

National University Corporation Kyushu University Rules for Childcare and Nursing Care Leave for Employees

Kyushu University Employment Regulation No. 20 of 2004

Established: April 1, 2004

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(Kyushu University Employment Regulation No. 5 of 2025)

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Chapter I General Provisions

(Purpose)

Article 1 These Rules shall provide for the persons eligible, procedure and other necessary matters relevant to childcare leave and nursing care leave for employees working at National University Corporation Kyushu University (hereinafter referred to as the "University"), pursuant to the provisions of Article 39, paragraph (2) and Article 40, paragraph (2) of the National University Corporation Kyushu University General Regulations of Employment (Kyushu University Employment Regulation No.1 of 2004; hereinafter referred to as the "General Regulations of Employment").

(Definition)

Article 2 In these Rules, the meanings of the terms set forth in the following items are as prescribed respectively in those items:

- (i) employee: refers to those who set forth in Article 2, paragraph (1) of the General Regulations of Employment;
- (ii) fixed-term faculty members, etc.: refers to those among the university's employees who are employed for a fixed term under the provisions of Article 2, paragraph (2) of the General Regulations of Employment, and those who have converted to indefinite-term employment contracts under the provisions of paragraph (3) of the same article;
- (iii) childcare leave: refers to the leave that employees can take to care for their child (if there are multiple children, such as twins, being cared for on the day the childcare leave starts, it refers to all such children; the same applies hereinafter) as stipulated in the following chapter;
- (iv) paternity leave at the time of childbirth: refers to the childcare leave that is to be taken

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during the period between the date of birth of the child and the day following the date on which eight weeks have elapsed from the date of birth of the child (or, in cases where the child is born before the expected date of confinement, the period between the date of birth of the child and the day following the date on which eight weeks have elapsed from the expected date of confinement or, in cases where the child is born after the expected date of confinement, the period between the relevant expected date of confinement and the day following the date on which eight weeks elapse from the date of birth) ;

(v) labor-management agreement: refers to a written agreement with a labor union organized by the majority of the employees at the workplace if there is such labor union, or with an employee representing a majority of the employees if there is no such labor union (hereinafter referred to as the 'majority representative');

(vi) caregiver leave: refers to the leave that employees take pursuant to the provisions of Chapter 3 in order to provide caregiving to a subject family member;

(vii) subject family member: refers to family members of the employees who, due to injury, illness, or physical or mental disability, require constant caregiving for a period of more than two weeks;

## Chapter II Childcare Leave

### (Persons Eligible for Childcare Leave)

Article 3 (1) Employees who may take childcare leave shall be those who wishes to take leave in order to care for their child.

(2) Notwithstanding the provisions of the preceding Article, persons who fall under either of the following items may not take childcare leave:

(i) fixed-term faculty members, etc. employed pursuant to Article 2, paragraph (2) of the General Regulations of Employment, whose employment period is scheduled to expire by the day on which the child subject to the childcare leave reaches the age of one year and six months (in the case of paternity leave at the time of childbirth, the day six months after the day following the date on which eight weeks have elapsed from the later of the child's date of birth or the expected date of delivery, hereinafter referred to as the "date of one year and six months of age"), and for whom it is clear at the time of application for childcare leave that the employment contract will not be renewed;

(ii) employees who are deemed ineligible to take childcare leave under a labor-management agreement;

### (Period and Frequency of Childcare Leave)

Article 4 (1) An employee may take childcare leave, in principle, up to two times, each consisting of a single continuous period as requested by the employee, during the period until the day the child reaches the age of three (or, in the case of fixed-term faculty members, etc., until the day the child reaches the age of one, hereinafter referred to as the "date of one year of

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age”).

(2) In addition to the provisions of the preceding paragraph, an employee may take paternity leave at the time of childbirth, as defined in Article 2, item (iv), up to two times, each consisting of a single continuous period as requested by the employee.

(Childcare Leave of Fixed-term Faculty Members, etc.)

