding what is stipulated In Article 30 herein, be eligible for continued payment for commuting allowance in accordance with the provisions of Paragraph 3, Article 12 of The Salary Law. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures concomitant with Abolition of Job Transfer Allowance)

6. Succeeded Employees in receipt of approval in accordance with the provisions of Article 12-2 of The Salary Law, on the day before the application of these regulations, shall, for the period up to 31 March 2007, be eligible for continued payment of commuting allowance. However, the foregoing shall not apply in cases of loss of eligibility for payment of said allowance.

(Interim Measures relating to Salary during Periods of Leave of Absence)

7. Succeeded Employees on leave of absence on the day before the day of application of these regulations, shall, notwithstanding what is stipulated in Paragraphs 2 through 4, Article 41, be entitled to receipt of payment of salary during the period of said leave of absence (including periods of extension) as previously.

(Interim Measures relating to Salary during Periods of Dispatch)

8. Succeeded Employees on a period of dispatch to international organizations, etc., in accordance with the Law Pertaining to Provisions for Regular Civil Servants to International Organizations, etc., (Law No. 117 of 1970) on the day before the day of application of these regulations shall be entitled to receipt of payment of salary during said period of dispatch (including revised periods) as previously. The foregoing shall also apply to Employees engaged in observation work in the Antarctic region on the day before the application of these regulations.

(Date of Payment pertaining to Interim Measures)

9. The date of payment of allowances in the foregoing 6 Paragraphs shall apply mutatis mutandis to the provisions of Paragraph 4, Article 4.

(Interim Measures concomitant with Abolition of Adjustment Index 3 by Graduate School Supervision)

10. Succeeded Employees in receipt of approval in accordance with the provisions of Paragraph 2, Article 1 of The National Personnel Authority Regulations 9-6 (grade adjustment amount), on the day before the application of these regulations, shall, notwithstanding what is stipulated In Article 24, for the period up to 31 March 2007, provided said Employees satisfy the requirements of No. 10(1), Appendix Table 1 of the same regulations, be eligible for receipt of payment of the adjusted amount as an adjustment to the original basic amount corresponding to the applicable work class stipulated in Appendix Table 6. However, the foregoing shall not apply in cases of loss of eligibility for payment of the same amount.

(Interim Measures 1 concomitant with Requirement for Payment of Adjustment Indices by Graduate School Supervision)

11. Succeeded Employees who fail to meet of the requirements applied for payment detailed in Appendix Table 5

on the day before the day of application of these regulations who were engaged in the teaching of graduate school students in fiscal year of 2003 and continued to be thus engaged in fiscal year of 2004 shall, in accordance with the provisions of Article 24, be eligible for receipt of payment of the adjusted amount of the basic salary.

(Special Regulations Pertaining to Retirees on 1 April 2004)

12. Succeeded Employees retiring from the University on 1 April 2004 (including those transferring to other National University Corporations and those appointed as trustees of the University in accordance with the provisions of Paragraph 2 of The Supplementary Work Regulations) shall not qualify for eligibility under the provisions of Articles 6 and 15.

(Special Regulations pertaining to Entrance Examination Allowance)

13. Notwithstanding what is stipulated In Paragraph 3, Article 3, Employees engaged in work relating to entrance examinations (excluding Employees who are applied to designated duties and who are eligible for payment of administrative post allowance) may be entitled to receipt of payment of entrance examination allowance based on consideration of the content of said work and to the payment status of allowances pertaining to work within Osaka University prior to acquisition of National University Corporation status.

(Special Regulations pertaining to Special Job Transfer allowance)

14. Notwithstanding what is stipulated In Paragraph 3, Article 3, for the present time, in cases where individuals residing in remote locations from the University are employed as Employees and are obliged to live apart from their families, said Employees may be entitled to payment of a special job transfer allowance for a period of not longer than 3 years. However, said allowance shall not be paid to those to whom the provisions of Paragraph 6 of The Supplementary Provisions apply.

Supplementary Provision

The foregoing amendments shall be implemented from 23 June 2004 and applied from 1 April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 19 January 2005 and applied from 1 April 2004.

Supplementary Provision

The foregoing amendments shall be implemented from 18 April 2005, and the provisions of Supplementary Paragraph 14 shall be applied from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 16 May 2005 and be applied from 1 April 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2005.

Supplementary Provision

The foregoing amendments shall be implemented from 1 December 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provisions

(Date of Implementation)

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

(Changes to Work Classes)

2. The date for changes to work classes for Employees who will continue to work at the University from the day before 1 April 2006 (hereinafter referred to as "date of change") shall be subject to separate determination.

(Changes to Grades)

3. Grades for Employees for whom work classes are determined on the date of change stipulated in the foregoing Paragraph and those to whom Basic Salary Table for Designated Duties Staff continues to apply from the day before the date of change shall be subject to separate determination.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

4. Employees to whom the same basic salary table continues to be applicable from the day before the date of

change and whose monthly amount of the basic salary in accordance with the provisions of Article 11 is less than the provisional monthly amount of basic salary stipulated in Appendix Tables 1-A through 4-A applicable on said day (the revised amount in cases where the amount is revised: this shall also apply hereunder) may be entitled, until 31 March 2014, to receipt of payment equivalent to the difference in addition to the basic salary. However, the foregoing shall not apply in cases where, in addition to the provisions of Paragraph 11, payment of the amount equivalent to said difference as basic salary is not deemed appropriate.

5. Employees to whom the basic salary table continues apply from the day before the date of change (with the exception of Employees stipulated in the foregoing Paragraph) may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the same Paragraph, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said Paragraph.
6. Employees to whom a new basic salary table applies after the date of change may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with what is stipulated in the foregoing 2 Paragraphs and in consideration of the circumstances of employment, etc., be entitled, for the present time, to receipt of payment of basic salary in accordance with the foregoing 2 Paragraphs.
7. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of the foregoing 3 Paragraphs apply shall not include the additional amount stipulated in Basic Salary Table for Academic Staff (1) and, pertaining to the application of the provisions of Paragraph 4, Article 24, "25% of the monthly amount of basic salary" in the same article shall be "25% of the total of the difference of the monthly amount of basic salary and the provisional monthly amount of basic salary."

(Interim Measures pertaining to Adjustment Amount of Basic Salary)

8. Employees in receipt of payment of adjustment amount of basic salary in accordance with the provisions of Article 24 who fall under any of the following categories and whom the original adjustment amount stipulated in Appendix Table 6 is less than the provisional original adjustment amount stipulated in Appendix Table 6-A may, for the period stipulated in Paragraph 10, be entitled to receipt of payment as the adjustment amount of the basic salary, in addition to the original adjustment amount, of the amount resulting from multiplication of the amount equivalent to the difference by the multiplication ratio set out in the same Paragraph and the adjustment index applicable to the Employee.
  - (1) Employees continuing to work in the University from the day before the date of change
  - (2) Employees to whom a new basic salary table applies after the date of change and in respect of whom measures deemed appropriate apply in consideration of the balance with Employees stipulated in the above provisions and with due regard for employment circumstances.

(Interim Measures pertaining to Additional Payment Amounts)

9. Employees in receipt of additional payment amounts in accordance with the provisions of Appendix Table 2: Basic Salary Table for Academic Staff (1) that are less than the provisional additional payment amount detailed in Appendix Table 2-A: Basic Salary Table for Academic Staff (1) and who fall under any of the categories detailed in the foregoing Paragraph may be entitled to payment, in addition to the additional payment amount, of the amount equivalent to the difference multiplied by the multiplication ratio shown in the provisions of the same Paragraph.

(Period of Interim Measures pertaining to Adjusted Amount of Basic Salary, and Additional Payment Amounts)

10. The periods and multiplication ratios pertaining to the interim measures detailed in the foregoing 2 Paragraphs shall be as follows.
  - (1) 1 April 2006 ~ 31 March 2007: 100%
  - (2) 1 April 2007 ~ 31 March 2008: 75%
  - (3) 1 April 2008 ~ 31 March 2009: 50%
  - (4) 1 April 2009 ~ 31 March 2010: 25%

(Special Regulations pertaining to Employees subject to Downgrading or Reduction in Salary)

11. Notwithstanding what is stipulated in the foregoing 7 Paragraphs, Employees downgraded to a work class lower than that applicable on day before the date of change, or downgraded to a grade lower than that applicable on day before the date of change shall be deemed to have been subject to said measures on the day before the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Paragraphs 4 through 7 as detailed in Paragraphs 8 through 10.

(Special regulations pertaining to salary raises within the period up to 1 January 2010)

12. With respect to the timing of salary raises on 1 January 2007, "1 year" stipulated in Paragraph 1, Article 15 shall be "9 months" and "Grade-4," "Grade 3" stipulated in Paragraph 2 of the same Article shall be "Grade-2" and "Grade-1" respectively.

13. With respect to the timing of salary raises on 1 January 2008, 1 January 2009 and 1 January 2010, "Grade-4" and "Grade-3" in Paragraph 2, Article 15 shall be "Grade-3" and "Grade-2" respectively.

(Interim Measures pertaining to Regional Allowance)

14. Notwithstanding what is stipulated In Article 28, Employees employed by the University from organizations to which the provisions of Paragraph 5, Article 5 of Regulations Pertaining to Retirement Allowance for National University Osaka University Staff may, where deemed necessary by the University, be eligible for payment of regional allowance in the monthly amount resulting from multiplication of the regular payment rate.

Supplementary Provision

The foregoing amendments shall be implemented from 24 July 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 30 October 2006.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2007.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measures concomitant with Adjusted Amount of Basic Salary)

2. Employees in receipt of payment of additional amounts as well as the monthly amount of basic salary that fall under the category of assistant professors having received the adjustment amount of the basic salary in accordance with the provisions of Article 24 (only those who are associated with Appendix Table 5, Category 1) as assistants on the preceding day of the date when the foregoing amendments were implemented (hereinafter referred to as the "Date of Implementation") and for whom the additional amount is less than the adjustment amount of basic salary calculated as previously, shall be entitled, for the present time, to receipt of payment equivalent to the difference in addition to the additional amount.

