

## Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to 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 details pertaining to salary in accordance with Article 21 of the Work Regulations for National University Corporation Osaka University Limited Term 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, and whose salary is paid as Basic Annual Salary and performance-based bonuses (excluding Staff to whom the Salary Regulations for National University Corporation Osaka University Limited Term Staff Subject to New Annual Salary System applies. hereinafter referred to as "Staff subject to Annual Salary System").

#### (Relationship with Laws and Ordinances)

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

#### (Types of Salary)

Article 3: Salary paid to Staff subject to Annual Salary System 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, 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 Work 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 (hereinafter referred to as "basic salary"). However, basic salary shall be paid on the 15th of the month in cases where the 17th of the month falls on a Sunday (or on the 18th of the month in cases where the 15th falls on a holiday), on the 16th in cases where the 17th falls on a Saturday and on the 18th in cases where the 17th falls on a holiday (applicable to Mondays only).

2. The closing day for basic salary shall be the last day of each month and, in cases where, for reasons such as absence within the month, any deficiency or excess exists between the basic salary paid in accordance with the provisions of the foregoing item and the actual basic salary to be paid, the necessary adjustment shall be made to the basic salary of the month following the month within which said reason occurred. However, in cases where this is not possible due to unavoidable reasons, the timing of such adjustments may be delayed.

3. Except for the case stipulated in Items 2 and 3, Article 12, 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 basic salary, as the monthly amount of the adjustments (hereinafter referred to as the "Adjustments").

5. Administrative post allowance and adjustment allowance for medical staff shall be paid on the day of the payment of 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 Work Allowance and night/day allowance shall be paid on the day of the payment of basic salary for the month following the month within which the circumstances warranting the payment of said allowance occurred. However, in cases where this is not possible due to administrative reasons, the payment of said allowance may be made in the month two months after the month within which the circumstances warranting the payment of said allowance occurred.

7. Notwithstanding what is stipulated in Items 1, 4, 5 and the foregoing item, in cases where a request is lodged in order to meet costs in cases of the emergencies detailed in the following Nos., the early payment of basic salary and applicable allowances for past work shall be made. The foregoing provision shall also apply in cases where Staff subject to Annual Salary System retire or are dismissed, or in other cases in which the University recognizes the need for early payment.
  - (1) In cases where Staff subject to Annual Salary System, or individual(s) dependent upon the income of said Staff subject to Annual Salary System become burdened with costs arising from marriage, birth, illness, calamity or death.
  - (2) In cases where Staff subject to Annual Salary System, or individual(s) dependent on the income of said Staff subject to Annual Salary System 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 Staff subject to Annual Salary System 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 foregoing categories, amounts recognized as deductible from salary in accordance with the agreement in accordance with the proviso of Paragraph 1, Article 24 of the Labor Standards Act.
3. Notwithstanding what is stipulated in Item 1, salary may, with the consent of Staff subject to Annual Salary System, be paid into a savings account etc., in a bank or other financial institution specified by him/her.

(Prorated Calculation)

Article 6: Basic salary for individual who became Staff subject to Annual Salary System, or 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 Limited Term Staff (hereinafter referred to as the "Working Hour Regulations") from the total number of days.
3. Notwithstanding what is stipulated in Paragraph 1, when Staff subject to Annual Salary System dies, basic salary shall be paid, counting the remaining days until the end of the month of which said death occurred as time worked.
4. The stipulation in the foregoing 3 Paragraphs shall apply mutatis mutandis to the payment of Adjustments, Administrative Post Allowance, and Adjustment Allowance for Medical Staff.

(Calculation of Salary for 1 Hour of Work)

Article 7: The amount of salary for 1 hour of work stipulated in the provisions of Articles 19 through 21 and Article 25 shall be the amount resulting from the division of the monthly total of basic salary and administrative post allowance by the average number of regular working hours for 1 month.

