

Detailed Rules Pertaining to Dependent Allowance 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.

(Purpose)

- Article 1: The purpose of these detailed rules shall be to define matters concerning the payment of dependent allowance in accordance with the provisions of Article 27 of The Salary Regulations for National University Corporation Osaka University Staff (hereinafter referred to as "The Salary Regulations") and Article 24 of The Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System (hereinafter referred to as "The Salary Regulations for Staff Subject to New Annual Salary System").
2. The term "The University" shall be used in these detailed rules to mean "National University Corporation Osaka University" and "Employee(s)" to mean individuals to whom The Salary Regulations and The Salary Regulations for Staff Subject to New Annual Salary System apply.

(Notification)

Article 2: In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations or Item 2, Article 24 of The Salary Regulations for Staff Subject to New Annual Salary System (for Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 9th class or higher of said Table (hereinafter referred to as "Employee(s) of the 9th class or higher of Regular (1)"), limited to those falling under No. 2 of said item (hereinafter referred to as the "Dependent Child (Children)"), in cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or higher of Regular (1) have dependent relatives falling under any of No. 1 and No. 3 through No. 6 of said item (hereinafter referred to as "Dependent Spouse(s), Parent(s), etc.") or in cases where Employees fall under any of the following categories, said Employees must promptly submit the notification of the relevant information to The University.

- (1) In the case of an increase in the number of dependent relatives as defined in Item 2, Article 27 of The Salary Regulations or Item 2, Article 24 of No. 3 or No. 5, Item 2, Article 27 of (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals fulfilling the required conditions for being Dependent Spouses, Parents, etc.).
 - (2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations or No. 3 or No. 5, Item 2, Article 24 of The Salary Regulations for Staff Subject to New Annual Salary System no longer fulfill the required conditions relating to dependent relatives because the first 31 March has passed from the date on which Dependent Children or dependent relatives reach the age of 22 years, or in cases where Employees of the 9th class or higher of Regular (1) have Dependent Spouses, Parents, etc. who no longer fulfill the required conditions relating to dependent relatives).
2. Employees must submit the notification detailed in the foregoing item using a Dependent Relative Notification Form.

(Commencement of Payment, etc.)

Article 3: The timing of commencement of dependent allowance shall be as detailed hereunder.

- (1) In cases where newly employed Employees have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month following the month within which the date of employment falls.
- (2) In cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or higher of Regular (1) and have Dependent Spouses, Parents, etc. but do not have Dependent Children pertaining to the notification prescribed in the preceding article: The

month following the month within which the date on which said Employees become Employees other than Employees of the 9th class or higher of Regular (1) falls.

(3) In cases where Employees do not have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) pertaining to the notification prescribed in the provision of the preceding article and said Employees fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.

2. Notwithstanding the provisions of the foregoing item, in cases where the day cited in each of the provisions therein falls on the first day of the month, the dependent allowance shall be paid from the month within which said day falls.
3. Notwithstanding the provisions of two items above, in cases where the notification of dependent allowance is submitted after 15 days have passed from the day on which the relevant circumstances occur, dependent allowance shall be paid from the month following the month within which the day of receipt of said notification (in cases where said day of receipt falls on the first day of the month, from the same month) falls.
4. The timing of termination of payment of dependent allowance shall be as detailed hereunder.
 - (1) In cases where the Employees in receipt of dependent allowance retire or decease: the month within which the day of said retirement or decease falls.
 - (2) In cases where Employees other than Employees of the 9th class or higher of Regular (1) become Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the preceding article and do not have Dependent Children pertaining to the notification prescribed in the said article: The month within which the date on which said Employees become Employees of the 9th class or higher of Regular (1) falls.
 - (3) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month within which the day on which said conditions are no longer fulfilled by any dependent relatives falls.
5. Notwithstanding the provisions of the foregoing item, in cases where the day cited in each of the provisions therein falls on the first day of the month, payment of the dependent allowance shall be terminated from the month preceding the month within which said day falls.