(Interim Measures concomitant with administrative post allowance)

3. Employees in receipt of payment of the administrative post allowance in accordance with the provisions of Article 25 and for whom the amount of the administrative post allowance after the foregoing amendments is less than the reference amount of interim measures set forth in the following Paragraph shall be entitled to receipt of such administrative post allowance, plus the amount resulting from multiplication of the amount equivalent to the difference between such administrative work allowance and the reference amount of interim measures by the multiplication ratio set out in the following Paragraph with reference to the classification of periods specified in said Paragraph (Fractions of less than 1 yen shall be discarded.) as administrative post allowance.

(1) 1 April 2007 ~ 31 March 2008: 100%

(2) 1 April 2008 ~ 31 March 2009: 75%

(3) 1 April 2009 ~ 31 March 2010: 50%

(4) 1 April 2010 ~ 31 March 2011: 25%

4. Reference amounts of interim measures shall refer to the amounts stipulated in the following Paragraph, based on the classifications of Employees.

(1) Employees to whom the same basic salary table as the one applied on the preceding day of the Date of Implementation applies (hereinafter referred to as University Staff to whom the same basic salary table applies), who are now not considered Employees whose work class is lower than that applicable on the said date, and who are included in the basic salary table and work class contained in the Appendix Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and that are categorized into the corresponding class (the classification of duties applying to such Employees on the said date (hereinafter referred to as "former classification of duties"): The amount of administrative post allowance which said individuals had received on the said date.

(2) Employees to whom the same basic salary table applies, who are now not considered Employees whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class (it refers to Employees who are included in the basic salary table and work class contained in the Appendix Table 7 with reference to the classification of duties, which is specified in the field of classification of duties of the said Table created after the foregoing amendments and

is lower than the former classification of duties, and so forth): The amount of administrative post allowance that said Employees would receive, if the classification of duties, which is specified in the field of classification of duties of the Appendix Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(3) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and that are categorized into the corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date.

(4) Employees to whom the same basic salary table applies and whose work class is lower than that applicable on the preceding day of the Date of Implementation and who are categorized into lower corresponding class: The amount of administrative post allowance which said Employees would receive, if they are downgraded to such lower work class on the said date and if the classification of duties, which is specified in the field of classification of duties of the Appendix Table 7 created after the foregoing amendments and is lower than such former classification of duties, applies.

(5) Employees subject to transfers necessitating application of a different basic salary table subsequent to the Date of Implementation (excluding Employees to whom a new basic salary table applies table subsequent to the Date of Implementation): The amount of administrative post allowance which said Employees would receive in compliance with the provisions of the foregoing paragraphs, supposing that such transfer was performed on the preceding day of the Date of Implementation.

5. Notwithstanding what is stipulated in Paragraph 2 through the foregoing Paragraph, appropriate similar measures may be taken regarding Employees to whom a new basic salary table applies after the Date of Implementation and for whom it is deemed necessary in consideration of employment circumstances, etc. to keep the balance with Employees stipulated in the foregoing Paragraphs.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 October 2007.

(Special Exception relating to Integration)

2. With respect to Employees who held office in National University Corporation Osaka University of Foreign Studies prior to the integration (hereafter referred to as "The Former OUFS") as of 30 September 2007 whose status was transferred to the University due to the integration and fall under "Employee(s)" set forth in Article 1 (hereafter referred to as "Employees of The Former OUFS"), those who received salaries in their bank accounts based on their agreement as Paragraph 2, Article 3 of The Salary Regulations for Employees of National University Corporation Osaka University of Foreign Studies (hereafter referred to as the "The Salary Regulations for the Former OUFS") shall be considered to have also agreed to the condition that salaries paid on and after the date of implementation would be deposited into these bank accounts, notwithstanding what is stipulated In Paragraph 3, Article 5.

(Interim Measures relating to Integration)

3. In addition to what is stipulated in the foregoing Paragraph, Employees of The Former OUFS who are listed in the following Table shall be subject to appropriate interim measures in accordance with the provisions of the following Table.

Applied Articles	Relevant individual subject to interim measures	Detail of interim measures	Term of interim measures
Paragraph 3, Article 3	Individuals who meet the requirements set forth in Article 33 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and do not receive special work allowance for administrative posts.	Special work allowance for administrative posts shall be paid as per prior regulations. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until the allowance is paid



Paragraph 3, Article 3 and Article 24	Individuals who meet the requirements applied for payment specified in adjustment index 3 of Appendix Table 5 in accordance with Article 23 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Adjustments of salary corresponding to adjustment index 3 shall be paid as per prior regulations and no additional payment shall be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until 30 September 2008
Paragraph 3, Article 3 and Paragraph 14 of Supplementary Provisions (implemented on 14 April 2004)	Individuals who meet the requirements set forth in Article 30 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Job transfer allowance shall be paid as per prior regulations and the special new-appointment allowance shall not be paid. However, this provision shall not be applicable when they no longer meet the requirements. The provision of Paragraph 4, Article 4 shall apply for the date of payment.	Term until 30 September 2010.
Article 26	Individuals who meet the requirements set forth in Article 25 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Starting salary adjustment allowance shall be paid as per prior regulations.	Term until the time when the requirements applied for payment of said allowance are no longer met.
Article 28 and Paragraph 3 of Supplementary Provisions (implemented on 14 April 2004)	Individuals who meet the requirements set forth in Paragraph 4, Article 27 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Regional allowance shall be paid as per prior regulations.	Term when the transfer is guaranteed.
Article 29	Individuals who are approved in accordance with No. 3, Article 28 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Housing allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 September 2010.
Article 30	Individuals who are approved in accordance with No. 3, Article 29 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements for eligibility on the date of implementation.	Commuting allowance shall be paid as per prior regulations. However, this provision shall not be applicable when they no longer meet the requirements.	Term until 30 September 2010.
Paragraph 1, Paragraph 2, Paragraph 3, or Paragraph 4, Article 41	Individuals who meet the requirements set forth in Paragraphs 1, 2, 3, 4, 5 or 6, Article 20 of The Salary Regulations for the Former OUFS as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the leave of absence. (Including the extended term.)

Article 41-2	Individuals who meet the requirements set forth in Article 22 of The Salary Regulations for the Former OUFs as of the day preceding the date of implementation and continue to meet the requirements on the date of implementation.	Appropriate salary shall be paid as per prior regulations.	Term of the dispatch. (Including the extended term)
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Supplementary Provisions  
(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 December 2007 and applied from 1 April 2007.  
(Special Exception for Employees to whom the Basic Salary Table would newly apply to from 1 April 2007 to the day preceding the date of the implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing Paragraph for Employees to whom the Basic Salary Table would newly apply to from 1 April 2007 to the day preceding the date of implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 26 December 2007.

Supplementary Provision

The foregoing amendments shall be implemented from 2 May 2008 and applied from 1 January 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 22 December 2008.

Supplementary Provision

The foregoing amendments shall be implemented from 27 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2009.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2010.

Supplementary Provisions  
(Date of Implementation)

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

(Adjustment to Salary Grade on 1 April, 2011)

2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom Basic Salary Table for Designated Duties Staff applies) who are younger than 43 years of age as of 1 April, 2011 was raised on 1 January, 2010, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1 April, 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2011.

Supplementary Provision

The foregoing amendments shall be implemented from 22 March 2011 and applied from 1 September 2010.

Supplementary Provisions

(Date of Implementation)

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

(Allowance for Disaster Emergency Operations, etc.)

2. Notwithstanding what is stipulated in Paragraph 3, 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 stipulated separately.

3. Notwithstanding what is stipulated in Paragraph 2, Article 7, if certain work falls under 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 37 through 39 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 Paragraph 1, Article 7.

(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 in the Items of Paragraph 1, Article 34.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2012.

(Adjustment to Salary Grade on 1 April 2012)

2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom Basic Salary Table for Designated Duties Staff applies) who are younger than 36 years of age as of 1 April 2012 was raised on 1 January 2007, 1 January 2008 or 1 January 2009, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1 April 2012 (or 2 ranks higher than the salary grade as of 1 April 2012 if deemed necessary by the University for Employees who are younger than 30 years of age as of the same date).

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 July 2012.

(Special Measure upon Payment of Basic Salary to Employees)

2. Upon payment of the basic salary pursuant to the provision of Article 10, the amount which is obtained by multiplying the amount of monthly basic salary (excluding the amount of extra salary stipulated in the Basic Salary Table for Academic Staff (1); hereinafter the same shall apply) by the rate listed in the table below (hereinafter referred to as the "Payment Reduction Rate") according to the type of basic salary table listed in the left column of the table below and the work class listed in the middle column of the table below shall be, until 31 March 2014, reduced from the amount of monthly basic salary (Including the basic salary under Paragraph 4 through Paragraph 6 of the Supplementary Provisions (implemented on 1 April 2006).

