

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

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Table of Contents

- Chapter 1 General Provisions (Articles 1 to 9)
- Chapter 2 Remuneration (Articles 10 to 19)
- Chapter 3 Exceptions for Salary (Articles 20 to 25)
- Chapter 4 Allowances (Articles 26 to 44-4)
- Chapter 5 Miscellaneous Provisions (Article 45)
- Supplementary Provisions

Chapter 1 General Provisions

(Purpose)

Article 1 The purpose of these Regulations is to provide for matters concerning the salary of staff members working for the National University Corporation Kobe University (excluding persons subject to the National University Corporation Kobe University Regulations on Salary for Staff Members Under the Annual Salary System, the National University Corporation Kobe University Regulations on Salary for Teachers Under the Annual Salary System (Retirement Allowance Type) and the National University Corporation Kobe University Regulations on Salary Under the Annual Salary System for Policy and Research Officers; hereinafter the same applies) pursuant to the provisions of Article 30 of the National University Corporation Kobe University Work Regulations for Staff Members (hereinafter referred to as the "Rules") and Article 29 of the National University Corporation Kobe University Work Regulations for Staff Members Rehired Prior to Mandatory Retirement Age (hereinafter referred to as the "Regulations for Staff Members Rehired Prior to Mandatory Retirement Age").

(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 adjustment Specific adjustment allowance Supplementary service allowance Advanced specialist allowance Allowance for specialist nurses, etc.	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)
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.)
Special allowance for principal investigators, etc.		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.)
Lump-sum allowance for improvement of treatment of nursing staff		Separately determined

(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 apply mutatis mutandis to payment of remuneration adjustment, managerial personnel allowance, starting salary adjustment allowance, regional allowance, special allowance for academic staff in compulsory education, teaching profession adjustment, and specific adjustment allowance.

(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 salary amount per hour worked provided in Articles 24 and 35 to 37 shall be the amount obtained by dividing the sum of the staff member's monthly remuneration, remuneration adjustment, monthly teaching profession adjustment, together with the monthly regional allowance, managerial personnel allowance, starting salary adjustment allowance, special allowance for academic staff in compulsory education, supplementary service allowance, advanced specialist allowance, allowance for specialist nurses, etc., and specific adjustment allowance, 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 The remuneration of a staff member shall be determined on the basis of the complexity, difficulty, and degree of responsibility of the duties, taking into account the intensity of labor, working hours, working environment and other conditions of employment.

2 Remuneration shall be paid based on the classification of the staff member, job grade, step rate and monthly remuneration, as provided in the remuneration schedules in the following Article.

3 Notwithstanding the provisions of the preceding paragraph, the monthly remuneration of a staff member rehired pursuant to the provisions of Article 67 of the Rules (hereinafter referred to as the "Staff Members Rehired Prior to Mandatory Retirement Age") shall be calculated by multiplying the standard monthly remuneration corresponding to the staff member's job grade, as specified in the column for Staff Members Rehired Prior to Mandatory Retirement Age in the remuneration schedules in the following Article, by the amount obtained by dividing the staff member's weekly standard working hours under Article 19 of the Regulations for Staff Members Rehired Prior to Mandatory Retirement Age by forty (hereinafter referred to as the "Proportion Corresponding to the Staff Member's Standard Working Hours").

(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)

2 The duties of Staff Members shall be classified into the job grades provided in the remuneration schedules, on the basis of the complexity, difficulty, and degree of responsibility of the duties, and the details of the standard duties serving as criteria for such classification shall be set forth separately.

(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 When a staff member is promoted pursuant to the provisions of Article 31 of the Rules, or transferred pursuant to the provisions of Article 12-2, item (1) of the National University Corporation Kobe University Regulations on Employment, Demotion, Dismissal, etc. of Staff Members (hereinafter referred to as the "Regulations on Employment, etc."), the staff member may be promoted to a higher grade in accordance with the nature of his or her 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.

(Downgrade or Step Reduction)

Article 14 When a staff member is demoted pursuant to the provisions of Article 32 of the Rules, downgraded or transferred pursuant to the provisions of Article 32-2 of the Rules, or transferred pursuant to the provisions of Article 12-2, item (2) of the Regulations on Employment, etc., the staff member may be downgraded to a lower job grade, or subjected to a step reduction to a lower step rate.

(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 Whether a staff member (excluding staff members specified in the following paragraph; hereinafter the same applies in this paragraph) shall receive a salary raise pursuant to the provisions of the preceding paragraph, and the number of step rates by which the staff member's salary is to be raised, shall be determined in accordance with the criteria prescribed in the detailed regulations on the standard that a staff member who has performed well throughout the period provided in the same paragraph shall receive an increase of four step rates (or, three step rates for staff members in job grade 7 or above under the Remuneration Schedule for Medical Positions (1), staff members in job grade 6 or above under the Remuneration Schedule for Medical Positions (2), and staff members in job grade 6 or above under the Remuneration Schedule for Maritime Positions (1) set forth in the National University Corporation Kobe University Work Regulations for Mariners).

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 Salary raises for staff members in job grade 8 or above under the Remuneration Schedule for General Positions (1), and for staff members in job grade 5 or above under the Remuneration Schedule for Teaching Positions (1), shall be granted only where their work performance during the period provided in paragraph 1 is extremely good or particularly good; and where a salary raise is granted, the number of step rates shall be determined in accordance with the criteria prescribed in the detailed regulations, based on their work performance.

5 Notwithstanding the provisions of the preceding paragraphs, salary raises for university faculty members referred to in Article 30, paragraph 2 of the Rules (hereinafter referred to as the "University Faculty Members") who remain employed after the first March 31 on or following the day they reach 63 years of age shall not be granted.

6 Salary raises for staff members may not be given beyond the highest step rate in the job grade of the staff member.

7 In addition to those provided in paragraph 1 through the preceding paragraph, necessary matters pertaining to 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 the "Industrial Accident Insurance Act"); the same shall apply in Article 25), 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 Academic and Administrative Staff Members (hereinafter referred to as the "Regulations on Working Hours, etc."), 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) shall be paid to the staff member during the period of such sick leave.

(Salary for Persons on Leave)

- Article 21 If a staff member is infected with tubercular disease and goes on administrative leave under the provisions of Article 39, paragraph 1, item (1) of the Rules (referred to as "sick leave" in this Article), 80% of his or her remuneration, remuneration adjustment, dependent allowance, regional allowance, housing allowance, teaching profession adjustment, specific adjustment allowance and end-of-term bonus (referred to as "remuneration, etc." in this Article) may be paid to the staff member for up to two years of their leave. However, an attached school teacher listed in the job classification column of the Appended Table of the Regulations on Employment, etc. (hereinafter referred to as "Attached School Teachers") shall be paid 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, or is dismissed (excluding dismissals due to the reasons prescribed in the detailed regulations), or dies, within one month prior to the reference date prescribed in Article 39, paragraph 1, during the period specified in each of the said items, the end-of-term bonus equivalent to the amount specified as examples in each item shall be paid. However, this shall not be paid to staff members referred to 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 43-2, paragraph 2, item (2)	10,000 yen	The amount calculated by multiplying 10,000 yen by the Calculated Rate
Article 44, paragraph 2	The amount listed	The amount obtained by multiplying the amount listed by the Calculated Rate
Article 44-2, paragraph 2	The amount specified	The amount calculated by 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 shall be paid to staff members when they take nursing care leave, partial nursing care leave, or hourly nursing care leave and are absent from work in accordance with the National University Corporation Kobe University Regulations on Nursing Care Leave, etc. of Staff Members.

(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 of Staff Members Taking Leave of Absence to Accompany Spouse)

Article 23-3 Salary will not be paid to staff members on a leave of absence to accompany their spouse pursuant to the National University Corporation Kobe University Regulations on Leave of Absence for Staff Members to Accompany Their Spouses (hereinafter referred to as the "Regulations on Leave of Absence for Staff Members to Accompany Spouses") during the period of leave of absence to accompany their spouse.

(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 amount of the managerial personnel allowance shall be the amount specified in the relevant item according to the classification of staff members set forth in each of the following items.

(1) Staff members other than Staff Members Rehired Prior to Mandatory Retirement Age: Amount listed in Appended Table 4

(2) Staff Members Rehired Prior to Mandatory Retirement Age: Amount calculated by multiplying the amount listed in Appended Table 4 by the Proportion Corresponding to the Staff Member's Standard Working Hours

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 paid when Managerial Personnel work on holidays as provided in Article 25, paragraph 1 of the Rules (hereinafter referred to as "holidays" in this Article) owing to temporary, urgent or other work-related necessity.

2 In addition to the case provided for in the preceding paragraph, if Managerial Personnel work outside of regular working hours during the period from 10 p.m. to 5 a.m. (excluding hours falling on holidays) owing to disaster response, or other temporary or urgent necessity, such Managerial Personnel shall be paid a special work allowance for Managerial Personnel.

3 In addition to those prescribed in the preceding two paragraphs, necessary matters pertaining to the payment 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 51,600 yen per month shall be paid, for up to 35 years from the day of employment, with that amount reduced each year after the day of employment, to staff members newly hired for positions under the Remuneration Schedule for Teaching Positions (1) for which the

detailed regulations provide that specialized knowledge of medicine or dentistry is required and that vacancies are difficult to fill through hiring (limited to staff members holding 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), as specified in the detailed regulations). However, it will not be paid to Managerial Personnel in classification 1 of the managerial personnel allowance under the provisions of Article 27.

- 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. However, the dependent allowance pertaining to the dependent relatives that fall under any of item (2) through item (5) of the following paragraph (referred to as "dependent parents, etc." in paragraph 3) shall not be paid to staff members in job grade 9 under the Remuneration Schedule for General Positions (1).

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) Children, up to the first March 31 on or after their 22nd birthday;
- (2) 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 per person for dependent relatives falling under item (1) of the preceding paragraph (referred to as "dependent children" in the following paragraph) and shall be 6,500 yen per person for dependent parents, etc. (However, it shall be 3,500 yen for staff members listed in the following schedule.)

