

Regulations for Interim Measures Pertaining to Contract Renewal, etc., upon Re-employment of National University Corporation Osaka University Employees after Mandatory Retirement Age

**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 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 regulations shall be to define interim measures pertaining to the execution or renewal of contracts upon re-employment of employees (meaning those who are defined in Nos. 1 and 2, Item 1, Article 19 of the Work Regulations for National University Corporation Osaka University Staff (hereinafter referred to as the "Work Regulations")) of National University Corporation Osaka University (hereinafter referred to as "The University") after mandatory retirement age.

(Interim Measures)

Article 2: In addition to what is stipulated in Items 1 and 2, Article 20 of the Work Regulations, if an employee who has reached the age listed in the right-hand column of the following table according to each classification of period listed in the left-hand column falls under one of the following numbers, the re-employment contract shall not be executed or renewed. However, this shall not apply if approved by The University based on special necessity.

Period	Age
From 1 April 2013 to 31 March 2016	61
From 1 April 2016 to 31 March 2019	62
From 1 April 2019 to 31 March 2022	63
From 1 April 2022 to 31 March 2025	64

- (1) A person who, without justifiable circumstances, fails to receive the periodical health examination (including a complete medical checkup; hereinafter the same applies) conducted within 1 year prior to the contract renewal; or the person who is found, by an industrial physician as a result of the periodical medical examination, to have difficulty in working.
- (2) A person whose average attendance rate within 1 year prior to the contract renewal is less than 80%.
- (3) A person whose average scores within 1 year prior to the contract renewal is less than 3 on a scale of 1 to 5.
- (4) A person who was subject to disciplinary action within 1 year prior to the contract renewal.

Supplementary Provision

The foregoing regulations shall be implemented from 1 April, 2013.