Article 5 (1) A fixed-term faculty member, etc. may take childcare leave for the necessary period until the day the child reaches the age of one year and two months, provided that both the faculty member and their spouse (including a person in a de facto marital relationship; hereinafter the same) take childcare leave, and all of the following conditions are satisfied:

- (i) The spouse is on childcare leave before the child reaches the age of one year;
- (ii) The scheduled start date of the childcare leave (hereinafter referred to as the “childcare leave scheduled start date”) is on or before the day following the date on which the child reaches the age of one year;
- (iii) The scheduled start date is after the start date of the spouse’s childcare leave;

(2) In cases where, on the child’s date of one year of age, the fixed-term faculty member, etc. or their spouse is on childcare leave and there exist unavoidable circumstances, the faculty member may take childcare leave for the necessary period until the child reaches the date of one year and six months of age, in principle limited to one occasion. In such cases, the childcare leave scheduled start date shall be the day following the child’s date of one year of age.

(3) Notwithstanding the latter part of the preceding paragraph, if the spouse is on childcare leave on the day following the child’s date of one year of age, the childcare leave scheduled start date may be set on or before the day preceding the scheduled end date of the spouse’s childcare leave.

(4) In cases where, on the day the child reaches the date of one year and six months of age, the fixed-term faculty member, etc. or their spouse is on childcare leave and there exist unavoidable circumstances, the faculty member may take childcare leave for the necessary period until the child reaches the date of two years of age, in principle limited to one occasion. In such cases, the childcare leave scheduled start date shall be the day following the child’s date of one year and six months of age.

(5) Notwithstanding the latter part of the preceding paragraph, if the spouse is on childcare leave on the day following the child’s date of one year and six months of age, the childcare leave scheduled start date may be set on or before the day preceding the scheduled end date of the spouse’s childcare leave.

(6) For the application of the preceding two paragraphs, the phrase “the date of one year and six months of age” in Article 5, paragraphs (2), item (i), shall be read as “the date of two years of age.”.

(7) In cases where childcare leave is taken beyond the child’s date of one year of age pursuant to paragraphs (1), the phrase “the day the child reaches the age of one” in Article 4, paragraphs

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(1) shall be read as “the day the child reaches the age of one year and two months.”.

(8) In cases where childcare leave is taken beyond the child’s date of one year of age pursuant to paragraphs (1), the phrase “on the child’s date of one year of age, the person is on childcare leave” in paragraphs (2) shall be read as “on childcare leave scheduled end date pursuant to paragraphs (1),” and the phrase “the child’s date of one year of age” in paragraphs (2) and (3) shall be read as “on childcare leave scheduled end date pursuant to paragraphs (1).”.

(Application for Childcare Leave)

Article 6 (1) An employee who seeks childcare leave shall file an application using a form prescribed by the University, no later than one month (or two weeks in the case of paternity leave at the time of childbirth and leave under the preceding Article, paragraphs (2) and (4)) prior to the childcare leave scheduled commencement date in principle.

(2) If an employee submits an application for childcare leave after the deadline specified in the preceding paragraph, the University may designate any date as the childcare leave scheduled start date, provided that such date falls between the originally intended start date stated in the request and the day that is one month from the day following the date of the request; however, in the case of a request for paternity leave at the time of childbirth, or a request under paragraph (2) (limited to cases where the request is made before the date of one year of age of the child) or paragraph (4) (limited to cases where the request is made before the date of one year and six months of age of the child) of the preceding Article, the University may designate any date within two weeks from the day following the date of the request.

(3) The University may request an employee who has filed an application for childcare leave to submit minimum necessary documents for confirmation.

(Withdrawal of Application for Childcare Leave)

Article 7 (1) An employee who has filed an application for childcare leave may withdraw the application until the date before the scheduled start date of the relevant childcare leave.

(2) If an employee, after filing an application pursuant to the preceding Article, ceases to take care of the child relevant to the application on or before the date preceding the nursing care leave scheduled commencement date, the application shall be deemed not to have been filed. In this case, the employee must make notification to that effect without delay, stating that they will no longer be raising the child pertaining to the application.