Remuneration Schedule	Job Grade
Remuneration Schedule for General Positions (1)	Grade 8
Remuneration Schedule for Teaching Positions (1)	Grade 5
Remuneration Schedule for Medical Positions (1)	Grade 8
Remuneration Schedule for Maritime Positions (1)	Grade 7

4 The monthly dependent allowance for staff members with dependent children who are between the first April 1 following the day they reach 15 years of age and the first March 31 on or following the day they reach 22 years of age shall be, notwithstanding the provisions of the preceding paragraph, the amount obtained by adding to the amount provided in the same paragraph to the amount calculated by multiplying 5,000 yen by the number of the said dependent children during the said period.

5 In addition to those prescribed in the preceding paragraphs, necessary matters pertaining to the payment of dependent allowance, including, but not limited to, changes of payments due to changes in the number of dependent relatives, shall be prescribed in the detailed regulations.

(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, remuneration adjustment, managerial personnel allowance, dependent allowance and teaching profession adjustment (excluding managerial personnel allowance in cases of staff members under the Remuneration Schedule for Teaching Positions (1)) by 12%.

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 for other national university corporations, inter-university research institute corporations, the National Institute of Technology, the National Institution for Academic Degrees and Quality Enhancement of Higher Education, the Japan Aerospace Exploration Agency or the National Center for University Entrance Examinations (for persons working for the Japan Aerospace Exploration Agency, limited to those in teaching 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 in the following item) for their own lodging and pay rent of over 16,000 yen per month (including use fees; the same applies hereinafter) (excluding staff members who live in a dormitory provided by the University or other corporations, etc. or the national government and pay use fees, 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 provisions of Article 33, paragraph 1 or 3, who rent housing for their spouse to live in (excluding dormitories provided by the University or other corporations, etc. or the national government, and other housing prescribed in the detailed regulations), and pay rent of over 16,000 yen per month, or staff members specified in the detailed regulations as requiring such allowance for reasons of equity in relation to the staff members described above.
- 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 a monthly rent of 27,000 yen or less: Amount calculated by deducting 16,000 yen from the monthly rent
 - (b) Staff members who pay a monthly rent of more than 27,000 yen: Amount calculated by adding half of the amount after deducting 27,000 yen (or, 17,000 yen when half of the amount after deduction is over 17,000 yen) from the monthly rent to 11,000 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 requirements provided in paragraph 1 must promptly submit a notification on the actual housing conditions using the housing notification form set forth separately, together with documents proving that the said requirements are fulfilled. The same shall apply if any changes arise in the

housing where a staff member receiving a housing allowance resides, in the amount of rent or in other related matters.

- 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 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 30,000 yen. (If the travel distance between the employee's residence and the spouse's residence calculated in accordance with 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 the following items shall be added.)

- (1) 100 km or more but less than 300 km: 8,000 yen
- (2) 300 km or more but less than 500 km: 16,000 yen
- (3) 500 km or more but less than 700 km: 24,000 yen
- (4) 700 km or more but less than 900 km: 32,000 yen
- (5) 900 km or more but less than 1,100 km: 40,000 yen
- (6) 1,100 km or more but less than 1,300 km: 46,000 yen
- (7) 1,300 km or more but less than 1,500 km: 52,000 yen
- (8) 1,500 km or more but less than 2,000 km: 58,000 yen
- (9) 2,000 km or more but less than 2,500 km: 64,000 yen
- (10) 2,500 km or more: 70,000 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 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) owing to operational necessity pursuant

to the provisions of Articles 11 and 13 of the Regulations on Working Hours, etc. 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 has worked. However, this shall not be paid 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 A staff member who is directed to work during prescribed late-night working hours pursuant to Article 12, paragraph 1 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 where holiday work allowance is paid 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: 16,000 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 end-of-term bonus shall be the amount calculated by multiplying the amount obtained by multiplying the total sum of the amounts prescribed in each of the following items by 125% (or, for staff members listed in the staff members column of the following Table (1), by the ratio listed in the payment ratio column of the same Table according to their classification), by the ratio listed in the ratio column of the following Table (2) according to the classification of length of service in the length of service column of the same Table, based on the staff member's period of service within six months before the reference date.

(1) The total sum of monthly remuneration, remuneration adjustment, dependent allowance and monthly teaching profession adjustment, together with the monthly regional allowance and monthly specific adjustment allowance, that the staff member is entitled to receive as of each reference date (or, in the case of a staff

member who resigns, or is dismissed or dies, as of the date of resignation, dismissal or death; the same applies in this Article and the following Article);

- (2) For staff members listed in the staff members column of the following Table (3), the amount calculated by multiplying the total sum of monthly remuneration, remuneration adjustment, and monthly teaching profession adjustment, together with the monthly regional allowance and monthly specific adjustment allowance, by the addition ratio listed in the addition ratio column of the same Table according to their classification (hereinafter referred to as the "Position-Based Additional Amount");
- (3) For staff members listed in the staff members column of the following Table (4), the amount calculated by multiplying the monthly remuneration by the addition ratio listed in the addition ratio column of the same Table according to their classification (hereinafter referred to as the "Additional Amount for Managerial Personnel").

Table (1)

Staff members	Payment ratio
Among the staff members listed in Appended Table 4, those in classification 1 of the managerial personnel allowance, and staff members in classification 2 of the managerial personnel allowance under the Remuneration Schedule for General Positions (1) (excluding the staff members listed below; hereinafter referred to as "Special Executive Staff Members")	105%
University Faculty Members who remain employed after the first March 31 on or following the day they reach 63 years of age	57.5%

Table (2)

Length of service	Rate
6 months	100%
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%

Table (3)

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	5%

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

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 Medical Positions (2)	Staff members with 1 classification of managerial personnel allowance	15%

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 childcare leave pursuant to the Childcare Leave Regulations, staff members other than 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.
- (i) Staff members on a leave of absence to accompany their spouse pursuant to the Regulations on Leave of Absence for Staff Members to Accompany Spouses.

(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 falling under any of the preceding items (a) to (i) as of the date of resignation, dismissal, or death;

(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 have resigned or have been dismissed within one month prior to the reference date or between the reference date and the day prior to the payment date corresponding to the relevant reference date (excluding persons set forth in the preceding 3 items), and are sentenced to imprisonment or a severer punishment between the date of resignation or dismissal, and the day prior to the relevant payment date;

(5) Persons who have 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 are sentenced to imprisonment or a severer punishment in relation to a criminal case involving the act committed during the employment 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 a criminal prosecution (limited to crimes pertaining to the said prosecution that are punishable by imprisonment or a severer penalty, excluding prosecution in the form of summary proceedings as provided in Part 6 of the Code of Criminal Procedure (Act No. 131 of 1948); the same applies in the following paragraph) is instituted against the staff member, during the period between the date of resignation or dismissal and the day prior to the relevant payment date, in relation to a criminal case involving acts committed during his or her employment period but the judgment has not yet become final and binding;

(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 have received a Temporary Suspension Disposition are not sentenced to imprisonment or a severer punishment in relation to the criminal case pertaining to the acts 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.

10 Notwithstanding the provisions of paragraph 2, with regard to the application of the provisions of the same paragraph to Staff Members Rehired Prior to Mandatory Retirement Age, the term "125%" in the same paragraph is deemed to be replaced with "70%", the term "monthly remuneration" in the same paragraph is deemed to be replaced with "standard monthly remuneration", the term "monthly teaching profession adjustment" in the same paragraph is deemed to be replaced with "monthly teaching profession adjustment calculated based on standard monthly remuneration", the term "monthly specific adjustment allowance" in the same paragraph is deemed to be replaced with "monthly specific adjustment allowance provided for in Article 43-2, paragraph 2 or 3", and the term "105%" in Table (1) of the same paragraph is deemed to be replaced with "60%".

(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 shall apply to staff members who resign, are dismissed, or die within one month prior to these reference dates. However, a diligence bonus shall not be paid to University Faculty Members who remain employed after the first March 31 following the day they reach 63 years of age.

2 The amount of diligence bonus shall be the amount calculated by multiplying, on the basis of the total sum of monthly remuneration, remuneration adjustment, and monthly teaching profession adjustment, together with the monthly regional allowance, that the staff member referred to in the preceding paragraph is entitled to receive as of each reference date, plus the Position-Based Additional Amount (or, for staff members listed in the staff member column of Table (4) of paragraph 2 of the preceding Article, the amount after adding the Additional

Amount for Managerial Personnel) (hereinafter referred to as the "Basic Amount of Diligence Bonus"), by the ratio listed in the ratio column of the following Table according to the classification of period of employment in the period of employment column of the same Table based on the staff member's period of employment within six months before the reference date, and by the ratio prescribed in the detailed regulations according to the staff member's work performance. In this case, the total amount of diligence bonus paid shall be within the total amount obtained by multiplying, by 105% (125% for Special Executive Staff Members), the amount calculated by adding the monthly dependent allowance and the monthly regional allowance, that the staff member referred to in the preceding paragraph is entitled to receive as of each reference date, to the Basic Amount of Diligence Bonus of 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	100%
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 month and 15 days or more but less than 2 months	20%
1 month or more but less than 1 month 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.
- 5 Notwithstanding the provisions of paragraph 2, with regard to the application of the provisions of the same paragraph to Staff Members Rehired Prior to Mandatory Retirement Age, the term "monthly remuneration" in the same paragraph is deemed to be replaced with "standard monthly remuneration", the term "monthly teaching profession adjustment" in the same paragraph is deemed to be replaced with "monthly teaching profession adjustment calculated based on standard monthly remuneration", the term "105%" in the same paragraph is deemed to be replaced with "50%", and the term "125%" in the same paragraph is deemed to be replaced with "60%".

(Special Allowance for Principal Investigators, etc.)

