

Salary Regulations for National University Corporation Osaka University Staff Subject to New Annual Salary System

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 regulations shall be to provide matters pertaining to salary in accordance with Article 25 of the Work Regulations for National University Corporation Osaka University Staff (Hereinafter referred to as the "Work Regulations.") with respect to Staff who regularly work for National University Corporation Osaka University (Hereinafter referred to as "the University."), to whom the Work Regulations apply (excluding those to whom The Salary Regulations for National University Corporation Osaka University Staff or The Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System apply. Hereinafter referred to as "Employee (s)").

(Relationship with Laws and Ordinances)

Article 2: In addition to what is stipulated in the Labor Standards Law (Law No. 49 of 1947: Hereinafter referred to as the "LSL") and other laws and ordinances, the salary of Employee shall be in accordance with what is stipulated in these regulations.

(Types of Salary)

Article 3: Salary paid to Employee shall be comprised of Basic Annual Salary, performance-based bonuses and allowances.

2. Allowances shall be comprised of the adjusted amount of Basic Annual Salary, Administrative Post Allowance, adjustment allowance for medical staff, Dependent Allowance, Regional Allowance, Housing Allowance, Commuting Allowance, Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), 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 Shift Allowance and Night/Day Allowance.

(Date of Payment of Salary, etc.)

Article 4: The amount equal to one-twelfth (1/12) of Basic Annual Salary shall be paid on the 17th of each month, as the monthly basic salary. However, basic salary shall be paid on the 15th of the month when the 17th of the month falls on a Sunday (or on 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 the monthly basic salary shall be the last day of each month and, when, for reasons such as absence within the month, any deficiency or excess exists between the monthly basic salary paid in accordance with what is stipulated in the foregoing Paragraph and the actual monthly basic salary to be paid, the necessary adjustment shall be made to the monthly basic salary of the month following the month within which said reason occurred. However, when this is not possible due to unavoidable reasons, the timing of such adjustments may be delayed.
3. Except for the case stipulated in Paragraph 2 and Paragraph 3, Article 20, the performance-based bonus shall be paid on June 30 and December 10 each year. However, if the payment day falls on a Sunday, the payment shall be made on the day 2 days before the payment day, and if the payment day falls on a Saturday, the payment shall be made on the day 1 day before the payment day.
4. The amount equal to one-twelfth (1/12) of the adjusted amount of Basic Annual Salary shall be paid on the day of the payment of the monthly basic salary, as the monthly amount of the adjustments.
5. Administrative Post Allowance, adjustment allowance for medical staff, Dependent Allowance, Regional Allowance, Housing Allowance, and Commuting Allowance, shall be paid on the day of the payment of the monthly basic salary.

6. Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), HEMS flight allowance, Night Medical Service Allowance, Medical Emergency Call Allowance, Disaster Medical Assistance Allowance, Overtime Allowance, Holiday Allowance, Night Shift Allowance and night/day allowance shall be paid on the day of the payment of the monthly basic salary for the month following the month within which the circumstances warranting the payment of said allowance occurred. However, when this is not possible due to administrative reasons, the payment of said allowance may be made 2 months after the month within which the circumstances warranting the payment of said allowance occurred.
7. Notwithstanding what is stipulated in Paragraph 1, Paragraph 4, Paragraph 5 and foregoing Paragraph, when a request is lodged in order to meet costs in emergencies detailed in the following Items, the early payment of the monthly basic salary and applicable allowances for past work shall be made. The foregoing provision shall also apply when the Employee retires or is dismissed, or in other cases in which the University recognizes the need for early payment.
 - (1) When the Employee, or individual(s) dependent upon the income of said Employee become burdened with costs arising from marriage, birth, illness, calamity or death.
 - (2) When the Employee, or individual(s) dependent on the income of said Employee are unavoidably required to return to their hometown for a period of more than 1 week.

(Basic Rules for Payment of Salary, etc.)

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

2. Notwithstanding what is stipulated in the foregoing Paragraph, the salary shall be paid after deducting the following.
 - (1) Income tax collected at 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 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 monthly salary for individual who became an Employee, whose amount of Basic Annual 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 monthly basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.
4. What is stipulated in the foregoing three Paragraphs shall apply mutatis mutandis to the adjusted amount of Basic Annual 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 32 through 34 and Article 40 shall be the quotient of the monthly total of basic salary, adjustment amount of, Administrative Post Allowance, and Adjustment Allowance for Medical Staff divided by the average number of regular working hours per month.

2. Notwithstanding the provision of the foregoing Paragraph, the amount of salary for 1 hour stipulated Articles 32 through 34 shall, when work carried out by the Employee is subject to payment of Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), or Disaster Medical Assistance Allowance, be calculated based on addition of the amount of allowances for 1 hour of the work or duty (For allowances paid on a daily basis, the amount shall be divided by 8 and for allowances paid in units of 1 month, the amount shall be divided by the average number of working hours in 1 month and the resulting amounts taken as the amount for 1 hour) to the amount stipulated in the foregoing Paragraph.

(Calculation of Fractions)

Article 8: When calculated amount of Overtime Allowance, Holiday Allowance or Night Shift Allowance paid for 1 hour in accordance with what is stipulated in Articles 32 through 34, as well as the amount of salary for 1 hour of work stipulated in Article 40, produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and when the calculation produces an amount including a fraction 0.5 yen and more and less than 1 yen, said fraction shall be rounded up to the nearest 1 yen.

