

National University Corporation Kyushu University Rules for Compensation of Employees

Kyushu University Employment Regulation No. 14 of 2004

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Supplementary Provisions

Chapter I General Provisions

(Purpose)

Article 1 These Rules shall provide for matters relevant to the compensation of employees working at National University Corporation Kyushu University (hereinafter referred to as the "University"), pursuant to the provisions of Article 23 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").

(Types of Compensation)

Article 2 (1) The types, calculation period and pay date of the compensation of employees are as set forth in the following table.

Types of compensation	Calculation period of compensation	Pay date of compensation
Monthly amount of basic salary Adjusted amount of basic salary Allowance equivalent to adjusted amount of basic salary Position Retirement Adjustment Payment Managerial service allowance Initial salary adjustment allowance	From the first to the last day of one month	The 21st day of the relevant month; provided, however, that when the day falls upon a day-off provided in Article 31, paragraph (5) of the General Regulations of Employment, the immediately preceding day that is not a day-off.

<p>Area allowance Area adjustment allowance Allowance for wide-area personnel changes Dependent allowance Housing allowance Commuting allowance Allowance for transfer not accompanied by family Remote Work Allowance, etc. Allowances for staff who support Beppu Hospital Allowance for work in special areas Allowance equivalent to allowance for work in special areas Duty Abroad Allowance</p>		
<p>Extraordinary work allowance Entrance examination allowance Allowance for examination of degree theses Overtime work allowance Holiday work allowance Night-shift allowance Night or day duty allowance Special work allowance for managerial employees</p>	<p>From the first to the last day of one month</p>	<p>The 21st day of the following month; provided, however, that when the day falls upon a day-off provided in Article 31, paragraph (5) of the General Regulations of Employment, the immediately preceding day that is not a day-off.</p>
<p>End-of-term allowance Diligence allowance</p>		<p>June 30 and December 10; provided, however, that when either of these days is a Sunday, two days before that day; when either of these days is a Saturday, a day preceding that day.</p>
<p>Special Allowance for Principal Investigators, etc.</p>		<p>The last day of February; provided, however, that when either of these days is a Sunday, two days before that day; when either of these days is a Saturday, a day preceding that day.</p>
<p>Academic Facilitate Allowance for Joint Research, etc.</p>		<p>December 10; provided, however, that when either of these days is a Sunday, two days before that day; when either of these days is a Saturday, a day preceding that day.</p>

Remote area allowance		November 21; provided, however, that when the day falls upon a day-off provided in Article 31, paragraph (5) of the General Regulations of Employment, the immediately preceding day that is not a day-off.
Cold district allowance	From the first to the last day of one month	On the 21st day of each month from November to March in the following year; provided, however, that when the day falls upon a day-off provided in Article 31, paragraph (5) of the General Regulations of Employment, the immediately preceding day that is not a day-off.

(2) Notwithstanding the provisions of the preceding paragraph, compensation based on the annual salary system may be applied. In this case, the types, calculation period and pay date of compensation are provided separately.

(3) Notwithstanding the provisions of paragraph (1), a lump-sum payment may be paid to an employee if the employee has engaged in a special work.

(Payment of Compensation)

Article 3 (1) The compensation is paid directly to the employee in currency and in the full amount; provided, however, that some amounts are deducted from the amount of compensation to be paid if it is so provided by laws and regulations or by a written agreement concluded with a labor union organized by the majority of the employees at the workplace if there is such a labor union, or with an employee representing the majority of the employees if there is no such labor union (the labor union and the employee representing the majority of the employees are hereinafter collectively referred to as the "representative employee").

(2) Payment of the compensation referred to in the preceding paragraph is, in principle, made by bank transfer into the deposit or savings account held and designated by an employee.

(Reduction of Amount of Compensation)

Article 4 If an employee does not attend work, the amount of compensation to be paid thereto is reduced by the amount of compensation per working hour provided in the following Article for each hour during which the employee does not attend work, except when specially approved.