(Amendments to the Amount paid)

Article 4: In cases where Employees fall into any of the categories detailed hereunder, the amount of the dependent allowance received by said Employees shall be amended.

- (1) In cases where the number of dependent relatives of the Employee in receipt of dependent allowance increases (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals who fulfill the required conditions for being Dependent Spouses, Parents, etc.).
- (2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) no longer fulfill the required conditions for receipt of dependent allowance.
- (3) In cases where Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. and Dependent Children pertaining to the notification prescribed in the provision of Article 2 become Employees other than Employees of the 9th class or higher of Regular (1).
- (4) In cases where Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class of said Table, Employees to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said Table and Employees to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said Table and Employees to whom New Basic Annual Salary Table for Staff (1) apply and whose work classification falls under the D classification of said Table (hereinafter collectively referred to as "Employee(s) of the 8th class, etc. of Regular (1)") who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2, become Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1).
- (5) In cases where Employees other than Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 and Dependent Children pertaining to the notification prescribed in the provision of said article become Employees of the 9th class or higher of Regular (1).

- (6) In cases where Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 become Employees of the 8th class, etc. of Regular (1).
- (7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.
2. In cases where the circumstances detailed in No. 1 through 6 of the foregoing items occur, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls.
 3. In cases where the provisions of No. 7, Item 1 apply, the dependent allowance in question shall be amended from the applicable month of April.
 4. Notwithstanding the provisions of two items above, in cases where the day on which said circumstances occur falls on the first day of the month, the amount of the dependent allowance in question shall be amended from the month within which said day falls.
 5. Notwithstanding the provisions of three items above, in cases where notification is submitted after 15 days have passed from the day on which the relevant circumstances occur, the amount of the dependent allowance in question shall be amended, in the case of an increase in the amount of allowance only, from the month following the month within which the day of receipt of said notification falls (in cases where said day falls on the first day of the month, from the same month).

(Scope of Dependent Relatives)

Article 5: Individuals who fall under any of the following items shall not be included in the scope of individuals without other sources of income and dependent principally on the Employee in question as defined in the provisions of Item 2, Article 27 of The Salary Regulations and Item 2, Article 24 of The Salary Regulations for Staff Subject to New Annual Salary System.

- (1) Individuals who benefit from dependent allowance received by the relatives such as the spouse or siblings of the Employee in question, or other equivalent allowance from sources such as corporations or private enterprises.
- (2) Individuals deemed to be in receipt of a constant income of 1,300,000 yen or more per annum.

(Approval)

- Article 6: In cases where notification is submitted to The University by an Employee in accordance with the provisions of Article 2 and Item 2, Article 4, The University shall approve the circumstances pertaining to said notification and the monthly amount of the dependent allowance in question.
2. The University shall enter in The Dependent Allowance Approval Ledger items pertaining to dependent relatives of the Employee for whom dependent allowance payment has been approved in accordance with the foregoing item and other items relating to payment of said allowance.
 3. In cases where deemed necessary pertaining to approval as detailed in Item 1, The University shall be entitled to request submission by the Employee in question documents in evidence of the circumstances pertaining to the relevant dependents.

(Confirmation afterwards)

- Article 7: The University shall be entitled to carry out at any time checks to confirm whether dependent relatives of Employees currently receiving dependent allowance comply with the requirements of Item 2, Article 27 of The Salary Regulations or Item 2, Article 24 of The Salary Regulations for Staff Subject to New Annual Salary System, whether the monthly amount is appropriate, etc.
2. The provisions of Item 3 of the foregoing article shall apply in cases where the foregoing item checks are implemented.