Basic Salary Table	Work Class	Rate (Percentage)
Basic Salary Table for Regular Staff (1)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 6 <sup>th</sup> Class	0.0777 (7.77%)
	7 <sup>th</sup> to 10 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for Regular Staff (2)	1 <sup>st</sup> to 3 <sup>rd</sup> Class	0.0477 (4.77%)
	4 <sup>th</sup> to 5 <sup>th</sup> Class	0.0777 (7.77%)
Basic Salary Table for Academic Staff (1)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 4 <sup>th</sup> Class	0.0777 (7.77%)
	5 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for Academic Staff (2)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> Class	0.0777 (7.77%)
Basic Salary Table for Medical Staff (A)	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)
	3 <sup>rd</sup> to 7 <sup>th</sup> Class	0.0777 (7.77%)
	8 <sup>th</sup> Class	0.0977 (9.77%)
Basic Salary Table for	1 <sup>st</sup> to 2 <sup>nd</sup> Class	0.0477 (4.77%)

Medical Staff (B)	3 <sup>rd</sup> to 6 <sup>th</sup> Class	0.0777 (7.77%)
	7 <sup>th</sup> Class	0.0977 (9.77%)
Designated Duties Basic Salary		0.0977 (9.77%)

3. Upon payment of the administrative post allowance pursuant to the provisions of Article 25, the amount obtained by multiplying the monthly administrative post allowance by 0.1 shall be reduced from the monthly administrative post allowance, until 31 March 2014.
4. Upon payment of the regional allowance pursuant to the provisions of Article 28, the following amounts shall be reduced from the monthly regional allowance (including the monthly regional allowance under Paragraph 15 of the Supplementary Provisions (implemented on 1 April 2006)) until 31 March 2014.
  - (1) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly basic salary by the employee's Payment Reduction Rate.
  - (2) The amount obtained by multiplying the monthly regional allowance corresponding to the employee's monthly administrative post allowance by 0.1.
5. Notwithstanding what is stipulated In Article 7, the salary amount per working hour under Article 37 through Article 39 and Article 43 shall be, until 31 March 2014, the amount obtained by reducing the following amounts from the amount calculated under Article 7.
  - (1) The amount obtained by dividing the total amount of the monthly basic salary and the corresponding monthly regional allowance by the average regular working hours per month and then by multiplying it by the employee's Payment Reduction Rate.
  - (2) The amount obtained by dividing the employee's monthly administrative allowance by the average regular working hours per month and then by multiplying it by 0.1.
6. Upon payment of salary during the period of leave of absence under Article 41, the following amount according to each category below shall be reduced from the salary amount to be paid under the same Article.
  - (1) If the salary is paid under Paragraph 1, Article 41, the amount that is required to be reduced under Paragraph 2 through Paragraph 4.
  - (2) If the salary is paid under Paragraph 3 or Paragraph 4, Article 41, the amount obtained by multiplying the amount that is required to be reduced under Paragraph 2 and Paragraph 4 by the rate applicable to the salary paid to the employee under Paragraph 3 or Paragraph 4, Article 41.
7. Upon payment of salary during the period of dispatch under Article 41-2, the amount obtained by multiplying the amount that is required to be reduced under Paragraph 2 and Paragraph 4 by the rate applicable to the salary paid to the employee under Article 41-2 shall be reduced from the salary paid under the same Article.
8. When the amount required to be reduced from the salary under the foregoing Paragraphs includes a fraction of less than 1 yen, such fraction shall be rounded down.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2013.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2013.

(Adjustment to Salary Grade on 1 April 2013)

2. If the salary of Employees (excluding Employees who enjoy the highest salary grade of the work class and Employees to whom Basic Salary Table for Designated Duties Staff applies) aged 31 through 39 years as of 1 April 2013 was raised on 1 January 2007, 1 January 2008 or 1 January 2009, said Employees (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade as of 1 April 2013.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2014.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2014.

#### Supplementary Provision

1. The foregoing amendments shall be implemented from 1 April 2014.  
(Adjustment of Salary Grade on 1 April 2014.)
2. If the salary of Employees younger than 45 years of age as of 1 April 2014 (excluding Employees who are in the highest salary grade of their work class and excluding Employees to whom Basic Salary Table for Designated Duties Staff applies) was raised on 1 January 2007, 1 January 2008 or 1 January 2009, said Employee (including those equivalent thereto) may be entitled to a salary grade 1 rank higher than the salary grade of the Employee as of 1 April 2014.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 22 December 2014 and apply from 1 April 2014.  
(Special Exception for Employees to whom the Basic Salary Table would newly apply from 1 April 2014 to the day before the date of the implementation of the Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing Paragraph for Employees to whom the Basic Salary Table would newly apply from 1 April 2014, to the day before the date of implementation, shall apply on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2015. However, the provision of Paragraph 7 shall be implemented from 1 January 2015.

(Interim Measures pertaining to the Monthly Amount of Basic Salary)

2. Employees who will continue to work at the University from the day before 1 April 2015 (1 April 2015 is hereinafter referred to as the "date of change") and whose monthly basic salary in accordance with the provisions of Article 11 (hereinafter it is referred to as "the provisional monthly basic salary") is less than the monthly basic salary applicable on the day before the date of change may be entitled to additional payment to the basic salary equivalent to the difference until 31 March 2018. However, the foregoing shall not apply in cases where, outside of the provisions of Paragraph 6, payment of the amount equivalent to said difference as basic salary is not deemed appropriate.
3. Employees to whom the basic salary table continues to apply from the day before the date of change (with the exception of Employees stipulated in the foregoing Paragraph may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of the same Paragraph, be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of said Paragraph.
4. Employees to whom a new basic salary table applies after the date of change may, where deemed necessary to maintain balance with Employees in receipt of payment of basic salary in accordance with the provisions of two Paragraphs above and in consideration of the circumstances of employment, etc., be entitled, for the present time, to receipt of payment of basic salary in accordance with the provisions of the foregoing two Paragraphs.
5. The monthly amount of basic salary and the provisional monthly amount of basic salary for Employees to whom the provisions of the foregoing three Paragraphs apply shall not include the additional amount stipulated in Basic Salary Table for Academic Staff (1).

(Special Regulations pertaining to Employees subject to Downgrading or Reduction in Salary)

6. Notwithstanding what is stipulated in the foregoing four Paragraphs, Employees downgraded to a work class lower than that applicable on day before the date of change, or downgraded to a grade lower than that applicable on day before the date of change shall be deemed to have been subject to said measures on the day before the date of change and may be entitled to adjustments or additional payments to the basic salary detailed in Paragraph 2 through 5.

(Special regulations pertaining to salary raises within the period up to 1 January 2015)

7. With respect to the timing of salary raises on 1 January 2015, "Grade-4" and "Grade-3" in Paragraph 2, Article 15 shall be "Grade-3" and "Grade-2" respectively.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 April 2015.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 April 2015.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 30 March 2016 and applied from 1 April 2015.  
(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2015 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing Paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April 2015 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 25 April 2016.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 October 2016.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 26 December 2016 and applied from 1 April 2016.  
(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2016 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").
2. The provisions of the foregoing Paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April 2016 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2017.  
(Interim Measures pertaining to dependent allowance)
2. Notwithstanding what is stipulated in Paragraph 1, Article 27, during the period from 1 April 2017 to 31 March 2020, the proviso set forth in said Paragraph shall not apply to the dependent allowance stipulated in said Article.
3. Notwithstanding what is stipulated in Paragraph 3, Article 27, during the period stipulated in the following Items, said provision shall be deemed to be replaced respectively with the provisions stipulated in the following Items.
  - (1) During the period from 1 April 2017 to 31 March 2018: The monthly amount of dependent allowance shall be 10,000 yen per dependent relative falling under Item 1 of the foregoing Paragraph (hereinafter referred to as a "Dependent Spouse"), 8,000 yen per Dependent Child (in cases where an Employee do not have a spouse, 10,000 yen per Dependent Children) and 6,500 yen per dependent relative falling under No.3 through No. 6 in said Paragraph (in cases where an Employee do not have a spouse nor a Dependent Child, 9,000 yen for one of his/her dependent relatives).
  - (2) During the period from 1 April 2018 to 31 March 2019: The monthly amount of dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. and 10,000 yen per Dependent Child.
  - (3) During the period from 1 April 2019 to 31 March 2020: The monthly amount of dependent allowance shall be 6,500 yen per Dependent Spouse, Parent, etc. (3,500 yen in the case of Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under 8th class or higher, those to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under 5th class and those to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under 8th class) and 10,000 yen per Dependent Child.

#### Supplementary Provisions

The foregoing amendments shall be implemented from 1 July 2017.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28 December 2017 and applied from 1 April 2017.

(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2017 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing Paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April 2017 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2018.

(Adjustment of Salary Grade on 1 April 2018.)

2. Among Employees under 37 years of age as of 1 April 2018 (excluding Employees who have highest salary grade of their work class and to whom Basic Salary Table for Designated Duties Staff applies), those who got a raise on 1 January 2015 (including those equivalent thereto) may be entitled to have one salary grade higher than the salary grade as of 1 April 2018.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 19 December 2018 and applied from 1 April 2018.

(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2018 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. The provisions of the foregoing Paragraph for Employees to whom the basic salary table has newly applied during the period from 1 April 2018 to the day before the Date of Implementation, shall be applied on and after the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provisions

The foregoing amendments shall be implemented from 14 December 2019.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 24 December 2019 and applied from 1 April 2019. However, the amendments of Article 29 shall be implemented from 1 April 2020.

(Special Exception for Employees to whom the basic salary table has newly applied during the period from 1 April 2019 to the day before the date of the implementation of these Supplementary Provisions (hereinafter referred to as "The Date of Implementation").

2. For Employees to whom the basic salary table has newly applied during the period from 1 April 2019 to the day before the Date of Implementation, notwithstanding what is stipulated in the foregoing Paragraph, the foregoing amendments shall be applied from the date of application of the basic salary table. However, this shall not be applied when the University deems it particularly necessary.

(Interim Measures pertaining to Housing Allowance)

3. With respect to Employees whose the monthly amount of housing allowance paid in accordance with the provisions of Article 29 prior to such amendments exceeds 2,000 yen on the day before the Date of Implementation in accordance with the proviso of Paragraph 1 (hereinafter referred to as "The Date of Partial Implementation"), to those who rent housing pertaining to the housing allowance continuously (including rooms for rent) and pay rent (including the cost of usage; hereinafter the same in this Paragraph) even after the Date of Partial Implementation and also who fall into any of the following Nos. hereunder (Except for Employees stipulated separately), notwithstanding the regulation of in the amended Article 29, housing allowance of the amount deducted 2,000 yen from the amount equivalent to the monthly housing allowance (in cases where monthly rent of accommodation pertaining to housing allowance has been changed, the amount determined separately not exceeding equivalent to the amount; hereinafter referred to as "former amount of allowance") shall be paid during the period from The Date of Partial Implementation to 31 March 2021.