(Change to the Scheduled Start Date and End Date for Childcare Leave)

Article 8 (1) If any unavoidable circumstances arise after an employee applies for childcare leave (excluding a childcare leave under the provisions of Article 5, paragraphs (2) and (4)), the employee may change the childcare leave scheduled start date to a date before the initially childcare leave scheduled start date only once.

(2) An employee who wishes to change the childcare leave scheduled start date pursuant to the preceding paragraph shall do so by filing an application using a form prescribed by the

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University no later than one week prior to the new childcare leave scheduled start date.

(3) If an employee submits an application after the deadline specified in the preceding paragraph, the University may designate any date as the childcare leave scheduled start date, provided that such date falls between the originally intended start date stated in the request and the day that is one week from the day following the date of the request.

(4) An employee who has submitted an application for childcare leave may, in principle, only once, change childcare leave scheduled end date period (hereinafter referred to as the "childcare leave scheduled end date") to a date later than the initially scheduled end date. In such case, the employee shall submit an application using the prescribed form of the University no later than one month prior to the initially scheduled end date (or two weeks prior in the case of paternity leave at the time of childbirth or childcare leave under Article 5, paragraph (2) or paragraph (4)).

(5) An employee who has submitted an application for childcare leave may, only once, change childcare leave scheduled end date to an earlier date than the initially scheduled end date, provided that the application is submitted using the prescribed form of the University and approved by the head of the department as not causing any disruption. In such case, the employee shall submit the application no later than one month prior to the new scheduled end date (or two weeks prior in the case of paternity leave at the time of childbirth or childcare leave under Article 5, paragraph (2) or paragraph (4)).

#### (Termination of Childcare Leave)

Article 9 (1) If grounds that fall under either of the following items arise with regard to an employee who is taking childcare leave, the childcare leave shall terminate on the date set forth in the respective items:

- (i) if the employee ceases to take care of the child subject to the childcare leave, due to the death of the child or for any other reasons: the date on which the relevant grounds arise; or
- (ii) if the employee commences maternity leave before or after childbirth under the provisions of Article 3, paragraph (1) or Article 4, paragraph (1) of the National University Corporation Kyushu University Rules for Protective Measures for Female Employees (Kyushu University Employment Regulation No. 25 of 2004) (hereinafter referred to as "maternity leave"), nursing care leave or another childcare leave: the date preceding the date of commencement of maternity leave, nursing care leave or another childcare leave.

(2) If the grounds set forth in item (i) of the preceding paragraph arise, the employee must make notification to that effect without delay.

#### (Effect of Childcare Leave)

Article 10 (1) Employees who are taking childcare leave maintain their status of employee but do not engage in their duties.

(2) Notwithstanding the provisions of the preceding paragraph, an employee who is on paternity leave at the time of childbirth and is eligible under the labor-management agreement

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may, in accordance with the procedures prescribed by the University, submit an application to specify, change, or withdraw the days on which the employee may engage in work during the period of paternity leave at the time of childbirth, as well as other necessary matters.

(3) The period and number of days during which the employee may engage in work pursuant to the preceding paragraph shall be within the scope specified in each of the following items, and the employee may engage in work only on the days agreed upon between the employee and the head of the department within such scope:

- (i) The period excluding the scheduled start date and the scheduled end date of the relevant paternity leave at the time of childbirth;
- (ii) A number of days not exceeding one-half of the prescribed working days during the relevant paternity leave at the time of childbirth period;

(Partial Leave for Childcare)

Article 11 (1) Employees may, upon application, take leave to be absent from work for part of their working hours in a day (hereinafter referred to as "partial leave" in this Article and the following Article) in order to take care of their children of pre-school age; provided, however, that they may not file an application for a date on which they are to attend work for not more than six hours.

(2) An employee who seeks partial leave shall file an application using a form prescribed by the University no later than two weeks prior to the date on which the employee intends to commence partial leave.