2. Notwithstanding what is stipulated in the foregoing item, the amount of salary for 1 hour stipulated in the provisions of Articles 17 through 19 shall, in cases where work or duty carried out is subject to the payment of Allowance for Handling Radiation, Allowance for Work in Abnormally Pressurized Environment(s), or disaster medical assistance allowance, be calculated based on the addition of the amount of allowances for 1 hour of the work or duty (in cases of allowances paid in units of 1 day, the amount shall be divided by 8 and in cases of 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 item.

(Calculation of Fractions)

Article 8: In cases where a calculation of the amount of overtime allowance, holiday allowance or Night Work Allowance paid for 1 hour in accordance with the provisions of Articles 19 through 21, as well as the amount of salary for 1 hour of work stipulated in Article 25. produces an amount including a fraction of less than 0.5 yen, said fraction shall be rounded down to the nearest 1 yen and in cases where 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: In cases where the amount of salary calculated in accordance with the provisions of 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 grades detailed in the Table of Basic Annual Salary for Staff (1) (Appendix Table 1)

2. Notwithstanding what is stipulated in the foregoing item, the amount of basic annual salary may be separately determined and paid to Staff subject to Annual Salary System, if the University deems that it is particularly necessary.
3. The amount of basic annual salary stipulated in the Table of Basic Annual Salary set forth in the foregoing two items 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.

(Determination of Annual Salary etc.)

Article 11: The basic annual salary for Staff subject to Annual Salary System shall be determined in accordance with the corresponding class of salary grade with due consideration given to the content of duties, academic background, licenses, qualifications and experience in education, research and other duties.

2. The class of salary grade and the amount of basic annual salary in the foregoing Paragraph may be modified based on the evaluation results.
3. Notwithstanding what is stipulated in the foregoing item, this may be stipulated differently, with special approval from the University.

## Chapter 3: Performance-based Bonus

(Payment of Performance-based Bonus etc.)

Article 12: Performance-based bonuses shall be paid to Staff subject to Annual Salary System 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 Staff subject to Annual Salary System who have died during the period of 1 month including and before the date preceding the Reference Date.

2. Notwithstanding what is stipulated in the foregoing item, no performance-based bonus shall be paid to Staff subject to Annual Salary System falling under any of the following Nos.
  - (1) Staff subject to Annual Salary System taking a leave of absence under Item 1, Article 12 of the Work Regulations and not receiving salary
  - (2) Those suspended from work under No. 3, Item 2, Article 33 of the Work Regulations
  - (3) Those dismissed based on the reason stipulated in any of the numbers, Item 2, Article 17 of the Work Regulations, or subject to punitive dismissal under No. 5, Item 2, Article 33 of the Work Regulations, during the period from the Reference Date to the payment date
  - (4) Other individuals who conform to what is stipulated in the foregoing Items.
3. In addition to the cases stipulated in the foregoing item, the performance-based bonus may not be paid or the payment date of performance-based bonus 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 No. 3 of the foregoing item, for Staff subject to Annual Salary System).
4. The performance-based bonus shall be paid for the period of 6 months including and before the Reference Date (or, in the case of individual whose service period is less than 6 months, for the service period; hereinafter referred to as the "calculation basis period"), in accordance with the duties and work performance of Staff subject to Annual Salary System, with due consideration given to the financial conditions etc., of the University.

5. The work performance set forth in the foregoing item shall be evaluated based on the work in each calculation basis period.
6. The amount of performance-based bonus shall be determined for each calculation basis period.

#### Chapter 4: Allowances

##### (Adjusted Amount of Basic Annual Salary)

Article 13: In cases of specialized Employees to whom the Table of Basic Annual Salary for Staff (1) applies and whose working conditions involve complexity, intense responsibilities, as well as working hours and a work environment evidently more demanding than that of other Staff Subject to Annual Salary System in the same work class, the basic salary of said specialized Staff Subject to Annual Salary System may be adjusted based on the level of specialization or the work.

