

○ National University Corporation Kobe University Regulations on Salary for Staff Members
(Established on April 1, 2004)

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Chapter 1 General Provisions

(Purpose)

Article 1 The purpose of these Regulations is to provide for matters concerning the salary of staff members working at National University Corporation Kobe University (excluding persons subjected to the National University Corporation Kobe University Rules on Salary for Staff Members Under the Annual Salary System; hereinafter the same applies) under the provisions of Article 30 of the National University Corporation Kobe University Rules on Conditions of Employment for Staff Members (hereinafter referred to as "Rules").

(Remuneration Types, Calculation Periods and Payment Dates)

Article 2 The salary types, calculation periods and payment dates shall be as listed in the following table. However, the payment date may be extended if the employment of staff member falls in the middle of the said salary calculation period and in other situations where there are unavoidable reasons.

Salary Types	Calculation Period	Payment Date
(1) Remuneration (2) Allowances Remuneration adjustment Managerial personnel allowance Starting salary adjustment allowance Dependent allowance Regional allowance Housing allowance Commuting Allowance Allowance for long-term assignments away from home Special allowance for academic staff in compulsory education Teaching profession	From the first day to the last day of each month	The 17th of that month (However, if the 17th falls on a Sunday, payment will be made two days prior; if it falls on a Saturday, payment will be made one day prior. If the 17th falls on a holiday, payment will be made on the following day)

adjustment Supplementary service allowance Allowance for specialist nurses, etc.		
Special work allowance for managerial personnel Special work allowances Overtime allowance Holiday work allowance Night work allowance Night watch duty allowances	From the first day to the last day of each month	The 17th following the month during which the situation that necessitated payments of the said allowance occurred (However, if the 17th falls on a Sunday, payment will be made two days prior; if it falls on a Saturday, payment will be made one day prior. If the 17th falls on a holiday, payment will be made on the following day)
End of term bonus Diligence bonus		June 30 and December 10 (However, if the date falls on a Sunday, payment will be made two days prior; if it falls on a Saturday, payment will be made one day prior.)

(Payment of Salary)

Article 3 The salary of a staff member shall be paid in full directly to the staff member in cash. However, if requested by a part-time staff member, salary may be paid to his or her deposit or savings account by wire transfer.

2 The following items shall be deducted from the salary. However, item (4) does not apply to public prosecutors who are dispatched pursuant to the Act on Dispatchment of Judges, Public Prosecutors, and Other National Public Officers Engaged in Regular Services to Law Schools (Act No. 40 of 2003).

- (1) Withholding tax;
- (2) Inhabitants tax;
- (3) Mutual aid association premium;
- (4) Insured's portion of employment insurance premium;
- (5) Amount to be deducted from salary in accordance with a written agreement with the staff representative;
- (6) Deductions otherwise provided for by laws and regulations.

(Pro-Rated Calculations)

Article 4 Remunerations for newly hired staff members shall be payable from the first day of their employment. If a staff member's remuneration changes as a result of reassignment, the new remuneration shall be payable from the day that the new assignment begins.

2 If a staff member resigns (for any reason other than death; the same shall apply in Articles 5, 21, 29, 32 and 39 to 41) or if his or her employment is terminated, remuneration will be disbursed up until the day of resignation or termination.

3 If a staff member ceases to be employed by the University due to his or her demise, remuneration will be disbursed up until the end of the month in which death occurs.

4 If remuneration is disbursed pursuant to the provision of paragraph 1 or 2, the amount of remuneration, excluding the case where remuneration is disbursed starting from the first day of the month or disbursed up until the last day of the month, will be calculated on a pro-rated basis based on the actual number of days worked in the month, less the holidays, etc. provided in Article 25 of the Rules.

5 The provisions of the preceding four paragraphs shall apply mutatis mutandis to the disbursement of remuneration adjustments, managerial personnel allowances, starting salary adjustment allowances, regional allowances, special allowances for academic staff in compulsory education and teaching profession adjustments.

(Immediate Payment of Salary)

Article 5 If a staff member comes under any of the following items, his or her salary shall be disbursed immediately upon request by the staff member or a rightful claimant, notwithstanding the provision of Article 2; however, this shall not apply if there is any dispute regarding rights to receive salary.

- (1) Upon resignation or termination;
- (2) Staff members who have deceased.

(Emergency Payment of Salary)

Article 6 If a staff member's circumstances come under any of the following items and he or she submits a request, pro-rated salary for the period up until the day of such request shall be disbursed immediately, notwithstanding the provision of Article 2.

- (1) Funds to be used for the marriage, birth or funeral of the staff member or a person who depends on him or her for their livelihood;
- (2) Funds to be used in respect of an illness or accident suffered by the staff member or a person who depends on him or her for their livelihood;
- (3) Funds to be used to enable the staff member or a person who depends on him or her for their livelihood to return to his or her birthplace;
- (4) As otherwise deemed to be especially necessary.

(Calculation of Salary Amount per Hour Worked)

Article 7 The hourly wages provided in Articles 24 and 35 to 37 shall be calculated in the following manner: divide the sum of the employee's monthly remuneration, remuneration adjustments, monthly teaching profession adjustments, monthly regional allowances, managerial personnel allowances, starting salary adjustment allowances, special allowances for academic staff in compulsory education, supplementary service allowances and allowances for specialist nurses, etc., by the monthly average number of working hours.

2 Notwithstanding the provision in the preceding paragraph, hourly wages provided in Articles 35 and 36 for work where special work allowances are paid shall be the amount calculated by adding the allowance amount for the hourly rate related to that work (when payment is made in a one-day unit, the amount calculated by dividing that amount by eight) to the amount under the provisions of the preceding paragraph.

(Calculation of Fractions)

Article 8 When calculating the salary amount per hour worked pursuant to the Article 24 and the amount of overtime allowance, holiday work allowance and night work allowance paid for every hour worked pursuant to Articles 35 to 37, any amounts under 0.5 yen will be rounded down to the nearest yen, and any amounts over 0.5 yen but less than one yen will be rounded up to the nearest yen.

(Handling of Fractions)

Article 9 If the final amount of salary calculated in accordance with these Regulations ends in a fraction of a yen, the amount will be rounded down to the last whole yen.

Chapter 2 Remuneration

(Remuneration)

Article 10 Remuneration will be disbursed based on the job grade, step-rate remuneration and monthly remuneration, as provided in the remuneration schedules in the following article.

(Types of Remuneration Schedules and Scope of Application)

Article 11 The types of remuneration schedule shall be as listed in the following items and the scope of application of each remuneration schedule shall be provided for by the respective remuneration schedules.

(1) Remuneration Schedule for General Positions (Appended Table 1)

(a) Remuneration Schedule for General Positions (1)

(b) Remuneration Schedule for General Positions (2)

(2) Remuneration Schedule for Teaching Positions (Appended Table 2)

(a) Remuneration Schedule for Teaching Positions (1)

(b) Remuneration Schedule for Teaching Positions (2)

(c) Remuneration Schedule for Teaching Positions (3)

(3) Remuneration Schedule for Medical Positions (Appended Table 3)

(a) Remuneration Schedule for Medical Positions (1)

(b) Remuneration Schedule for Medical Positions (2)

(Starting Salary)

Article 12 The starting salary of newly hired staff members shall be determined based on the individual's educational background, certification, qualifications, work experience, etc. and comparison to other staff members.

(Promotion)

Article 13 Staff members promoted pursuant to the provisions of Article 31 of the Rules may be promoted to a higher grade in accordance with the nature of their duties.

2 Staff members with excellent work performance may be promoted to the next pay grade above their current grade in accordance with the nature of their duties and the results of their general performance evaluation.

(Demotion)

Article 14 When a staff member is demoted pursuant to the provision in Article 32 of the Rules, the person may be demoted to a lower grade.

(Job Grade and Step Rank for Reassignments Subject to Different Starting Salary Criteria)

Article 15 The position grade and step rank of staff members who are reassigned to a position where the starting salary criteria is different without the application of a different remuneration schedule shall be determined on the basis of their newly assigned duties.

(Job Grade and Step Rank for Reassignments Subject to Different Remuneration Schedule)

Article 16 The job grade and step rank of staff members who are reassigned to a position to which a different Remuneration Schedule applies shall be determined on the basis of their newly assigned duties.

(Salary Raise)

Article 17 Salary raises for staff members shall be made on January 1 in accordance with that staff member's work performance in the 1 year prior to the said date.

- 2 The step rate number for salary raises in cases where salary may be raised or is raised for staff members (excluding staff members in the following paragraph. Hereinafter the same applies in this paragraph) pursuant to the provisions of the preceding paragraph shall be determined based on the criteria prescribed in the detailed regulations where the standard step rate number shall be step rate No. 4 for salary raises for staff members who performed well throughout the period provided in the same paragraph (step-rate No. 3 for a person with a job grade of grade 7 and above for whom the Remuneration Schedule for General Positions (1) applies, and for a staff member prescribed in the detailed regulations with equivalent grades who is subject to Remuneration Schedules other than this).
- 3 Salary raises for staff members over 55 years old (57 years old for staff members subject to the Remuneration Schedule for General Positions (2)) under the provisions of paragraph 1 shall be made limited to cases where the staff member's work performance is extremely good or particularly good during the period provided in the same paragraph; the number of step rates where salary is raised shall be determined based on the criteria prescribed in the detailed regulations for work performance.
- 4 Notwithstanding the provisions of the preceding three paragraphs, staff members who work beyond the first March 31 after the day he or she turned 63 years old shall not have salary raises.
- 5 Salary raises for staff members may not be given beyond the highest step rate for the job grade of the staff member.
- 6 In addition to matters provided in paragraph 1 through to the preceding paragraph, necessary matters concerning the salary raises for staff members shall be prescribed in the detailed regulations.