(Prorated Calculation)

Article 8: When Employees are considered taking Leave as stipulated in Paragraph 1, Article 14 of the Work Regulations for National University Osaka University Staff (hereinafter referred to as the "Work Regulations"), or suspended as stipulated in Item 3, Paragraph 2, Article 37 of the Work Regulations, or dispatched as stipulated in Paragraph 1, Article 16-2 of the Work Regulations (Excluding cases that apply to Item 10, Paragraph 1, Article 3 of Payment Standards of Salary for National University Corporation Osaka University Staff Dispatched to International Organizations), or takes childcare Leave (Including

parental leave) or Family Care Leave in accordance with the Regulation Pertaining to childcare and Family Care Leave for National University Corporation Osaka University Staff, or take Special Leave stipulated in Item 1 (Excluding the case where the individual is unable to work due to the need to receive medical treatment after getting into Work-related Accident(s) stipulated in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947)), Item 7, Item 8, or Item 20 (Limited to the case where the University deemed not necessary to pay the salary during the said period.), Paragraph 1, Article 9 under the Detailed Regulations Pertaining to Working Hours, Holidays and Leave for National University Corporation Osaka University Staff the Dependent allowance for the month shall be prorated and paid.

2. The stipulation in Paragraph 2, Article 6 of the Salary Regulations or the stipulation in Paragraph 2, Article 6 of the Salary Regulations Subject to New Annual Salary System shall be apply mutatis mutandis to the prorated calculation in the foregoing Paragraph and be calculated.

Supplementary Provision

These detailed rules shall be implemented from 14 April 2004 and applied from 1 April 2004.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2017.

(Interim Measures)

2. During the period from 1 April 2017 to 31 March 2020, with respect to the application of the provisions from Article 2 through 4, the terms and phrases which are contained in the provisions listed in the left column and are indicated in the middle column of the tables in the following categories shall be deemed to be replaced with the text indicated in the right column of said Tables respectively.

(1) From 1 April 2017 to 31 March 2018

| Provisions deemed to be replaced | Terms and phrases deemed to be replaced | Terms and phrases for replacement |
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| Item 1, Article 2 | <p>In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations (for Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 9th class or higher of said Table (hereinafter referred to as "Employee(s) of the 9th class or higher of Regular (1)"), limited to those falling under No. 2 of said item (hereinafter referred to as the "Dependent Child (Children)")), in cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or higher of Regular (1) have dependent relatives falling under any of No. 1 and No. 3 through No. 6 of said item (hereinafter referred to as "Dependent Spouse(s), Parent(s), etc.") or in cases where Employees fall under any of the following categories, said Employees must promptly submit the notification of the relevant information to The University.</p> <p>(1) In the case of an increase in the number of dependent relatives as</p> | <p>In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations or in cases where Employees fall under any of the following categories, said Employees must promptly submit notification of the relevant information (including information relating to cases where newly employed Employees have dependent relatives or fall into the category detailed in No. 1 and do not have a spouse) to The University.</p> <p>(1) In the case of an increase in the number of dependent relatives as</p> |

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| | <p>defined in Item 2, Article 27 of The Salary Regulations (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals fulfilling the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations no longer fulfill the required conditions relating to dependent relatives because the first 31 March has passed from the date on which Dependent Children or dependent relatives reach the age of 22 years, or in cases where Employees of the 9th class or higher of Regular (1) have Dependent Spouses, Parents, etc. who no longer fulfill the required conditions relating to dependent relatives).</p> | <p>defined in Item 2, Article 27 of The Salary Regulations.</p> <p>(2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations no longer fulfill the required conditions relating to dependent relatives because the first 31 March has passed from the date on which Dependent Children or dependent relatives reach the age of 22 years).</p> <p>(3) In cases where Employees with Dependent Children or dependent relatives falling under any of No. 3 through No. 6, Item 2, Article 27 (hereinafter referred to as "Dependent Parent(s), etc.") become Employees without a spouse (excluding cases falling under the preceding category).</p> <p>(4) In cases where Employees with Dependent Children or Dependent Parents, etc. get a spouse (excluding cases falling under No. 1).</p> |
| <p>Item 1, Article 3</p> | <p>The timing of commencement of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where newly employed Employees have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month following the month within which the date of employment falls.</p> <p>(2) In cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or</p> | <p>The timing of commencement of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where newly employed Employees have dependent relatives: The month following the month within which the date of employment falls.</p> |

