

Detailed Rules Pertaining to Dependent Allowance for National University Corporation Osaka University Limited Term 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 26 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff (hereinafter referred to as "The Salary Regulations") and the provisions of Article 23 of The Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System (hereinafter referred to as "The Salary Regulations 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 or The Salary Regulations Subject to New Annual Salary System apply.

(Notification)

Article 2: When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 of The Salary Regulations or the provisions of Item 2, Article 23 of The Salary Regulations 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)"), when 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 when Employees fall under any of the following categories, said Employees must promptly submit the notification of the relevant information to the University.

(1) When the number of dependent relatives, as defined in Item 2, Article 26 of The Salary Regulations or Item 2, Article 23 of The Salary Regulations Subject to New Annual Salary System (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.) increases.

(2) When Employees have individual(s) who no longer fulfill the required conditions relating to dependent relatives (excluding cases where Dependent Children, dependent relatives falling under No. 3 or No. 5, Item 2, Article 26 of The Salary Regulations or No. 3 or No. 5, Item 2, Article 23 of The Salary Regulations 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 when 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) When newly employed Employees have dependent relatives (for Employees of the 9th class or higher of Regular (1), limited to Dependent Children): The following month of the date of employment.

(2) When 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) When Employees who 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, 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 items, when the day stated in each of the provisions therein falls on the first day of the month, Dependent Allowance shall be paid from the month of which said day falls.
3. Notwithstanding the provisions of two items above, when 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 (when 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) When Employees receiving Dependent Allowance retire or decease: The month of which the day of said retirement or decease falls.
 - (2) When 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) When 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, when the day stated 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: When Employees fall into any of the categories detailed hereunder, the amount of the Dependent Allowance received by said Employees shall be amended.

- (1) When the number of dependent relatives of the Employee receiving 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) When one or more of the dependent relatives of the Employee receiving 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) When 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) When 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, 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) When 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) When 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) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.

2. When circumstances detailed in No. 1 through 6 of the foregoing items occur, the amount of the Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.
3. When the provisions of No. 7, Item 1 apply, the Dependent Allowance shall be amended from the applicable month of April.
4. Notwithstanding the provisions of two items above, when the day of said circumstances occur falls on the first day of the month, the amount of the Dependent Allowance shall be amended from the month within which said day falls.
5. Notwithstanding the provisions of three items above, when notification is submitted after 15 days have passed from the day on which the relevant circumstance occurred, the amount of Dependent Allowance shall be amended for increase only, from the month following the month of which the day of receipt of said notification falls (When said day falls on the first day of the month, from the same month).

(Scope of Dependent Relatives)

Article 5: Individual(s) falling under any of the following items shall not be included in the scope of individual(s) without other sources of income, and dependent principally on the Employee as defined in the provisions of Item 2, Article 26 of The Salary Rules Regulations and the provisions of Item 2, Article 23 of The Salary Regulations Subject to New Annual Salary System.

(1) Relatives such as spouse or sibling(s) of the Employee who receives Dependent Allowances, or other equivalent allowance from sources such as corporations or private enterprises.

(2) Individual(s) deemed to be receiving a constant income of 1,300,000 yen or more per annum.

(Approval)

Article 6: When a 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 the notification and the monthly amount of the Dependent Allowance.

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 provisions of the foregoing item and other items relating to payment of said allowance.
3. When deemed necessary, pertaining to approval as detailed in Item 1, the University shall be entitled to request submission by the Employee 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 26 of The Salary Regulations or the requirements of Item 2, Article 3 of The Salary Regulations 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 when the foregoing item checks are implemented.

(Prorated Calculation)

Article 8: When Employees are considered taking Leave as stipulated in Paragraph 1, Article 12 of the Work Regulations for National University Osaka University Limited Term Staff (Hereinafter referred to as the "Work Regulations"), or suspended as stipulated in Item 3, Paragraph 2, Article 33 of the Work Regulations, 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 Limited Term Staff, or takes 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 Limited Term 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 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 Provision