Articles 18 and 19 Deleted

Chapter 3 Exceptions for Salary

(Salary in the Event of Occupational or Commuting Accidents)

Article 20 If a staff member suffers an occupational accident or illness or suffers an injury or illness while commuting (as defined in Article 7, paragraphs 2 and 3 of the Industrial Accident Compensation Insurance Act (Act No. 50 of 1947; hereinafter referred to as "Industrial Accident Insurance Act"); the same shall apply in Article 25), he or she, when permitted to refrain from working by taking sick leave as provided in Article 22 of the National University Corporation Kobe University Regulations on Working Hours, Holidays, Paid Leave, etc. of Staff Members (hereinafter referred to as "Regulations on Working Hours, etc."), shall be paid an amount equivalent to the full amount of salary (subtracting the amount received as leave compensation benefits or leave benefits (including leave special payment) in accordance with Article 14 of the Industrial Accident Insurance Act) for the duration of such sick leave.

(Salary for Persons on Leave)

Article 21 A staff member who is infected with tubercular disease and goes on administrative leave under the provision of Article 39, paragraph 1, item (1) of the Rules (referred to as "sick leave" in this Article) may be paid, for up to two years of their leave, 80% of their remuneration, remuneration adjustments, dependent allowances, regional allowances, housing allowances, teaching profession adjustments and end-of-term bonus (referred to as "remuneration, etc." in this Article). However, affiliated school academic staff (hereinafter referred to as "Attached School Teachers") listed in the job classification column of the Appended Table of the National University Corporation Kobe University Regulations on Employment, Demotion, Dismissal, etc. of Staff Members (hereinafter referred to as "Regulations on Employment, etc.") shall be disbursed the full salary during this leave period.

- 2 When a staff member goes on sick leave due to a mental or physical disability other than that in the preceding paragraph, 80% of the remuneration, etc. will be disbursed until the sick leave period reaches one full year.
- 3 A staff member who is put on administrative leave pursuant to the provision of Article 39, paragraph 1, item (2) of the Rules due to indictment in a criminal case will be paid up to 60% of his or her remuneration, etc. (excluding end-of-term bonus) for the duration of such leave.
- 4 A staff member who is put on administrative leave pursuant to the provision of Article 39, paragraph 1, item (3) of the Rules will be paid up to 70% of his or her remuneration, etc. for the duration of such leave.
- 5 When a staff member goes on administrative leave under the provision of Article 2, items (1) and (2) of the National University Corporation Kobe University Regulations on Administrative Leave for Staff Members (hereinafter referred to as "Regulations on Administrative Leave"), up to 70% of the remuneration, etc., may be paid during that administrative leave period.
- 6 When a staff member goes on secondment leave under the provision of Article 2, item (4) of the Regulations on Administrative Leave, up to 100% of the remuneration etc., may be paid during that leave period.
- 7 Unless otherwise provided by other regulations, a staff member who goes on administrative leave shall not be paid any other salary except for that provided in one of the preceding 6 paragraphs.
- 8 If a staff member provided in paragraph 1, 2, 4, 5 or 6 resigns within a month of the reference date prescribed in Article 39, paragraph 1, within the period specified in the said items, or is dismissed (excluding dismissals due to the reasons prescribed in the detailed regulations), or passes away, the end of term bonus of the amount in the examples of the said items shall be disbursed. However, this will not be disbursed to staff members listed in Article 39, paragraph 3, item (2)(b).
- 9 Provisions from Article 39, paragraphs 4 to 9 shall apply mutatis mutandis for the disbursement of end of term bonus to staff members subject to the provisions of the preceding paragraph. In this case, the term "of paragraph 1" in Article 39, paragraph 4 is deemed to be replaced with "of the main clause of Article 21, paragraph 8".

(Salary for Persons on Childcare Leave)

Article 22 Salary for staff members who take childcare leave or childcare time in accordance with the National University Corporation Kobe University Regulations on Childcare Leave for Staff Members (hereinafter referred to as "Childcare Leave Regulations"), etc. shall be handled as provided in the following items:

- (1) Salary will not be disbursed for the period of childcare leave;
- (2) Persons who are on childcare leave as of the reference date pursuant to the provision of Article 39, paragraph 1, and who worked during the period six months prior to the reference date (including the period equivalent to that prescribed in the detailed regulations) shall receive the end-of-term bonus related to the said reference date notwithstanding the provision of the preceding item;
- (3) Persons who are on childcare leave as of the reference date pursuant to the provision of Article 40, paragraph 1, and who worked during the period six months prior to the reference date shall receive the diligence bonus related to the said reference date notwithstanding the provision of item (1);
- (4) The step rank for staff members who were on childcare leave and returned to work may have the necessary adjustments made in accordance with the provisions provided for by the detailed regulations within a range deemed to be necessary for the equilibrium with other staff;
- (5) A salary reduced pursuant to the provision of Article 24 will be disbursed when staff members take childcare time and are absent from work.

(Special Cases of Salary for Staff Members under Part-time Work for Childcare)

Article 22-2 For the application of the provisions of the National University Corporation Kobe University Regulations on Salary for Staff Members for staff members under part-time work for childcare under Article 16 of the Childcare Leave Regulations (hereinafter referred to as "Staff Members under Part-Time Work for Childcare"), the text listed in the middle column of the following table in the provisions listed in the left column of the same table shall be the text listed in the respective right columns of the same table.

Articles 12, 15, 16 and Article 17, paragraph 2	Determine	The decision of that person's monthly remuneration shall be the amount obtained by multiplying the number provided in the relevant items corresponding to the classification of the form of work listed in each item of Article 22-3 (hereinafter referred to as "Calculated Rate") to the amount corresponding to the step rate the person receives.
Articles 27 and 28	The amount listed	The amount obtained by multiplying the amount listed by the Calculated Rate
Article 32, paragraph 2, item (2)	The amount specified below	The amount specified below (the amount where the amount obtained from multiplying that amount by the ratio prescribed in the detailed regulations is deducted from that amount for Staff Members under Part-Time Work for Childcare prescribed in the detailed regulations in light of the commuting frequency)
Article 35, paragraph 1	Disburse	Disburse. However, for a Staff Member under Part-Time Work for Childcare whose total of the hours in excess of his or her standard working hours and the standard working hours for that work day is up to 8 hours, the amount shall be 100% (or 125% in the case of late night work) of the salary amount per hour worked as provided in Article 7 for each hour that he or she has worked.
Article 39, paragraph 2 and Article 40, paragraph 2	Monthly remuneration	Amount obtained by dividing the Calculated Rate from the monthly remuneration
Article 39, paragraph 2 and Article 40, paragraph 2	Remuneration adjustment	Amount obtained by dividing the Calculated Rate from the remuneration adjustments
Article 42, paragraph 2	The amount specified	The amount calculated by multiplying the amount specified by the Calculated Rate
Article 44, paragraph 2	The amount listed	The amount after multiplying the amount listed by the Calculated Rate
Article 44-2, paragraph 2	The amount specified	The amount after multiplying the amount specified by the Calculated Rate

(Calculated Rate for Amount of Remuneration, etc. for Staff Members under Part-Time Work for Childcare)

Article 22-3 The Calculated Rate for the amount of remuneration, etc. for Staff Members under Part-Time Work for Childcare shall be the Calculated Rate specified in the said items corresponding to the classification of the form of work listed in each of the following items.

- (1) Form of work specified in Article 16, paragraph 1 item (1) or (4) of the Childcare Leave Regulations: 0.5
- (2) Form of work specified in item (2) of the same paragraph: 0.625
- (3) Form of work specified in item (3) of the same paragraph: 0.6
- (4) Form of work specified in item (5) of the same paragraph: Calculated Rate listed in the said form of work depending on whether the working hours in 1 week for the form of work in any of the preceding items is equivalent to the working hours in 1 week for that person

(Salary for Persons on Family Care Leave)

Article 23 Salaries reduced pursuant to the provision of Article 24 will be disbursed to staff members when they take family care leave or partial family care leave and are absent from work in accordance with the National University Corporation Kobe University Regulations on Family Care Leave, etc.

(Salary for Staff Members on Personal Development Leave)

Article 23-2 Salary will not be disbursed to staff members on personal development leave pursuant to the Regulations on Personal Development Leave for National University Corporation Kobe University Staff Members (hereinafter referred to as "Regulations on Personal Development Leave") during the period of personal development leave.

(Salary Reductions)

Article 24 If a staff member is absent from work, a salary reduced by the amount obtained by multiplying the number of hours not worked by the salary amount per hour worked as provided in Article 7 shall be disbursed; however, salary will not be reduced if permission is granted for a leave pursuant to the provision of Article 26 of the Rules, prohibition against working pursuant to the provision of Article 48 of the Rules, or time not worked pursuant to the provision of Article 16 of the Regulations on Working Hours, etc., or when a civil right as provided in Article 14-2, paragraph 1, items (1) and (2) is exercised.

2 Even in a case where time not worked is permitted according to these Rules or other regulations, if there are particular stipulations on salary reductions, then reduced salaries shall be disbursed pursuant to the provisions of the main clause of the preceding paragraph, notwithstanding the provisions of the proviso of the same paragraph.

(Halving of Remuneration)

Article 25 Notwithstanding the provisions of the proviso in paragraph 1 of the preceding Article, a staff member who, in order to receive treatment for an injury (excluding any injury suffered on the job or while commuting) or an illness (excluding any illness suffered on the job or while commuting; hereinafter the same applies in this Article) or to receive treatment upon being prohibited from working due to an illness pursuant to the provision of Article 48 of the Rules, shall have his or her remuneration and remuneration adjustment halved if he or she spends a period of 90 or more consecutive days on leave from the start of sick leave as provided in Article 22 of the Regulations on Working Hours, etc. or from the start of work prohibition measures for those days spent on sick leave or work prohibition beyond the aforementioned period.

Chapter 4 Allowances

(Remuneration Adjustment)

Article 26 If it is determined that the monthly remuneration for a particular position is significantly inappropriate because of the job's complexity, difficulty, degree of responsibility, intensity of labor, working hours, working environment or other working conditions in comparison with other positions in the same job grade, that monthly remuneration shall be adjusted to the extent befitting the position's special nature.

2 Remuneration adjustments for positions where remuneration is adjusted pursuant to the provisions in the preceding paragraph and for staff members who hold such positions shall be prescribed in detailed regulations.