2. According to the provisions of the foregoing item, the duties for which basic salary adjustment is applicable shall be the duties performed by the Staff Subject to Annual Salary System who work at the places detailed in Appendix Table 2 by those who are included in the column of the Staff Subject to Annual Salary System detailed in the same Table.
3. The adjusted amount set forth in the foregoing item shall be the amount resulting from the multiplication of the basic adjustments listed in Appendix Table 3 by the adjustment indices listed in Appendix Table 2 in accordance with the basic salary and work class applicable to the Staff Subject to Annual Salary System.

##### (Administrative Post Allowance)

Article 14: Administrative post allowance shall be paid to Staff subject to Annual Salary System in administrative or supervisory positions (hereinafter referred to as "administrative post").

2. The scope of administrative post set forth in the foregoing item shall be determined separately.
3. The monthly amount of the administrative post allowance shall be in accordance with Appendix Table 4, based on the work class and classifications of duties that are applicable to Staff subject to Annual Salary System.
4. The administrative post allowance shall include Night Work Allowance stipulated in the provisions of Article 21.
5. Staff subject to Annual Salary System 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 work bonus for the month (Except for Staff subject to Annual Salary System with special approval from by the University as being unable to work due to the necessity of medical treatment after meeting with work-related accidents (Hereinafter referred to as "Work-related Accident(s)") stipulated in Item 1, Paragraph 1, Article 7 of the Industrial Accident Compensation Insurance Act (Law No. 50 of 1947, hereinafter referred as "Industrial Accident Compensation Insurance Act").
6. Notwithstanding what is stipulated in the foregoing five items, matters pertaining to the payment of administrative post allowances shall be determined separately.

##### (Adjustment Allowance for Medical Staff)

Article 15: A medical staff adjustment allowance for staff not exceeding 50,800 yen shall be paid to Staff Subject to Annual Salary System 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 Staff Subject to Annual Salary System 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 the Table of Basic Annual Salary 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 set forth in the foregoing item shall be subject to reduction annually from the date of employment and the monthly amount of said allowance shall be in accordance with Appendix Table 5 based on the length of the period after date of employment.
3. In addition to the provisions of the foregoing two items, other matters pertaining to the payment of medical staff adjustment allowances for Employees shall be determined separately.

##### (Allowance for Handling Radiation)

Article 16: Allowance for Handling Radiation shall be paid to Staff subject to Annual Salary System, when such an employee has 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 has 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 set forth in the foregoing item shall be 7,000 yen per month within which the situation stipulated in the foregoing item occurs.

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

Article 17: Staff subject to Annual Salary System 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 the allowances detailed in the foregoing item 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 18: HEMS flight allowance shall be paid to Staff subject to Annual Salary System in possession of a medical license, 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 as set forth in the foregoing item shall be 1,900 yen per duty.

(Night Medical Service Allowance)

Article 18-2: Night Medical Service Allowance shall be paid to Staff subject to Annual Salary System 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, in cases where said Staff are engaged in work involving medical examinations etc. during regular working hours which include hours between 10.00 p.m. and 5.00 a.m. the following morning (hereinafter referred to as "Night") in full or in part.

2. The amount of the allowance per one shift as set forth in the foregoing item shall be as detailed hereunder.

| 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 18-3: The medical emergency call allowance shall be paid to members of Staff subject to Annual Salary System 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 item shall be 5,000 yen per call.

(Disaster Medical Assistance Allowance)

Article 18-4: The 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 set forth in the foregoing item 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 the provisions of foregoing 2 items, matters pertinent to payment of disaster medical assistance allowances for Employee shall be determined separately.