(Processing of Fractions)

Article 9: When the amount of salary calculated in accordance with what is stipulated in these regulations produces a fraction less than 1 yen, said fraction shall be rounded down.

Chapter 2: Basic Annual Salary

(Payment of Basic Annual Salary etc.)

Article 10: Basic salary shall be paid in accordance with the classification and grade specified in the Basic Annual Salary Table in the following Article.

(Types of Basic Salary Tables)

Article 11: Types of Basic Annual Salary Tables are as follows.

- (1) New Basic Annual Salary Table for Staff (1) (Appendix 1)
- (2) New Basic Annual Salary Table for Staff (2) (Appendix 2)
2. Notwithstanding the provision of the foregoing Paragraph, the amount of basic annual salary may be separately determined and paid to Employee, if the University deems that it is particularly necessary.
3. The amount of basic annual salary stipulated in the Basic Annual Salary Table in the foregoing two Paragraphs 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 starting salary for new Employees shall be determined in accordance with the corresponding classification and salary grade with due consideration given to the academic background, licenses, qualifications and work record of the Employees, as well as the balance with other Employees.

(Promotion)

- Article 13: Employees promoted in accordance with what is stipulated in Article 12 of The Work Regulations may be upgraded to the higher classification appropriate to the work in which said Employees shall be engaged after promotion.
2. Employees with outstanding work records may be promoted to one classification higher, in accordance with the work in which the Employees are engaged and based on the overall assessment.

(Allocation to Classifications for Transfers that Need Application of a Different Basic Annual Salary Table)

Article 14: When Employees are transferred to posts to which a different Basic Annual Salary Table is applicable, or when Employees are transferred to posts that different starting salary standards apply, classifications shall be allocated to match the classification applicable after said transfer.

(Pay Raises)

- Article 15: Pay raises for Employees shall be made on the day defined in the next Article in accordance with the work records 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(Grade-3 for Employees to whom New Basic Annual Salary Table for Staff (1) is applicable and whose work falls under D classification of said table) shall be applied as the standard for pay raises made in accordance with what is stipulated in the foregoing Paragraph for Employees with consistently outstanding work records throughout the entire year stipulated in the said foregoing Paragraph.
 3. Notwithstanding what is stipulated in Paragraph 1 and the foregoing Paragraph, Employees of 55 years of age or over shall not be eligible for pay raises. However, the foregoing shall not apply to Employees in respect of whom the University recognizes needs to the contrary.
 4. Notwithstanding what is stipulated in the foregoing three Paragraphs, pay raises for Employees shall not

exceed the highest grade within the classification to which the Employees belong.

5. Notwithstanding what is stipulated in this Article, when deemed unavoidable due to worsened financial status, pay raises may be either delayed or not awarded.

(Timing of Pay Raises)

Article 16: Pay raises awarded in accordance with what is stipulated in Paragraph 1 of the foregoing Article shall, as a general rule, be implemented from 1 January.

(Pay Raises in Special Cases)

Article 17: When Employees are commended in accordance with what is stipulated in Article 36 of The Work Regulations or in other special circumstances, notwithstanding what is stipulated in the foregoing two Articles, said Employees may be given a pay raise.

(Determination of Salary Grade for Acquisition of Higher Qualification)

Article 18: When Employees acquire qualification corresponding to the starting salary of a higher salary grade than that currently applicable (Except for cases where what is stipulated in promotion apply), the said higher salary grade may be applied to said Employees.

(Demotion and Reduction in Pay)

Article 19: Employees that fall under any of the Items in what is stipulated in Paragraph 1, Article 21 of the Work Regulations may either be demoted to a lower classification lower in accordance with the work in which said Employees are engaged, or be subject to downscaling by 1 or more class of salary grades.

Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus)

Article 20: Performance-based Bonuses shall be paid to Employees working for the University as of June 1 and December 1 each year (Hereinafter referred to as the "Reference Date"). Performance-based Bonuses shall also be paid to Employees who have died during the period of 1 month including and before the date before the Reference date.

2. Notwithstanding the provision of the foregoing Paragraph, no performance-based Bonus shall be paid to Employees that fall under any of the following Items.
 - (1) Employees taking a leave of absence under Paragraph 1, Article 14 of the Work Regulations and not receiving salary
 - (2) Those suspended from work under Item 3, Paragraph 2, Article 37 of the Work Regulations
 - (3) Those dismissed based on the reason stipulated in the Items of Paragraph 2, Article 21 of the Work Regulations, or subject to punitive dismissal under item 5, Paragraph 2, Article 37 of the Work Regulations, during the period from the Reference Date to the payment date
 - (4) Other individuals equivalent to any of the individuals described in the aforementioned Items.
3. In addition to the cases stipulated in the foregoing Paragraph, the Performance-based Bonus may not be paid, or the payment date may be postponed, if there are unavoidable circumstances such as the deterioration of financial conditions (including cases where there is a clear reason for dismissal or punitive dismissal, as described in Item 3 of the foregoing Paragraph, for Employee).
4. The Performance-based Bonus shall be paid for the period of 6 months employed, including and before the Reference Date (For Employees whose period of employment is less than 6 months, the period employed; Hereinafter referred to as the "Calculation Basis Period"), in accordance with the duties and work performance of the Employee eligible, with due consideration given to the financial conditions, etc., of the University.
5. Evaluation of work performance in the foregoing Paragraph shall be done for work during the Calculation Basis Period.
6. The amount of Performance-based Bonus shall be determined for each period.