(Calculation of Amount of Compensation per Working Hour)

Article 5 (1) The amount of compensation per working hour provided in the preceding Article and Articles 25 to 27 is the amount calculated by dividing the total sum of the monthly amounts of the basic salary and the area allowance or area adjustment allowance and allowance for wide-area personnel changes based on the basic salary (hereinafter collectively referred to as the "area adjustment allowances, etc."), and managerial service allowance, initial salary adjustment allowance, allowances for staff who support Beppu Hospital, allowance for work in special areas (excluding the dependent allowance from the basis of calculation) and allowance equivalent to the allowance for work in special areas (excluding the dependent allowance from the basis of calculation), by the number of the prescribed monthly working hours.

(2) Notwithstanding the provisions of the preceding paragraph, the amount of compensation per working hour provided in Articles 25 and 26 for the work for which the extraordinary work allowance provided in Article 21 (excluding allowance for night-shift nursing, etc. and waiting allowance) is to be paid is the amount calculated by adding the amount of allowance per working hour for that work (in the case of an allowance paid per day, the amount calculated by dividing the amount of allowance by 7.75) to the amount under the provisions of the preceding paragraph.

(Calculation of Fractions)

Article 6 In the case of calculating the amount of compensation per working hour provided in the preceding Article, any fraction of less than 0.5 yen in the relevant amount is rounded down to the nearest yen, and any fraction of 0.5 yen or more but less than 1 yen in the relevant amount is rounded up to the nearest yen.

(Treatment of Fractions)

Article 7 Any fraction of less than 1 yen in the determined amount of compensation as calculated pursuant to these Rules is rounded down to the nearest yen.

Chapter II Basic Salary

(Basic Salary)

Article 8 (1) The basic salary to be received by each employee is determined based on the degree of complexity, difficulty and responsibility of the employee's duty and by taking into consideration the workload, working hours, work environment and other working conditions.

(2) The basic salary is the total sum of the monthly amounts of basic salary provided in the basic salary schedule and the adjusted amount of basic salary provided in Article 12 and the position retirement adjustment payment provided in Article 12-3.

(3) Notwithstanding the provisions of the preceding paragraph, the monthly base salary of an employee who reaches the age of 60 and subsequently reaches the first April 1 thereafter

(hereinafter referred to as the “Designated Date”), excluding those subject to the Basic Salary Schedule for Educational Services and the Basic Salary Schedule for Designated Positions (hereinafter referred to as the “Post-Designated Date Employee”), shall be the amount obtained by multiplying 70 percent by the monthly base salary corresponding to the grade and step applicable to the Post-Designated Date Employee under the relevant salary schedule, with any fraction less than one hundred yen rounded off.

(Types of Basic Salary Schedules)

Article 9 (1) The types of basic salary schedules are as set forth below and the scope of application of each basic salary schedule is as provided in the relevant basic salary schedule.

- (i) Basic Salary Schedule for Regular Services
 - (a) Basic Salary Schedule for Regular Services (1) (Appended Table 1-1)
 - (b) Basic Salary Schedule for Regular Services (2) (Appended Table 1-2)
- (ii) Basic Salary Schedule for Specialized Services in Special Work (Appended Table 1-3)
- (iii) Basic Salary Schedule for Educational Services (Appended Table 1-4)
- (iv) Basic Salary Schedule for Medical Services
 - (a) Basic Salary Schedule for Medical Services (1) (Appended Table 1-5)
 - (b) Basic Salary Schedule for Medical Services (2) (Appended Table 1-6)
- (v) Basic Salary Schedule for Designated Services (Appended Table 1-7)

(2) The content of standard duties which should serve as a standard for the classification of the grade of the duties provided in each basic salary schedule (excluding the Basic Salary Schedule for Designated Services) and the qualification standard for each grade are specified by the University.

(Payment of Basic Salary)

Article 10 (1) A person who is newly employed as an employee is paid a basic salary from the date of employment, and an employee whose amount of basic salary is changed is paid a new basic salary from the date of change.