(Overtime Allowance)

Article 19: Staff subject to Annual Salary System ordered to work overtime in accordance with Item 1, Article 5 and Item 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 Item, if the hours of said overtime work (including the hours of ordered holiday work [excluding work on a statutory holiday] under Item 1, Article 5 and Item 1, Article 6 of The Working Hours Regulations) exceed 60 hours per month, Staff subject to Annual Salary System shall be paid an hourly overtime allowance in the amount of 150% of the corresponding salary for each hour of the overtime in excess of 60 hours (175% in the case of Night overtime).
3. Notwithstanding what is stipulated in the foregoing two Items, overtime allowance shall not be paid either to Staff subject to Annual Salary System engaged in administrative work or to those engaged in the handling of confidential clerical work in accordance with the provisions of Item 2, Article 41 of the Labor Standards Act.

(Holiday Allowance)

Article 20: Staff subject to Annual Salary System ordered to work on holidays in accordance with the provisions of Item 1, Article 5 and Item 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 Item 3 of the foregoing article shall also apply to holiday allowance.

(Night Work Allowance)

Article 21: Staff subject to Annual Salary System ordered to work at Night in accordance with the provisions of Item 1, Article 7 of the Working Hour Regulations shall be paid a Night Work Allowance in the amount 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 22: Staff subject to Annual Salary System ordered to engage in night/day work in accordance with the provisions of Article 10 of the Working Hour Regulations shall be paid night/day allowance in accordance with provisions determined separately.

#### Chapter 5: Special Regulations Pertaining to Salary etc.

(Salary during Periods of Leave of Absence)

- Article 23: Staff subject to Annual Salary System on a leave of absence in accordance with the provisions of No. 1, Item 1, Article 12 of the Work Regulations due to the necessity for medical treatment for Work-related Accident(s) shall receive full salary (or, in cases where Staff subject to Annual Salary System is in receipt of 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. With the exception of the provisions of the foregoing item, Staff subject to Annual Salary System taking a leave of absence in accordance with No. 1, Item 1, Article 12 of the Work Regulations shall not be paid salary during the period of said leave of absence. In cases where Staff subject to Annual Salary System taking a leave of absence in accordance with No. 2, Item 1, Article 12 of the Work Regulations due to being subject to prosecution pertaining to a criminal case, said Staff subject to Annual Salary System shall not be paid salary during the period of said leave of absence.
  3. Staff subject to Annual Salary System taking a leave of absence in accordance with Nos. 3 and 4, Item 1, Article 12 of the Work Regulations may be entitled to payment during the period of said leave of absence of no more than 70% of basic salary and Adjustments (hereinafter referred to as "Monthly Amount of the Basic Salary etc.") for each (100% in cases of Staff subject to Annual Salary System recognized as being eligible under the provisions of No. 3, Item 1, Article 12 of the Work Regulations and as having suffered a work-related accident).
  4. Staff subject to Annual Salary System on a leave of absence in accordance with the provisions of No. 5, Item 1, Article 12 of the Work Regulations may be entitled to the payment of up to 100% of the Monthly Amount of the Basic Salary etc. during the period of said leave of absence.
  5. Unless otherwise stipulated, Staff subject to Annual Salary System on a leave of absence shall not be entitled to the payment of any salary with the exception of salary stipulated in the provisions of Item 1, 3 and the foregoing Item.

(Handling of Salary during Periods of Special Leave)

Article 24: The handling of salary during periods of special leave in accordance with the provisions of Article 22 of the Work Regulations shall be determined separately.

(Reduction in Salary)

Article 25: Unless otherwise stipulated, the salary of Staff subject to Annual Salary System absent from work shall be reduced by an amount equivalent to the amount for 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 26: Matters necessary for implementing these regulations shall be set forth separately.

### Supplementary Provisions

(Date of Implementation etc.)

1. The foregoing regulations shall be implemented from 1 April 2015.

(Special Regulations pertaining to Entrance Examination Allowance)

2. Notwithstanding what is stipulated in Item 2, Article 3, Staff subject to Annual Salary System engaged in work relating to entrance examinations (excluding those who hold an administrative post) may be entitled to the payment of entrance examination allowance, based on the consideration of the content of said work, as well as the payment status of allowances pertaining to similar work within Osaka University prior to its acquisition of National University Corporation status.