(3) An application for partial leave is filed with regard to a period of time not exceeding two hours (in the case of an employee who is approved to provide childcare for a child for a period as provided in Article 19, item (vi) of the National University Corporation Kyushu University Rules for Working Hours, Leave and Other Matters of Employees (Kyushu University Employment Regulation No. 19 of 2004), a period of time not exceeding two hours minus the period of the relevant childcare) in a day, at the start or end of the working hours of the day, in units of 30 minutes, to the extent considered necessary in light of the availability of nursery services, the condition of commuting and other circumstances of the employee.

(4) The provisions of Article 3, paragraph (2) (excluding item (1)), Article 6, paragraph (3) and Article 9 shall apply mutatis mutandis to partial leave. In such cases, the term "childcare leave" shall be read as "partial leave."

(Compensation during Childcare Leave)

Article 12 (1) Unless otherwise provided for, no compensation is paid to employees who are taking childcare leave.

(2) Notwithstanding the provisions of the preceding paragraph, in cases where an employee engages in work during paternity leave at the time of childbirth pursuant to Article 10, paragraph (3), compensation shall be paid to the employee for each day on which they have worked.

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(3) If an employee does not attend work by taking partial leave, the amount of compensation to be paid thereto is reduced by the amount of compensation per hour for each hour during which the employee does not attend work.

### Chapter III Nursing Care Leave

#### (Persons Eligible for Nursing Care Leave)

Article 13 Employees who may take nursing care leave are those who wishes to take leave in order to provide nursing care for subject family member.

#### (Persons Not Eligible for Nursing Care Leave)

Article 14 Notwithstanding the provisions of the preceding Article, persons who fall under either of the following items may not take nursing care leave:

(i) fixed-term faculty members, etc. for whom it is clear at the time of an application for nursing care leave that their term of employment will expire on or before the date on which six months have passed from the date on which 93 days have passed from the date on which they intend to commence nursing care leave (hereinafter referred to as the "nursing care leave scheduled commencement date") and will not be extended:

- (a) those who have been employed for a continuous period of less than one year; or
- (b) those whose term of employment will expire before the date on which six months have passed from the date on which 93 days have passed from the date on which they intend to commence nursing care leave (hereinafter referred to as the "nursing care leave scheduled commencement date") and will clearly not be renewed.

(ii) an employee who is excluded from taking nursing care leave as stipulated in the labor-management agreement:

#### (Application for Nursing Care Leave)

Article 15 (1) An employee who seeks nursing care leave shall file an application using a form prescribed by the University, no later than two weeks prior to the nursing care leave scheduled commencement date in principle.

(2) The University may request an employee who has filed an application for nursing care leave to submit minimum necessary documents for confirmation.

#### (Withdrawal of Application for Nursing Care Leave)

Article 16(1) An employee who has filed an application for nursing care leave may withdraw the application by the date preceding the nursing care leave scheduled commencement date.

(2) If an employee, after having filed an application for nursing care leave, ceases to provide nursing care for the subject family member relevant to the application on or before the date preceding the nursing care leave scheduled commencement date, the application shall be deemed not to have been filed. In this case, the employee must make notification to that effect

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without delay.

(Period of Nursing Care Leave)

Article 17(1) The period of nursing care leave is the period as applied for by an employee, not exceeding six months (or 93 days in the case of a fixed-term faculty member, etc.: hereinafter referred to as "six months, etc.") in total in principle for each continued condition requiring nursing care.

(2) If an employee submits an application after the deadline specified in Article 15, the University may designate any date as the nursing care leave scheduled start date, provided that such date falls between the originally intended start date stated in the request and the day that is two weeks from the day following the date of the request.

(Change to the Scheduled End Date of Nursing Care Leave)

Article 18 An employee who is taking nursing care leave may change the scheduled end date of the nursing care leave to a date later than the initially scheduled end date for a period not exceeding six months, etc. in total from the date of commencement of nursing care leave under the provisions of the preceding Article, by filing an application using a form prescribed by the University no later than two weeks prior to the scheduled date of termination of nursing care leave.

(Effect of Nursing Care Leave)

Article 19 Employees who are taking nursing care leave maintain their status of employee but do not engage in their duties.

