

Payment Standard of Salary for National University Corporation Osaka University Staff Dispatched to International Organizations

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 rules shall be to define standard pertaining to payment of salary, in accordance with the provisions of Articles 41-2 of The Salary Regulations for National University Corporation Osaka University Staff, Article 22 of The Salary Regulations for National University Corporation Osaka University Staff Subject to Annual Salary System (hereinafter referred to as "The Salary Regulations for Staff Subject to Annual Salary System"), and Article 38 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") when such members working for the National University Corporation Osaka University are dispatched based on Article 16-2, etc. of the Work Regulations for National University Corporation Osaka University Staff.

(Principles of Payment Standard)

Article 2: Payment standard of salaries for Osaka University Employees dispatched to international organizations, etc. shall be set forth as follows:

- (1) When the annual amount of the remuneration paid by the accepting organization divided by 12 (hereinafter referred to as "average monthly remuneration") is equivalent to or exceeds the sum of basic salary (which shall be equivalent to 1/12 of the basic salary per year for members to whom The Salary Regulations for Staff Subject to New Annual Salary System or The Salary Regulations for the National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System (hereinafter referred to as "Salary Regulations for Limited Term Staff Subject to New Annual Salary System") applies), adjustment allowance of basic salary (which shall be equivalent to 1/12 of the adjusted amount of basic salary for members to whom the Salary Regulations for Staff Subject to New Annual Salary System or New Basic Annual Salary Table for Staff(1) of the Salary Regulations for Limited Term Staff Subject to New Annual Salary System applies), regional allowance, dependent allowance and housing allowance (which shall be equivalent to 1/12 of the basic salary per year and the adjusted amount of basic salary for employees to whom the Table of Basic Annual Salary for Staff(1) on The Salary Regulations for Staff Subject to Annual Salary System applies, or which shall be equivalent to 1/12 of the annual salary for employees to whom the Table of Basic Annual Salary for Staff(2) on The Salary Regulations for Staff Subject to Annual Salary System applies. Hereinafter referred to collectively as "average monthly basic salary") that the dispatched member received on the day before the first day of the dispatch period, The University is entitled not to pay the salary.
- (2) When average monthly remuneration is less than basic salary per month, The University is entitled to determine the monthly amount of basic salary within the extent of the difference. In this case, The University may pay an end-of-term bonus and special end-of-term bonus to avoid inequality with other members of Osaka University Staff.

(Payment Ratio)

Article 3: In case where provision No. 2 of the foregoing article applies, the payment ratio shall be in accordance with the standard hereunder:

- (1) When the ratio of the balance between average remuneration and average basic salary and the total amount of basic salary and adjustment of basic salary applicable on the day before the first day of the dispatch (referred to as "monthly amount of basic salary") is 10% or less: 10%
- (2) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 10% but 20% or less: 20%
- (3) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 20% but 30% or less: 30%
- (4) When the ratio of the balance between average remuneration and average basic salary and the

- monthly amount of basic salary is more than 30% but 40% or less: 40%
- (5) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 40% but 50% or less: 50%
- (6) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 50% but 60% or less: 60%
- (7) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 60% but 70% or less: 70%
- (8) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 70% but 80% or less: 80%
- (9) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 80% but 90% or less: 90%
- (10) When the ratio of the balance between average remuneration and average basic salary and the monthly amount of basic salary is more than 90%: 100%

2. The above average monthly remuneration shall be valid after the certificate is awarded by the relevant accepting organization.

Supplementary Provision

The foregoing standard shall be implemented from 24 July 2006.

Supplementary Provisions

(Date of Implementation)

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

(Interim Measures relating to Integration)

2. Employees who held office in the National University Corporation Osaka University of Foreign Studies prior to the integration as of 30 September 2007, whose status was transferred to the National University Corporation Osaka University due to the integration and fall under the description of "Employees" set forth in Article 1, shall be subject to appropriate interim measures in accordance with the provisions of the following table.

Applied Articles	Relevant individual subject to interim measures	Detail of interim measures	Term of interim measures
Article 2	Individuals who meet the requirements for payment of salary set forth in Article 22 of The Salary Regulations for Employees of National University Corporation Osaka University of Foreign Studies on the day preceding the date of implementation and continue to meet the requirements for eligibility after the date of implementation	Prior regulations shall remain applicable	Term of leave of absence (including the extended term)

Supplementary Provision

The foregoing standard shall be implemented from 1 January 2014.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

The foregoing amendments shall be implemented from 16 June 2022.