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| | <p>higher of Regular (1) and have Dependent Spouses, Parents, etc. but do not have Dependent Children pertaining to the notification prescribed in the preceding article: The month following the month within which the date on which said Employees become Employees other than Employees of the 9th class or higher of Regular (1) falls.</p> <p>(3) In cases where Employees do not have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) pertaining to the notification prescribed in the provision of the preceding article and said Employees fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.</p> | <p>(2) In cases where Employees do not have dependent relatives pertaining to the notification prescribed in the provision of the preceding article and said Employees come to fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.</p> |
| <p>Item 4, Article 3</p> | <p>The timing of termination of payment of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where the Employees in receipt of dependent allowance retire or decease: the month within which the day of said retirement or decease falls.</p> <p>(2) In cases where Employees other than Employees of the 9th class or higher of Regular (1) become Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the preceding article and do not have Dependent Children pertaining to the notification prescribed in the said article: The month within which the date on which said Employees become Employees of the 9th class or higher of Regular (1) falls.</p> <p>(3) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month within which the day on which said conditions are no longer fulfilled by any dependent relatives falls.</p> | <p>The timing of termination of payment of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where the Employees in receipt of dependent allowance retire or decease: The month within which the day of said retirement or decease falls.</p> <p>(2) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives: The month within which the day on which said circumstances occur falls.</p> |

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| <p>Item 1, Article 4</p> | <p>In cases where Employees fall into any of the categories detailed hereunder, the amount of the dependent allowance received by said Employees shall be amended.</p> <p>(1) In cases where the number of dependent relatives of the Employee in receipt of dependent allowance increases (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals who fulfill the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) no longer fulfill the required conditions for receipt of dependent allowance.</p> <p>(3) In cases where Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. and Dependent Children pertaining to the notification prescribed in the provision of Article 2 become Employees other than Employees of the 9th class or higher of Regular (1).</p> <p>(4) In cases where Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class of said Table, Employees to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said Table and Employees to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said Table (hereinafter collectively referred to as "Employee(s) of the 8th class, etc. of Regular (1)") who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2, become Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1).</p> | <p>In cases where the circumstances detailed in No. 1, No. 2 or No. 7 occur or in cases where Employees in receipt of dependent allowance fall into No. 3 or No. 4, Item 1, Article 2, the amount of the dependent allowance received by said Employee shall be amended.</p> <p>(1) In cases where the number of dependent relatives of the Employee in receipt of dependent allowance increases.</p> <p>(2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance no longer fulfill the required conditions for receipt of dependent allowance.</p> <p>(3) Not applicable</p> <p>(4) Not applicable</p> |
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| | <p>(5) In cases where Employees other than Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 and Dependent Children pertaining to the notification prescribed in the provision of said article become Employees of the 9th class or higher of Regular (1).</p> <p>(6) In cases where Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 become Employees of the 8th class, etc. of Regular (1).</p> <p>(7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.</p> | <p>(5) Not applicable</p> <p>(6) Not applicable</p> <p>(7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.</p> |
| Item 2, Article 4 | In cases where the circumstances detailed in No. 1 through 6 of the foregoing Items occur, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls. | In cases where the circumstances detailed in No. 1 or No. 2 of the foregoing item occur, or in cases where the circumstances detailed in No. 3 or No. 4, Item 1, Article 2 occur in respect of Employees in receipt of dependent allowance, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls. |