Chapter 4: Allowances

(Adjusted Amount of Basic Annual Salary)

Article 21: For Employee whose working conditions such as complexity of duties, difficulty, degree of

responsibility, strength of work, working hours, working environment and others are significantly demanding compared to others who belong to the same classification of the duties, adjusted amount of Basic Annual Salary may be paid, based on the particularities of the duties.

2. The adjusted amount of the Basic Annual Salary pursuant to what is stipulated in the foregoing Paragraph shall be paid to the Employee who work at the work locations listed in Appendix 3. and perform the duties listed in the same table.
3. The adjusted amount in the foregoing Paragraph shall be the amount obtained by multiplying the basic adjustment amounts listed in Appendix 4 by the adjustment indexes listed in Appendix 3 in accordance with the work class to the relevant Employee.

(Administrative Post Allowance)

Article 22: Administrative Post Allowance shall be paid to Employee in administrative or supervisory positions (Hereinafter referred to as "administrative post").

2. The scope of administrative post in the foregoing Paragraph shall be determined separately.
3. The monthly amount of the Administrative Post Allowance shall be in accordance with Appendix 5, based on the Basic Annual Salary Table, the work classification and the classification of duties that are applicable to Employee.
4. The Administrative Post Allowance shall include Night Shift Allowance stipulated in Article 34.
5. Employee engaged in administrative duties that have not worked the full period between the first to last days of the month shall not be eligible for the payment of Administrative Post Allowance for the month (Except for Employee 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 37 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. In addition to what is stipulated in the foregoing 5 Paragraphs, matters pertinent to the payment of Administrative Post Allowances shall be determined separately.

(Medical Staff Adjustment Allowance)

Article 23: Medical Staff Adjustment Allowance for Employee not exceeding 50,800 yen shall be paid to Employee whose duties require medical or dental expertise and who are newly appointed or transferred to such posts separately determined by the University (eligibility for said allowance shall be limited to Employee 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 dental license (Limited to the license stipulated in the Dentist Act (Law No. 202 of 1948); Hereinafter the same shall apply) and to whom New Basic Annual Salary Table for Staff (1) applies) for up to 35 years after the date of said employment or transfer (Hereinafter referred to as Employment, etc.).

2. The Allowance 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 6 based on the length of the period after date of employment.
3. In addition to what is stipulated in the foregoing two Paragraphs, other matters pertaining to the payment of Medical Staff Adjustment Allowances shall be determined separately.

(Dependent Allowance)

Article 24: Dependent Allowance shall be paid to Employees with dependent relatives.

2. Dependent relatives in the foregoing Paragraph shall apply to an of the Items hereunder and shall be principally dependent on the Employees for their livelihood.
 - (1) Spouses (including common-law spouses. This shall also apply Hereinafter)
 - (2) Children until the first 31 of March that falls on or after the day on which the children reach 22 years of age.
 - (3) Grandchildren until the first 31 of March that falls on or after the day on which the grandchildren reach 22 years of age.
 - (4) Parents and grandparents of the age of 60 or over
 - (5) Siblings until the first 31 of March that falls on or after the day on which the children reach 22 years of age.
 - (6) People with severe physical and mental disabilities
3. The monthly amount of the Dependent Allowance shall be 6,500 yen per Dependent Spouse, Parent, etc.

(3,500 yen for Employees to whom New Basic Annual Salary Table for Staff (1) applies and whose work falls under D classification of the said Table) and 10,000 yen for dependent relatives falling under Item 2 of the foregoing Paragraph (Hereinafter referred to as “Dependent Child (Children)).

4. Notwithstanding what is stipulated in the foregoing Paragraph, when there is a child as a Dependent relative, whose age is between the first 1 April after the date of attaining the age of 15 years, and the first 31 March after the date of attaining the age of 22 years (Hereinafter referred to as “the Specified Period”), the Dependent Allowance per month shall be 5,000 yen multiplied by the number of said Dependent Child(ren) in the Specified Period, added to the amount stipulated in the foregoing Paragraph.
5. In addition to what is stipulated in the foregoing four Paragraphs, matters pertinent to payment of Dependent Allowances shall be determined separately.

(Regional Allowance)

Article 25: 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 Annual Salary, Basic Annual Salary adjustment amount, Administrative Post Allowance and Dependent Allowance.

Prefecture	Areas applicable to Regional Allowance	Payment Rate
Ibaraki	Tokai Village, Naka County	12%
Osaka	Osaka City, Suita City, Toyonaka City, Ibaraki City, Hirakata City, Minoh City	12%

(Housing Allowance)

Article 26: 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 over 16,000 yen (Including the cost of usage; Hereinafter the same shall apply.).