(1) Employees who do not fall into the amended Paragraph 1, Article 29.

(2) Employees whom the former amount of allowance after subtraction the amount equivalent to monthly house allowance as calculated in accordance with the regulation of in the amended Paragraph 2, Article 29, would be exceed 2,000 yen.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 July 2020.

Supplementary Provisions

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2021.

(Abolition of Allowance for Disaster Emergency Operations)

2. The measures for “until further notice” stipulated in Paragraph 2, the supplementary provision (implemented from 28 November 2011, applied from 11 March 2011) shall be abolished on 31 March 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 17 June 2021 and be applied from 1 April 2020.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 January 2023.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 22 December 2022 and be applied from 1 April 2022.

(Special measures for Employees to whom Basic Salary Table has been newly applied between 1 April 2022 and the day before the date of implementation of this Supplementary Provision (Hereinafter referred to as the “Date of Implementation”.)

2. Notwithstanding what is stipulated in the body of the foregoing Paragraph, for Employees to whom Basic Salary Table has been newly applied between 1 April 2022 and the day before the Date of Implementation, this amendment shall be applied from the Date of Implementation of the Basic Salary Table. However, this shall not apply when the University deems it particularly necessary.



Appendix 1 Basic Salary Table for Regular Staff (Relating to Article 11)

a) Basic Salary Table for Regular Staff (1)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class	9 <sup>th</sup> Class	10 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	150,100	198,500	234,400	266,000	290,700	319,200	362,900	408,100	458,400	521,700
2	151,200	200,300	236,000	267,700	292,900	321,400	365,500	410,500	461,500	524,600
3	152,400	202,100	237,500	269,200	295,000	323,700	367,900	413,000	464,500	527,700
4	153,500	203,900	239,000	271,000	297,000	325,900	370,500	415,400	467,500	530,800
5	154,600	205,400	240,300	272,700	298,800	328,100	372,400	417,300	470,500	533,900
6	155,700	207,200	241,900	274,500	300,800	330,100	374,900	419,600	473,500	536,200
7	156,800	209,000	243,400	276,300	302,600	332,300	377,200	421,700	476,500	538,700
8	157,900	210,800	244,900	278,300	304,200	334,500	379,700	423,900	479,600	541,100
9	158,900	212,400	246,000	280,200	306,100	336,400	382,100	425,900	482,300	543,500
10	160,300	214,200	247,500	282,200	308,400	338,600	384,800	428,000	485,400	545,300
11	161,600	216,000	249,000	284,100	310,600	340,600	387,400	430,100	488,400	547,100
12	162,900	217,800	250,300	286,000	312,900	342,800	390,100	432,200	491,500	549,000
13	164,100	219,200	251,800	287,900	315,000	344,600	392,500	433,900	494,200	550,700
14	165,600	221,000	253,000	289,700	317,100	346,600	394,800	435,700	496,500	552,100
15	167,100	222,700	254,300	291,200	319,300	348,600	397,000	437,700	498,800	553,400
16	168,700	224,500	255,500	292,600	321,400	350,600	399,400	439,700	501,100	554,500
17	169,800	226,100	256,800	294,400	323,300	352,300	401,200	441,600	503,200	555,800
18	171,200	227,800	258,200	296,400	325,300	354,300	403,200	443,400	504,600	556,800
19	172,600	229,400	259,600	298,500	327,300	356,100	405,100	445,200	506,100	557,700
20	174,000	230,900	261,100	300,500	329,300	358,000	406,900	446,900	507,500	558,600
21	175,300	232,200	262,700	302,400	331,000	359,900	408,800	448,700	508,700	559,500
22	177,800	233,800	264,400	304,500	333,100	361,800	410,600	450,200	510,100	
23	180,300	235,400	266,000	306,500	335,100	363,800	412,400	451,600	511,600	
24	182,800	236,900	267,600	308,600	337,200	365,700	414,300	453,100	513,100	
25	185,200	237,900	269,400	310,300	338,600	367,700	416,100	454,500	514,200	
26	186,900	239,400	271,200	312,400	340,500	369,600	417,600	455,800	515,300	
27	188,500	240,700	272,900	314,400	342,400	371,600	419,100	457,100	516,500	
28	190,200	241,900	274,600	316,400	344,300	373,600	420,700	458,300	517,700	
29	191,700	243,100	276,200	318,100	345,900	375,100	422,300	459,300	518,700	
30	193,400	244,100	277,900	320,100	347,800	376,900	423,600	460,000	519,600	
31	195,200	245,100	279,700	322,200	349,700	378,700	424,900	460,800	520,500	
32	196,900	246,100	281,200	324,300	351,500	380,300	426,100	461,500	521,400	
33	198,500	247,200	282,400	325,500	353,400	382,100	427,300	462,200	522,200	
34	199,900	248,100	284,100	327,500	355,200	383,500	428,600	463,000	523,100	
35	201,400	249,000	285,700	329,400	357,000	385,000	429,900	463,700	523,800	
36	202,900	250,000	287,400	331,500	358,700	386,600	431,100	464,300	524,300	
37	204,200	250,900	289,000	333,400	360,100	388,000	432,300	464,800	525,000	
38	205,500	252,200	290,700	335,300	361,400	389,200	433,100	465,400	525,600	
39	206,700	253,400	292,500	337,300	362,800	390,400	433,900	466,000	526,400	
40	208,000	254,700	294,300	339,200	364,200	391,500	434,700	466,600	527,000	
41	209,300	256,000	295,800	341,100	365,500	392,600	435,300	467,100	527,500	
42	210,600	257,400	297,500	343,000	366,400	393,800	436,000	467,600		
43	211,900	258,600	299,000	344,800	367,500	395,000	436,700	468,000		
44	213,200	259,800	300,600	346,700	368,600	396,100	437,400	468,300		
45	214,300	260,900	302,200	348,200	369,400	396,800	438,200	468,600		
46	215,600	262,100	303,900	349,600	370,300	397,500	439,000			
47	216,900	263,400	305,500	351,100	371,200	398,200	439,400			
48	218,200	264,500	307,200	352,600	372,100	398,900	440,100			
49	219,200	265,600	308,100	354,200	373,000	399,500	440,600			
50	220,300	266,600	309,600	355,000	373,800	400,100	441,000			
51	221,300	267,800	311,100	356,200	374,600	400,600	441,400			
52	222,300	268,900	312,700	357,200	375,400	401,000	441,800			
53	223,300	269,900	314,300	358,100	376,100	401,400	442,200			
54	224,200	270,900	315,900	359,200	376,800	401,700	442,600			
55	225,100	272,000	317,500	360,100	377,500	402,000	443,000			
56	226,000	273,100	319,000	361,200	378,200	402,300	443,300			





## b) Basic Salary Table for Regular Staff (2)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
1	—	187,400	208,500	254,100	281,000
2	—	188,700	209,700	255,300	282,900
3	—	190,100	211,100	256,300	284,500
4	—	191,300	212,300	257,400	286,200
5	—	192,300	213,600	258,300	287,900
6	—	193,800	215,000	259,300	289,400
7	—	195,200	216,400	260,400	290,600
8	—	196,500	217,800	261,300	291,800
9	—	197,900	219,100	262,200	293,300
10	—	198,900	220,700	262,900	295,100
11	—	200,200	222,300	263,800	296,800
12	—	201,200	223,700	264,700	298,600
13	—	202,400	224,900	265,700	300,000
14	148,700	203,500	226,400	266,700	301,700
15	149,800	204,600	227,900	267,600	303,300
16	150,800	205,700	229,200	268,500	304,800
17	151,900	206,600	230,000	269,400	306,300
18	153,300	207,700	230,700	270,500	307,900
19	154,500	208,700	231,600	271,500	309,500
20	155,700	209,700	232,600	272,300	311,200
21	156,800	210,600	233,200	273,200	312,200
22	158,000	211,700	234,700	274,100	313,600
23	159,200	212,800	236,000	275,100	315,000
24	160,400	213,700	237,000	275,900	316,500
25	161,500	214,600	238,300	276,500	317,600
26	163,000	215,500	239,500	277,300	319,100
27	164,500	216,200	240,800	278,200	320,500
28	166,000	217,100	242,000	279,100	321,900
29	167,400	217,900	242,800	280,000	323,500
30	168,800	219,100	244,000	281,100	324,700
31	170,300	220,100	245,200	282,100	326,000
32	171,800	220,900	246,300	283,100	327,200
33	173,100	221,500	247,400	283,800	328,300
34	174,800	222,500	248,400	284,700	329,200
35	176,500	223,600	249,500	285,600	330,300
36	178,200	224,700	250,500	286,700	331,400
37	179,900	225,200	251,600	287,300	332,500
38	181,300	226,300	252,500	288,200	333,600
39	183,000	227,400	253,500	289,100	334,600
40	184,500	228,400	254,500	290,000	335,600
41	185,800	229,200	255,500	290,600	336,600
42	187,200	230,200	256,700	291,600	337,600
43	188,500	231,200	257,600	292,600	338,600
44	189,900	232,100	258,900	293,500	339,600
45	191,400	233,000	259,600	294,200	340,500
46	192,700	233,900	260,600	295,100	341,500
47	194,100	234,700	261,700	296,000	342,500
48	195,500	235,400	262,600	296,900	343,500
49	196,800	236,300	263,700	297,600	344,400
50	197,900	237,300	264,700	298,200	345,300
51	199,000	238,300	265,800	298,900	346,200
52	200,200	239,300	266,500	299,700	347,000
53	201,300	240,300	267,200	300,300	347,800
54	202,400	241,300	268,000	301,100	348,600
55	203,300	242,000	269,000	301,800	349,400
56	204,400	242,700	270,000	302,500	350,100