(Termination of Nursing Care Leave)

Article 20 (1) If grounds that fall under either of the following items arise with regard to an employee who is taking nursing care leave, the nursing care leave shall terminate on the date set forth in the respective items:

- (i) if the employee ceases to provide nursing care for the subject family member due to the death of the subject family member or for any other reasons: the date on which the relevant grounds arise; or
- (ii) if the employee commences maternity leave, childcare leave or another nursing care leave: the date preceding the date of commencement of maternity leave, childcare leave or another nursing care leave.

(2) If the grounds set forth in item (i) of the preceding paragraph arise, the employee must make notification to that effect without delay.

(Partial Leave for Nursing Care Leave)

Article 21 (1) Employees may take leave to be absent from work for part of their working hours in a day (hereinafter referred to as "partial leave" in this Article and the following

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Article) if they file an application in order to provide nursing care for their subject family members; provided, however, that they may not file an application or a date on which they are to attend work for not more than six hours.

(2) An application for partial leave referred to in the preceding paragraph may be filed for a period not exceeding three consecutive years (or 93 consecutive days in the case of a fixed-term faculty member, etc.) for each continued condition requiring nursing care.

(3) An application for partial leave is filed with regard to a period considered necessary for providing nursing care to the extent not exceeding four consecutive hours in a day that runs from the start time or runs until the end time of the working hours of the day, in units of one hour.

(4) The provisions of Article 14 (excluding item (i)), Articles 15 and 20 apply mutatis mutandis to partial leave. In such cases, the term “nursing care leave” shall be read as “partial leave.”.

(Compensation during Nursing Care Leave)

Article 22 If an employee does not attend work by taking nursing care leave or partial leave, the amount of compensation to be paid thereto is reduced by the amount of compensation per hour for each hour during which the employee does not attend work.

Chapter IV Limitations on Overtime Work and Late-Night Work

(Limitation on Overtime Work)

Article 23 (1) If an employee who brings up a child of pre-school age or an employee who provides nursing care for a subject family member files a request in order to take care of the child or provide nursing care for the subject family member, the University shall not have the employee attend overtime work for hours in excess of 24 hours per month or 150 hours per year (hereinafter referred to as the "overtime work limit"), except when the normal management of the University's operation would be interfered with.

(2) Notwithstanding the provisions of the preceding paragraph, an employee who attends work not more than two days per week may not file the request referred to in the preceding paragraph.

(3) The request referred to in paragraph (1) must be filed with regard to a period of one month or more but not more than one year (hereinafter referred to as the "limitation period" in this Article), by submitting a form prescribed by the University one month prior to the date on which the employee intends to commence the limitation (hereinafter referred to as the "scheduled date of commencement of limitation").

(4) The University may request an employee who has filed a request referred to in paragraph (1) to submit minimum necessary documents for confirmation relevant to the request.

(5) If the grounds for which an employee seeks the limitation under the provisions of paragraph (1) cease to exist during the period after the request referred to in paragraph (1) was

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filed before the date preceding the scheduled date of commencement of limitation due to the death of the child or the subject family member for whom the request was filed or for other reasons, the employee must make notification to that effect without delay.

(6) If any of the grounds set forth in the following items arise, the limitation period terminates on the date set forth in the respective items; in this case, if the grounds set forth in item (i) arise, the employee must make notification to that effect without delay:

(i) if, due to the death of the child or the subject family member for whom the request was filed or for other grounds, the employee ceases to take care of the child or provide nursing care for the subject family member: the date on which the relevant grounds arise; or

(ii) if the employee commences maternity leave, childcare leave or nursing care leave: the date preceding the scheduled date of commencement of maternity leave, childcare leave or nursing care leave.

#### (Limitation on Late-Night Work)

Article 24 (1) If an employee who brings up a child of pre-school age or an employee who provides nursing care for a subject family member files a request in order to take care of the child or provide nursing care for the subject family member, the University shall not have the employee attend work for the period between 10:00 pm and 5:00 am (hereinafter referred to as "late at night") except when the normal operation of the University's business would be interfered with.