(Managerial Personnel Allowance)

Article 27 Managerial personnel allowance shall be paid to staff members who hold managerial or supervisory positions (hereinafter referred to as "Managerial Personnel") listed in Appended Table 4.

- 2 The monthly managerial personnel allowance shall be the amount listed in Appended Table 4.
- 3 The monthly managerial personnel allowance as prescribed in the preceding paragraph shall include the equivalent amount of extra wages when the staff member worked beyond the stipulated working hours (excluding the equivalent amount of extra wages when the said work involved midnight work).

(Special Work Allowance for Managerial Personnel)

Article 27-2 Special work allowance for Managerial Personnel shall be disbursed when Managerial Personnel worked on holidays as provided in Article 25, paragraph 1 of the Rules due to temporary, emergency or other work-related necessities.

- 2 In addition to those prescribed in the preceding paragraph, necessary matters pertaining to the disbursement of special work allowance for Managerial Personnel shall be prescribed in the detailed regulations.

(Starting Salary Adjustment Allowance)

Article 28 A starting salary adjustment allowance of no more than 50,000 yen a month shall be paid, for up to 35 years from the day of employment, with that amount reducing every year that passes after the day of employment, to staff members newly hired for positions that are subject to the detailed regulations of the Remuneration Schedule for Teaching Positions (1) in which specialized knowledge of medicine or dentistry is required and in which vacancies may not be easily filled through hiring (limited to that prescribed in the detailed regulations for employees who hold a medical license as prescribed in the Medical Practitioners Act (Act No. 201 of 1948) or a dentistry license as prescribed in the Dental Practitioners Act (Act No. 202 of 1948)). However, it will not be paid to classification 1 of Managerial Personnel in the classification of managerial personnel allowance pursuant to the provisions of the preceding Article.

- 2 Existing staff members who hold a medical license or a dentistry license, and who are newly assigned to the positions provided in the preceding paragraph shall be paid the starting salary adjustment allowance in line with the provision of the preceding paragraph.
- 3 The monthly starting salary adjustment allowance shall be the amount listed in the Appended Table 5 for the period of time beginning on the day of employment or the day on which the person became a staff member as prescribed in the preceding paragraph. In cases where the period beginning on the day of the person's university graduation as prescribed in the School Education Act (Act No. 26 of 1947) and ending on the day of employment or the day that the person becomes a staff member as prescribed in the preceding paragraph exceeds four years (or six years for those who underwent clinical training as prescribed in the Medical Practitioners Act, or 5 years for those who underwent practical training as prescribed in the Medical Practitioners Act prior to the revisions under the Law to revise part of the Medical Practitioners Act (Act No. 47 of 1968)), it shall be deemed, when applying the table below, that the staff member has already been paid the starting salary adjustment allowance that otherwise would have been payable for the portion of that period that came after the day of employment or the day that the person became a staff member as prescribed in the preceding paragraph (where that portion is rounded up to a whole year); however, this shall not apply to any case where the staff member (earned all the credits required for a university doctoral program as prescribed in the School Education Act and where less than three years have elapsed since the day ending the required period of time for completing that program).
- 4 For the application of Appended Table 5 for staff members who are paid the starting salary adjustment allowance, if a staff member is considered as being on administrative leave pursuant to the provision of Article 39 paragraph 1 of the Rules, the said administrative leave period shall not be calculated in the period listed in the period class column of that table.

5 In cases where staff members prescribed in paragraph 1 or 2 were paid, prior to becoming such employees, a starting salary adjustment allowance pursuant to the Rules and a starting salary adjustment allowance pursuant to the Act on Remuneration of Officials in the Regular Service (Act No. 95 of 1950; Hereinafter referred to as "Salary Act"), and allowances that are deemed to be equivalent to the allowances paid in other corporations, etc. (hereinafter referred to as "Starting Salary Adjustment Allowance, etc."), the sum of the period they received those allowances and the period applicable for payment of the Starting Salary Adjustment Allowance, etc. under paragraph 3 exceeds 35 years, the period and amount of payment for their Starting Salary Adjustment Allowance, etc. shall be the period and amount that would be calculated if they had already been paid the Starting Salary Adjustment Allowance, etc. for the portion of time payable under the provisions of the same paragraph that exceeds the 35-year total.

(Dependent Allowance)

Article 29 Dependent allowance shall be paid to staff members who have one or more dependent relatives.

2 The dependent allowance shall be paid to staff members with dependent relatives who are persons listed in the following that depend mainly on the employee's support and possess no other means of livelihood.

- (1) Spouse (including a partner who is in an unregistered but de facto married relationship with the staff member; the same applies hereinafter);
- (2) Children and grandchildren, up to the first March 31 on or after their 22nd birthday;
- (3) Parents and grandparents age 60 and older;
- (4) Younger siblings, up to the first March 31 on or after their 22nd birthday;
- (5) Dependents with a severe mental or physical disorder.

3 The monthly dependent allowance shall be 13,000 yen for dependents to whom the provision in item (1) of the preceding paragraph applies, and shall be 6,500 yen for each dependent (referred to as "dependent children, or parents, etc." in paragraphs 5 and 7) in items (2) through (5) of the same paragraph, (if a staff member does not have a spouse, it shall be 11,000 yen for one of these dependent).

4 When there are dependent children who are between the first April 1st after reaching 15 years old and the first March 31st after reaching 22 years of age (hereinafter referred to as "Specified Period"), notwithstanding the provision of the preceding paragraph, the monthly dependents allowance shall be the amount calculated by adding the amount acquired by multiplying 5,000 yen by the number of dependent children in the Specified Period to the amount provided in the same provision.

5 When a person who is a new staff member has dependents, or if a situation that falls under any of the following items arises for the staff member, that staff member must immediately notify of those instructions (including instructions when the staff member has no spouse in cases where a person who is a new staff member has dependents, or if a situation that falls under item (1) arises for the staff member) using a dependent notification form that is set forth separately.

- (1) When an individual has newly met the dependent eligibility requirements;
- (2) When a person has failed to satisfy the requirements for having dependents (excluding cases where requirements for having dependents are not satisfied because the first March 31st after the day a dependent for whom item (2) or (4) of paragraph 2 applies turns 22 years old has passed);
- (3) When a staff member with Dependent Children, or Parents, etc. loses his or her spouse (excluding cases where the preceding item apply);
- (4) When a staff member with Dependent Children, or Parents, etc. gains a spouse (excluding cases where item (1) apply).

6 The disbursement of dependent allowance shall start from the day a person becomes a staff for new staff members with dependents; in the case where any of the provisions listed item (1) of the preceding paragraph arises for a staff member without dependents, the month following the month of which the date the situation arises falls in (the month which the day falls in when the date is the first day of the month); in the case where a staff member who receives dependent allowance who retires, is dismissed, or passes away it shall end by the date a staff member retires, or is dismissed, or passes away; in the case where the dependents of a staff member who receives dependent allowance fails to satisfy any of the requirements for dependents pertaining to the notification under the provisions of the same paragraph, the month in which the date the situation arose falls in (the month prior to the month the date falls in when the date falls on the first day of the month). However, the start of the disbursement of the dependent allowance when notification under the provisions of the same paragraph was made after 15 days from the date the situation pertaining to this arose shall be the month following the month on which the date the notification was received falls in (the month that date falls in if the date is the first of the month).

7 If a situation listed in paragraph 5, item (1) arises for a staff member who receives a dependent allowance where the staff member fails to satisfy a part of the necessary conditions for dependents pertaining to the notice under the provisions of the same paragraph for dependents of the staff member receiving dependent allowance; or if a situation listed in item (3) or (4) of the same paragraph arises for a staff member who receives a dependent allowance; or if the staff member's dependent child who was not a child under the Specified Period becomes one who falls within the Specified Period while under that pertaining to the notice under the provisions of the same paragraph, the amount disbursed shall change from the month following the month in which the date when these situations arise falls within (the month in which the date falls within if these dates are the 1st day of a month). The provisions of the proviso in the preceding paragraph shall apply mutatis mutandis to the changing of the amount of dependent allowance disbursed when situations listed in paragraph 5, item (1) arise for staff members who receive dependent allowance (excluding changes to amount of dependent allowance disbursed when a staff member who has Dependent Children, or Parents, etc. related to the notice under the provisions of the same paragraph gains a spouse); and to the changing of amount of dependent allowance disbursed pertaining to the said Dependent Children, Parents, etc. when a staff member who receives dependent allowance who has Dependent Children, or Parents, etc. related to the notice under the provisions of the same paragraph loses a spouse.

(Regional allowance)

Article 30 Regional allowance shall be disbursed to staff members to adjust for regional differences in remuneration standards.

2 The monthly regional allowance shall be the amount calculated by multiplying the total amount of monthly remuneration, monthly amount for remuneration adjustments, managerial personnel allowances, dependent allowance and the teaching profession adjustments by 10%.

3 If the following persons become staff members directly due to personnel exchanges, when it is deemed necessary after considering the employment matters, work location, etc. on the day prior to the day of the said employment, notwithstanding the provisions of the preceding 2 paragraph, the said staff member will be paid a regional allowance in line with examples of the Salary Act.

(1) Persons working at other National University Corporations, University Research Institute Corporations, National Institute of Technology, National Institution for Academic Degrees and University Evaluation, Center for National University Finance and Management, Japan Aerospace Exploration Agency or National Center for University Entrance Examinations (persons working at the Japan Aerospace Exploration Agency are limited to staff members in educational positions as prescribed in the rules of employment of that agency.)