2. The monthly amount of Housing Allowance shall be the amount equivalent to the Items 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: Monthly rent minus 16,000 yen.
 - (2) Employees paying a monthly rent over 27,000 yen: One-half of the monthly rent after subtracting 27,000 yen (17,000 yen, when the amount after subtraction is over 17,000 yen) plus 11,000 yen.
3. In addition to what is stipulated in the foregoing two Paragraphs, matters pertinent to payment of Housing Allowances shall be determined separately.

(Commuting Allowance)

Article 27: Commuting Allowance shall be paid 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 Employee 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 Handling Radiation)

Article 28: Allowance for Handling Radiation shall be paid to Employees, when such Employees have 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 and have been exposed to an actual external radiation dosage for which the measured value 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 in the foregoing Paragraph shall be 7,000 yen per month within which the situation stipulated in the foregoing Paragraph occurs.

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

Article 29: Employee engaged in medical care or clinical experiments involving the use of high pressure within high-pressure treatment rooms shall be paid an Allowance for Work in Abnormally Pressurized

Environment (s),.

2. The amount of Allowance detailed in the foregoing Paragraph shall be paid per hour of work in accordance with the pressure classification under the following table.

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

(HEMS Flight Allowance)

Article 30: HEMS Flight Allowance shall be paid to Employee in possession of a medical license and to whom New Basic Annual Salary Table for Staff (1) is applicable, when they are engaged in work for emergency medical care by boarding a HEMS (which means a helicopter with emergency medical equipment) to save the lives of patients, during the period when these patients are transferred from an emergency site, to a medical institution.

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

(Night Medical Service Allowance)

Article 31: Night Medical Service Allowance shall be paid to Employees to whom New Basic Annual Salary Table for Staff (1) is applicable, and who have a medical license or a dentist license and are designated by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital, when said Employees are engaged in work involving medical examinations, etc. during regular working hours which include Midnight in full or in part.

2. The amount of the Allowance per 1 shift in the foregoing Paragraph shall be as detailed in the table below according to the classification of work stipulated in the said table.

Classification of Work	Amount of Allowance
Full time Night work	15,000 yen
More than 4 hours of Night work	7,300 yen
More than 2 hours, but less than 4 hours of Night work	6,400 yen
Less than 2 hours of Night work	4,400 yen

(Medical Emergency Call Allowance)

Article 31-2: Medical Emergency Call Allowance shall be paid to Employees in possession of a medical license or a dentist license, who upon the receipt of an emergency call (limited to that determined by the Director of Osaka University Hospital or the Director of Osaka University Dental Hospital.), have engaged in medical care services, etc., during hours other than regular working hours or on regular holidays (excluding those who are engaged in night-day work).

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

(Disaster Medical Assistance Allowance)

Article 31-3: Disaster Medical Assistance Allowance shall be paid to Employees who sent to the disaster and have engaged in medical care services, etc., based on the Disaster Relief Act (Law No. 118 of 1947), Disaster Relief Act Detailed Enforcement Regulations of Osaka (Regulations of Osaka No. 48 of 1967.8.29) and other relevant and pertinent laws and ordinances.

2. The amount of Allowance in the foregoing Paragraph shall be subject to change in accordance with the daily allowance stipulated in Article 3 and Appendix 2 of the Disaster Relief Act Detailed Enforcement Regulations of Osaka.
3. In addition to what is stipulated in the foregoing 2 Paragraphs, matters pertinent to payment of Disaster Medical Assistance Allowances, shall be determined separately.

(Overtime Allowance)

Article 32: Employee ordered to work overtime in accordance with Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hour Regulations shall be paid an hourly Overtime Allowance in the amount of 125% of the corresponding salary set forth in Article 7 for each hour of said overtime (150% in the case of Night overtime).

2. Notwithstanding what is stipulated in the foregoing Paragraph, if the hours of said overtime work, including

the hours of ordered holiday work (Excluding the work on statutory holiday.) under Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hours Regulations, exceed 60 hours per month, Employee shall be paid 150% of the corresponding salary for each hour of overtime that exceeds 60 hours (175% in the case of Night overtime) as hourly Overtime Allowance, or Holiday Allowance stipulated in the following Article.

3. Notwithstanding what is stipulated in the foregoing two Paragraphs, Overtime Allowance shall not be paid either to Employee engaged in administrative work or to those engaged in the handling of confidential clerical work in accordance with what is stipulated in Item 2, Article 41 of the LSL.

(Holiday Allowance)

Article 33: Employee ordered to work on holidays in accordance with what is stipulated in Paragraph 1, Article 5 and Paragraph 1, Article 6 of the Working Hour Regulations shall be paid a Holiday Allowance in the amount of 135% of the corresponding salary set forth in Article 7 for each hour of said work (160% in the case of Night).

2. The provision of Paragraph 3 of the foregoing Article shall also apply to Holiday Allowance.

(Night Work Allowance)

Article 34: Employee ordered to work at Night in accordance with what is stipulated in Paragraph 1, Article 7 of the Working Hour Regulations shall be paid a Night Work Allowance of 25% of the corresponding salary set forth in Article 7 for each hour of said work (As stipulated in the foregoing 2 Articles, including Night hours which Employees are ordered to work, case when Overtime Allowance or Holiday Allowance is paid shall be excluded.).