Article 41 Special allowance for principal investigators, etc. shall be paid to staff members employed at the University on December 1 (hereinafter referred to as the "reference date" in this Article) who have applied for the

Kobe University's system for expenditure of personnel expenses for principal investigators (PIs), etc. from external funding and have obtained approval from the President. The same shall apply to staff members who resign, are dismissed (excluding dismissals due to the reasons prescribed in the detailed regulations), or die within one month prior to the reference date.

- 2 Necessary matters pertaining to the payment of special allowance for principal investigators, etc. shall be prescribed in the detailed regulations.

(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 under Remuneration Schedule for Teaching Positions (3) (excluding those 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%

- 3 Notwithstanding the provisions of the preceding paragraph, the special allowance for academic staff in compulsory education of Staff Members Rehired Prior to Mandatory Retirement Age shall be the amount calculated by multiplying the amount of the special allowance for academic staff in compulsory education determined pursuant to the provisions of the preceding paragraph by the Proportion Corresponding to the Staff Member's Standard Working Hours.

(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.

(Specific Adjustment Allowance)

Article 43-2 Specific adjustment allowance shall be paid to staff members listed in each of the following items:

(1) Staff members under Remuneration Schedule for Teaching Positions (3) working for the Kindergarten attached to Kobe University;

(2) Staff members under Remuneration Schedule for Medical Positions (2) working for the University Hospital.

- 2 The monthly amount of the specific adjustment allowance shall be the amount specified in the relevant item according to the classification of staff members set forth in each of the following items:

(1) Staff members provided in item (1) of the preceding paragraph: the amount equivalent to 3% of their monthly remuneration;

(2) Staff members provided in item (2) of the preceding paragraph: 10,000 yen.

- 3 The amount of the specific adjustment allowance in cases where the monthly remuneration is halved pursuant to the provisions of Article 25 shall be the amount calculated based on the monthly remuneration after it is halved.

4 Notwithstanding the provisions of paragraph 2, with regard to the application of the provisions of paragraph 2 to Staff Members Rehired Prior to Mandatory Retirement Age, the term "10,000 yen" in item (2) of the same paragraph is deemed to be replaced with "the amount calculated by multiplying 7,000 yen by the Proportion Corresponding to the Staff Member's Standard Working Hours".

(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.

3 Notwithstanding the provisions of the preceding paragraph, with regard to the application of the provisions of the preceding paragraph to Staff Members Rehired Prior to Mandatory Retirement Age, the term "the amount listed in Appended Table 7" in the same paragraph is deemed to be replaced with "the amount calculated by multiplying the amount listed in Appended Table 7 by the Proportion Corresponding to the Staff Member's Standard Working Hours".

(Advanced Specialist Allowance)

Article 44-2 Advanced specialist allowance shall be paid to policy and research officers listed in the job classification column of the Appended Table of the Regulations on Employment, etc. (excluding persons subject to the National University Corporation Kobe University Regulations on Salary Under the Annual Salary System for Policy and Research Officers; hereinafter the same applies).

2 The monthly amount of the advanced specialist allowance shall be the amount listed in Appended Table 8.

3 Notwithstanding the provisions of the preceding paragraph, with regard to the application of the provisions of the preceding paragraph to Staff Members Rehired Prior to Mandatory Retirement Age, the term "the amount listed in Appended Table 8" in the same paragraph is deemed to be replaced with "the amount calculated by multiplying the amount listed in Appended Table 8 by the Proportion Corresponding to the Staff Member's Standard Working Hours".

(Allowance for Specialist Nurses, etc.)

Article 44-3 Allowance for specialist nurses, etc. shall be paid 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

3 Notwithstanding the provisions of the preceding paragraph, with regard to the application of the provisions of the preceding paragraph to Staff Members Rehired Prior to Mandatory Retirement Age, the term "the amount determined in the relevant item" in the same paragraph is deemed to be replaced with "the amount calculated by multiplying the amount determined in the relevant item by the Proportion Corresponding to the Staff Member's Standard Working Hours".

(Lump-Sum Allowance for Improvement of Treatment of Nursing Staff)

Article 44-4 The lump-sum allowance for improvement of treatment of nursing staff may be paid to staff members listed in Article 43-2, paragraph 1, item (2), when the total revenue in a fiscal year from the evaluation fee for improvement of treatment of nursing staff included in medical service fees exceeds the personnel expenses for improvement of treatment of nursing staff in the said fiscal year.

2 In addition to those prescribed in the preceding paragraph, necessary matters pertaining to the payment of the lump-sum allowance for improvement of treatment of nursing staff shall be prescribed in the detailed regulations.

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 Succession 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: 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
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 Rate and Remuneration 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 date on which three years have passed after the date or March 31, 2006, whichever is earlier (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".

17 Until otherwise provided for, the monthly remuneration of staff members under the Remuneration Schedule listed in the following items shall, on and after the first April 1 following the day they reach 60 years of age (hereinafter referred to as the "Specified Date"), be the amount calculated by multiplying by 70% the monthly remuneration under the applicable Remuneration Schedule corresponding to their job grade and step rate (any remainder less than 50 yen shall be discarded, and any remainder of 50 yen or more but less than 100 yen shall be rounded up to 100 yen).

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

18 The provisions of the preceding paragraph shall not be applied to staff members listed below:

- (1) Substitute staff members employed for a fixed term pursuant to the provisions of Article 13 or 29-2 of the Childcare Leave Regulations;

- (2) Substitute staff members employed for a fixed term pursuant to the provisions of Article 10 of the Regulations on Personal Development Leave;
 - (3) Substitute staff members employed for a fixed term pursuant to the provisions of Article 11 of the Regulations on Leave of Absence for Staff Members to Accompany Spouses;
 - (4) Staff members employed for a fixed term pursuant to the provisions of the National University Corporation Kobe University Work Regulations on Employment for Specified Fixed-Term Medical Staff Members;
 - (5) Staff members to whom the National University Corporation Kobe University Work Regulations for Staff Members Rehired Prior to Mandatory Retirement Age are applicable;
 - (6) Staff members who continue to hold the Supervisory and Managerial Posts, etc. referred to in Article 12-6, paragraph 1 of the Regulations on Employment, etc. pursuant to the provisions of paragraph 1 or 2 of the same Article.
- 19 Staff members subject to Demotion, etc. to other positions referred to in Article 32-2, paragraph 1 of the Rules or Article 50-2, paragraph 1 of the National University Corporation Kobe University Work Regulations for Mariners, who remain under the same Remuneration Schedule from the day prior to the date of Demotion, etc. to the said positions (hereinafter referred to as the "Transfer Date"), and whose monthly remuneration on the Specified Date, as determined pursuant to the provisions of paragraph 17 of the supplementary provisions (hereinafter referred to as the "Monthly Remuneration on Specified Date"), is less than the amount calculated by multiplying by 70% the monthly remuneration received on the previous day of the Transfer Date (any remainder less than 50 yen shall be discarded, and any remainder of 50 yen or more but less than 100 yen shall be rounded up to 100 yen; hereinafter referred to as the "Base Monthly Remuneration") (excluding staff members specified in the detailed regulations), shall, until otherwise provided for, on or after the Specified Date, be paid, as remuneration, an amount equivalent to the difference between the Base Monthly Remuneration and the Monthly Remuneration on Specified Date in addition to their monthly remuneration under paragraph 17 of the supplementary provisions.
- 20 With regard to the application of the provisions of the preceding paragraph in cases where the total of the amount of remuneration under the preceding paragraph and the monthly remuneration of the staff member receiving the said remuneration exceeds the monthly remuneration for the highest step rate in the job grade of the staff member, the term "the Base Monthly Remuneration and the Monthly Remuneration on Specified Date" in the same paragraph is deemed to be replaced with "the monthly remuneration for the highest step rate in the job grade of the staff member and the staff member's monthly remuneration".
- 21 Staff members to whom paragraph 17 of the supplementary provisions applies, other than those receiving remuneration under paragraph 19 of the supplementary provisions, and for whom it is deemed necessary for reasons of equity in relation to staff members receiving remuneration under the same paragraph, shall, until otherwise provided for, be paid, as remuneration, an amount calculated in accordance with the preceding two paragraphs, as provided in the detailed regulations, in addition to their monthly remuneration.
- 22 With regard to the application of the provisions of Article 7, paragraph 1, Article 30, paragraph 2, Article 39, paragraph 2, Article 40, paragraph 2, Article 43, and Article 43-2 to staff members receiving remuneration under paragraph 19 of the supplementary provisions or the preceding paragraph, the term "monthly remuneration" in these paragraphs is deemed to be replaced with "the total amount of the monthly remuneration and the amount of remuneration under paragraph 19 or 21 of the supplementary provisions".
- 23 With regard to the application of the provisions of Article 22-2 to staff members referred to in the preceding paragraph, the term "Monthly remuneration" in the table is deemed to be replaced with "the total amount of the monthly remuneration and the amount of remuneration under paragraph 19 or 21 of the supplementary provisions", and the term "to the amount corresponding to the step rate the person receives" in the table is deemed

to be replaced with "by the total amount of the amount corresponding to the step rate the person receives and the amount of remuneration under paragraph 19 or 21 of the supplementary provisions".

24 Until otherwise provided for, with regard to the application of the provisions of Article 42 to staff members to whom paragraph 17 of the supplementary provisions applies, the term "Appended Table 6" in Article 42, paragraph 2 is deemed to be replaced with "Appended Table 4 of the Supplementary Provisions".

25 Until otherwise provided for, with regard to the application of the provisions of Article 43-2 to staff members to whom paragraph 17 of the supplementary provisions applies, the term "10,000 yen" in Article 43-2, paragraph 2, item (2) is deemed to be replaced with "7,000 yen".

26 In addition to those prescribed in paragraph 17 of the supplementary provisions to the preceding paragraph, necessary matters pertaining to enforcement of the provisions of paragraph 17 of the supplementary provisions to the preceding paragraph shall be prescribed in the detailed regulations.

Supplementary Provisions between the original and the latest are omitted.