- (2) Persons subject to the Salary Act (hereinafter referred to as "Persons Subject to the Salary Act".);
- (3) Public Prosecutors;
- (4) Persons used by an Agency Engaged in Administrative Execution prescribed in Article 2, paragraph 4 of the Act on General Rules for Incorporated Administrative Agencies (Act No. 103 of 1999);
- (5) National public officers engaged in special services;
- (6) Local government employee;
- (7) Persons used by a public financial corporation as provided for in Article 1 of the Act on Budget and Settlement of Public Financial Corporations (Act No. 99 of 1951);
- (8) Persons used by corporations set forth in the items of Article 9-2 of the Order for Enforcement of the Act on National Public Officers' Retirement Allowance (Cabinet Order No. 215 of 1953) (excluding persons set forth in item (1))
- (9) Persons used by corporations set forth in the items of Article 9-4 of the Order for Enforcement of the Act on National Public Officers' Retirement Allowance (excluding corporations set forth in the preceding 2 items) (excluding persons set forth in item (1))

(Housing Allowance)

Article 31 Housing allowance shall be paid to staff members to whom one of the following applies.

- (1) Staff members who rent housing (including apartments; the same applies hereinafter) for their own lodging and pay rent of over 12,000 yen per month (including usage fees; the same applies hereinafter) (excluding staff members who live in a dormitory provided by the University or other corporations, etc. or the country and pays a rent, and other staff members prescribed in the detailed regulations.);
- (2) Staff members who receive the allowance for long-term assignments away from home pursuant to the provision of Article 33, paragraph 1 or 3, who rent housing for their spouse to live (excluding dormitories provided by the University or other corporations, etc. or the country and other housing prescribed in the detailed regulations), and pay rent of over 12,000 yen per month, or cases prescribed in the detailed regulations where the need for equilibrium is recognized.

2 The monthly housing allowance shall be the amounts specified in the relevant items according to the classification of the staff member in the following items (total of the amounts listed in the relevant items for staff members to whom all items apply).

- (1) Staff members set forth in item (1) of the preceding paragraph: Amount equivalent to each amount (rounded down to the nearest hundred yen) specified in the relevant items according to the classification of the staff member in the following items
 - (a) Staff members who pay monthly rent of 23,000 yen or less: Amount calculated by deducting 12,000 yen from the monthly rent
 - (b) Staff members who pay monthly rent of more than 23,000 yen: Amount calculated by adding half of the amount after deducting 23,000 yen from the monthly rental fee to 11,000 yen (16,000 yen when half of the amount after deduction is over 16,000 yen)
- (2) Staff members set forth in item (2) of the preceding paragraph: Amount equivalent to half of the amount calculated pursuant to the example in the provisions of the preceding item
(any amounts under 100 yen will be rounded down to the nearest 100 yen)

3 A staff member who has newly fulfilled the necessary conditions of paragraph 1 must attach documents to prove that the said necessary conditions are fulfilled and promptly submit a notification on the actual housing conditions

using the housing notification form set forth separately. When there are changes to the housing, in which a staff member who receives a housing allowance resides or the rental amount, etc., the same shall apply.

- 4 Disbursement of the housing allowance shall start the month following the month in which the date the staff member newly fulfills the necessary conditions for staff members in paragraph 1 fall in (the month the day falls in if that day is the 1st day of a month), and end in the month the date the staff member fails to meet the necessary requirements provided in the same paragraph falls in (the month prior to the month the day falls in if that day is the 1st day of a month). However, when notice under the provisions of the preceding paragraph is given after 15 days has passed on which the situation pertaining to this arose, disbursement of housing allowance shall start from the month following the month the date the notice was received (the month the day falls in when that day is the 1st day of a month).
- 5 If a situation arise for a staff member who receives housing allowance where the monthly rental amount has to be changed, the amount disbursed shall be changed in the month following the month in which the date that situation arose falls within (the month the date falls within when the date is the 1st day of a month). The provisions of the proviso in the preceding paragraph shall apply mutatis mutandis when increasing the monthly amount of housing allowance.

(Commuting Allowance)

Article 32 Commuting allowance shall be paid to the staff members in the following items.

- (1) Staff members who usually use public transport or toll roads (hereinafter referred to as "Public Transport, etc.") to commute to work and who bear the cost of the fares or tolls (hereinafter referred to as "Fares, etc."). (This excludes staff members who do not face significant difficulty in commuting without the use of Public Transport, etc., and who reside less than two kilometers' walking distance from their place of work, and staff members set forth in item (3).);
 - (2) Staff members who usually use an automobile or other transportation tools as prescribed in the detailed regulations for commuting (hereinafter referred to as "Automobiles, etc.") (This excludes staff members who do not face significant difficulty in commuting without the use of an Automobile, etc., and who reside less than two kilometers' walking distance from their place of work, and staff members in the following item.);
 - (3) Staff members who usually commute to work by Public Transport, etc. for which they bear the cost of Fares, etc., and by using an Automobile, etc. (This excludes staff members who do not face significant difficulty in commuting without the use of Public Transport, etc. or an Automobile, etc., and who reside less than two kilometers' walking distance from their place of work.).
- 2 The monthly amount of the commuting allowance shall be the amount specified in the relevant item according to the classification of staff member set forth in each of the following items.
- (1) Staff members set forth in item (1) of the preceding paragraph: Amount equivalent to the total amount of Fares, etc. required for commuting for the period of one month as calculated in accordance with the detailed regulations (hereinafter referred to as "Fare Equivalent"). (If the Fare Equivalent exceeds 55,000 yen, the allowance shall be 55,000 yen.)
 - (2) Staff members set forth in item (2) of the preceding paragraph: Amount specified below according to the classification of staff member set forth in each of the following:
 - (a) Staff members whose one-way usable distance by Automobile, etc., (hereinafter referred to as "Usable Distance" in this item) is less than 5 km: 2,000 yen
 - (b) Staff members whose one-way Usable Distance is 5 km or more but less than 10 km: 4,200 yen
 - (c) Staff members whose one-way Usable Distance is 10 km or more but less than 15 km: 7,100 yen

- (d) Staff members whose one-way Usable Distance is 15 km or more but less than 20 km: 10,000 yen
- (e) Staff members whose one-way Usable Distance is 20 km or more but less than 25 km: 12,900 yen
- (f) Staff members whose one-way Usable Distance is 25 km or more but less than 30 km: 15,800 yen
- (g) Staff members whose one-way Usable Distance is 30 km or more but less than 35 km: 18,700 yen
- (h) Staff members whose one-way Usable Distance is 35 km or more but less than 40 km: 21,600 yen
- (i) Staff members whose one-way Usable Distance is 40 km or more but less than 45 km: 24,400 yen
- (j) Staff members whose one-way Usable Distance is 45 km or more but less than 50 km: 26,200 yen
- (k) Staff members whose one-way Usable Distance is 50 km or more but less than 55 km: 28,000 yen
- (l) Staff members whose one-way Usable Distance is 55 km or more but less than 60 km: 29,800 yen
- (m) Staff members whose one-way Usable Distance is 60 km or more: 31,600 yen

(3) The following staff members set forth in item (3) of the preceding paragraph: Total amount of the Fare Equivalent and the amount provided in the preceding item (55,000 yen when that amount exceeds 55,000 yen)

- (a) Staff members for whom the one-way Usable Distance by Automobile, etc. is 2 km or more, and the distance by Public Transport, etc. is equal or more than the distance normally walked
- (b) Staff members for whom the one-way Usable Distance by Automobile, etc. is 2 km or more, and the distance by Public Transport, etc. is within the distance normally walked but he or she would face significant difficulties commuting without the use of Public Transport, etc.
- (c) Staff members for whom the one-way Usable Distance by Automobile, etc. is less than 2 km, but he or she would face significant difficulties commuting without the use of Automobile, etc., and the distance by Public Transport, etc. is equal or more than the distance normally walked
- (d) Staff members for whom the one-way Usable Distance by Automobile, etc. is less than 2 km, but he or she would face significant difficulties commuting without the use of Automobile, etc., and the distance by Public Transport, etc. is within the distance normally walked but he or she would face significant difficulties commuting without the use of Public Transport, etc.

(4) The following staff members set forth in item (3) of the preceding paragraph: The higher of the amount provided in item (1) or the amount provided in item (2)

- (a) Staff members for whom the one-way Usable Distance by Automobile, etc. is 2 km or more, and the distance by Public Transport, etc. is within the distance normally walked
- (b) Staff members for whom the one-way Usable Distance by Automobile, etc. is less than 2 km, but he or she would face significant difficulties commuting without the use of Automobile, etc., and the distance by Public Transport, etc. is within the distance normally walked
- (c) Staff members for whom the one-way Usable Distance by Automobile, etc. is less than 2 km, and the distance by Public Transport, etc. is equal or more than the distance normally walked
- (d) Staff members for whom the one-way Usable Distance by Automobile, etc. is less than 2 km, and the distance by Public Transport, etc. is within the distance normally walked but he or she would face significant difficulties commuting without the use of Public Transport, etc.
- (e) Staff members for whom the one-way Usable Distance by Automobile, etc. is less than 2 km, and the distance by Public Transport, etc. is within the distance normally walked

3 Among staff members prescribed in the detailed regulations who are mentioned in paragraph 1, item (1) or (3) whose commuting situation changes because he or she is working at a workplace in a different region due to him or her being transferred to a different workplace, for those who use a special express train such as the Shinkansen super-express train, a national expressway, or other public transportation, etc. (hereinafter referred to as "Shinkansen, etc."), for commuting from their residence just before the relevant transfer (including housing

prescribed in the detailed regulations as equivalent to relevant housing) that is approved for usage as greatly improving the commuting situation in accordance with the criteria prescribed in the detailed regulations, and the monthly commuting allowance for which they normally pay a premium for using (this refers to the amount calculated by deducting the equivalent amount for the Fare, etc., that are the basis for calculating the Fare Equivalent from the Fare, etc., for using these; the same applies hereinafter) shall be the total amount of the amount equivalent to 50% of the special fares needed for 1 month of commuting as calculated according to the detailed regulations (20,000 yen when that amount exceeds 20,000 yen) and the amount provided in the same paragraph, notwithstanding the provision of the preceding paragraph.