(Night/Day Allowance)

Article 35: Employee ordered to engage in night/day work in accordance with what is stipulated in Article 10 of the Working Hour Regulations shall be paid Night/Day Allowance in accordance with provisions determined separately.

(Prohibition on Multiple Allowances)

Article 36: The Allowance for Handling Radiation shall not be paid to Employees that receive the adjustment amount of the Basic Annual Salary stipulated in Article 21 (Limited those who are associated with Item 4, Appendix 3).

Chapter 5: Special Regulations Pertaining to Salary, etc.

(Salary during Periods of Leave of Absence)

Article 37: Employee on a leave of absence in accordance with what is stipulated in Item 1, Paragraph 1, Article 14 of the Work Regulations due to the necessity for medical treatment for a work-related accident shall receive full salary (or, when the Employee is receiving compensation benefits (including special benefit) for absence from work in accordance with Article 14 of the Industrial Accident Compensation Insurance Act, full salary minus the amount of said benefits) during said period of leave of absence.

2. Excluding what is stipulated in the foregoing Paragraph, Employee taking a leave of absence in accordance with Item 1, Paragraph 1, Article 14 of the Work Regulations shall not be paid salary during the period of said leave of absence. When Employee taking a leave of absence in accordance with Item 2, Paragraph 1, Article 14 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Employee shall not be paid salary during the period of said leave of absence.
3. Employee taking a leave of absence in accordance with Item 3 or Item 4, Paragraph 1, Article 14 of the Work Regulations may be entitled to payment during the period of said leave of absence of no more than 70% of monthly basic salary, monthly basic salary adjustment amount, Dependent Allowance, Regional Allowance and Housing Allowance (Hereinafter referred to as "Monthly Amount of the Basic Annual Salary etc.") for each (100% for Employee considered eligible, as stipulated in Item 3, Paragraph 1, Article 14 of the Work Regulations, and have suffered a work-related accident).
4. Employee on a leave of absence in accordance with what is stipulated in Item 5, Paragraph 1, Article 14 of the Work Regulations may be entitled to the payment of up to 100% of the Monthly Amount of Basic Annual Salary etc. during the period of said leave of absence.
5. Unless otherwise stipulated, Employee on a leave of absence shall not be entitled to the payment of any

salary except for salary stipulated in Item 1, Item 3 and the foregoing Item.

(Salary during the Period of Dispatch)

Article 38: Regarding dispatches set forth in Paragraph 1, Article 16-2, of the Work Regulations, Employee applicable is entitled to the payment of up to 100% of the Monthly Amount of the Basic Salary, etc. during the period of said Dispatch.

2. Unless otherwise specified, Employee undergoing the period of Dispatch shall not be entitled to the payment of any salary except for salary stipulated in the foregoing Paragraph.

(Handling of Salary during Periods of Special Leave)

Article 39: The handling of salary during period of special leave in accordance with what is stipulated in Article 22 of the Work Regulations shall be determined separately.

(Reduction of Salary)

Article 40: Unless otherwise stipulated, the salary of Employee absent from work shall be reduced by 1 working hour set forth in Article 7 multiplied by the number of hours not worked.

Chapter 6: Implementation of Regulations

(Matters necessary for Implementation)

Article 41: Matters necessary for implementing these regulations shall be set forth separately.

Supplementary Provisions

(Date of Implementation)

1. These regulations shall be implemented from 1 April 2021.

(Special Regulations pertaining to Entrance Examination Allowance)

2. Notwithstanding what is stipulated in Paragraph 2, Article 3, Employee engaged in work relating to entrance examinations (excluding Employees 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 New-appointment Allowance)

3. Notwithstanding what is stipulated in Paragraph 2, Article 3, until further notice, when individuals residing in remote locations from the University are employed as Employee and are obliged to live apart from their families, said Employees may be entitled to payment of a Special New-appointment Allowance for a period of no longer than 3 years.

(Special Regulations pertaining to Allowance for Disaster Emergency Operations, etc.)

4. Notwithstanding what is stipulated in Paragraph 2, Article 3, Employee who engaged in operations to address a large-scale natural disaster, etc. shall, until further notice, be entitled to receive the Allowance for Disaster Emergency Operations, etc. as set forth separately.

5. 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 Articles 32 through 34 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 of the same Article.

(Prohibition on Multiple Allowances)

6. The number of days for which the Allowance for Disaster Emergency Operations, etc. is paid shall be excluded from the period for which the effective dose of external radiation is measured under Paragraph 1, Article 28.

(Interim Measures pertaining to Regional Allowance)

7. Notwithstanding what is stipulated in Article 25, individual employed by the University from organizations stipulated in Paragraph 5, Article 5 Regulations Pertaining to Retirement Allowance for National University Osaka University Employee, when deemed necessary by the University, may be eligible for payment of monthly amount of Regional Allowance, resulting from multiplying the regular payment rate.

Supplementary Provision

(Date of Implementation)

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

(Abolition of the Allowances for Disaster Emergency Operations)

2. The measures “until further notice” stipulated in Paragraph 4, the supplementary provision (implemented from 1 April 2021) shall be abolished.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 16 June 2022.

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 new Basic Salary Table is 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 new Basic Salary Table have been 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 New Basic Salary Table. However, this shall not apply when the University deems it particularly necessary.