(2) If an employee voluntarily terminates employment (excluding the case of death) or is dismissed, the basic salary for the period until the date of termination of employment or dismissal is paid.

(3) If an employee dies, the basic salary is paid until the end of the month of the death.

(4) If the basic salary is paid to an employee who falls under any of the following items, and payment is made for the period that does not start from the first day of a month or for the period that does not end on the last day of a month, the amount of basic salary paid per month is calculated on a per diem basis based on the number of days calculated by deducting the number of days off provided in Article 31, paragraph (5) of the General Regulations of Employment (the days off equivalent thereto with regard to an employee to whom the

provisions of Article 32 of the General Regulations of Employment apply) from the actual number of days in the relevant month:

- (i) if the employee falls under paragraph (1) or (2);
- (ii) if the employee is placed on administrative leave pursuant to the provisions of Article 12 of the General Regulations of Employment, or the employee is reinstated upon the end of the administrative leave;
- (iii) if the employee takes childcare leave pursuant to the provisions of Article 39, paragraph (1) of the General Regulations of Employment, or the employee is reinstated upon the end of the childcare leave;
- (iv) if the employee works during the period of childcare leave pursuant to the provisions of Article 39, paragraph (1) of the General Regulations of Employment;
- (v) if the employee takes personal development leave pursuant to the provisions of Article 40-2, paragraph (1) of the General Regulations of Employment, or the employee is reinstated upon the end of the personal development leave;
- (vi) if the employee takes spouse accompaniment leave pursuant to the provisions of Article 40-3, paragraph (1) of the General Regulations of Employment, or the employee is reinstated upon the end of the spouse accompaniment leave; or
- (vii) if the employee is suspended from work pursuant to the provisions of Article 44, paragraph (2), item (iii) of the General Regulations of Employment, or the employee is reinstated upon the end of the suspension from work.

(Change in Basic Salary)

Article 11 (1) The pay step of basic salary of a person who is newly employed is determined according to the person's academic background, licenses or qualifications, professional background, and other factors.

(2) Based on the fact that the employee's work performance is favorable or on any other standards specified by the University, with regard to an employee who is found to be qualified, the employee's grade may be changed to a higher grade in the same basic salary schedule.

(3) When an employee is demoted under the provisions of Article 8 of the General Regulations of Employment, the employee's grade may be changed to a lower grade in the same basic salary schedule.

(4) The pay step of an employee who is transferred to a position to which a different basic salary schedule applies or of an employee who is transferred to a service for which initial salary standards are different is specified by the University.

(5) The salary increase of an employee (excluding employees to whom the Basic Salary Schedule for Designated Services applies) may be conducted on January 1 every year according to the employee's work performance in the one-year period prior to that day.

(6) The number of pay steps for the increased salary when the employee's salary is to be

increased pursuant to the provisions of the preceding paragraph is specified by the University.

(7) The salary increase of an employee may not be conducted beyond the highest pay step in the grade of duties to which the employee belongs.

(8) Beyond what is provided for in the preceding seven paragraphs, when the University finds that there are special grounds, the University may specify a higher pay step for the employee.

(Adjusted Amount of Basic Salary)

Article 12 (1) The adjusted amount of basic salary is paid to a person whose monthly amount of basic salary is found inappropriate in comparison to other services belonging to the same grade of duties, based on the particularities of the content of the person's duty.

(2) The adjusted amount of basic salary is an amount calculated by multiplying the base amount of the adjustment set forth in Appended Table 1-10 according to the basic salary schedule and grade of duties applied to that employee, by the adjustment number set forth in the adjustment number column in Appended Table 1-11 concerning the relevant employee; provided, however, that if the amount thus calculated exceeds 25 percent of the monthly amount of basic salary, the adjusted amount is an amount equivalent to 25 percent of the monthly amount of basic salary.

(Allowance Equivalent to Adjusted Amount of Basic Salary)

Article 12-2 (1) If an employee to whom the Basic Salary Schedule for Educational Services does not apply concurrently holds the position of a professor, associate professor, lecturer (excluding a part-time lecturer) or assistant professor of a graduate school of Graduate Schools/Faculties, an allowance equivalent to the adjusted amount of basic salary is paid to the employee.