- 4 The provisions of the preceding paragraph shall apply mutatis mutandis to the calculation of monthly commuting allowance for staff members prescribed in the detailed regulations who are staff members set forth in paragraph 1, item (1) or (3) that directly became staff members from persons listed in items of Article 30, paragraph 3, and who use the Shinkansen, etc. for commuting from their residence (including housing prescribed in the detailed regulations as equivalent to relevant housing) just before the said employment that is approved for usage as greatly improving the commuting situation in accordance with the criteria prescribed in the detailed regulations and for which they normally pay a premium for using (limited to staff members prescribed in the detailed regulations based on consideration of matters relating to the employment) and other staff members who are deemed, in comparison to staff members who are paid a commuting allowance under the provisions of the preceding paragraph, to have a need for the allowance.
- 5 A staff member who has newly fulfilled the necessary conditions of paragraph 1 must promptly submit a notification of the actual transportation situation using the transportation notification form set forth separately. When there are changes to the residence, commuting route, or transportation method in which a staff member in the same paragraph, or changes to the amount of Fares, etc. the staff member bears for commuting, the same shall apply.
- 6 Disbursement of commuting allowance shall start the month following the month in which the date the staff member newly fulfills the necessary conditions for staff members in paragraph 1 fall in (the month the day falls in if that day is the 1st day of a month), and end in the month the resignation date, dismissal date or death date if a staff member who receives commuting allowance resigns, or is dismissed, or dies, and the date the staff member fails to meet the necessary requirements provided in the same paragraph falls in (the month prior to the month the day falls in if that day is the 1st day of a month). However, when notice under the provisions of the preceding paragraph is given after 15 days has passed after the situation pertaining to this arose, disbursement of commuting allowance shall start from the month following the month the date the notice was received (the month the day falls in when that day is the 1st day of a month).
- 7 If a situation arise for a staff member who receives commuting allowance where the monthly amount has to be changed, the amount disbursed shall be changed in the month following the month in which the date that situation arose falls within (the month the date falls within when the date is the 1st day of a month). The stipulations of the proviso in the preceding paragraph shall apply mutatis mutandis when increasing the monthly amount of commuting allowance.

(Allowance for Long-Term Assignments away from Home)

Article 33 With regard to staff members who move to a different residence due to reassignment to a different place of work, and who may not be accompanied by their cohabitant spouse due to unavoidable circumstances prescribed in the detailed regulations, such as the spouse's need to care for an ill parent, the staff members shall be entitled to receive an allowance for long-term assignments away from home if it is deemed that commuting to the

new place of work from the residence occupied immediately before reassignment is difficult in light of the commuting distance and other factors in accordance with the criteria prescribed in the detailed regulations, and if the employee normally lives alone at the new residence. However, this Article shall not apply if it is deemed that commuting from the spouse's residence to the new place of work is not difficult for the employee in light of the commuting distance and other factors.

- 2 The monthly allowance for long-term assignments away from home shall be 26,000 yen (if the travel distance between the employee's residence and the spouse's residence calculated according to the Detailed Regulations (hereinafter referred to as "Travel Distance") is 100 kilometers or more, the amount provided in the said item according to the Travel Distance classification in following items shall be added).
 - (1) 100 km or more but less than 300 km: 6,000 yen
 - (2) 300 km or more but less than 500 km: 13,000 yen
 - (3) 500 km or more but less than 700 km: 20,000 yen
 - (4) 700 km or more but less than 900 km: 26,000 yen
 - (5) 900 km or more but less than 1,100 km: 33,000 yen
 - (6) 1,100 km or more but less than 1,300 km: 38,000 yen
 - (7) 1,300 km or more but less than 1,500 km: 43,000 yen
 - (8) 1,500 km or more but less than 2,000 km: 48,000 yen
 - (9) 2,000 km or more but less than 2,500 km: 53,000 yen
 - (10) 2,500 km or more: 58,000 yen
- 3 With regard to staff members who became staff members directly from persons set forth in items of Article 30, paragraph 3, and as a result had to move his or her residence and who may not be accompanied by their cohabitant spouse due to unavoidable circumstances prescribed in the detailed regulations, such as the spouse's need to care for an ill parent, the staff members for whom commuting to the new place of work from the residence occupied immediately before reassignment is difficult in light of the commuting distance and other factors in accordance with the criteria prescribed in the detailed regulations, and who normally lives alone at the new residence (limited to staff members prescribed in the detailed regulations in consideration of employment matters) and other staff members for whom the allowance is deemed necessary in comparison with staff members who are paid the allowance for long-term assignments away from home under the provision of paragraph 1 shall be entitled to receive an allowance for long-term assignments away from home in accordance with the provisions of the preceding 2 paragraphs.
- 4 A staff member who has newly fulfilled the necessary conditions of paragraph 1 or 3 must attach documents to prove that the relevant necessary conditions are fulfilled and promptly submit a notification on the actual situation of a separation from spouse, etc. using the allowance for long-term assignments away from home notification form set forth separately. When there are changes to the residence of a staff member who receives an allowance for long-term assignments away from home, the residence of his or her spouse or house mate, etc., the same shall apply.
- 5 Disbursement of the allowance for long-term assignments away from home shall start the month following the month in which the date the staff member newly fulfills the necessary conditions for staff members in paragraph 1 or 3 fall in (the month the day falls in if that day is the 1st day of a month), and end in the month the date the staff member fails to meet the necessary requirements provided in the same paragraph falls in (the month prior to the month the day falls in if that day is the 1st day of a month). However, when notice under the provisions of the preceding paragraph is given after 15 days has passed on which the situation pertaining to this arose, disbursement

of allowance for long-term assignments away from home shall start from the month following the month the date the notice was received falls in (the month the day falls in when that day is the 1st day of a month).

- 6 If a situation arise for a staff member who receives an allowance for long-term assignments away from home where the monthly amount has to be changed, the amount disbursed shall be changed in the month following the month in which the date that situation arose falls in (the month the date falls in when the date is the 1st day of a month). The stipulations of the proviso in the preceding paragraph shall apply mutatis mutandis when increasing the monthly amount of allowance for long-term assignments away from home.

(Special Work Allowances)

Article 34 Special work allowances shall be disbursed in accordance with the specifics of particular tasks to staff members who perform exceptionally hazardous, uncomfortable, health-affecting, or difficult jobs, or any other exceptionally specialized jobs for which special remuneration considerations are deemed to be necessary but whose particularities do not warrant consideration in terms of remuneration.

- 2 The types of special work allowances, the scope of those staff members eligible therefor, the amounts, and any other necessary matters concerning special work allowances shall be prescribed in the detailed regulations.

(Overtime Allowances)

Article 35 Pursuant to the stipulations of Articles 11 and 13 of the Regulations on Working Hours, etc., a staff member who is directed to work in excess of his or her standard working hours (excluding cases when holiday work allowances are disbursed pursuant to the provisions of the following Article) due to operational necessity shall be paid an overtime allowance of 125% (or 150% in the case of late night work) of the salary amount per hour worked as provided in Article 7 for each hour that he or she has worked beyond the standard working hours.

- 2 Pursuant to the provisions of Articles 11 and 13 of the Regulations on Working Hours, etc., a staff member who is directed to work on a holiday other than a legal holiday as provided in Article 25, paragraph 3 of the Rules (hereinafter referred to as "Legal Holidays") (including holidays as provided in Article 8 of the Regulations on Working Hours, etc. in relation to holidays other than Legal Holidays) and holidays in substitution as provided in Article 9 of the Regulations on Working Hours, etc. due to operational necessity shall be paid an overtime allowance of 135% (or 160% in the case of late night work) of the salary amount per hour worked as provided in Article 7 for each hour that he or she has worked beyond the standard working hours.

- 3 Pursuant to the provisions of Article 8 of the Regulations on Working Hours, etc., if a holiday has been moved to a normal working day in the same week by prior notice, a staff member who is directed to work in excess of his or her standard working hours on said holiday due to operational necessity shall be paid an overtime allowance of 135% (or 160% in the case of late night work) of the salary amount per hour worked as provided in Article 7 for each hour that he or she has worked beyond the standard working hours.

- 4 Notwithstanding the provisions of the preceding three paragraphs, a staff member who works more than 60 hours in excess of his or her standard working hours in a given month shall be paid an overtime allowance of 150% (or 175% in the case of late night work) of the salary amount per hour worked as provided in Article 7 for each hour that he or she has worked beyond the 60 hours.

- 5 The overtime allowance in the preceding four paragraphs shall not be disbursed to Managerial Personnel.

(Holiday Work Allowances)

Article 36 Pursuant to the provisions of Articles 11 and 13 of the Regulations on Working Hours, etc., a staff member who is directed to work on a legal holiday (including holidays as provided in Article 8 of the Regulations

on Working Hours, etc. in relation to Legal Holidays) due to operational necessity shall be paid a holiday work allowance of 135% (or 160% in the case of late night work) of the salary amount per hour worked as provided in Article 7 for each hour that he or she is directed to work. However, this will not be disbursed to Managerial Personnel.

2 Regarding staff members to whom the provisions of Articles 4 and 5 of the Regulations on Working Hours, etc. apply, the provisions of the preceding paragraph shall apply as if those days designated as holidays pursuant to those Articles were Legal Holidays.

(Night Work Allowances)

Article 37 Regarding staff members to whom the provisions of Article 4 of the Regulations on Working Hours, etc. apply, a staff member whose standard working hours have been assigned late at night pursuant to the provisions of Article 12 of the Regulations on Working Hours, etc., shall be paid a night work allowance of 25% of the salary amount per hour worked as provided in Article 7 for each hour that he or she has worked during the late night hours (excluding cases when holiday work allowances are disbursed pursuant to the provisions of the preceding Article).

(Night Watch Duty Allowances)

Article 38 Staff members who have been ordered to perform night watch duty pursuant to the provisions of Article 14 of the Regulations on Working Hours, etc. shall be paid for each shift the amount provided in the relevant items corresponding to the classification of night watch duty listed in the following items as night watch duty allowance.

(1) Shift work for the purpose of administrating emergency affairs, etc. concerning emergency outpatients and inpatients at the University Hospital: 5,900 yen

(2) Shift work for doctors or dentists for the purpose of carrying out regular ward rounds at the University Hospital: 15,000 yen

(3) Shift work for doctors to stand by in preparation for pathological autopsy at the University Hospital: 6,500 yen

2 The work prescribed in the preceding paragraph is not considered part of the services covered by the preceding three Articles.