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

Work Classification	A	B	C	D
Grade	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)
1	2,767,200	3,657,600	4,236,000	5,232,000
2	2,794,800	3,693,600	4,270,800	5,259,600
3	2,821,200	3,727,200	4,306,800	5,288,400
4	2,847,600	3,760,800	4,342,800	5,318,400
5	2,872,800	3,792,000	4,381,200	5,343,600
6	2,898,000	3,820,800	4,410,000	5,373,600
7	2,924,400	3,847,200	4,441,200	5,400,000
8	2,949,600	3,874,800	4,470,000	5,430,000
9	2,977,200	3,904,800	4,502,400	5,450,400
10	3,006,000	3,933,600	4,534,800	5,480,400
11	3,034,800	3,962,400	4,567,200	5,508,000
12	3,063,600	3,992,400	4,603,200	5,535,600
13	3,088,800	4,020,000	4,636,800	5,552,400
14	3,117,600	4,044,000	4,659,600	5,578,800
15	3,146,400	4,068,000	4,686,000	5,605,200
16	3,175,200	4,088,400	4,716,000	5,632,800
17	3,199,200	4,114,800	4,740,000	5,658,000
18	3,236,400	4,136,400	4,766,400	5,686,800
19	3,273,600	4,160,400	4,791,600	5,714,400
20	3,310,800	4,180,800	4,814,400	5,743,200
21	3,345,600	4,201,200	4,836,000	5,768,400
22	3,381,600	4,230,000	4,857,600	5,796,000
23	3,416,400	4,256,400	4,875,600	5,824,800
24	3,451,200	4,285,200	4,890,000	5,852,400
25	3,482,400	4,309,200	4,906,800	5,876,400
26	3,513,600	4,333,200	4,928,400	5,902,800
27	3,543,600	4,358,400	4,950,000	5,928,000
28	3,574,800	4,387,200	4,972,800	5,954,400
29	3,606,000	4,413,600	4,995,600	5,979,600
30	3,633,600	4,438,800	5,016,000	6,007,200
31	3,660,000	4,461,600	5,036,400	6,033,600
32	3,687,600	4,483,200	5,056,800	6,058,800
33	3,714,000	4,506,000	5,076,000	6,081,600
34	3,740,400	4,528,800	5,097,600	6,106,800
35	3,770,400	4,549,200	5,115,600	6,134,400
36	3,796,800	4,567,200	5,137,200	6,160,800
37	3,826,800	4,586,400	5,150,400	6,186,000
38	3,842,400	4,610,400	5,169,600	6,210,000
39	3,862,800	4,635,600	5,187,600	6,232,800
40	3,879,600	4,658,400	5,205,600	6,255,600

41	3,900,000	4,681,200	5,216,400	6,279,600
42	3,906,000	4,704,000	5,235,600	6,302,400
43	3,912,000	4,725,600	5,253,600	6,322,800
44	3,918,000	4,747,200	5,272,800	6,345,600
45	3,927,600	4,768,800	5,288,400	6,368,400
46	3,939,600	4,790,400	5,307,600	6,390,000
47	3,949,200	4,808,400	5,324,400	6,411,600
48	3,961,200	4,830,000	5,343,600	6,434,400
49	3,970,800	4,848,000	5,360,400	6,454,800
50	3,981,600	4,867,200	5,376,000	6,475,200
51	3,991,200	4,886,400	5,391,600	6,496,800
52	4,000,800	4,906,800	5,407,200	6,519,600
53	4,014,000	4,920,000	5,415,600	6,538,800
54	4,023,600	4,938,000	5,427,600	6,558,000
55	4,032,000	4,954,800	5,438,400	6,578,400
56	4,041,600	4,974,000	5,449,200	6,597,600
57	4,047,600	4,989,600	5,460,000	6,616,800
58	4,056,000	5,006,400	5,470,800	6,632,400
59	4,066,800	5,022,000	5,481,600	6,648,000
60	4,076,400	5,040,000	5,492,400	6,662,400
61	4,088,400	5,055,600	5,503,200	6,676,800
62	4,100,400	5,072,400	5,514,000	6,688,800
63	4,113,600	5,090,400	5,526,000	6,700,800
64	4,126,800	5,108,400	5,539,200	6,712,800
65	4,135,200	5,120,400	5,550,000	6,720,000
66	4,148,400	5,133,600	5,562,000	6,730,800
67	4,156,800	5,145,600	5,574,000	6,741,600
68	4,170,000	5,158,800	5,584,800	6,752,400
69	4,177,200	5,170,800	5,596,800	6,763,200
70	4,190,400	5,181,600	5,608,800	6,772,800
71	4,201,200	5,191,200	5,619,600	6,781,200
72	4,214,400	5,200,800	5,631,600	6,787,200
73	4,218,000	5,210,400	5,643,600	6,795,600
74	4,230,000	5,221,200	5,654,400	6,801,600
75	4,242,000	5,230,800	5,665,200	6,811,200
76	4,254,000	5,240,400	5,677,200	6,818,400
77	4,266,000	5,248,800	5,686,800	6,824,400
78	4,278,000	5,254,800	5,692,800	6,831,600
79	4,288,800	5,259,600	5,701,200	6,838,800
80	4,299,600	5,264,400	5,708,400	6,846,000
81	4,311,600	5,268,000	5,718,000	6,853,200
82	4,323,600	5,272,800	5,726,400	
83	4,335,600	5,276,400	5,730,000	