(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 phrases and sentences 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	Phrases and sentences deemed to be replaced	Phrases and sentences for replacement
Item 1, Article 2	<p>When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 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)")), when 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 when 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) When the number of dependent relatives as defined in Item 2, Article 26 of The Salary Regulations (excluding cases where Employees of the 9th class or higher of Regular (1) have individual(s) fulfilling the required conditions for being Dependent Spouses, Parents, etc.) increase.</p> <p>(2) When Employees have individual(s) who no longer fulfill the required conditions of dependent relatives (excluding</p>	<p>When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 of The Salary Regulations or when 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) When the number of dependent relatives as defined in Item 2, Article 26 of The Salary Regulations increase</p> <p>(2) When Employees have individual(s) who no longer fulfill the required conditions of</p>

	<p>cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 26 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 when 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>dependent relatives (excluding cases where Dependent Children or dependent relatives falling under No. 3 or No. 5, Item 2, Article 26 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) When Employees with dependent children or dependent relatives that falls under any of No. 3 through No. 6, Item 2, Article 26 (hereinafter referred to as "Dependent Parent(s), etc.") become Employees without a spouse (excluding cases falling under the preceding category).</p> <p>(4) When 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) When a newly employed Employee has 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) When a Employee of the 9th class or higher of Regular (1) become an Employee other than an Employee 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 Employee becomes an Employee other than an Employee of the 9th class or higher of Regular (1) falls.</p>	<p>The timing of commencement of Dependent Allowance shall be as detailed hereunder.</p> <p>(1) When a newly employed Employee has dependent relatives: The month following the month within which the date of employment falls.</p>

	<p>(3) When 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) When 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) When the Employees receiving Dependent Allowance retire or decease: the month within which the day of said retirement or decease falls.</p> <p>(2) When 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) When 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) When the Employees receiving Dependent Allowance retire or decease: The month within which the day of said retirement or decease falls.</p> <p>(2) When 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>When 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) When the number of dependent relatives of the Employee receiving Dependent Allowance increases (excluding cases where</p>	<p>When the circumstances detailed in No. 1, No. 2 or No. 7 occur or when Employees receiving 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) When the number of dependent relatives of the Employee receiving Dependent Allowance increases.</p>

	<p>Employees of the 9th class or higher of Regular (1) have individual(s) who fulfill the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) When one or more dependent relative(s) of the Employee receiving 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) When 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) When 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) When 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) When Employees other than</p>	<p>(2) When one or more dependent relative(s) of the Employee receiving 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>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) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.</p>	<p>(6) Not applicable</p> <p>(7) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.</p>
Item 2, Article 4	<p>When the circumstances detailed in No. 1 through 6 of the foregoing items occur, the amount of the Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.</p>	<p>When the circumstances detailed in No. 1 or No. 2 of the foregoing item occur, or when the circumstances detailed in No. 3 or No. 4, Item 1, Article 2 occur in respect of Employees receiving Dependent Allowance, the amount of Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.</p>

(3) From 1 April 2018 to 31 March 2019

Provisions deemed to be replaced	Phrases and sentences deemed to be replaced	Phrases and sentences for replacement
Item 1, Article 2	<p>When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 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)")), when 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 when 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) When the number of dependent relatives as defined in Item 2, Article 26 of The Salary Regulations (excluding cases</p>	<p>When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 of The Salary Regulations or when Employees fall under any of the following categories, said Employees must promptly submit notification of the relevant information to the University.</p> <p>(1) When the number of dependent relatives as defined in Item 2, Article 26 of The Salary Regulations increase.</p>

	<p>where Employees of the 9th class or higher of Regular (1) have individual(s) fulfilling the required conditions for being Dependent Spouses, Parents, etc.) increase.</p> <p>(2) When Employees have individual(s) 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 26 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 when 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>(2) When Employees have individual(s) 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 26 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) When 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) When 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.</p> <p>(3) When 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</p>	<p>The timing of commencement of Dependent Allowance shall be as detailed hereunder.</p> <p>(1) When newly employed Employees have dependent relatives: The month following the month within which the date of employment falls.</p> <p>(2) When Employees do not have dependent relatives pertaining to the notification prescribed in the provision of the preceding article and said</p>