(2) The amount of allowance equivalent to the adjusted amount of basic salary is an amount calculated when the provisions of paragraph (2) of the preceding Article are applied mutatis mutandis.

(3) In the case of applying the provisions of Articles 5, 10, 13, 16, 16-2, 16-3, 22, 23, 30, and 31 of these Rules, the basic salary is the total sum of the monthly amounts of basic salary provided in the basic salary schedule, adjusted amount of basic salary and allowance equivalent to the adjusted amount of basic salary.

(Position Retirement Adjustment Payment)

Article 12-3 (1) The position retirement adjustment payment shall be granted to a Post-Designated Date Employee who has been demoted pursuant to the provisions of Article 5, paragraph (1), items (i) through (iii) of the National University Corporation Kyushu University Rules for Personnel Affairs of Administrative and Technical Staff Members (Kyushu University Employment Regulation No. 9 of 2004) (hereinafter referred to as "Position Retirement"), and who, as of the day before the date of Position Retirement

(hereinafter referred to as the “Position Retirement Date”), continues to be subject to the same basic salary schedule, and whose monthly base salary on the Position Retirement Date (hereinafter referred to as the “Position Retirement Date Base Salary”) under Article 8, paragraph (3) falls short of the amount obtained by multiplying 70 percent by the monthly base salary received on the day before the Designated Date (rounded to the nearest 100 yen; hereinafter referred to as the “Reference Base Salary”).

(2) The monthly amount of the position retirement adjustment payment shall be equivalent to the difference between the Reference Base Salary received by the employee after the designated date and the Position Retirement Date Base Salary.

(Reduction by Half of Amount of Basic Salary)

Article 13 Notwithstanding the provisions of Article 10, if an employee does not attend work in either of the cases set forth in the following items, the amount of basic salary is reduced by half for the days that immediately follow the day set forth in the respective items or thereafter; provided, however, that this does not apply if the employee has suffered an injury or disease resulting from an employment-related cause or from commuting:

- (i) if the employee has taken specified sick leave under the provisions of Article 18, paragraphs (4) through (6) of the National University Corporation Kyushu University Rules for Working Hours, Leave, etc. of Employees (Kyushu University Employment Regulation No. 19 of 2004; hereinafter referred to as the "Rules for Working Hours, Leaves, etc.): the day on which the period of specified sick leave already taken by the employee reaches 90 consecutive days except for the exception dates; or
- (ii) if the employee has been prohibited from engaging in work pursuant to the provisions of Article 17 of the National University Corporation Kyushu University Rules for Safety and Health Management for Employees (Kyushu University Employment Regulation No. 23 of 2004): 90 days.

Chapter III Allowances

(Managerial Service Allowance)

Article 14 (1) The managerial service allowance is paid to an employee who holds a position designated by the University among the managerial or supervising positions; provided, however, that an employee to whom the Basic Salary Schedule for Designated Services applies is not paid this allowance.

(2) The monthly amount of managerial service allowances is the amount set forth in Appended Table 1-12 according to the category provided by the University based on the basic salary schedule, grade of duties and category of services.

(Initial Salary Adjustment Allowance)

Article 15 (1) An amount not exceeding 52,100 yen per month is paid as an initial salary adjustment allowance to an employee who is newly employed in a service which requires expertise in medical science or dental science and for which it is found difficult to fill the vacancy by employment (limited to an employee to whom the Basic Salary Schedule for Educational Services applies and who holds a certificate of medical practitioner's license provided in the Medical Practitioners' Act (Act No. 201 of 1948) or a certificate of dental practitioner's license provided in the Dental Practitioners Act (Act No. 202 of 1948)) for a period not exceeding 35 years from the date of employment, by reducing the amount upon the lapse of one year from the date of employment. The monthly amount in this case is the amount set forth in Appended Table 1-13 according to the category of the period starting on or after the date on which the employee becomes eligible for the payment of that allowance.