(End of term bonus)

Article 39 An end of term bonus shall be paid to staff members employed at the University on June 1 and December 1 (collectively referred to as "reference dates" in this Article and the following Article), and to staff members who resign, or are dismissed (excluding cases where staff members are dismissed due to reasons prescribed in the detailed regulations; the same applies hereinafter in the next paragraph, paragraphs 3 and 5, and paragraph 1 of the following Article) or die within one month before the relevant reference date.

2 The amount of the end-of-term bonus shall be the amount calculated by multiplying the ratio listed in the ratio column of the table corresponding to the classification of working period listed in the working period column of the following table (3) for staff members within 6 months before the reference date by the following: the amount calculated by multiplying the base amount by 122.5% if the bonus is paid in June, and 137.5% if paid in December (for staff members listed in the staff member column of the following table (2) (hereinafter referred to as "Special Executive Staff Members"), the amount calculated by multiplying the base amount by 102.5% if paid in June, and 117.5% if paid in December; for staff members who work beyond the first March 31 after he or she turns 63 years old, the amount calculated by multiplying the base amount by 50% if paid in June and 55% if paid

in December), whereby the base amount is calculated by adding total amount of monthly remuneration, monthly amount of remuneration adjustments, dependent allowance and teaching profession adjustments, and the corresponding monthly regional allowance that is supposed to be received by the staff member as of each reference date (for staff members who resigned, were dismissed or died, as of their resignation date, dismissal date or death date; hereinafter the same applies in this and the following Articles) to the amount obtained by multiplying the total amount of monthly remuneration, monthly amount of remuneration adjustments, teaching profession adjustments, and the corresponding monthly regional allowance (hereinafter referred to as "Job Grade-Based Addition Amount") by the addition ratio listed in the addition ratio column in the same table for staff members listed in the staff member column of the following table (1) in accordance with the classification of staff members in the same table (for staff members listed in the staff members column in the following table (2), the amount whereby the amount obtained by multiplying that amount by the addition ratio listed in the addition ratio column in accordance with the classification of staff member in the same table based on the monthly remuneration (hereinafter referred to as "Managerial Personnel Addition Amount") is added to that amount).

Table (1)

Remuneration Schedule	Staff members	Addition ratio
Remuneration Schedule for General Positions (1)	Staff members with a job grade of grade 8 and above	18%
	Staff members with a job grade of grade 7	18%
	Staff members with a job grade of grade 6	15%
	Staff members with a job grade of grade 5	11% (15% for staff members prescribed in the detailed regulations)
	Staff members with a job grade of grade 4	11% (8% for staff members prescribed in the detailed regulations)
	Staff members with a job grade of grade 3	5% (8% for staff members prescribed in the detailed regulations)
	Staff members with a job grade of grade 2 (limited to staff members prescribed in the detailed regulations)	5%
Remuneration Schedule for General Positions (2)	Staff members with a job grade of grade 5	10%
	Staff members with a job grades of grade 3 and staff members with a job grades of grade 4 (limited to staff members prescribed in the detailed regulations)	5%
Remuneration Schedule for Teaching Positions (1)	Staff members with a job grade of grade 5	15% (20% for staff members prescribed in the detailed regulations)
	Staff members with a job grades of grade 4 and staff members with a job grades of grade 3	10% (Among staff members with a job grades of grade 4, 15% for staff members prescribed in the detailed regulations)
	Staff members with a job grades of grade 2 and staff members with a job grades of grade 1 (limited to staff members prescribed in the detailed regulations)	5%
Remuneration Schedule for Teaching Positions (2)	Staff members with a job grade of grade 4	15%
	Staff members with a job grade of grade 3	10%
Remuneration Schedule for Teaching Positions (3)	Staff members with a job grade of grade 2 (limited to staff members prescribed in the detailed regulations)	5% (10% for staff members prescribed in the detailed regulations)
Remuneration	Staff members with a job grade of grade 6 and	15%

Schedule for Medical Positions (1)	above	
	Staff members with a job grade of grade 5	10%
	Staff members with job grades of grades 4, 3, and 2 (limited to staff members prescribed in the detailed regulations)	5%
Remuneration Schedule for Medical Positions (2)	Staff members with a job grade of grade 6 and above	15%
	Staff members with a job grades of grade 5 and staff members with a job grades of grade 4	10%
	Staff members with a job grades of grade 2 and staff members with a job grades of grade 3 (limited to staff members prescribed in the detailed regulations)	5%

Table (2)

Remuneration Schedule	Staff members	Addition ratio
Remuneration Schedule for General Positions (1)	Staff members with 1 classification of managerial personnel allowance	25%
	Staff members with 2 classification of managerial personnel allowance	15%
Remuneration Schedule for Teaching Positions (1)	Staff members with 1 classification of managerial personnel allowance	25%
Remuneration Schedule for Medical Positions (2)	Staff members with 1 classification of managerial personnel allowance	15%

Table (3)

Length of service	Rate
6 months	1%
5 months or more but less than 6 months	80%
3 months or more but less than 5 months	60%
Less than 3 months	30%

3 Notwithstanding the provision of paragraph 1, the following staff members shall not be paid the end-of-term bonus.

(1) The following staff members who are in service as of the reference date

- (a) Persons on Unpaid Administrative Leave (staff members on administrative leave under the provisions of Article 39, paragraph 1, item (1) or (3), of the Rules or Article 2, items (1) to (3) of the Regulations on Administrative Leave, and do not receive a disbursement of salary).
- (b) Persons on Criminal Administrative Leave (staff members who are put on administrative leave pursuant to the provision of Article 39, paragraph 1, item (2) of the Rules).
- (c) Persons on Unpaid Dispatched Leave (staff members on administrative leave under the provision of Article 2, item (4) of the Regulations on Administrative Leave, and do not receive a disbursement of salary).
- (d) Persons on Graduate School Education Leave (staff members on administrative leave under the provisions of Article 2, item (5) of the Regulations on Administrative Leave).
- (e) Persons on Administrative Leave to Work Full Time (staff members on administrative leave under the provision of Article 2, item (6) of the Regulations on Administrative Leave).
- (f) Among staff members on child care leave pursuant to the provisions of Article 3 of the Childcare Leave Regulations, staff members apart from those who have a work period during the six months prior to the reference date.

(g) Suspended Persons (staff members who have been suspended pursuant to the provision of Article 59, paragraph 1, item (3) of the Rules).

(h) Staff members on personal development leave pursuant to the Regulations on Personal Development Leave.

(2) The following staff members who resigned or retired, or was dismissed, or died less than one month prior to the reference date

(a) Persons who were staff members for whom any of the preceding items (a) through (h) applies on the date they resigned or retired, or were dismissed, or died.

(b) Persons who work at government organizations or other corporations during the period up to the effective date from resignation or dismissal (limited to persons prescribed in the detailed regulations).

4 For persons to whom one of the following items apply, the end-of-term bonus related to the reference date of each relevant item (for persons set forth in item (4) the end-of-term bonus for which payment was suspended) shall not be paid notwithstanding the provision of paragraph 1.

(1) Staff members who received a disciplinary dismissal under the provisions of Article 59, paragraph 1, item (5) of the Rules between the reference date and the day prior to the specified date for payment corresponding to the relevant reference date;

(2) Staff members who are dismissed under instruction under the provisions of Article 59, paragraph 1, item (4) of the Rules between the reference date and the day prior to the specified date for payment corresponding to the relevant reference date;

(3) Staff members who received a disciplinary dismissal between the reference date and the day prior to the payment date corresponding to the relevant reference date due to reasons prescribed in the detailed regulations;

(4) Staff members who resigned or retired, or was dismissed less than one month prior to the reference date or between the reference date and the day prior to the date for payment corresponding to the relevant reference date (excluding persons set forth in the preceding 3 items), and staff members who are sentenced to prison between the date of resignation or retirement, or dismissal, and the day prior to the date for the relevant payment;

(5) Persons who received a penalty where payment of the end-of-term bonus was suspended pursuant to the provisions of the following paragraph (excluding persons whose relevant penalty was canceled), and persons sentenced to prison due to a crime committed during their service period.

5 When either one of the following items applies, payment of the relevant end-of-term bonus may be suspended for staff members who are supposed to receive the end-of-term bonus on the payment date and who resigns or retires, or is dismissed prior to the day before the relevant specified payment date.

(1) When indicted (excluding cases by summary proceedings as provided in Part 6 of the Code of Criminal Procedure (Act No. 131 of 1948), limited to crimes related to the relevant indictment for which prison time is part of the minimum charge; the same applies in the following paragraph) but judgment has not been determined in relation to a criminal case pertaining to behavior whilst the staff member was in employment for the period between his or her resignation or retirement, or dismissal date to the day before the said payment date;

(2) When the payment of the end-of-term bonus to that staff member is deemed to cause a major obstruction of the proper and smooth implementation of the end-of-term bonus system that ensures the society's trust in a situation where a criminal case involving the act committed by the terminated employee during the employment period, if the staff member is arrested or the University has concluded that the staff member must have committed a criminal act based on the facts revealed through questioning of that staff member or through

an investigation during the period between the resignation or dismissal date and day before the said payment date.