	<p>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>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) When the Employees receiving Dependent Allowance retire or decease: the month within which the day of said retirement or decease falls.</p> <p>(2) When 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) When the required conditions for receiving 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) When the Employees receiving Dependent Allowance retire or decease: The month within which the day of said retirement or decease falls.</p> <p>(2) When the required conditions for receiving 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>When 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) When the number of dependent relatives of the Employee receiving f Dependent Allowance increases (excluding cases where Employees of the 9th class or higher of Regular (1) have individual(s) who fulfill the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) When one or more dependent relative(s) of the Employee receiving Dependent Allowance</p>	<p>When the circumstances detailed in No. 1, No. 2 or No. 7 occur, the amount of the Dependent Allowance received by said Employee shall be amended.</p> <p>(1) When the number of dependent relatives of the Employee receiving Dependent Allowance increases.</p> <p>(2) When one or more dependent relative(s) of the Employee receiving Dependent Allowance no longer fulfill the required</p>

	<p>(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) When 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) When 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) When 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) When 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</p>	<p>conditions for receiving Dependent Allowance.</p> <p>(3) Not applicable</p> <p>(4) Not applicable</p> <p>(5) Not applicable</p> <p>(6) Not applicable</p>
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	Regular (1). (7) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.	(7) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.
Item 2, Article 4	When the circumstances detailed in No. 1 through 6 of the foregoing items occur, the amount of Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.	When the circumstances detailed in No. 1 or No. 2 of the foregoing item occur, the amount of Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.

(4) From 1 April 2019 to 31 March 2020

Provisions deemed to be replaced	Phrases and sentences deemed to be replaced	Phrases and sentences for replacement
Item 1, Article 2	<p>When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 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)")), when 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 when 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) When an increase in the number of dependent relatives as defined in Item 2, Article 26 of The Salary Regulations (excluding cases where Employees of the 9th class or higher of Regular (1) have individual(s) fulfilling the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) When Employees have individual(s) 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 26 of</p>	<p>When newly employed Employees have dependent relatives as defined in the provisions of Item 2, Article 26 of The Salary Regulations or when Employees fall under any of the following categories, said Employees must promptly submit notification of the relevant information to the University.</p> <p>(1) When an increase in the number of dependent relatives as defined in Item 2, Article 26 of The Salary Regulations.</p> <p>(2) When Employees have individual(s) 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,</p>

	<p>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 when 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>Article 26 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) When 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) When 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.</p> <p>(3) When 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>The timing of commencement of Dependent Allowance shall be as detailed hereunder.</p> <p>(1) When newly employed Employees have dependent relatives: The month following the month within which the date of employment falls.</p> <p>(2) When 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>
<p>Item 4, Article 3</p>	<p>The timing of termination of payment of Dependent Allowance shall be as detailed hereunder.</p> <p>(1) When the Employees receiving Dependent Allowance retire or decease: the month within which</p>	<p>The timing of termination of payment of Dependent Allowance shall be as detailed hereunder.</p> <p>(1) When the Employees receiving Dependent Allowance retire or decease: The month within which</p>

	<p>the day of said retirement or decease falls.</p> <p>(2) When 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) When 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 day of said retirement or decease falls.</p> <p>(2) When 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>
<p>Item 1, Article 4</p>	<p>When 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) When the number of dependent relatives of the Employee receiving Dependent Allowance increases (excluding cases where Employees of the 9th class or higher of Regular (1) have individual(s) who fulfill the required conditions for being Dependent Spouses, Parents, etc.).</p> <p>(2) When one or more dependent relatives of the Employee receiving 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) 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</p>	<p>When one or more 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) When the number of dependent relatives of the Employee receiving Dependent Allowance increases.</p> <p>(2) When one or more dependent relatives of the Employee receiving Dependent Allowance no longer fulfill the required conditions for receipt of Dependent Allowance.</p> <p>(3) Not applicable</p>

	<p>Regular (1).</p> <p>(4) When 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) When 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) When 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) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.</p>	<p>(4) When 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> <p>(6) When 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) When the first 1 April comes after the date on which a Dependent Child reaches the age of 15 years.</p>
Item 2, Article 4	When the circumstances detailed in No. 1 through 6 of the foregoing items occur, the amount of Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.	When the circumstances detailed in No. 1, No. 2, No. 4 or No. 6 occur, the amount of Dependent Allowance shall be amended from the month following the month within which the date of occurrence of said circumstances falls.

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.