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
57	205,500	243,500	270,800	303,200	350,800
58	206,400	244,400	271,800	303,900	351,600
59	207,400	245,300	272,900	304,700	352,400
60	208,400	246,000	273,900	305,400	353,100
61	209,500	246,800	274,900	306,000	353,800
62	210,400	247,600	276,000	306,700	354,500
63	211,300	248,500	276,800	307,400	355,200
64	212,200	249,200	277,900	308,100	355,900
65	212,800	250,000	278,700	308,600	356,500
66	213,600	250,600	279,500	309,100	357,000
67	214,300	251,300	280,300	309,700	357,500
68	215,000	251,800	281,100	310,300	358,000
69	215,400	252,500	281,700	310,900	358,400
70	215,800	253,100	282,500	311,300	
71	216,100	253,500	283,300	311,800	
72	216,400	253,900	284,000	312,300	
73	216,600	254,100	284,800	312,600	
74	217,000	254,500	285,500	313,100	
75	217,400	255,000	286,300	313,600	
76	218,000	255,500	287,100	314,000	
77	218,200	255,800	287,700	314,200	
78	218,700	256,200	288,200	314,500	
79	219,100	256,700	288,700	314,800	
80	219,500	257,200	289,100	315,100	
81	220,000	257,500	289,500	315,400	
82	220,300	257,800	289,900	315,700	
83	220,600	258,100	290,400	316,000	
84	221,000	258,400	290,900	316,300	
85	221,500	258,600	291,300	316,500	
86	221,900	258,800	291,900	316,900	
87	222,300	259,100	292,500	317,200	
88	223,000	259,400	293,100	317,400	
89	223,400	259,600	293,400	317,600	
90	223,900	259,800	293,900	317,900	
91	224,400	260,200	294,400	318,200	
92	224,800	260,400	294,800	318,500	
93	225,100	260,700	295,200	318,700	
94	225,500	261,100	295,700	319,000	
95	225,900	261,400	296,200	319,300	
96	226,200	261,700	296,700	319,500	
97	226,500	261,900	297,000	319,700	
98	226,900	262,200	297,400	320,000	
99	227,300	262,400	297,900	320,300	
100	227,700	262,700	298,400	320,500	
101	228,100	263,000	298,800	320,700	
102	228,500	263,200	299,200		
103	228,900	263,500	299,500		
104	229,300	263,800	299,800		
105	229,700	264,000	300,100		
106	230,200	264,200	300,500		
107	230,500	264,500	300,900		
108	230,900	264,700	301,300		
109	231,100	265,000	301,600		
110	231,500	265,300	302,000		
111	232,000	265,600	302,400		
112	232,400	265,800	302,700		
113	232,600	266,000	302,900		
114	233,100	266,300	303,200		
115	233,600	266,500	303,500		
116	234,100	266,700	303,700		

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
117	234,400	267,000	303,900		
118	234,800	267,300	304,200		
119	235,200	267,600	304,500		
120	235,600	267,900	304,700		
121	236,000	268,100	304,900		
122		268,300	305,200		
123		268,600	305,500		
124		268,900	305,700		
125		269,100	305,900		
126		269,300	306,200		
127		269,600	306,500		
128		269,900	306,700		
129		270,100	306,900		
130		270,300	307,200		
131		270,600	307,500		
132		270,900	307,700		
133		271,100	307,900		
134		271,300			
135		271,600			
136		271,900			
137		272,100			

Appendix 2 Basic Salary Table for Academic Staff (Relating to Article 11)

a) Basic Salary Table for Academic Staff (1)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen
Amount of Additional Payment	—	10,500	23,800	25,400	30,000
1	177,900	220,100	281,000	327,600	406,000
2	180,000	222,400	284,000	330,500	408,300
3	182,000	224,600	286,800	333,500	410,700
4	184,000	226,800	289,600	336,500	413,200
5	185,800	228,900	292,200	339,700	415,300
6	188,200	231,000	294,600	342,100	417,800
7	190,600	233,200	296,800	344,700	420,000
8	193,000	235,300	299,100	347,100	422,500
9	195,600	237,600	301,600	349,800	424,200
10	198,100	240,000	304,000	352,500	426,700
11	200,800	242,400	306,400	355,200	429,000
12	203,400	244,800	308,900	358,200	431,300
13	205,700	246,900	311,200	361,000	432,700
14	207,600	249,300	313,200	362,900	434,900
15	209,400	251,700	315,200	365,100	437,100
16	211,400	254,100	316,900	367,600	439,400
17	213,400	256,100	319,100	369,600	441,500
18	215,100	259,200	320,900	371,800	443,900
19	216,900	262,300	322,900	373,900	446,200
20	218,600	265,400	324,600	375,800	448,600
21	220,500	268,300	326,300	377,600	450,700
22	222,400	271,300	328,700	379,400	453,000
23	224,300	274,200	330,900	380,900	455,400
24	226,200	277,100	333,300	382,100	457,700
25	228,000	279,700	335,300	383,500	459,700
26	230,100	282,300	337,300	385,300	461,900
27	232,200	284,800	339,400	387,100	464,000
28	234,300	287,400	341,800	389,000	466,200
29	236,100	290,000	344,000	390,900	468,300
30	238,300	292,300	346,100	392,600	470,600
31	240,600	294,500	348,000	394,300	472,800
32	242,900	296,800	349,800	396,000	474,900
33	245,100	299,000	351,700	397,600	476,800
34	246,900	301,200	353,600	399,400	478,900
35	248,600	303,700	355,300	400,900	481,200
36	250,300	305,900	356,800	402,700	483,400
37	251,800	308,400	358,400	403,800	485,500
38	253,300	309,700	360,400	405,400	487,500
39	254,800	311,400	362,500	406,900	489,400
40	256,400	312,800	364,400	408,400	491,300
41	258,100	314,500	366,300	409,300	493,300
42	259,700	315,000	368,200	410,900	495,200
43	261,100	315,500	370,000	412,400	496,900
44	262,600	316,000	371,800	414,000	498,800
45	263,500	316,800	373,600	415,300	500,700
46	265,000	317,800	375,400	416,900	502,500
47	266,500	318,600	376,900	418,300	504,300
48	267,800	319,600	378,700	419,900	506,200
49	269,300	320,400	380,200	421,300	507,900
50	269,800	321,300	381,800	422,600	509,600
51	270,400	322,100	383,400	423,900	511,400
52	271,100	322,900	385,100	425,200	513,300
53	271,700	324,000	386,200	425,900	514,900
54	272,300	324,800	387,700	426,900	516,500
55	272,800	325,500	389,100	427,800	518,200

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
56	273,300	326,300	390,700	428,700	519,800
57	273,800	326,800	392,000	429,600	521,400
58	274,900	327,500	393,400	430,500	522,700
59	275,800	328,400	394,700	431,400	524,000
60	276,800	329,200	396,200	432,300	525,200
61	277,800	330,200	397,500	433,200	526,400
62	278,700	331,200	398,900	434,100	527,400
63	279,500	332,300	400,400	435,100	528,400
64	280,300	333,400	401,900	436,200	529,400
65	281,200	334,100	402,900	437,100	530,000
66	281,900	335,200	404,000	438,100	530,900
67	282,900	335,900	405,000	439,100	531,800
68	283,800	337,000	406,100	440,000	532,700
69	284,400	337,600	407,100	441,000	533,600
70	285,200	338,700	408,000	442,000	534,400
71	286,000	339,600	408,800	442,900	535,100
72	286,900	340,700	409,600	443,900	535,600
73	287,800	341,000	410,400	444,900	536,300
74	288,900	342,000	411,300	445,800	536,800
75	289,900	343,000	412,100	446,700	537,600
76	291,000	344,000	412,900	447,700	538,200
77	291,500	345,000	413,600	448,500	538,700
78	292,500	346,000	414,100	449,000	539,300
79	293,400	346,900	414,500	449,700	539,900
80	294,300	347,800	414,900	450,300	540,500
81	295,200	348,800	415,200	451,100	541,100
82	296,100	349,800	415,600	451,800	
83	297,000	350,800	415,900	452,100	
84	297,800	351,800	416,300	452,700	
85	298,100	352,400	416,600	453,100	
86	298,900	353,000	417,000	453,500	
87	299,700	353,600	417,400	453,900	
88	300,600	354,200	417,800	454,200	
89	301,500	354,800	418,100	454,500	
90	302,100	355,200	418,500	454,800	
91	302,800	355,600	418,900	455,300	
92	303,400	356,100	419,200	455,600	
93	304,000	356,600	419,500	455,900	
94	304,700	357,000	419,900	456,200	
95	305,400	357,500	420,200	456,500	
96	306,100	358,000	420,500	456,800	
97	306,300	358,600	420,800	457,100	
98	306,800	359,100	421,200	457,600	
99	307,300	359,500	421,500	457,900	
100	307,800	360,000	421,800	458,200	
101	308,100	360,400	422,100	458,500	
102	308,500	360,900	422,500		
103	308,800	361,200	422,800		
104	309,400	361,700	423,100		
105	309,800	362,200	423,400		
106	310,200	362,600	423,800		
107	310,500	363,100	424,100		
108	310,900	363,600	424,400		
109	311,100	364,000	424,700		
110	311,500	364,500	425,000		
111	311,900	365,000	425,300		
112	312,300	365,400	425,600		
113	312,600	365,800	425,900		
114	313,000	366,200	426,200		
115	313,300	366,700	426,500		



Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class
116	313,600	367,100	426,800		
117	313,900	367,500	427,000		
118	314,300	367,900			
119	314,700	368,400			
120	315,100	368,800			
121	315,300	369,100			
122	315,500	369,500			
123	315,800	370,000			
124	316,100	370,300			
125	316,400	370,700			
126	316,600	371,200			
127	316,900	371,700			
128	317,300	372,100			
129	317,600	372,500			
130	317,900	373,000			
131	318,300	373,500			
132	318,500	374,000			
133	318,700	374,500			
134	319,000	375,000			
135	319,300	375,500			
136	319,500	376,000			
137	319,800	376,500			
138	320,000	377,000			
139	320,300	377,500			
140	320,600	378,000			
141	320,900	378,500			
142	321,300				
143	321,700				
144	322,100				
145	322,300				
146	322,700				
147	323,000				
148	323,400				
149	323,600				
150	324,000				
151	324,300				
152	324,700				
153	324,900				
154	325,300				
155	325,700				
156	326,100				
157	326,300				