- 6 Persons who received a disposition of a temporary suspension of the disbursement of end-of-term bonus under the provisions of the preceding paragraph (hereinafter referred to as "Temporary Suspension Disposition") may file for a cancellation due to changes of affairs following the said Temporary Suspension Disposition.
- 7 The University must promptly cancel the said Temporary Suspension Disposition if any of the following items applies to the Temporary Suspension Disposition. However, in the case of item (3) below, the University shall not do so (i) if the staff member subject to the Temporary Suspension Disposition has already been arrested for a criminal case involving the act committed during the employment period or (ii) if such cancellation expressly conflicts with the purpose of the Temporary Suspension Disposition.
 - (1) When persons who received a Temporary Suspension Disposition were not sentenced prison time as part of the minimum charge in relation to the criminal case pertaining to the behavior that led to the said Temporary Suspension Disposition;
 - (2) When persons who received a Temporary Suspension Disposition had a disposition of non-institution of prosecution in relation to the criminal case pertaining to the behavior that led to the said Temporary Suspension Disposition;
 - (3) When 1 year has passed counting from the reference date of the end-of-term bonus pertaining to the said Temporary Suspension Disposition without indictment of the criminal case pertaining to the behavior of that person during his or her employment period for persons who received a Temporary Suspension Disposition.
- 8 The provisions of the preceding paragraph do not obstruct cancellation of the said Temporary Suspension Disposition when suspension of end of term bonus is no longer necessary based on the facts that come to light and circumstances that occur after such suspension.
- 9 In the case of a Temporary Suspension Disposition, a statement that notes the reasons for the Temporary Suspension Disposition must be issued to the person who is to receive the said Temporary Suspension Disposition at the time of the said Temporary Suspension Disposition.

(Diligence Bonus)

- Article 40 Diligence bonus shall be disbursed to staff members who are respectively employed on the reference date in accordance with that staff member's work performance in the period within 6 months prior to the reference date. The same will apply for staff members who resigns, or is dismissed, or who died within 1 month of these reference dates. However, the allowance will not be disbursed to staff members who work beyond the first March 31 after they turn 63 years old.
- 2 The amount of diligence bonus for staff members in the preceding paragraph shall be the amount obtained by multiplying the ratio listed in the ratio column of the following table and the ratio stipulated in the Detailed Regulations corresponding to the staff member's work performance in accordance with the classification of the work period listed in the work period column of the following table for the period within 6 months before the reference date, using the amount where the Job Grade-Based Addition Amount (for staff members listed in the staff member column of Table (2) of paragraph 2 of the preceding Article, the amount whereby the Managerial Personnel Addition Amount is added to that amount) is added to the total of the monthly salary, salary adjustments, monthly teaching profession adjustments, monthly regional allowance a staff member is supposed to receive on the respective Reference Dates (hereinafter referred to as the "Basic Amount of Diligence Bonus") as a basis. In this case, the total amount of diligence bonus disbursed shall fall within the range for the total amount obtained by multiplying by 75% (95% for Special Executive Staff Members) by the amount where the total

amount of dependent allowance and monthly regional allowance a staff member in the preceding paragraph is supposed to receive as of the respective Reference Dates is added to the Basic Amount of Diligence Bonus for the said staff member. However, if the allowance is disbursed in December, the amount of allowance shall be within the range of amounts where the difference between the limit for the total amount of diligence bonus for June in the said year and the total amount of diligence bonus disbursed is added.

Table

Period of employment	Rate
6 months	1%
5 months and 15 days or more but less than 6 months	95%
5 months or more but less than 5 months and 15 days	90%
4 months and 15 days or more but less than 5 months	80%
4 months or more but less than 4 months and 15 days	70%
3 months and 15 days or more but less than 4 months	60%
3 months or more but less than 3 months and 15 days	50%
2 months and 15 days or more but less than 3 months	40%
2 months or more but less than 2 months and 15 days	30%
1 months and 15 days or more but less than 2 months	20%
1 months or more but less than 1 months and 15 days	15%
15 days or more but less than 1 month	10%
less than 15 days	5%
zero	0%

- 3 The provision in paragraph 3 of the preceding Article shall apply mutatis mutandis to payment of the diligence bonus by replacing item (1), subitems (a) to (e) of the same paragraph to "Persons on administrative leave (refers to staff members on administrative leave pursuant to the provision of Article 39, paragraph 1 of the Rules (excluding persons subject to the provisions of the proviso in Article 21, paragraph 1))".
- 4 The provision of paragraphs 4 to 9 of the preceding Article shall apply mutatis mutandis to the payment of diligence bonuses.

Article 41 Deleted

(Special Allowance for Academic Staff in Compulsory Education)

Article 42 Attached School Teachers shall be paid the special allowance for academic staff in compulsory education.

- 2 The monthly amount of special allowance for academic staff in compulsory education shall be the amount determined in the relevant item in accordance with the classification of staff members listed in the said item.
 - (1) Staff members subject to Remuneration Schedule for Teaching Positions (3) (excluding persons listed in item (3)): Amount listed in Appended Table 6-(a) corresponding to the job grade and step rate of the staff member
 - (2) Staff members subject to Remuneration Schedule for Teaching Positions (2): Amount listed in Appended Table 6-(b) corresponding to the job grade and step rate of the staff member
 - (3) Staff members working at attached kindergartens: Amount obtained by multiplying the amount listed in Appended Table 6-(a) corresponding to the job grade and step rate of the staff member by 50%

(Teaching Profession Adjustment)

Article 43 Among Attached School Teachers, in accordance with the special characteristics of the job position and work mode, a staff member whose job grades are grade 2 in the Remuneration Schedule for Teaching Positions

(2) or Remuneration Schedule for Teaching Positions (3) shall be paid as a teaching profession adjustment an amount equivalent to 4% of the person's monthly remuneration.

2 The amount of teaching profession adjustments if the monthly remuneration is halved pursuant to the provisions of Article 25 shall be the amount calculated based on the said monthly remuneration after it is halved.

(Supplementary Service Allowance)

Article 44 Supplementary service allowance shall be disbursed to staff members who has additional duties with significant responsibilities as listed in Appended Table 7.

2 Supplementary service allowance shall be the amount listed in Appended Table 7.

(Allowance for Specialist Nurses, etc.)

Article 44-2 Allowance for specialist nurses, etc. shall be disbursed to nurses and midwives who have obtained specialist nurse or certified nurse certification from the Japanese Nursing Association (hereinafter referred to as "Nurses, etc.") and are engaged in duties in the nursing field pertaining to the said certification.

2 The monthly amount of allowance in the preceding paragraph shall be the amount determined in the relevant item according to the classification of persons listed in the following items:

(1) For Nurses, etc. who have received certification as a specialist nurse: 10,000 yen

(2) For Nurses, etc. who have received certification as a certified nurse: 5,000 yen

Chapter 5 Miscellaneous Provisions

(Matters Necessary for Implementation)

Article 45 In addition to matters provided for in these Regulations, other necessary matters shall be prescribed in detailed regulations.

Supplementary Provisions

1 These Regulations come into force on April 1, 2004.

(Remuneration Schedule, Grade and Step Rate for Transferred Staff Members)

2 For a person who became a staff member of the University pursuant to the provision of Article 4 of the Supplementary Provisions of the National University Corporation Act (Act No. 112 of 2003) (hereinafter referred to as "Succession Staff Members"), the Remuneration Schedule (hereinafter referred to as "New Remuneration Schedule"), job grade, step rate and monthly salary (hereinafter referred to as "New Grade, Step Rate and Remuneration") that he or she is subject to as of the effective date of these Regulations (hereinafter referred to as "Effective Date") shall be pursuant to the provisions as provided for by the following items. However, if the provisions of the Salary Act apply on the effective date, for a staff member for whom there are changes to the Remuneration Schedule, job grade, or step rate, or monthly remuneration the staff member is subject to due to a promotion or an increase in salary, the New Remuneration Schedule, New Grade, Step Rate and Remuneration, etc. shall be determined based on the grade, step rate and monthly salary he or she received on the day before the effective date (hereinafter referred to as "Old Grade, Step Rate and Remuneration").

(1) New Remuneration: Schedule shall be the Remuneration Schedule provided in the Remuneration Schedule column as of the effective date of the same table corresponding to the Remuneration Schedule in the Remuneration Schedule column applicable to staff members on the day prior to the Effective Date of the following table.

Remuneration Schedule applicable to staff members on the day before the Effective Date	Remuneration Schedule as of the Effective Date
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Remuneration Schedule for Administrative Positions	Remuneration Schedule for General Positions
Remuneration Schedule for Teaching Positions	Remuneration Schedule for Teaching Positions
Remuneration Schedule for Medical Positions (2)	Remuneration Schedule for Medical Positions (1)
Remuneration Schedule for Medical Positions (3)	Remuneration Schedule for Medical Positions (2)
Remuneration Schedule for Designated Positions	Remuneration Schedule for Designated Positions

(2) New Grade, Step Rate and Remuneration shall be the same as the Old Grade, Step Rate and Remuneration.

3 For the first application of the provisions of Article 17, paragraph 1 or 2 or the following paragraph, after the Effective Date for staff members whose monthly remuneration is determined by the provisions of the main clause of the preceding paragraph, the period in which the Old Grade, Step Rate and Remuneration is used (including periods equivalent to this) shall be added to the period in which the new grade, step rank and salary is used.

4 Deleted

5 Deleted

6 Notwithstanding the provision of Article 30, Succession Staff Members subject to the provisions of Article 11-7 of the Salary Act prior to the amendment under Article 2 of the Law to amend the Law concerning the Salary of National General Service Staff (Act No. 141 of 2003) on the day before the Effective Date shall be paid a monthly adjustment allowance obtained by multiplying the ratios provided in the said items corresponding to the classification of periods listed in the following items to the basic amount of adjustment allowance in the earlier of either the date where 3 years have passed from the date of the said reassignment (hereinafter referred to as "Reassignment" in this paragraph) in cases where a staff member who was working in a region provided in the Rules of the National Personnel Authority of Article 11-3, paragraph 1 of the Salary Law pertaining to the application of the provisions of Article 11-7 of the Salary Act prior to amendment, or March 31, 2006 (until March 31, 2005 when the ratio provided in item (2) becomes the payment ratio below after Reassignment).

(1) Period from the said Reassignment date to March 31, 2005 Payment ratio of the adjustment allowance disbursed pursuant to the provisions of Article 11-7 of the Salary Act prior to the amendment on the day prior to the effective date (referred to as the "Payment Ratio on the Day prior to the Effective Date").

(2) Period from the said Reassignment date to the earlier of either the date on which 3 years have passed after the said date, or March 31, 2006 (excluding the period listed in the preceding item.) Ratio obtained by multiplying the Payment Ratio on the Day prior to the Effective Date by 80%

(Dependent Allowance, etc.)