(2) From 1 April 2018 to 31 March 2019

| Provisions deemed to be replaced | Terms and phrases deemed to be replaced | Terms and phrases for replacement |
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| Item 1, Article 2 | In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations (for Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 9th class or higher of said Table (hereinafter referred to as "Employee(s) of the 9th class or higher of Regular (1)"), limited to those falling under No. 2 of said item (hereinafter referred to as the "Dependent Child (Children)")), in cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of | In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations or in cases where Employees fall under any of the following categories, said Employees must promptly submit notification of the relevant information to The University. |

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| | <p>the 9th class or higher of Regular (1) have dependent relatives falling under any of No. 1 and No. 3 through No. 6 of said item (hereinafter referred to as "Dependent Spouse(s), Parent(s), etc.") or in cases where Employees fall under any of the following categories, said Employees must promptly submit the notification of the relevant information to The University.</p> <p>(1) In the case of an increase in the number of dependent relatives as defined in Item 2, Article 27 of The Salary Regulations (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals fulfilling the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations no longer fulfill the required conditions relating to dependent relatives because the first 31 March has passed from the date on which Dependent Children or dependent relatives reach the age of 22 years, or in cases where Employees of the 9th class or higher of Regular (1) have Dependent Spouses, Parents, etc. who no longer fulfill the required conditions relating to dependent relatives).</p> | <p>(1) In the case of an increase in the number of dependent relatives as defined in Item 2, Article 27 of The Salary Regulations.</p> <p>(2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations no longer fulfill the required conditions relating to dependent relatives because the first 31 March has passed from the date on which Dependent Children or dependent relatives reach the age of 22 years).</p> |
| <p>Item 1, Article 3</p> | <p>The timing of commencement of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where newly employed Employees have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month following the month within which the date of employment falls.</p> <p>(2) In cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or higher of Regular (1) and have Dependent Spouses, Parents, etc.</p> | <p>The timing of commencement of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where newly employed Employees have dependent relatives: The month following the month within which the date of employment falls.</p> |

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| | <p>but do not have Dependent Children pertaining to the notification prescribed in the preceding article: The month following the month within which the date on which said Employees become Employees other than Employees of the 9th class or higher of Regular (1) falls.</p> <p>(3) In cases where Employees do not have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) pertaining to the notification prescribed in the provision of the preceding article and said Employees fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.</p> | <p>(2) In cases where Employees do not have dependent relatives pertaining to the notification prescribed in the provision of the preceding article and said Employees come to fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.</p> |
| Item 4, Article 3 | <p>The timing of termination of payment of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where the Employees in receipt of dependent allowance retire or decease: the month within which the day of said retirement or decease falls.</p> <p>(2) In cases where Employees other than Employees of the 9th class or higher of Regular (1) become Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the preceding article and do not have Dependent Children pertaining to the notification prescribed in the said article: The month within which the date on which said Employees become Employees of the 9th class or higher of Regular (1) falls.</p> <p>(3) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month within which the day on which said conditions are no longer fulfilled by any dependent relatives falls.</p> | <p>The timing of termination of payment of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where the Employees in receipt of dependent allowance retire or decease: The month within which the day of said retirement or decease falls.</p> <p>(2) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives: The month within which the day on which said circumstances occur falls.</p> |
| Item 1, Article 4 | <p>In cases where Employees fall into any of the categories detailed hereunder,</p> | <p>In cases where the circumstances detailed in No. 1, No. 2 or No. 7 occur,</p> |