NOTE: For individuals to whom 2nd, 3rd, 4th or 5th Class (for 2nd Class, limited to Assistant Professors) apply, the monthly amount of Basic Salary shall be the Amount of Additional Payment added to the amount set forth in each Grade.

b) Basic Salary Table for Academic Staff (2)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen
1	187,900	221,500	281,000
2	190,400	223,600	284,000
3	193,000	225,600	286,800
4	195,600	227,700	289,600
5	198,300	229,600	292,200
6	201,000	231,600	294,700
7	203,700	233,700	297,000
8	206,500	235,700	299,300
9	209,300	237,900	301,600
10	212,000	240,300	304,100
11	214,900	242,700	306,500
12	217,600	245,100	309,000
13	220,100	247,100	311,200
14	221,700	249,400	313,200
15	223,500	251,700	315,200
16	225,200	254,000	316,900
17	226,900	256,200	319,300
18	228,600	259,300	321,500
19	230,400	262,400	323,900
20	231,900	265,500	326,100
21	233,800	268,300	328,100
22	235,700	271,300	330,800
23	237,700	274,200	333,100
24	239,700	277,100	335,900
25	241,300	279,700	338,600
26	243,200	282,300	341,200
27	245,100	284,800	343,800
28	247,100	287,400	346,600
29	248,800	290,000	349,200
30	250,700	292,100	351,700
31	252,700	294,100	354,000
32	254,700	296,200	356,300
33	256,500	298,000	358,600
34	258,500	300,100	360,500
35	260,400	302,200	362,100
36	262,300	304,100	363,500
37	263,500	306,100	365,500
38	265,000	307,700	367,600
39	266,500	309,400	369,800
40	268,000	310,900	372,000
41	269,500	312,200	374,200
42	270,600	314,200	376,200
43	271,500	315,900	378,300
44	272,500	318,000	380,400
45	273,400	320,000	381,900
46	274,300	322,000	383,900
47	274,900	324,100	385,700
48	275,600	326,400	387,700
49	276,500	328,600	388,600
50	277,000	330,900	390,400
51	277,500	333,000	392,000
52	278,100	335,000	393,800
53	278,800	337,100	394,800
54	279,400	338,700	396,400
55	280,000	340,000	397,900

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class
56	280,600	341,200	399,600
57	281,400	342,900	400,900
58	282,500	344,800	402,600
59	283,400	346,500	404,200
60	284,800	348,500	405,800
61	285,700	350,300	407,100
62	287,100	352,100	408,700
63	288,200	354,000	410,200
64	289,300	355,800	411,800
65	290,200	357,500	413,200
66	291,300	359,400	414,200
67	292,500	361,100	415,200
68	293,600	362,900	416,100
69	294,400	364,400	417,100
70	295,100	366,100	418,100
71	295,900	367,800	419,200
72	296,700	369,500	420,100
73	297,800	370,800	420,800
74	298,800	372,400	421,600
75	299,900	373,800	422,600
76	301,000	375,400	423,600
77	301,700	377,000	424,600
78	302,600	378,700	425,600
79	303,400	380,200	426,600
80	304,300	381,900	427,500
81	305,000	383,400	428,200
82	305,900	384,800	429,100
83	306,800	386,400	430,000
84	307,700	388,000	430,800
85	308,100	389,000	431,700
86	308,800	390,300	432,500
87	309,500	391,700	433,300
88	310,400	393,100	434,200
89	311,300	394,400	434,900
90	312,100	395,500	435,400
91	312,900	396,600	436,000
92	313,600	397,800	436,400
93	314,300	398,600	436,900
94	315,000	399,700	437,400
95	315,700	400,800	437,800
96	316,400	401,800	438,200
97	316,800	402,700	438,400
98	317,200	403,700	438,800
99	317,600	404,700	439,100
100	318,000	405,600	439,400
101	318,300	406,400	439,700
102	318,700	407,400	
103	319,000	408,400	
104	319,400	409,400	
105	319,800	410,000	
106	320,300	410,700	
107	320,800	411,400	
108	321,300	412,000	
109	321,700	412,500	
110	322,200	412,900	
111	322,600	413,200	
112	323,100	413,500	
113	323,400	413,700	
114	323,900	414,000	

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class
115	324,300	414,300	
116	324,800	414,600	
117	325,100	414,800	
118	325,500	415,100	
119	326,000	415,400	
120	326,500	415,600	
121	326,700	415,800	
122	327,100	416,100	
123	327,600	416,400	
124	327,900	416,600	
125	328,100	416,800	
126	328,400		
127	328,900		
128	329,300		
129	329,500		
130	329,900		
131	330,400		
132	330,800		
133	331,000		
134	331,400		
135	331,900		
136	332,200		
137	332,500		
138	332,900		
139	333,300		
140	333,700		
141	334,100		

Appendix 3 Basic Salary Table for Medical Staff (Relating to Article 11)

a) Basic Salary Table for Medical Staff (A)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	155,100	191,500	226,800	252,400	282,100	327,000	371,100	437,200
2	156,500	193,100	228,400	253,500	284,000	329,000	373,800	439,800
3	157,900	194,700	230,000	254,700	286,100	331,200	376,400	442,300
4	159,300	196,300	231,600	256,000	288,100	333,400	379,100	444,900
5	160,500	197,800	233,000	257,200	290,200	335,200	381,500	447,300
6	162,300	199,300	234,600	258,400	292,300	337,400	384,200	449,800
7	164,000	200,900	236,100	259,500	294,200	339,400	386,800	452,300
8	165,600	202,400	237,700	260,500	296,200	341,600	389,500	454,800
9	167,200	204,000	238,600	261,800	298,000	343,400	391,600	457,200
10	168,900	205,700	240,000	262,500	299,900	345,500	393,900	459,600
11	170,500	207,300	241,400	263,400	301,500	347,600	396,100	462,200
12	172,300	209,000	242,500	264,200	303,100	349,700	398,300	464,600
13	173,700	210,400	244,000	265,300	305,100	351,200	400,400	467,100
14	175,500	212,000	245,300	266,400	307,000	353,200	402,400	468,600
15	177,400	213,600	246,500	267,600	309,100	355,100	404,400	469,900
16	179,200	215,200	247,800	268,700	311,100	357,100	406,500	471,200
17	181,100	216,600	248,600	270,200	313,100	358,900	408,300	472,400
18	182,600	218,200	249,800	271,900	315,100	360,900	410,300	473,700
19	184,400	219,900	250,900	273,600	317,200	362,900	412,200	475,000
20	186,200	221,600	252,000	275,300	319,300	364,900	414,300	476,300
21	187,700	222,900	253,400	277,000	321,100	366,700	416,100	477,500
22	189,200	224,400	254,200	278,700	323,100	368,700	417,700	478,900
23	190,700	225,800	255,100	280,400	324,900	370,800	419,300	480,300
24	192,200	227,300	256,000	282,000	326,900	372,900	420,800	481,500
25	193,800	228,500	257,000	283,700	328,600	374,300	422,300	482,900
26	195,100	229,900	258,100	285,400	330,500	376,100	423,600	484,200
27	196,600	231,200	259,200	287,200	332,500	377,900	424,900	485,600
28	198,000	232,400	260,400	288,800	334,500	379,600	426,200	487,000
29	199,500	233,600	261,800	290,200	335,800	381,400	427,500	488,400
30	200,700	234,900	263,400	291,800	337,600	382,900	428,700	489,500
31	202,000	236,400	265,000	293,400	339,300	384,500	429,900	490,600
32	203,300	237,700	266,500	295,100	341,100	386,200	431,000	491,700
33	204,700	238,700	267,800	296,800	342,800	387,500	432,200	492,800
34	206,100	240,000	269,500	298,500	344,600	388,800	433,400	493,700
35	207,400	240,900	271,100	300,300	346,500	390,100	434,600	494,600
36	208,800	242,100	272,700	302,100	348,300	391,300	435,800	495,500
37	209,900	243,400	274,100	303,400	350,100	392,400	437,100	496,500
38	211,200	244,500	275,600	305,100	351,800	393,600	437,900	
39	212,500	245,600	277,200	306,600	353,400	394,700	438,300	
40	213,800	246,700	278,600	308,200	355,100	395,800	439,000	
41	214,900	247,800	279,800	309,900	356,300	396,600	439,500	
42	216,100	248,700	281,200	311,600	357,400	397,400	439,900	
43	217,300	249,600	282,700	313,200	358,600	398,200	440,300	
44	218,500	250,400	284,200	314,900	359,800	399,000	440,700	
45	219,600	251,500	285,700	315,800	361,000	399,400	441,100	
46	220,700	252,800	287,400	317,200	361,800	400,000	441,500	
47	221,700	254,100	289,100	318,700	363,000	400,500	441,900	
48	222,700	255,300	290,700	320,300	364,100	400,900	442,200	
49	223,600	256,800	291,900	321,700	365,100	401,300	442,500	
50	224,500	258,200	293,500	323,000	366,100	401,600	442,900	
51	225,400	259,400	294,800	324,200	367,100	401,900	443,200	
52	226,300	260,600	296,400	325,500	368,100	402,200	443,500	
53	226,600	261,600	297,700	326,600	368,900	402,500	443,800	
54	227,400	262,900	299,200	327,600	369,700	402,800		
55	228,000	264,200	300,600	328,700	370,600	403,100		