84	4,347,600	5,281,200	5,737,200	
85	4,354,800	5,284,800	5,742,000	
86	4,362,000	5,289,600	5,746,800	
87	4,369,200	5,294,400	5,751,600	
88	4,376,400	5,299,200	5,755,200	
89	4,383,600	5,302,800	5,758,800	
90	4,388,400	5,307,600	5,762,400	
91	4,393,200	5,312,400	5,768,400	
92	4,399,200	5,316,000	5,772,000	
93	4,405,200	5,319,600	5,775,600	
94	4,410,000	5,324,400	5,779,200	
95	4,416,000	5,328,000	5,782,800	
96	4,422,000	5,331,600	5,786,400	
97	4,429,200	5,335,200	5,790,000	
98	4,435,200	5,340,000	5,796,000	
99	4,440,000	5,343,600	5,799,600	
100	4,446,000	5,347,200	5,803,200	
101	4,450,800	5,350,800	5,806,800	
102	4,456,800	5,355,600		
103	4,460,400	5,359,200		
104	4,466,400	5,362,800		
105	4,472,400	5,366,400		
106	4,477,200	5,371,200		
107	4,483,200	5,374,800		
108	4,489,200	5,378,400		
109	4,494,000	5,382,000		
110	4,500,000	5,385,600		
111	4,506,000	5,389,200		
112	4,510,800	5,392,800		
113	4,515,600	5,396,400		
114	4,520,400	5,400,000		
115	4,526,400	5,403,600		
116	4,531,200	5,407,200		
117	4,536,000	5,409,600		
118	4,540,800			
119	4,546,800			
120	4,551,600			
121	4,555,200			
122	4,560,000			
123	4,566,000			
124	4,569,600			
125	4,574,400			
126	4,580,400			

127	4,586,400			
128	4,591,200			
129	4,596,000			
130	4,602,000			
131	4,608,000			
132	4,614,000			
133	4,620,000			
134	4,626,000			
135	4,632,000			
136	4,638,000			
137	4,644,000			
138	4,650,000			
139	4,656,000			
140	4,662,000			
141	4,668,000			

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

Work Classification	A	B	C
Grade	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)	Basic Salary Per Year (Yen)
	Yen	Yen	Yen
1	2,254,800	2,658,000	3,372,000
2	2,284,800	2,683,200	3,408,000
3	2,316,000	2,707,200	3,441,600
4	2,347,200	2,732,400	3,475,200
5	2,379,600	2,755,200	3,506,400
6	2,412,000	2,779,200	3,536,400
7	2,444,400	2,804,400	3,564,000
8	2,478,000	2,828,400	3,591,600
9	2,511,600	2,854,800	3,619,200
10	2,544,000	2,883,600	3,649,200
11	2,578,800	2,912,400	3,678,000
12	2,611,200	2,941,200	3,708,000
13	2,641,200	2,965,200	3,734,400
14	2,660,400	2,992,800	3,758,400
15	2,682,000	3,020,400	3,782,400
16	2,702,400	3,048,000	3,802,800
17	2,722,800	3,074,400	3,831,600
18	2,743,200	3,111,600	3,858,000
19	2,764,800	3,148,800	3,886,800
20	2,782,800	3,186,000	3,913,200
21	2,805,600	3,219,600	3,937,200
22	2,828,400	3,255,600	3,969,600
23	2,852,400	3,290,400	3,997,200
24	2,876,400	3,325,200	4,030,800
25	2,895,600	3,356,400	4,063,200
26	2,918,400	3,387,600	4,094,400
27	2,941,200	3,417,600	4,125,600
28	2,965,200	3,448,800	4,159,200
29	2,985,600	3,480,000	4,190,400
30	3,008,400	3,505,200	4,220,400
31	3,032,400	3,529,200	4,248,000
32	3,056,400	3,554,400	4,275,600
33	3,078,000	3,576,000	4,303,200
34	3,102,000	3,601,200	4,326,000
35	3,124,800	3,626,400	4,345,200
36	3,147,600	3,649,200	4,362,000
37	3,162,000	3,673,200	4,386,000
38	3,180,000	3,692,400	4,411,200
39	3,198,000	3,712,800	4,437,600
40	3,216,000	3,730,800	4,464,000
41	3,234,000	3,746,400	4,490,400
42	3,247,200	3,770,400	4,514,400
43	3,258,000	3,790,800	4,539,600
44	3,270,000	3,816,000	4,564,800
45	3,280,800	3,840,000	4,582,800
46	3,291,600	3,864,000	4,606,800