7 The approval of the dependent allowance as provided in Article 11 of the Salary Act, the housing allowance as provided in Article 11-9 of the same Act and the monthly allowance for long-term assignments away from home as provided in Article 12-2 of the same Act on the day prior to the Effective Date pertaining to Succession Staff Members shall be considered to be the approval of the dependent allowance as provided in Article 29, the housing allowance as provided in Article 31 and the monthly allowance for long-term assignments away from home as provided in Article 33 respectively, and the disbursement of allowance shall continue, start, change or stop.

(Commuting Allowance)

8 Disbursement of commuting allowance on the Effective Date pertaining to Succession Staff Members shall continue, start, be revised or be suspended, with approval under provisions of Article 32 due to previous commuting notice, excluding cases where there is a commuting notice in respect of changes to residence, community route or commuting method or changes to the amount of Fares, etc.

(Salary for Persons on Leave)

9 The disbursement of Remuneration, etc. on the Effective Date as provided in Article 21, paragraphs 1 to 5 to Succession Staff Members who receive payment of Remuneration, etc. under the provisions of Article 23 of the

Salary Act on the day prior to its Effective Date (excluding staff members who are reinstated on the Effective Date) shall be as before.

(Salary of Temporary Staff Members)

- 10 The disbursement of Remuneration, etc. on the Effective Date as provided in Article 23, paragraph 6 to Succession Staff Members who receive payment of Remuneration, etc. under the provisions of Article 5 of the Act on the Treatment of National Civil Servants of the General Provisions who are sent to International Organizations, etc. (Act No. 117 of 1970) on the day prior to its Effective Date (excluding staff members who are reinstated on the Effective Date) shall be as before.

(Halving of Remuneration)

- 11 For the application of provisions of the same article where the period of sick leave as provided in Article 25 continues from the day before the effective date, "sick leave as provided in Article 22 of the Regulations on Working Hours, etc. to receive treatment" in the same article shall be "sick leave to receive treatment prior to the effective date".

(Special Measures for Monthly Remuneration, etc.)

- 12 For the period until March 31, 2018, the disbursement of monthly remuneration, managerial personnel allowance, regional allowance, end-of-term bonus, diligence bonus, salary for persons on administrative leave and hourly working wages (hereinafter referred to as "Monthly Remuneration, etc." in this paragraph) to staff members (limited to staff members who are subjected to the Remuneration Schedule listed in the Remuneration Schedule column of the following table, and who have a job grade of equal or more than the grade listed on the job grade column of the following table with a step rate that is not the minimum step rate for that job grade; Hereinafter referred to as "Special Staff Members" in this paragraph) shall be reduced by an amount equivalent to 1.5% of the Monthly Remuneration, etc. from the Monthly Remuneration, etc. after the first April 1st following the date the said Special Staff Member turned 55 years old (if a person other than a Special Staff Member becomes a Special Staff Member after the first April 1st after he or she turns 55 years old, the date he or she became a Special Staff Member).

Remuneration Schedule	Job Grade
Remuneration Schedule for General Positions (1)	Grade 6
Remuneration Schedule for Teaching Positions (1)	Grade 5
Remuneration Schedule for Teaching Positions (2)	Grade 4
Remuneration Schedule for Teaching Positions (3)	Grade 4
Remuneration Schedule for Medical Positions (1)	Grade 6
Remuneration Schedule for Medical Positions (2)	Grade 6

(Temporary Exceptions for Salary)

- 13 During the period between July 1, 2012 and February 28, 2014 (hereinafter referred to as "Exception Period"), the disbursement of the monthly salary for staff members (including the salary under the provisions of paragraph 6 of the Supplementary Provisions of the Rules on Amending Part of the National University Corporation Kobe University Regulations on Salary for Staff Members (Established on March 28, 2006); If the said staff members are subject to the provision of Article 25, it refers to the salary that is reduced by half pursuant to the provisions of the same article; the same applies hereinafter.) shall be reduced by an amount equivalent to the amount obtained by multiplying the reduction rate (hereinafter referred to as "Salary Reduction Rate") corresponding to the Remuneration Schedule and job grade listed in the following table which is applicable to the said staff member from the monthly salary.

Remuneration Schedule	Job Grade	Reduction rate
Remuneration Schedule for General Positions (1)	Grade 2 and below	4.77%

	From Grade 3 to Grade 6	7.77%
	Grade 7 and above	9.77%
Remuneration Schedule for General Positions (2)	Grade 3 and below	4.77%
	Grade 4 and above	7.77%
Remuneration Schedule for Teaching Positions (1)	Grade 2 and below	4.77%
	Grades 3 and 4	7.77%
	Grade 5	9.77%
Remuneration Schedule for Teaching Positions (2)	Grade 2 and below	4.77%
	Grade 3 and above	7.77%
Remuneration Schedule for Teaching Positions (3)	Grade 2 and below	4.77%
	Grade 3 and above	7.77%
Remuneration Schedule for Medical Positions (1)	Grade 2 and below	4.77%
	From Grade 3 to Grade 7	7.77%
	Grade 8	9.77%
Remuneration Schedule for Medical Positions (2)	Grade 2 and below	4.77%
	From Grade 3 to Grade 6	7.77%
	Grade 7	9.77%

14 With regard to the disbursement of the following salaries during the Exception Period, salaries will be reduced by an amount equivalent to the amount provided in each of the said items from the salary set forth in each of the following items.

- (1) Managerial personnel allowance: Amount obtained by multiplying the monthly managerial personnel allowance of the said staff member by 10%
- (2) Regional allowance: Amount obtained by multiplying the Salary Reduction Rate of the said staff member by the monthly regional allowance corresponding to the said staff member's monthly salary and the amount obtained by multiplying the monthly regional allowance corresponding to the managerial personnel allowance by 10%
- (3) End of term bonus: Amount obtained by multiplying the end-of-term bonus that the said staff member is supposed to receive by 9.77%
- (4) Diligence bonus: Amount obtained by multiplying the diligence bonus that the said staff member is supposed to receive by 9.77%
- (5) Supplementary service allowance: Amount obtained by multiplying the monthly supplementary service allowance of the said staff member by 10%
- (6) Salary disbursed pursuant to the provisions of Article 20 and Article 21, paragraphs 1 through 6 or 8: Amount provided in the relevant items (a) to (e) corresponding to the classifications of the provisions listed from the following (a) to (e) that is applicable for the said staff member
 - (a) Article 20: Amount specified in the preceding paragraph and items
 - (b) Article 21, paragraph 1 or 2: Amount obtained by multiplying the amount provided in the preceding paragraph and items (2) and (3) by 80% (for salary disbursed under the provisory paragraph 1 in the same article, the amount provided in the preceding paragraph and items)
 - (c) Article 21, paragraph 3: Amount calculated by multiplying the amount in the preceding paragraph and item (2) by the ratios pertaining to the salaries disbursed for respective staff members pursuant to the stipulations of paragraph 3 of the same Article
 - (d) Article 21, paragraph 4, 5 or 6: Amount calculated by multiplying the amount in the preceding paragraph and items (2) and (3) by the ratios pertaining to the salaries disbursed for respective staff members pursuant to the stipulations of paragraphs 4, 5 or 6 of the same Article

(e) Article 21, paragraph 8: Amount obtained by multiplying the amount in item (3) by 80% (for staff members subject to the provisions of paragraph 4, 5 or 6 of the same Article, the amount calculated by multiplying the ratio for salary disbursed to the said staff member pursuant to provisions of the said items by the amount provided in the same item)

15 In the Exception Period, the salary amount per hour worked as provided in Article 24 and Articles 35 through 37 shall, notwithstanding the provision of Article 7, be the amount calculated by subtracting the amount which is obtained by dividing the total monthly amount of the monthly salary and the corresponding regional allowances, managerial personnel allowances and supplementary service allowance by the average working hours per month and multiplying it by the said staff member's Salary Reduction Rate from the amount calculated pursuant to the provision of Article 7.

16 For the application of the provisions of the preceding three paragraphs (excluding paragraph 14, item (5)) in the Exception Period for staff members subject to paragraph 12 of the Supplementary Provisions, "monthly remuneration" in paragraph 13 of the Supplementary Provisions shall be the "amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the monthly remuneration"; "monthly managerial personnel allowance" in paragraph 14, item (1) of the Supplementary Provisions shall be the "amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the monthly managerial allowance"; "monthly regional allowance corresponding to the monthly salary" in item (2) of the same paragraph shall be "amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the monthly regional allowance corresponding to the monthly remuneration"; "regional allowance corresponding to the managerial personnel allowance" in the same item shall be "the amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the monthly regional allowance corresponding to the managerial personnel allowance"; "end-of-term bonus" in item (3) of the same paragraph shall be "the amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the end-of-term bonus"; "amount of diligence bonus" in item (4) of the same paragraph shall be "the amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the amount of diligence bonus"; "the preceding paragraph and the preceding items" in item (6)(a) and (b) of the same paragraph shall be "the preceding paragraph and preceding items to be replaced pursuant to the provisions of paragraph 16 of the Supplementary Provisions"; "the preceding paragraph and items (2) and (3)" in (b) and (d) of the same item shall be "the preceding paragraph and items (2) and (3) to be replaced pursuant to the provision of paragraph 16 of the Supplementary Provisions"; the preceding paragraph and item (2)" in (c) of the same item shall be "the preceding paragraph and item (2) to be replaced pursuant to the provision of paragraph 16 of the Supplementary Provisions"; "item (3)" in (e) of the same item shall be "item (3) to be replaced pursuant to the provisions of paragraph 16 of the Supplementary Provisions"; "the amount calculated pursuant to the provisions of the same Article" in the preceding paragraph shall be "the amount whereby the amount equivalent to the amount provided in paragraph 12 of the Supplementary Provisions is deducted from the amount calculated pursuant to the provisions of the same Article".

Supplementary Provisions between the original and the latest are omitted.

Supplementary Provisions (September 29, 2015)

These Regulations come into force on October 1, 2015

Appended Tables 1 to 7 are omitted.