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class	8 <sup>th</sup> Class
56	228,800	265,300	302,100	329,700	371,500	403,400		
57	229,500	266,100	303,100	330,200	372,000	403,700		
58	230,200	267,300	304,300	331,100	372,800	404,000		
59	230,800	268,500	305,500	331,900	373,600	404,300		
60	231,400	269,600	306,900	332,800	374,400	404,700		
61	232,100	270,500	308,200	333,600	374,800	404,900		
62	232,700	271,600	309,400	333,900	375,500	405,200		
63	233,300	272,700	310,700	334,500	376,200	405,500		
64	234,000	273,800	311,900	335,200	376,900	405,800		
65	234,600	274,600	313,300	335,800	377,300	406,000		
66	235,300	275,700	314,100	336,500	377,900			
67	236,000	276,600	314,900	337,200	378,600			
68	236,700	277,700	315,700	337,900	379,200			
69	237,300	278,700	316,300	338,600	379,600			
70	237,900	279,700	317,000	339,100	380,100			
71	238,500	280,800	317,700	339,700	380,600			
72	239,000	281,900	318,300	340,300	381,100			
73	239,600	282,500	319,000	340,600	381,700			
74	240,300	283,200	319,200	341,200	382,200			
75	241,000	283,700	319,800	341,700	382,800			
76	241,500	284,500	320,400	342,300	383,400			
77	241,900	285,300	321,000	342,800	383,900			
78	242,400	285,900	321,500	343,300	384,400			
79	242,900	286,500	322,000	343,800	384,900			
80	243,200	287,100	322,500	344,200	385,400			
81	243,500	287,800	323,100	344,500	385,700			
82	243,800	288,300	323,600	344,800	386,200			
83	244,100	288,700	324,000	345,200	386,600			
84	244,400	289,100	324,500	345,500	387,000			
85	244,700	289,300	325,000	346,000	387,400			
86		289,500	325,400	346,300				
87		289,700	325,600	346,600				
88		289,900	326,000	346,900				
89		290,300	326,400	347,300				
90		290,500	326,800	347,600				
91		290,700	327,200	348,000				
92		290,900	327,600	348,300				
93		291,300	327,900	348,700				
94		291,500	328,100	349,000				
95		291,700	328,500	349,300				
96		292,000	328,800	349,600				
97		292,400	329,000	349,900				
98		292,700	329,300	350,300				
99		292,900	329,600	350,700				
100		293,200	329,900	351,100				
101		293,500	330,100	351,600				
102		293,700	330,400	352,000				
103		293,900	330,800	352,400				
104		294,200	331,000	352,800				
105		294,500	331,200	353,300				
106			331,400					
107			331,800					
108			332,000					
109			332,200					
110			332,600					
111			333,000					
112			333,400					
113			333,600					

b) Basic Salary Table for Medical Staff (B)

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class
Grade	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary	Monthly Basic Salary
	Yen	Yen	Yen	Yen	Yen	Yen	Yen
1	169,900	197,000	243,600	265,700	288,400	330,100	374,100
2	171,300	198,900	245,400	266,600	290,000	332,200	376,700
3	172,800	200,900	247,200	267,500	291,600	334,200	379,400
4	174,200	202,800	249,000	268,400	293,400	336,400	382,000
5	175,600	204,900	250,400	268,900	295,000	338,400	384,200
6	177,100	206,900	251,700	269,900	296,800	340,500	386,600
7	178,600	209,100	252,800	270,600	298,500	342,600	388,900
8	180,100	211,200	254,100	271,500	300,200	344,700	391,200
9	181,300	213,200	254,900	272,600	301,900	346,200	393,200
10	183,000	214,600	255,800	273,200	303,500	348,200	395,300
11	184,600	216,000	256,700	274,200	304,800	350,100	397,500
12	186,100	217,200	257,500	275,200	306,100	352,100	399,800
13	187,500	218,600	258,600	276,200	307,600	354,000	401,700
14	189,500	220,000	259,600	277,200	309,200	356,100	403,700
15	191,500	221,500	260,400	278,200	311,000	358,200	405,900
16	193,500	222,700	261,300	279,300	312,800	360,200	408,100
17	195,500	224,100	261,800	280,600	314,500	362,200	410,100
18	197,500	225,600	262,700	281,800	316,100	364,200	412,300
19	199,500	227,100	263,500	282,800	317,800	366,300	414,500
20	201,500	228,600	264,300	284,000	319,500	368,400	416,600
21	203,500	229,700	265,200	285,500	320,900	370,100	418,500
22	205,400	231,400	265,900	287,100	322,400	372,200	420,400
23	207,500	233,100	266,800	288,400	323,900	374,300	422,200
24	209,600	234,700	267,600	289,700	325,400	376,300	424,100
25	211,200	236,000	268,600	290,800	326,800	378,300	425,800
26	212,500	237,700	269,400	292,400	328,200	379,900	427,400
27	213,700	239,400	270,300	294,100	329,700	381,800	429,100
28	215,000	241,100	271,300	295,600	331,300	383,700	430,700
29	216,200	242,700	272,500	296,600	332,400	385,500	432,000
30	217,300	244,100	273,700	298,000	333,900	387,200	433,300
31	218,600	245,400	275,200	299,400	335,300	389,100	434,900
32	219,700	246,500	276,500	300,900	336,800	390,900	436,400
33	221,000	247,500	278,000	302,300	338,400	392,600	438,100
34	222,300	248,600	279,400	303,800	339,900	394,300	439,700
35	223,600	249,500	280,600	305,400	341,500	396,100	441,100
36	224,900	250,500	281,800	307,000	343,000	397,800	442,500
37	226,000	251,200	283,300	308,300	344,700	399,400	443,600
38	227,400	252,200	284,500	309,700	346,300	401,100	444,900
39	228,700	253,100	285,900	311,100	347,800	402,900	446,200
40	230,100	254,100	287,100	312,700	349,400	404,700	447,600
41	231,000	254,500	288,100	314,200	350,600	406,200	448,600
42	232,400	255,400	289,400	315,600	352,100	407,700	449,300
43	233,700	256,200	290,700	317,000	353,600	409,200	450,100
44	235,100	256,900	292,100	318,500	355,000	410,500	450,700
45	236,300	257,700	293,400	319,300	356,600	411,600	451,600
46	237,700	258,400	294,800	320,700	357,600	412,700	452,300
47	239,000	259,300	296,300	322,100	359,100	413,800	453,100
48	240,300	260,100	297,800	323,600	360,400	415,000	453,900
49	241,200	260,900	298,900	324,700	361,800	416,300	454,600
50	242,300	261,800	300,200	326,100	363,200	417,400	455,300
51	243,300	262,700	301,400	327,400	364,500	418,600	456,000
52	244,300	263,700	302,800	328,700	365,900	419,700	456,800
53	245,000	264,800	304,200	330,100	367,400	420,900	457,600
54	246,000	266,000	305,500	331,500	368,600	421,900	458,400
55	246,900	267,300	306,900	332,900	369,700	423,000	459,100
56	247,800	268,600	308,300	334,200	370,900	424,100	459,800

Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class
57	248,500	270,000	309,100	335,100	372,000	425,200	460,600
58	249,500	271,500	310,300	336,400	372,900	425,700	
59	250,100	272,900	311,500	337,600	373,900	426,300	
60	250,900	274,300	312,900	338,900	374,900	426,700	
61	251,700	275,600	314,000	340,000	375,500	427,300	
62	252,500	276,900	315,300	340,900	376,300	427,800	
63	253,300	278,300	316,600	342,100	377,100	428,200	
64	254,100	279,400	317,800	343,400	377,900	428,700	
65	254,800	280,500	319,100	344,500	378,600	429,300	
66	255,500	281,800	320,400	345,700	379,300	429,700	
67	256,300	283,100	321,700	346,900	380,100	430,000	
68	257,000	284,400	323,000	348,000	380,800	430,300	
69	257,800	285,500	323,700	349,000	381,400	430,700	
70	258,600	287,000	324,800	350,000	382,000		
71	259,500	288,500	325,900	351,100	382,700		
72	260,500	289,900	326,800	352,200	383,300		
73	261,800	290,900	328,100	353,000	384,000		
74	263,100	292,300	328,800	354,100	384,500		
75	264,200	293,500	329,900	355,200	385,100		
76	265,300	294,800	331,100	356,300	385,600		
77	266,200	296,200	332,200	357,000	386,000		
78	267,200	297,500	333,400	357,800	386,600		
79	268,400	298,700	334,500	358,600	387,100		
80	269,400	300,000	335,700	359,300	387,400		
81	270,300	300,500	336,800	359,900	387,700		
82	271,200	301,700	337,900	360,400	388,200		
83	272,200	302,800	338,900	361,000	388,600		
84	273,100	304,000	340,000	361,500	388,900		
85	273,900	305,100	340,900	362,100	389,200		
86	274,700	306,300	341,900	362,600	389,700		
87	275,600	307,500	342,800	363,200	390,200		
88	276,500	308,600	343,800	363,700	390,600		
89	277,300	309,900	344,800	364,100	390,900		
90	278,200	311,100	345,600	364,500	391,300		
91	279,000	312,300	346,400	365,100	391,800		
92	280,000	313,500	347,200	365,600	392,200		
93	280,900	314,300	347,800	365,900	392,600		
94	281,900	315,000	348,400	366,400			
95	282,800	315,700	349,100	366,800			
96	283,800	316,300	349,700	367,100			
97	284,400	317,000	350,100	367,700			
98	285,200	317,300	350,500	368,200			
99	285,800	317,900	351,000	368,700			
100	286,700	318,600	351,400	369,200			
101	287,500	319,000	351,900	369,800			
102	288,300	319,600	352,300	370,300			
103	289,100	320,200	352,800	370,800			
104	289,900	320,800	353,200	371,200			
105	290,600	321,200	353,500	371,800			
106	291,100	321,700	354,000	372,300			
107	291,600	322,200	354,400	372,800			
108	292,100	322,700	354,700	373,300			
109	292,300	323,100	355,200	373,900			
110	292,600	323,500	355,700	374,300			
111	292,800	323,800	356,200	374,800			
112	293,200	324,100	356,700	375,300			
113	293,500	324,500	357,200	375,900			
114	293,700	324,900	357,700				
115	294,100	325,300	358,200				
116	294,400	325,600	358,600				