Supplementary Provisions (June 25, 2025)

These Regulations shall come into effect on June 25, 2025, and the provisions of the amended National University Corporation Kobe University Regulations on Salary for Staff Members shall apply from June 1, 2025.

Appended Tables 1 to 8

Appended Table 1

[See Appendix]

Appended Table 2

[See Appendix]

Appended Table 3

[See Appendix]

Appended Tables 4 to 8 are omitted.

Appended Table 1 (Re: Art. 11)
 Remuneration Schedule for General Positions

(a) Remuneration Schedule for General Positions (1)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members Other Than Staff Members Rehired Prior to Mandatory Retirement Age		yen	yen	yen	yen	yen	yen	yen	yen	yen
	1	183,500	230,000	265,300	298,800	321,300	355,200	408,300	458,300	510,200
	2	184,600	231,500	266,300	300,300	323,100	356,900	410,200	463,800	517,100
	3	185,800	233,000	267,300	301,800	324,900	358,500	412,100	468,800	522,300
	4	186,900	234,500	268,300	303,200	326,600	360,100	413,900	473,500	526,600
	5	188,000	236,000	269,300	304,600	328,300	361,700	415,700	477,500	530,100
	6	189,700	237,500	270,300	305,700	330,000	363,500	417,500	481,000	533,400
	7	191,300	239,000	271,300	306,700	331,700	365,000	419,300	484,000	536,400
	8	192,900	240,500	272,300	307,900	333,400	366,600	421,100	486,500	538,900
	9	194,500	242,000	273,300	309,100	335,000	368,000	422,700	488,500	540,900
	10	196,200	243,400	274,300	310,700	336,700	369,600	424,200		
	11	197,800	244,800	275,300	312,300	338,400	371,200	425,700		
	12	199,400	246,200	276,400	313,900	340,000	372,700	427,200		
	13	201,000	247,400	277,400	315,400	341,500	374,600	428,700		
	14	202,700	248,600	278,700	317,000	343,100	376,500	430,000		
	15	204,400	249,800	280,000	318,600	344,700	378,400	431,300		
	16	206,100	251,000	281,200	320,200	346,200	380,200	432,500		
	17	207,400	252,100	282,500	321,700	347,600	381,700	433,700		
	18	209,000	253,200	283,800	323,400	349,300	383,500	435,000		
	19	210,600	254,300	285,000	325,000	350,900	385,200	436,300		
	20	212,100	255,400	286,200	326,600	352,500	386,800	437,500		
	21	213,600	256,400	287,300	328,000	353,700	388,500	438,700		
	22	215,200	257,400	288,500	329,700	355,200	389,900	439,500		
	23	216,800	258,400	289,800	331,400	356,700	391,300	440,300		
	24	218,400	259,400	291,100	333,000	358,200	392,700	441,100		
	25	220,000	260,400	292,400	334,200	359,900	394,100	441,700		
	26	221,700	261,300	293,400	336,100	361,700	395,300	442,300		
	27	223,000	262,200	294,400	337,800	363,400	396,500	442,900		
	28	224,300	263,100	295,500	339,400	365,100	397,500	443,500		
	29	225,600	263,900	296,600	340,900	366,500	398,600	444,200		
	30	226,700	264,700	297,800	342,500	367,800	399,800	445,000		
	31	227,800	265,500	298,900	344,100	369,000	400,900	445,400		
	32	228,900	266,300	300,100	345,700	370,400	402,000	446,100		
	33	230,000	267,000	301,300	347,400	371,500	402,700	446,600		
	34	231,100	267,800	302,600	349,200	372,400	403,400	447,000		
	35	232,200	268,600	303,900	351,000	373,400	404,100	447,400		
	36	233,300	269,300	305,200	352,800	374,500	404,800	447,800		
	37	234,400	270,000	306,500	354,300	375,300	405,400	448,200		
	38	235,400	270,800	307,800	355,700	376,200	406,000	448,600		
	39	236,400	271,600	309,100	357,100	377,100	406,500	449,000		
	40	237,300	272,300	310,400	358,500	377,900	406,900	449,300		
	41	238,200	273,000	311,700	360,000	378,700	407,300	449,600		
	42	239,100	273,800	313,000	360,800	379,500	407,500	450,000		
	43	239,900	274,600	314,300	361,800	380,300	407,800	450,300		
	44	240,700	275,300	315,400	362,800	381,000	408,100	450,600		
	45	241,400	276,000	316,300	363,700	381,700	408,400	450,900		
	46	242,000	276,700	317,600	364,800	382,400	408,700			
	47	242,600	277,400	318,900	365,700	383,100	409,000			
	48	243,200	278,100	320,200	366,700	383,800	409,300			
	49	243,800	278,800	321,400	367,600	384,300	409,500			
	50	244,400	279,500	322,700	368,300	384,900	409,800			
	51	245,000	280,200	323,900	369,000	385,500	410,100			
	52	245,500	280,900	325,100	369,600	386,200	410,400			
53	246,000	281,500	326,400	370,000	386,600	410,600				

54	246,400	282,200	327,500	370,600	387,200	410,900
55	246,700	282,800	328,600	371,300	387,800	411,200
56	247,000	283,500	329,700	372,000	388,300	411,500
57	247,300	284,100	330,400	372,300	388,700	411,700
58	247,600	284,800	331,300	373,000	389,300	412,000
59	247,900	285,400	332,000	373,700	389,900	412,300
60	248,200	286,100	332,800	374,300	390,400	412,500
61	248,500	286,700	333,600	374,600	390,800	412,700
62	248,800	287,400	334,000	375,100	391,300	413,000
63	249,100	288,000	334,600	375,700	391,800	413,300
64	249,400	288,500	335,300	376,300	392,400	413,500
65	249,700	289,000	336,100	376,600	392,700	413,700
66	250,000	289,600	336,800	377,200	393,100	414,000
67	250,300	290,100	337,500	377,900	393,500	414,300
68	250,600	290,700	338,100	378,500	393,900	414,500
69	250,900	291,200	338,600	378,900	394,200	414,700
70	251,200	291,700	339,200	379,400	394,500	415,000
71	251,500	292,300	339,700	380,000	394,800	415,300
72	251,800	292,900	340,300	380,500	395,000	415,500
73	252,100	293,400	340,600	381,000	395,200	415,700
74	252,400	293,900	341,100	381,600	395,500	
75	252,700	294,300	341,500	382,100	395,800	
76	253,000	294,600	341,900	382,400	396,000	
77	253,300	294,800	342,300	382,800	396,200	
78	253,600	295,100	342,800	383,300	396,500	
79	253,900	295,300	343,300	383,700	396,800	
80	254,200	295,600	343,800	384,100	397,000	
81	254,500	295,800	344,100	384,500	397,200	
82	254,800	296,000	344,500	385,000	397,500	
83	255,100	296,300	344,900	385,400	397,800	
84	255,400	296,500	345,300	385,800	398,000	
85	255,700	296,800	345,600	386,100	398,200	
86	256,000	297,100	346,000			
87	256,300	297,400	346,400			
88	256,600	297,700	346,800			
89	256,900	298,000	347,000			
90	257,200	298,300	347,400			
91	257,500	298,600	347,800			
92	257,800	299,000	348,200			
93	258,100	299,200	348,400			
94		299,400	348,800			
95		299,700	349,200			
96		300,100	349,500			
97		300,300	349,800			
98		300,600	350,200			
99		301,000	350,600			
100		301,400	351,000			
101		301,600	351,500			
102		301,900	351,900			
103		302,200	352,300			
104		302,500	352,700			
105		302,700	353,200			
106		303,000	353,600			
107		303,300	353,900			
108		303,600	354,200			
109		303,800	354,700			
110		304,200				
111		304,600				
112		304,900				
113		305,100				
114		305,300				

	115		305,600							
	116		306,000							
	117		306,200							
	118		306,400							
	119		306,700							
	120		307,000							
	121		307,400							
	122		307,600							
	123		307,900							
	124		308,200							
	125		308,500							
Staff Members Rehired Prior to Mandatory Retirement Age		Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration
		yen	yen	yen	yen	yen	yen	yen	yen	yen
		192,000	219,500	260,000	279,700	294,900	320,600	362,700	396,200	448,000

Remarks: This schedule shall apply to policy and research officers, administrative staff members, and technicians, listed in the job classification column of the Appended Table of the Regulations on Employment, etc.