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| | <p>the amount of the dependent allowance received by said Employees shall be amended.</p> <p>(1) In cases where the number of dependent relatives of the Employee in receipt of dependent allowance increases (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals who fulfill the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) no longer fulfill the required conditions for receipt of dependent allowance.</p> <p>(3) In cases where Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. and Dependent Children pertaining to the notification prescribed in the provision of Article 2 become Employees other than Employees of the 9th class or higher of Regular (1).</p> <p>(4) In cases where Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class of said Table, Employees to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said Table and Employees to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said Table (hereinafter collectively referred to as "Employee(s) of the 8th class, etc. of Regular (1)") who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2, become Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1).</p> <p>(5) In cases where Employees other than Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc.</p> | <p>the amount of the dependent allowance received by said Employee shall be amended.</p> <p>(1) In cases where the number of dependent relatives of the Employee in receipt of dependent allowance increases.</p> <p>(2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance no longer fulfill the required conditions for receipt of dependent allowance.</p> <p>(3) Not applicable</p> <p>(4) Not applicable</p> <p>(5) Not applicable</p> |
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| | <p>pertaining to the notification prescribed in the provision of Article 2 and Dependent Children pertaining to the notification prescribed in the provision of said article become Employees of the 9th class or higher of Regular (1).</p> <p>(6) In cases where Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 become Employees of the 8th class, etc. of Regular (1).</p> <p>(7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.</p> | <p>(6) Not applicable</p> <p>(7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.</p> |
| Item 2, Article 4 | In cases where the circumstances detailed in No. 1 through 6 of the foregoing Items occur, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls. | In cases where the circumstances detailed in No. 1 or No. 2 of the foregoing item occur, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls. |

(3) From 1 April 2019 to 31 March 2020

| Provisions deemed to be replaced | Terms and phrases deemed to be replaced | Terms and phrases for replacement |
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| Item 1, Article 2 | In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations (for Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 9th class or higher of said Table (hereinafter referred to as "Employee(s) of the 9th class or higher of Regular (1)"), limited to those falling under No. 2 of said item (hereinafter referred to as the "Dependent Child (Children)"), in cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or higher of Regular (1) have dependent relatives falling under any of No. 1 and No. 3 through No. 6 of said item (hereinafter referred to as "Dependent Spouse(s), Parent(s), etc.") or in cases where Employees fall under any of the following categories, said | In cases where newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 27 of The Salary Regulations or in cases where Employees fall under any of the following categories, said Employees must promptly submit notification of the relevant information to The University. |

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| | <p>Employees must promptly submit the notification of the relevant information to The University.</p> <p>(1) In the case of an increase in the number of dependent relatives as defined in Item 2, Article 27 of The Salary Regulations (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals fulfilling the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations no longer fulfill the required conditions relating to dependent relatives because the first 31 March from the date on which Dependent Children or dependent relatives reach the age of 22 years has passed, or in cases where Employees of the 9th class or higher of Regular (1) have Dependent Spouses, Parents, etc. who no longer fulfill the required conditions relating to dependent relatives).</p> | <p>(1) In the case of an increase in the number of dependent relatives as defined in Item 2, Article 27 of The Salary Regulations.</p> <p>(2) In cases where Employees have individuals who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 27 of The Salary Regulations no longer fulfill the required conditions relating to dependent relatives because the first 31 March has passed from the date on which Dependent Children or dependent relatives reach the age of 22 years).</p> |
| <p>Item 1, Article 3</p> | <p>The timing of commencement of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where newly employed Employees have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month following the month within which the date of employment falls.</p> <p>(2) In cases where Employees of the 9th class or higher of Regular (1) become Employees other than Employees of the 9th class or higher of Regular (1) and have Dependent Spouses, Parents, etc. but do not have Dependent Children pertaining to the notification prescribed in the preceding article: The month following the month within which the date on which said Employees</p> | <p>The timing of commencement of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where newly employed Employees have dependent relatives: The month following the month within which the date of employment falls.</p> |