(2) Notwithstanding the provisions of the preceding paragraph, if an employee falls under any of the grounds set forth in the following items, the employee may not file the request referred to in the preceding paragraph:

(i) if the employee has a family member who is found to be constantly able to provide the child or the subject family member for whom the request was filed with childcare or nursing care late at night;

(ii) if the employee attends work not more than two days per week; or

(iii) if the whole of the prescribed working hours of the employee is allocated late at night.

(3) The request referred to in paragraph (1) must be filed with regard to a period of one month or more but not more than six months, by submitting a form prescribed by the University one month prior to the date on which the employee intends to commence the limitation in principle.

(4) The provisions of paragraphs (4) to (6) of the preceding Article apply mutatis mutandis to an employee who has filed a request referred to in paragraph (1).

#### (Exemption from Overtime Work and Work on Day Off)

Article 24-2 (1) If an employee who brings up a child pre-school age files a request in order to take care of the child, the University shall not have the employee attend overtime work or work on a day off.

(2) The provisions of Article 23, paragraphs (3) to (6) apply mutatis mutandis to an employee who has filed a request referred to in the preceding paragraph. In this case, in the same Article,

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the term "limitation period" shall be deemed to be replaced with "exemption period," the phrase "commence the limitation" shall be deemed to be replaced with "commence the exemption," and the phrase "scheduled date of commencement of limitation" shall be deemed to be replaced with "scheduled date of commencement of exemption."

## Chapter V Work from Early or Late Start Time

### (Work from Early or Late Start Time)

Article 25 (1) If an employee who brings up a child of pre-school age files a request in order to take care of the child, if an employee who brings up an elementary-school child files a request in order to see off or pick up the child from the child's elementary school or a facility providing after-school child sound upbringing services provided in the Child Welfare Act (Act No. 164 of 1947), or if an employee who provides nursing care for a subject family member files a request in order to provide nursing care for the subject family member, the University shall have the employee attend work by changing the start time and end time of work by up to one hour without changing the employee's working hours per day, except when the normal operation of the University's business would be interfered with.

(2) The provisions of Article 23, paragraphs (3) to (6) apply mutatis mutandis to an employee who has filed a request referred to in the preceding paragraph. In this case, in the same Article, the term "limitation period" shall be deemed to be replaced with "period of work from the early or late start time," the phrase "commence the limitation" shall be deemed to be replaced with "commence work from the early or late start time," and the phrase "scheduled date of commencement of limitation" shall be deemed to be replaced with "scheduled date of commencement of work from the early or late start time."

### Supplementary Provisions

(1) These Rules come into effect as of April 1, 2004.

(2) With regard to persons who have become employees of the University pursuant to the provisions of Article 4 of the Supplementary Provisions of the National University Corporation Act (Act No. 112 of 2003) and who have obtained approval for childcare leave, partial leave or nursing care leave pursuant to the provisions of the Act on Childcare Leave, etc. of National Public Officers (Act No. 109 of 1991) or the Act on Working Hours, Leaves, etc. for National Public Officers Engaged in Regular Services (Act No. 33 of 1994; hereinafter referred to as the "Childcare Leave Act, etc."), if the period for which the approval has been granted commences on or after April 1, 2004, these persons are deemed to be employees who are taking childcare leave, partial leave or nursing care leave (hereinafter referred to as "childcare leave, etc.") pursuant to the corresponding provisions of these Rules. In this case, the period of their childcare leave, etc. continues to the last day of the period for which approval has been granted pursuant to the provisions of the Childcare Leave Act, etc. before these Rules come into effect.

(3) Employees who have applied for childcare leave, etc. under the provisions of the Childcare

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Leave Act, etc. before these Rules come into effect are deemed to have applied for childcare leave, etc. pursuant to these Rules.

Supplementary Provisions (Kyushu University Employment Regulation No. 51 of 2004)  
These Rules come into effect as of April 1, 2005.

Supplementary Provisions (Kyushu University Employment Regulation No. 29 of 2006)  
These Rules come into effect as of April 1, 2007.

Supplementary Provisions (Kyushu University Employment Regulation No. 4 of 2010)  
These Rules come into effect as of June 30, 2010.