(Allowance for Disaster Emergency Operations etc.)

3. Notwithstanding Item 2, Article 3, Staff subject to Annual Salary System who engage in operations to address a large-scale natural disaster etc. may, until further notice, be entitled to receive the allowance for disaster emergency operations etc. as set forth separately.

4. Notwithstanding Item 2, Article 7, if certain work falls under the operation to which the allowance for disaster emergency operations etc., is paid, the amount of salary for 1 hour of work stipulated in the provisions of Articles 19 through 21 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 Item 1, Article 7.

5. 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 each No. of Item 1, Article 16.

### Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2015.

### Supplementary Provision

The foregoing amendments shall be implemented from 20 April 2015 and applied from 1 April 2015.

### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 30 March 2016 and applied from 1 April 2015.

(Special exception for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2015 to the day preceding the date of implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").

2. The provision of the foregoing item for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2015 to the day preceding the Date of Implementation, shall be applied on and after the date of application of the Table of Basic Annual Salary. In such cases, the Basic Annual Salary after the date of application for said Staff subject to Annual Salary System shall be the amount stipulated in the Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in the Table of Basic Annual Salary applicable to said Staff subject to Annual Salary System for the period from the Date of Implementation to the day preceding the date of application. However, this

shall not be applied when the University deems it particularly necessary.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 October 2016.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 26 December 2016 and applied from 1 April 2016. (Special exception for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2016 to the day preceding the date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. The provision of the foregoing item for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2016 to the day preceding the Date of Implementation, shall be applied on and after the date of application of the Table of Basic Annual Salary. In such cases, Table of Basic Annual Salary after the date of application for said Staff subject to Annual Salary System shall be the amount stipulated in Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in Table of Basic Annual Salary applicable to said Staff subject to Annual Salary System for the period from The Date of Implementation to the day preceding the date of application. However, this shall not be applied when the University deems it particularly necessary.

#### Supplementary Provision

The foregoing amendments shall be implemented from 1 July 2017.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 28 December 2017 and applied from 1 April 2017. (Special exception for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2017 to the day preceding the date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. The provision of the foregoing item for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2017 to the day preceding the Date of Implementation, shall be applied on and after the date of application of said Table of Basic Annual Salary (hereinafter referred to as "The Date of Application"). In such cases, the Basic Annual Salary after the Date of Application for said Staff subject to Annual Salary System shall be the amount stipulated in the Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in the Table of Basic Annual Salary applicable to said Staff subject to Basic Annual Salary System for the period from the Date of Application to the day preceding the Date of Implementation. However, this shall not be applied when the University deems it particularly necessary.

#### Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 19 December 2018 and applied from 1 April 2018. (Special exception for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2018 to the day preceding the date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. The provision of the foregoing item for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2018 to the day preceding the Date of Implementation, shall be applied on and after the date of application of said Table of Basic Annual Salary (hereinafter referred to as "The Date of Application"). In such cases, the Basic Annual Salary after the Date of Application for said



Staff subject to Annual Salary System shall be the amount stipulated in the Table of Basic Annual Salary after revision in accordance with the class of salary grade detailed in the Table of Basic Annual Salary applicable to said Staff subject to Basic Annual Salary System for the period from the Date of Application to the day preceding the Date of Implementation. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provision

The foregoing amendments shall be implemented from 14 December 2019.

Supplementary Provisions

(Date of Implementation)

1. The foregoing amendments shall be implemented from 24 December 2019 and applied from 1 April 2019. (Special exception for Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2019 to the day preceding the Date of the implementation of these Supplementary Provisions (Hereinafter referred to as "Date of Implementation").
2. For Staff subject to Annual Salary System to whom the Table of Basic Annual Salary has newly applied during the period from 1 April 2019 to the day preceding the Date of Implementation, notwithstanding what is stipulated in the foregoing item, the amendments shall be applied from the date of application of said Table of Basic Annual Salary. However, this shall not be applied when the University deems it particularly necessary.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2021.