(b) Remuneration Schedule for General Positions (2)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members Other Than Staff Members		yen	yen	yen	yen	yen
Rehired Prior to Mandatory Retirement Age	1	185,700	227,700	247,600	280,400	308,100
	2	187,400	228,500	248,700	281,100	309,500
	3	189,100	229,300	249,700	281,800	310,800
	4	190,800	230,100	250,700	282,500	312,000
	5	192,500	230,800	251,700	283,100	313,000
	6	194,200	231,600	252,900	283,700	314,200
	7	195,800	232,400	254,000	284,300	315,400
	8	197,400	233,200	255,000	284,900	316,500
	9	199,000	234,000	256,100	285,500	317,600
	10	200,500	234,700	257,100	286,100	318,700
	11	202,000	235,400	258,000	286,700	319,800
	12	203,500	236,100	258,500	287,200	320,900
	13	205,000	236,800	259,100	287,700	321,900
	14	206,500	237,400	259,500	288,200	323,000
	15	208,000	238,000	259,900	288,700	324,100
	16	209,500	238,600	260,400	289,100	325,200
	17	211,000	239,200	260,900	289,500	326,200
	18	212,400	239,800	261,400	289,900	327,300
	19	213,800	240,400	261,900	290,300	328,400
	20	215,200	240,900	262,500	290,700	329,400
	21	216,600	241,400	263,300	291,100	330,400
	22	217,700	241,900	263,900	291,500	331,400
	23	218,800	242,400	264,500	291,900	332,400
	24	219,900	242,900	265,300	292,300	333,400
	25	220,900	243,400	266,100	292,700	334,400
	26	221,800	243,900	266,800	293,100	335,300
	27	222,700	244,300	267,400	293,500	336,400
	28	223,600	244,800	268,200	293,900	337,400
	29	224,500	245,400	269,000	294,300	338,400
	30	225,300	245,900	269,700	294,800	339,400
	31	226,100	246,400	270,400	295,300	340,400
	32	226,900	246,800	271,100	295,800	341,300
	33	227,700	247,200	271,800	296,300	342,200
	34	228,400	247,700	272,500	296,800	343,100
	35	229,100	248,200	273,200	297,300	344,000
	36	229,800	248,600	273,900	297,800	344,900
	37	230,500	249,000	274,600	298,300	345,800
	38	231,100	249,500	275,300	299,000	346,800
	39	231,700	250,000	275,900	299,600	347,800
	40	232,300	250,400	276,500	300,300	348,700
	41	233,000	250,800	277,000	300,900	349,600
	42	233,500	251,300	277,500	301,500	350,500
	43	234,000	251,800	278,000	302,100	351,400
	44	234,500	252,200	278,500	302,600	352,200
	45	235,000	252,600	279,000	303,100	353,000
	46	235,400	253,000	279,500	303,700	353,800
	47	235,800	253,400	280,000	304,300	354,600
	48	236,200	253,800	280,400	304,900	355,300
	49	236,600	254,200	280,800	305,500	356,000
	50	236,900	254,600	281,300	306,200	356,800
	51	237,200	255,000	281,700	306,900	357,600
	52	237,500	255,400	282,200	307,600	358,200
	53	237,800	255,800	282,600	308,200	358,900
	54	238,100	256,200	283,100	308,900	359,500
	55	238,400	256,600	283,600	309,600	360,200

56	238,700	257,000	284,100	310,200	360,900
57	238,900	257,300	284,600	310,800	361,500
58	239,200	257,700	285,200	311,500	362,000
59	239,500	258,100	285,800	312,200	362,500
60	239,700	258,400	286,400	312,800	363,000
61	239,900	258,700	287,000	313,300	363,400
62	240,200	259,100	287,600	313,800	
63	240,500	259,500	288,200	314,400	
64	240,700	259,800	288,800	315,000	
65	240,900	260,100	289,300	315,600	
66	241,200	260,400	289,800	316,000	
67	241,500	260,700	290,300	316,500	
68	241,700	260,900	290,800	317,000	
69	241,900	261,100	291,300	317,300	
70	242,200	261,400	291,800	317,800	
71	242,500	261,700	292,200	318,300	
72	242,700	261,900	292,600	318,700	
73	242,900	262,100	293,000	318,900	
74	243,200	262,400	293,400	319,200	
75	243,500	262,700	293,800	319,400	
76	243,700	262,900	294,200	319,700	
77	243,900	263,100	294,600	320,000	
78	244,200	263,400	295,000	320,300	
79	244,500	263,700	295,400	320,600	
80	244,700	263,900	295,900	320,800	
81	244,900	264,100	296,200	321,000	
82	245,200	264,400	296,700	321,300	
83	245,400	264,700	297,200	321,600	
84	245,700	264,900	297,700	321,800	
85	245,900	265,100	298,000	322,000	
86	246,100	265,300	298,500	322,300	
87	246,400	265,600	299,000	322,600	
88	246,700	265,900	299,300	322,900	
89	246,900	266,100	299,700	323,100	
90	247,200	266,300	300,200	323,400	
91	247,500	266,600	300,700	323,700	
92	247,700	266,800	301,200	323,900	
93	247,900	267,100	301,500	324,100	
94	248,200	267,400	301,900	324,400	
95	248,500	267,700	302,400	324,700	
96	248,700	267,900	302,900	324,900	
97	248,900	268,100	303,300	325,100	
98	249,200	268,400	303,700		
99	249,500	268,600	304,000		
100	249,700	268,900	304,300		
101	249,900	269,100	304,600		
102	250,200	269,300	305,000		
103	250,500	269,600	305,300		
104	250,700	269,900	305,700		
105	250,900	270,100	306,000		
106		270,300	306,400		
107		270,600	306,800		
108		270,800	307,100		
109		271,100	307,300		
110		271,400	307,600		
111		271,700	307,900		
112		271,900	308,100		
113		272,100	308,300		
114		272,400	308,600		
115		272,600	308,900		
116		272,800	309,100		

	117		273,100	309,300		
	118		273,400	309,600		
	119		273,700	309,900		
	120		273,900	310,100		
	121		274,100	310,300		
	122		274,300	310,600		
	123		274,600	310,900		
	124		274,900	311,100		
	125		275,100	311,300		
	126		275,300	311,600		
	127		275,600	311,900		
	128		275,900	312,100		
	129		276,100	312,300		
	130		276,300			
	131		276,600			
	132		276,900			
	133		277,100			
	134		277,300			
	135		277,600			
	136		277,900			
	137		278,100			
Staff Members		Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration
Rehired Prior to Mandatory Retirement Age		yen	yen	yen	yen	yen
		197,900	209,000	227,500	248,600	279,800

Remarks: This schedule shall apply to skilled staff and labor staff, listed in the job classification column of the Appended Table of the Regulations on Employment, etc.

Appended Table 2 (Re: Art. 11)

Remuneration Schedule for Teaching Positions

(a) Remuneration Schedule for Teaching Positions (1)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members		yen	yen	yen	yen	yen
Other Than Staff Members	1	217,800	261,400	340,300	393,600	466,000
Rehired Prior to Mandatory Retirement Age	2	220,300	263,600	341,900	395,300	474,200
	3	222,700	265,700	343,500	396,700	482,600
	4	225,100	267,600	345,000	398,000	490,800
	5	227,500	269,400	346,500	399,200	498,700
	6	229,900	270,900	348,100	400,200	506,200
	7	232,400	272,400	349,700	401,200	513,500
	8	234,800	273,900	351,300	402,200	520,500
	9	237,200	275,700	352,700	403,100	526,900
	10	239,000	277,700	354,700	404,200	532,300
	11	240,800	279,700	356,700	405,300	537,100
	12	242,600	281,700	358,700	406,400	541,500
	13	244,300	283,700	360,500	407,500	544,700
	14	245,900	285,900	362,100	408,600	547,600
	15	247,500	288,000	363,700	409,700	550,400
	16	249,000	290,100	365,300	410,800	552,800
	17	250,500	292,000	366,600	411,900	554,800
	18	251,900	294,700	368,100	413,000	
	19	253,200	297,400	369,500	414,100	
	20	254,600	300,000	370,800	415,300	
	21	255,900	302,600	372,100	416,300	
	22	257,400	305,000	373,300	417,400	
	23	258,900	307,400	374,500	418,500	
	24	260,400	309,600	375,600	419,700	
	25	261,900	311,800	376,700	420,600	
	26	263,600	313,800	378,100	421,700	
	27	265,300	315,800	379,400	422,800	
	28	267,000	317,800	380,700	423,800	
	29	268,600	319,800	382,000	424,800	
	30	270,500	321,700	383,300	425,900	
	31	272,400	323,600	384,600	427,000	
	32	274,300	325,500	385,900	428,100	
	33	276,100	327,300	387,200	429,100	
	34	277,300	329,200	388,400	430,300	
	35	278,500	331,100	389,600	431,500	
	36	279,600	333,000	390,700	432,700	
	37	280,600	334,700	391,800	433,400	
	38	281,600	335,900	393,000	434,300	
	39	282,600	337,000	394,100	435,200	
	40	283,600	338,100	395,200	436,000	
	41	284,600	338,700	396,300	436,800	
	42	285,700	339,100	397,500	437,700	
	43	286,800	339,500	398,700	438,600	
	44	287,700	339,900	399,800	439,400	
	45	288,600	340,500	400,800	440,100	
	46	289,600	341,000	401,800	441,000	
	47	290,600	341,500	402,800	442,000	

48	291,500	341,900	403,700	442,900
49	292,400	342,300	404,900	443,800
50	292,900	342,700	406,300	444,700
51	293,300	343,100	407,700	445,700
52	293,900	343,500	409,100	446,600
53	294,300	343,900	409,900	447,600
54	294,700	344,300	410,900	448,600
55	295,000	344,700	411,900	449,500
56	295,400	345,100	413,000	450,500
57	295,800	345,500	413,900	451,400
58	296,300	345,900	414,700	452,300
59	296,800	346,300	415,500	453,200
60	297,200	346,700	416,200	454,200
61	297,600	347,100	416,900	455,000
62	298,000	347,500	417,800	455,400
63	298,400	347,900	418,600	456,000
64	298,800	348,300	419,200	456,600
65	299,200	348,700	419,800	457,300
66	299,600	349,100	420,300	458,000
67	300,000	349,500	420,700	458,300
68	300,400	349,900	421,100	458,900
69	300,800	350,300	421,400	459,300
70	301,200	350,800	421,800	459,700
71	301,600	351,200	422,100	460,100
72	302,000	351,600	422,500	460,400
73	302,400	351,900	422,800	460,700
74	302,800	352,400	423,200	461,100
75	303,200	352,800	423,600	461,500
76	303,600	353,200	424,000	461,800
77	303,900	353,600	424,300	462,100
78	304,300	354,100	424,600	462,500
79	304,700	354,600	425,000	462,800
80	305,100	355,100	425,300	463,100
81	305,400	355,600	425,600	463,400
82	305,800	356,300	426,000	463,800
83	306,200	357,000	426,300	464,100
84	306,600	357,700	426,600	464,400
85	306,900	358,300	426,900	464,700
86	307,300	358,900	427,200	
87	307,700	359,500	427,500	
88	308,100	360,100	427,800	
89	308,500	360,600	428,100	
90	308,900	361,000	428,400	
91	309,300	361,400	428,700	
92	309,700	361,800	429,000	
93	310,100	362,200	429,300	
94	310,600	362,600	429,600	
95	311,100	363,100	429,900	
96	311,500	363,500	430,200	
97	311,900	364,100	430,500	
98	312,400	364,600	430,800	
99	312,900	365,000	431,100	
100	313,500	365,500	431,400	
101	313,800	365,900	431,700	
102	314,100	366,400	432,000	