Work Class	1 <sup>st</sup> Class	2 <sup>nd</sup> Class	3 <sup>rd</sup> Class	4 <sup>th</sup> Class	5 <sup>th</sup> Class	6 <sup>th</sup> Class	7 <sup>th</sup> Class
117	294,700	325,800	359,000				
118	295,000	326,100	359,400				
119	295,300	326,500	359,900				
120	295,700	326,700	360,400				
121	296,000	326,900	360,800				
122	296,400	327,200	361,300				
123	296,700	327,500	361,800				
124	297,100	327,800	362,300				
125	297,300	328,000	362,600				
126	297,500	328,300					
127	297,800	328,700					
128	298,200	328,900					
129	298,400	329,100					
130	298,700	329,300					
131	299,100	329,700					
132	299,500	329,900					
133	299,700	330,200					
134	300,000	330,600					
135	300,400	331,000					
136	300,700	331,400					
137	300,900	331,700					
138	301,200	332,100					
139	301,600	332,500					
140	301,900	332,900					
141	302,100	333,200					
142	302,500	333,600					
143	302,900	333,900					
144	303,200	334,300					
145	303,400	334,600					
146	303,600	335,000					
147	303,900	335,400					
148	304,300	335,800					
149	304,500	336,100					
150	304,700	336,500					
151	305,000	336,900					
152	305,300	337,300					
153	305,700	337,600					
154	305,900						
155	306,100						
156	306,400						
157	306,700						
158	307,000						
159	307,300						
160	307,600						
161	308,000						
162	308,300						
163	308,600						
164	308,900						
165	309,300						
166	309,600						
167	309,900						
168	310,200						
169	310,600						

Appendix 4 Basic Salary Table for Designated Duties Staff (Relating to Article 11

Grade	Monthly Basic Salary
	Yen
1	706,000
2	761,000
3	818,000
4	895,000
5	965,000
6	1,035,000
7	1,107,000
8	1,175,000

Appendix 5 (Relating to Article 24) Classification of Eligible University Staff

Place of Work	Employees	Adjustment Index
1. Graduate School, etc.	(1) Assistant possessing doctorate, or research record of 5 years after completion of master course or 6 years after completion of 6-year course in the undergraduate course	1
2. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Pathological bacteria technician normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances. (2) Employees engaged in work primarily comprising the content detailed in (1) above.	1
3. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for Microbial Diseases	(1) Employees directly engaged in work primarily comprising the raising of animals with contagious or other hazardous pathogens as defined in the provisions of Article 6 of the laws pertaining to prevention of contagion and the treatment of patients with contagious diseases (Law No. 114 of 1998) experimentation of such animals.	1
4. Osaka University Hospital and Osaka University Dental Hospital	(1) Nursing assistants primarily engaged in work in wards for the purpose of hospitalization of patients suffering from tuberculosis (hereinafter referred to as "tuberculosis wards") or in wards for the purpose of hospitalization of patients suffering from mental illnesses (hereinafter referred to as "wards for the mentally ill").	3
	(2) Matrons (those engaged solely in the supervision of said wards), nurses and associate nurses engaged in work in tuberculosis wards of wards for the mentally ill. (3) Physicians and dentists directly engaged in the treatment of patients suffering from tuberculosis or mental illness as their prime work. (4) Pathological bacteria technicians normally engaged in the direct handling of specimens contaminated with hazardous pathogens and in direct contact with both in and out patients. (5) Diagnostic radiology technicians normally engaged in treatment using radiation and other work involving the use of radiation and in direct contact with both in and out patients. (6) Employees whose primary work involves direct involvement in the application of occupational therapy techniques to patients suffering from mental illnesses. (7) Laundry Staff normally involved in the direct handling of materials containing hazardous pathogens or contaminants.	2
	(8) Matrons (with the exception of those cited in (2)) working in tuberculosis wards, wards for the mentally ill and wards for the hospitalization of patients requiring intensive monitoring and treatment (hereinafter referred to as "intensive care wards") and nurses and associate nurses working in intensive care wards. (9) Physicians whose primary work involves the direct treatment of patients hospitalized in intensive care wards. (10) Occupational therapy technicians or physical therapy technicians working in intensive care wards (limited only to the cerebral stroke center (cerebral stroke care unit)), whose primary work involves the direct treatment with occupational therapy or physical therapy. (11) Chief nurses, nurses and assistant nurses working for the surgical divisions (central operating rooms). (12) Patient administration office staff normally working at reception or other areas and in direct contact with both in and out patients.	1
5. Research Center for Nuclear Physics	(1) Employees whose primary work involves the operation and maintenance of radiation generators (cyclotrons), measuring devices or other test equipment accessory to radiation generators or who are directly engaged in work involving experiments or research using such equipment (restricted to equipment separately defined by The University). (2) Employees whose primary work involves the management of safety and radioactive materials in facilities housing radiation generators (with the exception of high-energy accelerators, etc.) or the processing of radioactive waste.	1

Appendix 6 Basic Adjustment Amount (Relating to Article 24)

A) Basic Salary Table for Regular Staff (1)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	6,600yen
2 <sup>nd</sup> Class	8,500yen
3 <sup>rd</sup> Class	9,600yen
4 <sup>th</sup> Class	10,200yen
5 <sup>th</sup> Class	10,600yen
6 <sup>th</sup> Class	11,200yen
7 <sup>th</sup> Class	12,100yen
8 <sup>th</sup> Class	12,700yen
9 <sup>th</sup> Class	14,300yen
10 <sup>th</sup> Class	15,900yen

B) Basic Salary Table for Regular Staff (2)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	6,000yen
2 <sup>nd</sup> Class	7,400yen
3 <sup>rd</sup> Class	8,500yen
4 <sup>th</sup> Class	8,700yen
5 <sup>th</sup> Class	9,600yen

C) Basic Salary Table for Academic Staff(1)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	9,000yen
2 <sup>nd</sup> Class	10,500yen
3 <sup>rd</sup> Class	11,900yen
4 <sup>th</sup> Class	12,700yen
5 <sup>th</sup> Class	15,000yen

D) Basic Salary Table for Academic Staff (2)

Work Class	Basic Adjustment Amount
2 <sup>nd</sup> Class	11,300yen

E) Basic Salary Table for Medical Staff (A)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	6,200yen
2 <sup>nd</sup> Class	8,000yen
3 <sup>rd</sup> Class	9,100yen
4 <sup>th</sup> Class	9,700yen
5 <sup>th</sup> Class	10,500yen
6 <sup>th</sup> Class	11,300yen
7 <sup>th</sup> Class	12,200yen
8 <sup>th</sup> Class	13,800yen

F) Basic Salary Table for Medical Staff (B)

Work Class	Basic Adjustment Amount
1 <sup>st</sup> Class	8,100yen
2 <sup>nd</sup> Class	9,400yen
3 <sup>rd</sup> Class	9,700yen
4 <sup>th</sup> Class	10,000yen
5 <sup>th</sup> Class	10,400yen
6 <sup>th</sup> Class	11,600yen
7 <sup>th</sup> Class	12,500yen

Appendix 7 Administrative Post Allowance (Relating to Article 25)

Basic Salary Table	Work Class	Classification	Administrative Post Allowance (yen)
Basic Salary Table for Regular Staff (1)	7~8	Type I A	160,000
		Type I B	130,000
		Type II	110,000
	5~6	Type III	90,000
Basic Salary Table for Academic Staff (1)	5	Type II	300,000
		Type III	250,000
		Type IV	80,200
		Type V	66,800
	4	Type VI	42,800
		Type IV	68,800
	Type V	57,300	
Basic Salary Table for Medical Staff (A)	5~8	Type IV	79,000
Basic Salary Table for Medical Staff (B)	5~7	Type II	102,000
		Type III	90,000
	4~5	Type IV	72,000

NOTE: If an employee holding an Administrative post, subject to Basic Salary Table for Regular Staff (1) also serves as Executive Advisor to the President, work class Type I A shall be applied.

Appendix Table 8 Adjustment Allowance for Medical Staff (Relating to Article 26)

Classification Period	Amount of Allowance
	Yen
Less than 1 year	50,800
1 year or more but less than 2 years	50,800
2 years or more but less than 3 years	50,800
3 years or more but less than 4 years	50,800
4 years or more but less than 5 years	50,800
5 years or more but less than 6 years	50,800
6 years or more but less than 7 years	49,000
7 years or more but less than 8 years	47,200
8 years or more but less than 9 years	45,400
9 years or more but less than 10 years	43,600
10 years or more but less than 11 years	41,800
11 years or more but less than 12 years	40,000
12 years or more but less than 13 years	38,200
13 years or more but less than 14 years	36,400
14 years or more but less than 15 years	35,000
15 years or more but less than 16 years	33,600
16 years or more but less than 17 years	32,200
17 years or more but less than 18 years	30,800
18 years or more but less than 19 years	29,400
19 years or more but less than 20 years	28,000
20 years or more but less than 21 years	26,600
21 years or more but less than 22 years	26,000
22 years or more but less than 23 years	25,400
23 years or more but less than 24 years	24,400
24 years or more but less than 25 years	23,800
25 years or more but less than 26 years	23,200
26 years or more but less than 27 years	22,600
27 years or more but less than 28 years	22,000
28 years or more but less than 29 years	21,200
29 years or more but less than 30 years	20,900
30 years or more but less than 31 years	20,500
31 years or more but less than 32 years	19,900
32 years or more but less than 33 years	19,000
33 years or more but less than 34 years	18,100
34 years or more but less than 35 years	17,400
35 years or more	0