Supplementary Provision

(Date of Implementation)

1. The foregoing amendments shall be implemented from 1 April 2021. (Abolition of the Allowances for Disaster Emergency Operations)
2. The measures "until further notice" stipulated in Item 3, the supplementary provision (implemented from 1 April 2015) shall be abolished on 31 March 2021.

Supplementary Provision

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

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2022.

Supplementary Provision

The foregoing amendments shall be implemented from 1 April 2023.

Appendix 1 Basic Annual Salary Table for Staff (Relating to Article 10)

| Work Class | 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          | 6,144,900                   | 6,918,300                   | 7,342,500                   | 8,457,900                   |
| 2          | 6,093,000                   | 6,856,500                   | 7,260,600                   | 8,396,700                   |
| 3          | 6,042,000                   | 6,795,300                   | 7,178,700                   | 8,335,200                   |
| 4          | 5,991,000                   | 6,733,800                   | 7,096,800                   | 8,274,000                   |
| 5          | 5,940,000                   | 6,672,600                   | 7,014,600                   | 8,212,500                   |
| 6          | 5,837,100                   | 6,611,100                   | 6,933,000                   | 8,151,300                   |
| 7          | 5,734,500                   | 6,549,000                   | 6,856,800                   | 8,028,000                   |
| 8          | 5,631,900                   | 6,487,500                   | 6,774,900                   | 7,905,600                   |
| 9          | 5,534,700                   | 6,426,300                   | 6,693,000                   | 7,782,300                   |
| 10         | 5,445,600                   | 6,365,100                   | 6,611,400                   | 7,659,600                   |
| 11         | 5,347,200                   | 6,211,200                   | 6,447,300                   | 7,536,600                   |
| 12         | 5,275,500                   | 6,062,400                   | 6,304,800                   | 7,420,500                   |
| 13         | 5,197,500                   | 5,924,400                   | 6,140,100                   | 7,297,800                   |
| 14         | 5,127,900                   | 5,774,400                   | 6,017,100                   | 7,123,500                   |
| 15         | 5,039,400                   | 5,559,300                   | 5,813,700                   | 6,949,200                   |
| 16         | 4,794,300                   | 5,335,500                   | 5,618,100                   | 6,774,900                   |
| 17         | 4,563,000                   | 5,115,900                   | 5,311,500                   | 6,624,000                   |
| 18         | 4,301,700                   | 4,879,800                   |                             | 6,449,100                   |
| 19         | 4,052,700                   | 4,632,600                   |                             |                             |
| 20         | 3,791,700                   |                             |                             |                             |

Appendix 2 (Relating to Article 13) Classification of Eligible Employee

| Place of Work   | Staff Subject to Annual Salary System  | Adjustment Index |
|---|--|------------------|
| 1. Graduate School of Medicine, Faculty of Medicine and Research Institutes   | (1) Staff Subject to Annual Salary System 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 Subject to Annual Salary System directly engaged in work primarily comprising the raising of animals with contagious or other hazardous pathogens as defined in the provisions of Article 6 of the laws pertaining to prevention of contagion and the treatment of patients with contagious diseases (Law No. 114 of 1998) experimentation of such animals.            | 1                |
| 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 Subject to Annual Salary System 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 Subject to Annual Salary System 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 3 Basic Adjustment Amounts(Relating to Article 13)

Basic Salary per Year Tables for Staff (1)

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

Appendix 4 Administrative Post Allowance (Pertaining to Article 14)

| Job Title           | Classification of Duties | Administrative Post Allowance (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 5 Adjustment Allowance for Medical Staff (Relating to Article 15)

| 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                   |