103	314,400	366,700	432,300
104	314,700	367,100	432,600
105	315,000	367,600	432,800
106	315,300	368,000	
107	315,600	368,500	
108	315,800	369,000	
109	316,100	369,400	
110	316,400	369,900	
111	316,800	370,300	
112	317,200	370,700	
113	317,500	371,100	
114	317,900	371,500	
115	318,200	371,900	
116	318,500	372,300	
117	318,700	372,700	
118	319,000	373,100	
119	319,400	373,500	
120	319,800	373,900	
121	320,000	374,200	
122	320,300	374,600	
123	320,600	375,100	
124	321,000	375,400	
125	321,200	375,800	
126	321,400	376,300	
127	321,700	376,800	
128	322,000	377,200	
129	322,200	377,600	
130	322,500	378,100	
131	322,900	378,600	
132	323,100	379,100	
133	323,300	379,600	
134	323,600	380,100	
135	324,000	380,600	
136	324,200	381,100	
137	324,400	381,600	
138	324,600	382,100	
139	324,800	382,600	
140	325,100	383,100	
141	325,500	383,600	
142	325,800		
143	326,100		
144	326,400		
145	326,800		
146	327,100		
147	327,300		
148	327,600		
149	328,000		
150	328,300		
151	328,600		
152	328,800		
153	329,100		
154	329,400		
155	329,700		
156	330,000		
157	330,200		

Remarks: This schedule shall apply to university faculty members listed in the job classification column of the Appended Table of the Regulations on Employment, etc.

(b) Remuneration Schedule for Teaching Positions (2)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members Other Than Staff Members Rehired Prior to Mandatory Retirement Age		yen	yen	yen	yen
	1	199,900	246,300	376,800	451,900
	2	202,200	247,800	378,300	453,700
	3	204,500	249,200	379,700	455,500
	4	206,700	250,600	381,100	457,300
	5	208,900	252,000	382,500	458,900
	6	211,200	253,200	384,000	460,600
	7	213,400	254,400	385,500	462,500
	8	215,600	255,600	386,900	464,200
	9	217,800	257,000	388,200	465,900
	10	220,000	258,200	389,700	467,500
	11	222,200	259,500	391,200	469,000
	12	224,400	260,800	392,700	470,500
	13	226,600	262,100	394,100	472,000
	14	228,700	264,000	395,600	473,300
	15	230,800	265,800	397,100	474,600
	16	232,900	267,600	398,600	475,900
	17	235,000	269,300	400,000	477,100
	18	236,800	271,500	401,600	477,800
	19	238,500	273,700	403,200	478,500
	20	240,200	275,900	404,700	479,200
	21	241,900	278,100	405,900	479,800
	22	243,200	280,300	407,300	
	23	244,500	282,500	408,700	
	24	245,800	284,600	410,000	
	25	247,000	286,600	411,600	
	26	248,200	288,500	413,000	
	27	249,400	290,400	414,300	
	28	250,600	292,200	415,700	
	29	251,700	294,000	417,100	
	30	252,900	295,900	418,400	
	31	254,100	297,700	419,900	
	32	255,300	299,400	421,400	
	33	256,400	301,100	423,000	
	34	257,700	302,900	424,400	
	35	259,000	304,600	426,000	
	36	260,300	306,200	427,500	
	37	261,700	307,800	429,200	
	38	263,100	309,500	430,700	
	39	264,400	311,300	432,300	
	40	265,700	313,000	433,900	
	41	267,000	314,300	435,400	
	42	268,000	316,200	436,900	
	43	269,000	318,000	438,100	
	44	269,900	319,700	439,300	
	45	270,600	321,400	440,500	
	46	271,400	323,300	441,800	
	47	272,200	325,000	443,000	
	48	273,000	326,700	444,200	
49	273,800	328,400	445,300		

50	274,600	330,200	446,500
51	275,300	332,000	447,700
52	276,100	333,700	448,900
53	276,900	335,400	450,100
54	277,700	336,700	451,300
55	278,500	338,000	452,500
56	279,300	339,300	453,700
57	280,000	340,800	454,800
58	280,600	342,400	455,400
59	281,400	343,900	455,900
60	282,300	345,500	456,400
61	283,100	347,000	456,900
62	283,700	348,600	
63	284,500	350,200	
64	285,200	351,700	
65	286,200	353,200	
66	287,000	354,800	
67	287,800	356,400	
68	288,500	357,900	
69	289,200	359,400	
70	290,000	361,000	
71	290,800	362,600	
72	291,500	364,100	
73	292,200	365,600	
74	292,900	367,200	
75	293,600	368,800	
76	294,200	370,300	
77	294,800	371,800	
78	295,500	373,200	
79	296,200	374,600	
80	296,800	375,900	
81	297,400	377,200	
82	298,100	378,600	
83	298,800	380,000	
84	299,500	381,300	
85	300,200	382,400	
86	301,000	383,800	
87	301,700	385,100	
88	302,400	386,400	
89	303,100	387,600	
90	304,000	388,900	
91	304,800	390,000	
92	305,600	391,200	
93	306,100	392,400	
94	306,900	393,500	
95	307,700	394,700	
96	308,500	395,900	
97	309,200	397,300	
98	310,000	398,300	
99	310,800	399,300	
100	311,500	400,300	
101	312,300	401,200	
102	313,200	402,200	
103	314,100	403,300	
104	314,900	404,400	

	105	315,500	405,100		
	106	316,300	406,000		
	107	317,100	406,900		
	108	317,900	407,800		
	109	318,600	408,600		
	110	319,000	409,400		
	111	319,400	410,200		
	112	319,900	411,000		
	113	320,400	411,600		
	114	320,800	412,300		
	115	321,300	413,000		
	116	321,700	413,700		
	117	322,200	414,300		
	118	322,700	414,800		
	119	323,100	415,200		
	120	323,600	415,500		
	121	324,100	415,800		
	122	324,500	416,100		
	123	325,000	416,400		
	124	325,500	416,600		
	125	326,100	416,800		
	126	326,400	417,100		
	127	326,700	417,400		
	128	327,000	417,600		
	129	327,200	417,800		
	130	327,500	418,100		
	131	327,800	418,400		
	132	328,000	418,600		
	133	328,200	418,800		
	134	328,400	419,100		
	135	328,600	419,400		
	136	328,900	419,600		
	137	329,200	419,800		
	138	329,400	420,100		
	139	329,700	420,400		
	140	330,000	420,600		
	141	330,200	420,800		
	142	330,400	421,100		
	143	330,700	421,400		
	144	330,900	421,600		
	145	331,200	421,800		
	146	331,400			
	147	331,700			
	148	332,000			
	149	332,200			
	150	332,400			
	151	332,700			
	152	333,000			
	153	333,200			
Staff Members		Standard	Standard	Standard	Standard
Rehired Prior to		Monthly	Monthly	Monthly	Monthly
Mandatory		Remuneration	Remuneration	Remuneration	Remuneration
Retirement Age		yen	yen	yen	yen
		238,500	279,100	336,600	421,900

Remarks: 1 This schedule shall apply to attached school teachers, listed in the job classification column of the Appended Table of the Regulations on Employment, etc., who work for the Secondary School attached to Kobe University and the School for Special Needs Education attached to Kobe University.

2 The monthly remuneration of staff members in job grade 3 under this schedule shall be the amount calculated by adding 7,700 yen to each amount described in this schedule.

(c) Remuneration Schedule for Teaching Positions (3)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members Other Than Staff Members Rehired Prior to Mandatory Retirement Age		yen	yen	yen	yen
	1	199,900	220,700	348,700	435,700
	2	202,200	223,100	350,200	437,000
	3	204,500	225,500	351,700	438,200
	4	206,700	227,900	353,200	439,500
	5	208,900	230,300	354,600	440,600
	6	211,200	232,700	356,000	441,700
	7	213,400	235,100	357,400	442,900
	8	215,600	237,500	358,800	444,100
	9	217,800	239,900	360,200	445,400
	10	220,000	241,500	361,500	446,600
	11	222,200	243,100	362,800	447,600
	12	224,400	244,700	364,100	448,700
	13	226,600	246,300	365,300	449,900
	14	228,700	247,800	366,600	450,700
	15	230,800	249,200	367,800	451,500
	16	232,900	250,600	369,000	452,400
	17	235,000	252,000	370,200	453,300
	18	236,800	253,200	371,400	453,800
	19	238,500	254,400	372,600	454,300
	20	240,200	255,600	373,700	454,800
	21	241,900	257,000	374,800	455,300
	22	243,200	258,200	376,000	
	23	244,500	259,500	377,200	
	24	245,800	260,800	378,300	
	25	247,000	262,100	379,400	
	26	248,100	264,000	380,600	
	27	249,200	265,800	381,800	
	28	250,300	267,600	382,900	
	29	251,500	269,300	384,000	
	30	252,800	271,500	385,200	
	31	254,000	273,700	386,400	
	32	255,200	275,900	387,500	
	33	256,300	278,100	388,600	
	34	257,500	280,300	389,800	
	35	258,700	282,500	391,000	
	36	259,900	284,600	392,200	
	37	261,100	286,600	393,400	
	38	262,300	288,500	394,700	
	39	263,500	290,400	395,900	
	40	264,700	292,200	397,100	
	41	265,900	294,000	398,300	
	42	267,000	295,900	399,600	
	43	268,100	297,700	400,600	
	44	269,200	299,400	401,700	
	45	270,200	301,100	402,900	
	46	271,000	302,900	404,100	
	47	271,800	304,600	405,300	
	48	272,600	306,200	406,500	
49	273,300	307,800	407,600		