Work Classification	A	B	C
47	3,298,800	3,889,200	4,628,400
48	3,307,200	3,916,800	4,652,400
49	3,318,000	3,943,200	4,663,200
50	3,324,000	3,970,800	4,684,800
51	3,330,000	3,996,000	4,704,000
52	3,337,200	4,020,000	4,725,600
53	3,345,600	4,045,200	4,737,600
54	3,352,800	4,064,400	4,756,800
55	3,360,000	4,080,000	4,774,800
56	3,367,200	4,094,400	4,795,200
57	3,376,800	4,114,800	4,810,800
58	3,390,000	4,137,600	4,831,200
59	3,400,800	4,158,000	4,850,400
60	3,417,600	4,182,000	4,869,600
61	3,428,400	4,203,600	4,885,200
62	3,445,200	4,225,200	4,904,400
63	3,458,400	4,248,000	4,922,400
64	3,471,600	4,269,600	4,941,600
65	3,482,400	4,290,000	4,958,400
66	3,495,600	4,312,800	4,970,400
67	3,510,000	4,333,200	4,982,400
68	3,523,200	4,354,800	4,993,200
69	3,532,800	4,372,800	5,005,200
70	3,541,200	4,393,200	5,017,200
71	3,550,800	4,413,600	5,030,400
72	3,560,400	4,434,000	5,041,200
73	3,573,600	4,449,600	5,049,600
74	3,585,600	4,468,800	5,059,200
75	3,598,800	4,485,600	5,071,200
76	3,612,000	4,504,800	5,083,200
77	3,620,400	4,524,000	5,095,200
78	3,631,200	4,544,400	5,107,200
79	3,640,800	4,562,400	5,119,200
80	3,651,600	4,582,800	5,130,000
81	3,660,000	4,600,800	5,138,400
82	3,670,800	4,617,600	5,149,200
83	3,681,600	4,636,800	5,160,000
84	3,692,400	4,656,000	5,169,600
85	3,697,200	4,668,000	5,180,400
86	3,705,600	4,683,600	5,190,000
87	3,714,000	4,700,400	5,199,600
88	3,724,800	4,717,200	5,210,400
89	3,735,600	4,732,800	5,218,800
90	3,745,200	4,746,000	5,224,800
91	3,754,800	4,759,200	5,232,000
92	3,763,200	4,773,600	5,236,800
93	3,771,600	4,783,200	5,242,800
94	3,780,000	4,796,400	5,248,800
95	3,788,400	4,809,600	5,253,600

Work Classification	A	B	C
96	3,796,800	4,821,600	5,258,400
97	3,801,600	4,832,400	5,260,800
98	3,806,400	4,844,400	5,265,600
99	3,811,200	4,856,400	5,269,200
100	3,816,000	4,867,200	5,272,800
101	3,819,600	4,876,800	5,276,400
102	3,824,400	4,888,800	
103	3,828,000	4,900,800	
104	3,832,800	4,912,800	
105	3,837,600	4,920,000	
106	3,843,600	4,928,400	
107	3,849,600	4,936,800	
108	3,855,600	4,944,000	
109	3,860,400	4,950,000	
110	3,866,400	4,954,800	
111	3,871,200	4,958,400	
112	3,877,200	4,962,000	
113	3,880,800	4,964,400	
114	3,886,800	4,968,000	
115	3,891,600	4,971,600	
116	3,897,600	4,975,200	
117	3,901,200	4,977,600	
118	3,906,000	4,981,200	
119	3,912,000	4,984,800	
120	3,918,000	4,987,200	
121	3,920,400	4,989,600	
122	3,925,200	4,993,200	
123	3,931,200	4,996,800	
124	3,934,800	4,999,200	
125	3,937,200	5,001,600	
126	3,940,800		
127	3,946,800		
128	3,951,600		
129	3,954,000		
130	3,958,800		
131	3,964,800		
132	3,969,600		
133	3,972,000		
134	3,976,800		
135	3,982,800		
136	3,986,400		
137	3,990,000		
138	3,994,800		
139	3,999,600		
140	4,004,400		
141	4,009,200		

Appendix 3 Classification of Eligible Employee(Relating to Article 21)

Place of Work	Staff	Adjustment Index
1. Graduate School of Medicine, Faculty of Medicine and Research Institutes	(1) Staff normally engaged in work involving the direct handling of hazardous pathogens, tissue altered by hazardous pathogens or other such substances.	1
2. Graduate School of Human Sciences, Ethological Studies Laboratory, and Research Institute for Microbial Diseases	(1) Staff directly engaged in work primarily comprising the raising or experiments of animals with contagious or other hazardous pathogens 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) .	1
3. Osaka University Hospital and Osaka University Dental Hospital	(1) Physicians and dentists directly engaged in the treatment of patients suffering from tuberculosis or mental illness as their prime work.	2
	(2) Physicians whose primary work involves the direct treatment of patients hospitalized in intensive care wards.	1
4. Research Center for Nuclear Physics	(1) Staff 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).	1
	(2) Staff 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.	

Appendix 4 Basic Adjustment Amount(Relating to Article 21)

New Basic Annual Salary Table for Staff (1)

Work Class	Basic Adjustment Amount(Yen)
A	126,000
B	142,800
C	152,400
D	180,000

New Basic Annual Salary Table for Staff (2)

Work Class	Basic Adjustment Amount(Yen)
B	135,600

Appendix 5 Administrative Post Allowance (Relating to Article 22)

Job Title	Classification of Duties	Amount Paid(yen)
Professor	Type II	300,000
	Type III	250,000
	Type IV	80,200
	Type V	66,800
	Type VI	42,800
Associate Professor	Type IV	68,800
	Type V	57,300

Appendix 6 Adjustment Allowance for Medical Staff (Relating to Article 23)

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