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| | <p>become Employees other than Employees of the 9th class or higher of Regular (1) falls.</p> <p>(3) In cases where Employees do not have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) pertaining to the notification prescribed in the provision of the preceding article and said Employees fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.</p> | <p>(2) In cases where Employees do not have dependent relatives pertaining to the notification prescribed in the provision of the preceding article and said Employees fall under No. 1, Item 1 of said article: The month following the month within which said Employees fall under said category.</p> |
| Item 4, Article 3 | <p>The timing of termination of payment of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where the Employees in receipt of dependent allowance retire or decease: the month within which the day of said retirement or decease falls.</p> <p>(2) In cases where Employees other than Employees of the 9th class or higher of Regular (1) become Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the preceding article and do not have Dependent Children pertaining to the notification prescribed in the said article: The month within which the date on which said Employees become Employees of the 9th class or higher of Regular (1) falls.</p> <p>(3) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The month within which the day on which said conditions are no longer fulfilled by any dependent relatives falls.</p> | <p>The timing of termination of payment of dependent allowance shall be as detailed hereunder.</p> <p>(1) In cases where the Employees in receipt of dependent allowance retire or decease: The month within which the day of said retirement or decease falls.</p> <p>(2) In cases where the required conditions for receipt of dependent allowance are no longer fulfilled by any dependent relatives: The month within which the day on which said circumstances occur falls.</p> |
| Item 1, Article 4 | <p>In cases where Employees fall into any of the categories detailed hereunder, the amount of the dependent allowance received by said Employees shall be amended.</p> <p>(1) In cases where the number of dependent relatives of the Employee in receipt of dependent</p> | <p>In cases where the circumstances detailed in No. 1, No. 2, No. 4, No. 6 or No. 7 occur, the amount of the dependent allowance shall be amended.</p> <p>(1) In cases where the number of dependent relatives of the Employee in receipt of dependent</p> |

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| | <p>allowance increases (excluding cases where Employees of the 9th class or higher of Regular (1) have individuals who fulfill the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children) no longer fulfill the required conditions for receipt of dependent allowance.</p> <p>(3) In cases where Employees of the 9th class or higher of Regular (1) with Dependent Spouses, Parents, etc. and Dependent Children pertaining to the notification prescribed in the provision of Article 2 become Employees other than Employees of the 9th class or higher of Regular (1).</p> <p>(4) In cases where Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class of said Table, Employees to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said Table and Employees to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said Table (hereinafter collectively referred to as "Employee(s) of the 8th class, etc. of Regular (1)") who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2, become Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1).</p> <p>(5) In cases where Employees other than Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 and Dependent Children pertaining to the notification prescribed in the provision of said article become Employees of the</p> | <p>allowance increases.</p> <p>(2) In cases where a part of the dependent relatives of the Employee in receipt of dependent allowance no longer fulfill the required conditions for receipt of dependent allowance.</p> <p>(3) Not applicable</p> <p>(4) In cases where Employees to whom Basic Salary Table for Regular Staff (1) apply and whose work falls under the 8th class or higher of said Table, Employees to whom Basic Salary Table for Academic Staff (1) apply and whose work falls under the 5th class of said Table and Employees to whom Basic Salary Table for Medical Staff (A) apply and whose work falls under the 8th class of said Table (hereinafter collectively referred to as "Employees of the 8th class or higher, etc. of Regular (1)") with Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2, become Employees other than Employees of the 8th class or higher, etc. of Regular (1)</p> <p>(5) Not applicable</p> |
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| | <p>9th class or higher of Regular (1).</p> <p>(6) In cases where Employees other than Employees of the 8th class, etc. of Regular (1) or Employees of the 9th class or higher of Regular (1) who have Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 become Employees of the 8th class, etc. of Regular (1).</p> <p>(7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.</p> | <p>(6) In cases where Employees other than Employees of the 8th class or higher, etc. of Regular (1) with Dependent Spouses, Parents, etc. pertaining to the notification prescribed in the provision of Article 2 become Employees of the 8th class or higher, etc. of Regular (1)</p> <p>(7) In cases where the first 1 April occurs after the date on which a Dependent Child reaches the age of 15 years.</p> |
| Item 2, Article 4 | In cases where the circumstances detailed in No. 1 through 6 of the foregoing Items occur, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls. | In cases where the circumstances detailed in No. 1, No. 2, No. 4 or No. 6 occur, the amount of the dependent allowance in question shall be amended from the month following the month within which the date of occurrence of said circumstances falls. |

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 16 June 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2022.