50	274,100	309,500	408,600
51	274,800	311,300	409,900
52	275,500	313,000	411,100
53	276,300	314,300	412,300
54	277,100	316,200	413,400
55	277,900	318,000	414,500
56	278,600	319,700	415,600
57	279,300	321,400	416,600
58	280,100	323,300	417,800
59	280,900	325,000	419,000
60	281,600	326,700	420,200
61	282,200	328,400	420,800
62	282,900	330,200	421,600
63	283,600	332,000	422,300
64	284,200	333,700	422,800
65	284,900	335,400	423,100
66	285,600	336,700	423,400
67	286,300	338,000	423,800
68	287,000	339,300	424,200
69	287,700	340,800	424,500
70	288,500	342,300	424,900
71	289,200	343,800	425,200
72	289,900	345,300	425,500
73	290,400	346,700	425,800
74	291,100	348,200	426,200
75	291,800	349,700	426,500
76	292,400	351,200	426,800
77	293,000	352,600	427,100
78	293,700	354,100	427,400
79	294,300	355,600	427,700
80	294,900	357,100	427,900
81	295,500	358,500	428,100
82	296,100	359,800	
83	296,700	361,100	
84	297,300	362,300	
85	297,800	363,500	
86	298,300	364,700	
87	298,800	365,900	
88	299,300	367,000	
89	299,700	368,100	
90	300,300	369,200	
91	300,800	370,300	
92	301,300	371,400	
93	301,600	372,500	
94	302,100	373,700	
95	302,600	374,800	
96	303,000	375,900	
97	303,400	376,900	
98	303,900	377,900	
99	304,400	378,800	
100	304,800	379,700	
101	305,200	380,500	
102	305,600	381,500	
103	306,000	382,400	
104	306,300	383,300	

	105	306,500	384,100		
	106	306,800	385,000		
	107	307,100	385,900		
	108	307,300	386,800		
	109	307,500	387,600		
	110	307,700	388,600		
	111	308,000	389,500		
	112	308,300	390,400		
	113	308,500	391,000		
	114	308,700	391,900		
	115	308,900	392,800		
	116	309,200	393,700		
	117	309,500	394,500		
	118	309,700	395,200		
	119	310,000	396,000		
	120	310,300	396,800		
	121	310,500	397,400		
	122	310,700	398,100		
	123	310,900	398,800		
	124	311,200	399,400		
	125	311,500	400,000		
	126		400,700		
	127		401,200		
	128		401,800		
	129		402,400		
	130		403,000		
	131		403,500		
	132		404,000		
	133		404,300		
	134		404,600		
	135		404,900		
	136		405,200		
	137		405,500		
	138		405,800		
	139		406,100		
	140		406,400		
	141		406,700		
	142		407,000		
	143		407,300		
	144		407,600		
	145		407,800		
	146		408,100		
	147		408,400		
	148		408,600		
	149		408,800		
	150		409,100		
	151		409,400		
	152		409,600		
	153		409,800		
	154		410,100		
	155		410,400		
	156		410,600		
	157		410,800		
Staff Members Rehired Prior to Mandatory		Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration

Retirement Age		yen	yen	yen	yen
		229,700	276,000	330,000	411,900

Remarks: 1 This schedule shall apply to attached school teachers listed in the job classification column of the Appended Table of the Regulations on Employment, etc. (excluding staff members under the Remuneration Schedule for Teaching Positions (2)).

2 The monthly remuneration of staff members in job grade 3 under this schedule shall be the amount calculated by adding 7,500 yen to each amount described in this schedule.

Appended Table 3 (Re: Art. 11)

Remuneration Schedule for Medical Positions

(a) Remuneration Schedule for Medical Positions (1)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members Other Than Staff Members Rehired Prior to Mandatory Retirement Age		yen	yen	yen	yen	yen	yen	yen	yen
	1	188,600	227,400	263,000	281,800	315,000	360,700	415,000	479,100
	2	190,700	228,700	263,800	282,600	316,400	362,400	416,900	480,400
	3	192,800	230,000	264,600	283,400	317,800	364,000	418,800	481,700
	4	194,900	231,300	265,400	284,100	319,200	365,600	420,600	483,000
	5	196,900	232,500	266,200	284,800	320,600	367,200	422,400	484,200
	6	198,900	233,600	267,000	285,500	322,200	368,800	424,000	485,600
	7	200,900	234,600	267,800	286,200	323,700	370,400	425,600	487,000
	8	202,700	235,600	268,600	287,000	325,200	372,000	427,100	488,200
	9	204,500	236,700	269,400	287,800	326,700	373,600	428,600	489,600
	10	206,400	237,900	270,200	288,600	328,300	375,600	429,900	490,900
	11	208,300	239,200	271,000	289,400	329,800	377,600	431,200	492,300
	12	210,400	240,500	271,800	290,100	331,300	379,600	432,500	493,700
	13	212,100	241,800	272,600	290,800	332,800	381,000	433,800	495,100
	14	214,100	243,100	273,400	291,900	334,400	382,700	435,000	496,200
	15	216,300	244,400	274,200	293,000	335,900	384,400	436,200	497,300
	16	218,400	245,600	275,000	294,200	337,400	386,100	437,300	498,400
	17	220,500	246,800	275,800	295,400	338,900	387,800	438,500	499,500
	18	221,600	248,000	276,600	296,600	340,500	389,300	439,600	500,400
	19	222,700	249,200	277,400	297,800	342,100	390,800	440,800	501,300
	20	223,800	250,400	278,200	299,000	343,600	392,300	442,000	502,200
	21	224,900	251,500	279,000	300,200	344,900	393,600	443,100	503,200
	22	225,800	252,400	279,900	301,400	346,400	394,900	443,900	
	23	226,700	253,200	280,800	302,600	347,900	396,200	444,300	
	24	227,600	254,000	281,600	303,800	349,400	397,300	445,000	
	25	228,500	254,800	282,400	305,000	350,900	398,400	445,500	
	26	229,400	255,600	283,300	306,200	352,400	399,500	445,900	
	27	230,300	256,400	284,200	307,300	353,900	400,600	446,300	
	28	231,200	257,200	285,000	308,500	355,300	401,700	446,700	
	29	232,100	258,000	285,800	309,800	356,700	402,500	447,100	
	30	233,000	258,800	286,900	311,000	358,300	403,300	447,500	
	31	233,900	259,600	287,900	312,200	359,800	404,100	447,900	
	32	234,800	260,400	288,900	313,400	361,300	404,900	448,200	
	33	235,600	261,200	289,900	314,600	362,500	405,300	448,500	
	34	236,400	262,000	291,000	315,700	363,600	405,900	448,900	
	35	237,200	262,700	292,000	316,900	364,800	406,400	449,200	
	36	238,000	263,500	293,000	318,100	365,900	406,800	449,500	
	37	238,800	264,400	294,000	319,300	366,900	407,200	449,800	
	38	239,600	265,200	295,000	320,600	367,700	407,400		
	39	240,400	266,000	296,000	321,900	368,700	407,700		
	40	241,200	266,800	297,000	323,100	369,800	408,000		
	41	241,800	267,600	298,000	324,000	370,800	408,300		
	42	242,400	268,400	299,200	325,200	371,800	408,600		
	43	243,000	269,200	300,300	326,400	372,800	408,900		
	44	243,500	270,000	301,400	327,600	373,700	409,200		
	45	244,000	270,700	302,500	328,700	374,500	409,400		
	46	244,600	271,500	303,600	329,700	375,300	409,700		
47	245,100	272,300	304,700	330,700	376,200	410,000			

48	245,500	273,100	305,800	331,600	377,000	410,300
49	245,900	273,800	306,900	332,500	377,500	410,500
50	246,400	274,600	308,000	333,500	378,300	410,800
51	246,900	275,300	309,100	334,500	379,100	411,100
52	247,400	276,000	310,200	335,400	379,900	411,400
53	247,700	276,700	311,200	335,900	380,300	411,600
54	248,000	277,400	312,200	336,800	381,000	
55	248,300	278,100	313,200	337,500	381,700	
56	248,600	278,800	314,200	338,400	382,300	
57	248,900	279,500	315,200	339,100	382,700	
58	249,200	280,200	316,200	339,400	383,200	
59	249,500	280,900	317,200	339,900	383,800	
60	249,800	281,500	318,100	340,500	384,400	
61	250,100	282,100	319,000	341,100	384,800	
62	250,400	282,800	319,800	341,800	385,300	
63	250,700	283,500	320,500	342,500	385,800	
64	251,000	284,100	321,200	343,100	386,300	
65	251,300	284,700	321,800	343,800	386,900	
66	251,600	285,400	322,500	344,300	387,400	
67	251,900	286,100	323,100	344,900	388,000	
68	252,200	286,700	323,700	345,500	388,600	
69	252,500	287,300	324,300	345,800	389,100	
70	252,800	288,000	324,500	346,400	389,600	
71	253,100	288,700	325,000	346,900	390,100	
72	253,300	289,300	325,500	347,400	390,600	
73	253,500	289,900	326,100	347,900	390,900	
74	253,800	290,400	326,600	348,400	391,400	
75	254,100	290,800	327,100	348,900	391,800	
76	254,300	291,200	327,500	349,300	392,200	
77	254,500	291,600	328,100	349,600	392,600	
78	254,800	291,900	328,600	349,900		
79	255,100	292,200	329,000	350,100		
80	255,300	292,500	329,500	350,400		
81	255,500	292,800	330,000	350,900		
82	255,800	293,100	330,400	351,200		
83	256,100	293,400	330,600	351,500		
84	256,300	293,700	330,900	351,800		
85	256,500	293,900	331,300	352,200		
86		294,100	331,700	352,500		
87		294,300	332,000	352,800		
88		294,500	332,300	353,100		
89		294,900	332,600	353,500		
90		295,100	332,800	353,800		
91		295,300	333,200	354,100		
92		295,500	333,500	354,400		
93		295,900	333,700	354,700		
94		296,100	334,000	355,100		
95		296,300	334,300	355,500		
96		296,600	334,600	355,900		
97		296,900	334,800	356,400		
98		297,100	335,100	356,800		
99		297,300	335,400	357,200		
100		297,600	335,600	357,600		
101		297,900	335,800	358,100		
102		298,100	336,000			

	103		298,300	336,400					
	104		298,600	336,600					
	105		298,900	336,800					
	106			337,200					
	107			337,600					
	108			338,000					
	109			338,200					
	110								
	111								
	112								
	113								
Staff Members Rehired Prior to Mandatory Retirement Age		Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration
		yen	yen	yen	yen	yen	yen	yen	yen
		193,000	219,600	248,100	261,700	287,300	328,400	371,000	433,400

Remarks: This schedule shall apply to medical staff members listed in the job classification column of the Appended Table of the Regulations on Employment, etc. (excluding nurses).