Supplementary Provisions (Kyushu University Employment Regulation No. 11 of 2011)  
These Rules come into effect as of November 1, 2011.

Supplementary Provisions (Kyushu University Employment Regulation No. 24 of 2012)  
These Rules come into effect as of April 1, 2013.

Supplementary Provisions (Kyushu University Employment Regulation No. 19 of 2014)  
These Rules come into effect as of April 1, 2015.

Supplementary Provisions (Kyushu University Employment Regulation No. 21 of 2016)  
(1) These Rules come into effect as of January 1, 2017.  
(2) Article 15, paragraph (2) as amended by these Rules applies to the period of nursing care leave with regard to employees who have obtained approval of nursing care leave by the date preceding the date on which these Rules come into effect and for whom a period of six months, etc. from the first day of the nursing care leave has not passed as of the date on which these Rules come into effect.

Supplementary Provisions (Kyushu University Employment Regulation No. 22 of 2016)  
These Rules come into effect as of March 1, 2017.

Supplementary Provisions (Kyushu University Employment Regulation No. 9 of 2017)  
These Rules come into effect as of October 1, 2017.

Supplementary Provisions (Kyushu University Employment Regulation No. 35 of 2017)  
These Rules come into effect as of April 1, 2018.

Supplementary Provisions (Kyushu University Employment Regulation No. 2 of 2018)  
(1) These Rules come into effect as of July 1, 2018.

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(2) With regard to the application of Article 21, paragraph (2) as amended by these Rules, the period of partial leave for providing nursing care that has been taken by the date preceding the date on which these Rules come into effect shall not be included.

Supplementary Provisions (Kyushu University Employment Regulation No. 33 of 2018)  
These Rules come into effect as of April 1, 2019.

Supplementary Provisions (Kyushu University Regulation No. 36 of 2019)  
These Regulations come into effect as of April 1, 2020.

Supplementary Provisions (Kyushu University Employment Regulation No. 30 of 2021)  
These Rules come into effect as of April 1, 2022.

Supplementary Provisions (Kyushu University Employment Regulation No. 10 of 2022)  
These Rules come into effect as of August 1, 2022.

Supplementary Provisions (Kyushu University Employment Regulation No. 12 of 2022)

(1) These Rules come into effect as of October 1, 2022.

(2) Regarding employees who are on childcare leave, partial leave, or nursing care leave pursuant to the provisions of the former National University Corporation Kyushu University Rules for Childcare and Nursing Care Leave for Employees (hereinafter referred to as the “Former Regulations”) prior to the amendment by these Regulations, such employees shall be deemed to be on leave under the amended National University Corporation Kyushu University Rules for Childcare and Nursing Care Leave for Employees (hereinafter referred to as the “New Regulations”). In such cases, the period of leave for the relevant employees shall be deemed to continue until the date specified in the application submitted under the Former Regulations.

(3) Among the childcare leave mentioned in the preceding paragraph, the first childcare leave taken by an employee for the purpose of raising a child during the period until the day following the expiration of eight weeks from the date of birth of the child (or, if the child is born before the expected date of delivery, from the date of birth until the day following the expiration of eight weeks from the expected date of delivery; or, if the child is born after the expected date of delivery, from the expected date of delivery until the day following the expiration of eight weeks from the date of birth) shall be deemed to be paternity leave at the time of childbirth as defined in Article 2, item (4) of the New Regulations.

(4) Employees who submitted an application for childcare leave, partial leave, or nursing care leave under the Former Regulations and are scheduled to commence such leave on or after the effective date shall be deemed to have submitted an application under the New Regulations.

Supplementary Provisions (Kyushu University Employment Regulation No. 2 of 2023)

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These Rules come into effect as of May 1, 2023.

Supplementary Provisions (Kyushu University Employment Regulation No. 30 of 2024)

These Rules come into effect as of April 1, 2025.

Supplementary Provisions (Kyushu University Employment Regulation No. 5 of 2025)

These Rules come into effect as of October 1, 2025.

In case of conflict between the rules translated into English and the Japanese original, the latter shall prevail.