(b) Remuneration Schedule for Medical Positions (2)

Classification of Staff Members	Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
	Step Rate	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration	Monthly Remuneration
Staff Members Other Than Staff Members Rehired Prior to Mandatory Retirement Age		yen	yen	yen	yen	yen	yen	yen
	1	207,700	240,600	281,800	295,200	319,300	362,000	416,300
	2	209,600	242,800	282,300	295,800	320,300	363,700	418,500
	3	211,400	245,000	282,800	296,400	321,300	365,400	420,700
	4	213,100	247,200	283,300	296,900	322,300	367,100	422,800
	5	214,800	249,400	283,800	297,400	323,300	368,900	424,700
	6	216,700	250,400	284,300	298,000	324,500	370,900	426,600
	7	218,500	251,300	284,800	298,600	325,700	372,900	428,400
	8	220,200	252,200	285,300	299,100	326,900	374,900	430,300
	9	221,900	253,100	285,800	299,600	328,000	376,600	432,000
	10	223,900	254,300	286,300	300,200	329,200	378,700	433,600
	11	225,800	255,400	286,800	300,800	330,300	380,800	435,300
	12	227,700	256,300	287,300	301,300	331,400	382,800	436,900
	13	229,600	257,100	287,800	301,800	332,500	384,700	438,200
	14	231,600	257,800	288,300	302,500	333,700	386,300	439,500
	15	233,600	258,500	288,800	303,200	334,800	388,100	441,100
	16	235,600	259,400	289,300	303,900	335,900	389,900	442,600
	17	237,600	260,500	289,800	304,600	337,000	391,600	444,300
	18	239,600	261,600	290,300	305,500	338,200	393,300	445,900
	19	241,700	262,700	290,800	306,400	339,300	395,200	447,300
	20	243,700	263,800	291,300	307,300	340,400	396,900	448,700
	21	245,600	264,900	291,800	308,100	341,500	398,600	449,800
	22	246,800	266,000	292,300	309,000	342,700	400,300	451,100
	23	248,000	267,100	292,800	309,900	343,800	402,100	452,400
	24	249,100	268,200	293,300	310,800	344,900	403,800	453,800
	25	250,200	269,200	293,800	311,600	346,000	405,400	454,800
	26	251,100	270,300	294,400	312,500	347,300	407,100	455,500
	27	252,000	271,400	295,200	313,400	348,600	408,900	456,300
	28	252,900	272,400	296,000	314,300	349,900	410,700	456,900
	29	253,700	273,400	296,700	315,100	351,100	412,200	457,800
	30	254,500	274,100	297,500	316,200	352,600	413,700	458,500
	31	255,200	274,800	298,300	317,300	354,100	415,200	459,300
	32	255,900	275,500	299,100	318,400	355,600	416,500	460,100
	33	256,700	276,200	299,800	319,500	356,800	417,600	460,800
	34	257,500	276,800	300,600	320,600	358,300	418,700	461,500
	35	258,300	277,300	301,400	321,700	359,700	419,800	462,200
	36	259,000	277,800	302,100	322,800	361,100	421,000	463,000
	37	259,700	278,300	302,900	323,900	362,500	422,300	463,800
	38	260,600	278,900	303,700	325,100	363,500	423,400	464,600
	39	261,500	279,400	304,500	326,200	364,900	424,600	465,300
	40	262,300	279,900	305,300	327,300	366,200	425,700	466,000
	41	263,100	280,300	306,000	328,100	367,500	426,900	466,800
	42	264,000	280,800	307,000	329,200	368,900	427,900	
	43	264,800	281,300	308,000	330,300	370,200	429,000	
	44	265,600	281,800	308,900	331,300	371,500	430,100	
	45	266,400	282,300	309,800	332,300	373,000	431,100	
	46	267,100	282,800	310,800	333,300	374,200	431,600	
	47	267,800	283,300	311,800	334,300	375,300	432,200	
	48	268,400	283,800	312,700	335,300	376,500	432,600	
49	269,000	284,300	313,600	336,500	377,600	433,200		

50	269,500	284,800	314,600	337,800	378,500	433,700
51	270,000	285,300	315,600	339,000	379,500	434,100
52	270,400	285,800	316,600	340,200	380,400	434,600
53	270,800	286,300	317,400	341,100	381,000	435,100
54	271,300	286,800	318,400	342,300	381,800	435,500
55	271,800	287,300	319,400	343,400	382,600	435,800
56	272,200	287,800	320,300	344,700	383,400	436,100
57	272,600	288,300	321,200	345,700	384,100	436,500
58	273,000	289,100	322,200	346,600	384,800	
59	273,400	289,900	323,200	347,700	385,500	
60	273,800	290,600	324,100	348,900	386,100	
61	274,200	291,300	325,000	350,000	386,700	
62	274,600	292,200	326,200	351,200	387,300	
63	275,000	293,100	327,400	352,400	388,000	
64	275,400	293,900	328,600	353,400	388,600	
65	275,800	294,700	329,300	354,400	389,300	
66	276,200	295,600	330,400	355,400	389,800	
67	276,600	296,400	331,500	356,500	390,400	
68	277,000	297,200	332,400	357,600	390,900	
69	277,400	298,000	333,500	358,400	391,300	
70	277,900	298,900	334,200	359,500	391,900	
71	278,400	299,800	335,300	360,600	392,400	
72	278,800	300,700	336,400	361,600	392,700	
73	279,200	301,600	337,500	362,300	393,000	
74	279,800	302,500	338,700	363,100	393,500	
75	280,400	303,400	339,800	363,900	393,900	
76	280,900	304,300	340,900	364,600	394,200	
77	281,400	305,100	342,000	365,200	394,500	
78	282,000	306,100	343,100	365,700	395,000	
79	282,600	307,100	344,100	366,200	395,500	
80	283,100	308,000	345,200	366,700	395,900	
81	283,600	308,500	346,100	367,300	396,200	
82	284,100	309,400	347,100	367,800	396,600	
83	284,600	310,300	348,000	368,300	397,100	
84	285,100	311,100	349,000	368,800	397,500	
85	285,600	311,900	349,900	369,200	397,900	
86	286,100	312,900	350,700	369,600		
87	286,600	313,900	351,500	370,200		
88	287,100	314,900	352,300	370,700		
89	287,600	315,800	352,900	371,000		
90	288,100	316,900	353,500	371,500		
91	288,600	317,900	354,100	371,900		
92	289,100	318,900	354,700	372,200		
93	289,600	319,700	355,100	372,800		
94	290,200	320,400	355,500	373,300		
95	290,800	321,100	356,000	373,800		
96	291,400	321,700	356,400	374,300		
97	292,000	322,200	356,900	374,900		
98	292,500	322,500	357,300	375,400		
99	293,000	323,100	357,800	375,900		
100	293,500	323,700	358,200	376,300		
101	294,000	324,100	358,500	376,900		
102	294,500	324,700	359,000	377,400		
103	295,000	325,300	359,400	377,900		
104	295,400	325,800	359,700	378,400		

105	295,800	326,200	360,100	379,000
106	296,300	326,700	360,600	379,400
107	296,800	327,200	361,100	379,900
108	297,100	327,700	361,600	380,400
109	297,300	328,100	362,100	381,000
110	297,600	328,500	362,600	
111	297,800	328,800	363,100	
112	298,100	329,100	363,500	
113	298,400	329,400	363,900	
114	298,600	329,800	364,300	
115	298,900	330,100	364,800	
116	299,100	330,400	365,300	
117	299,400	330,600	365,700	
118	299,700	330,900	366,200	
119	300,000	331,200	366,700	
120	300,300	331,400	367,200	
121	300,600	331,600	367,500	
122	301,000	331,900		
123	301,300	332,200		
124	301,600	332,500		
125	301,800	332,700		
126	302,000	333,000		
127	302,300	333,400		
128	302,700	333,600		
129	302,900	333,800		
130	303,200	334,000		
131	303,600	334,400		
132	304,000	334,600		
133	304,200	334,900		
134	304,500	335,300		
135	304,800	335,700		
136	305,100	336,100		
137	305,300	336,400		
138	305,600	336,800		
139	305,900	337,200		
140	306,200	337,600		
141	306,400	337,900		
142	306,800	338,300		
143	307,200	338,600		
144	307,500	339,000		
145	307,700	339,300		
146	307,900	339,700		
147	308,200	340,100		
148	308,600	340,500		
149	308,800	340,800		
150	309,000	341,200		
151	309,300	341,600		
152	309,600	342,000		
153	310,000	342,300		
154	310,200			
155	310,400			
156	310,700			
157	311,000			
158	311,300			
159	311,600			

	160	311,900						
	161	312,300						
	162	312,600						
	163	312,900						
	164	313,200						
	165	313,600						
	166	313,900						
	167	314,200						
	168	314,500						
	169	314,900						
Staff Members Rehired Prior to Mandatory Retirement Age		Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration	Standard Monthly Remuneration
		yen	yen	yen	yen	yen	yen	yen
		239,700	260,200	267,500	277,900	294,300	331,900	376,600

Remarks: This schedule shall apply to nurses among medical staff members listed in the job classification column of the Appended Table of the Regulations on Employment, etc.