(2) An initial salary adjustment allowance is paid in accordance with the provisions of the preceding paragraph to an employee who has come to newly hold the position provided in the preceding paragraph and who holds a certificate of medical practitioner's license or certificate of dental practitioner's license.

(3) Notwithstanding the provisions of the preceding two paragraphs, an initial salary adjustment allowance is not paid to an employee who has been paid the initial salary adjustment allowance and an allowance equivalent thereto for 35 years in total.

(Area Allowance)

Article 16 (1) The area allowance is paid to an employee who works in the area set forth in the following items where it is found necessary to pay the allowance by taking into consideration the commodity price and other matters in the area, based on the wage level of private companies in that area:

- (i) special wards in Tokyo Metropolis;
- (ii) Fukuoka City, Fukuoka Prefecture;
- (iii) Kasuga City, Fukuoka Prefecture;
- (iv) Sasaguri Town, Kasuya County, Fukuoka Prefecture;
- (v) Fukutsu City, Fukuoka Prefecture.

(2) The monthly amount of the area allowance is an amount calculated by multiplying the total sum of the monthly amounts of basic salary, managerial service allowance and dependent allowance by the percentages set forth in the following items according to the area provided in the preceding paragraph:

- (i) the area set forth in item (i) of the preceding paragraph: 20 percent; and
- (ii) the areas set forth in items (ii) to (v) of the preceding paragraph: 8 percent.

(3) If an employee who had been working in an area set forth in item (ii) through item (v) of paragraph (1) and to whom an area allowance has been paid at the percentage set forth in item (ii) of the preceding paragraph comes to work in an area other than the area covered by payment of the area allowance due to personnel changes or relocation of a facility (hereinafter

collectively referred to as "personnel changes, etc.") (limited to the case where the employee has been continuously working for more than six months in the area or facility where the employee worked on the day immediately preceding the date of the personnel changes, etc. or other case where the University finds to be equivalent to that case), the area allowance is paid, for three years from the date of the personnel changes, etc., at the payment percentage applicable to the area where the employee worked on the day before the date of the personnel changes, etc. (hereinafter referred to as the "area prior to the personnel changes, etc."; or, if the payment percentage applicable to that area is revised after the personnel changes, etc., the revised percentage shall apply).

(4) If a person who has been an employee to whom the Act on Remuneration of Officials in the Regular Service (Act No. 95 of 1950) applies or an employee of national university corporation, or any other person who is found equivalent thereto by the University (hereinafter collectively referred to as an "employee subject to the Remuneration Act etc.") continuously becomes an employee of the University due to personnel exchange or other means, and it is found necessary to keep the balance with other employees who are paid an area allowance under the provisions of the preceding paragraph by taking into consideration the circumstances of employment, the area allowance is paid to that employee at the percentage provided in the following items according to the category of periods set forth in the respective items, for three years from the date of employment:

(i) a period until one year has passed from the date of employment: the payment percentage of the area allowance which was paid by the organization where the employee worked immediately before being employed by the University or of an allowance equivalent thereto; or

(ii) a period until two years have passed from the date of employment (excluding the period set forth in the preceding item): a percentage calculated by multiplying the payment percentage set forth in the preceding item by 80 percent.

(iii) a period until three years have passed from the date of employment (excluding the periods set forth in the preceding two items): a percentage calculated by multiplying the payment percentage set forth in item (i) by 60 percent.

(Area Adjustment Allowance)

Article 16-2 (1) The area adjustment allowance is paid to an employee who works in an area other than the areas set forth in the items of paragraph (1) of the preceding Article (excluding employees who are paid the area allowances pursuant to the provisions of paragraph (3) or (4) of the preceding Article).

(2) The monthly amount of the area adjustment allowance is an amount calculated by multiplying the total sum of the monthly amounts of basic salary, managerial service allowance and dependent allowance by 2 percent.

(Allowance for Wide-area Personnel Changes)]

Article 16-3 (1) The allowance for wide-area personnel changes is paid to an employee who has been transferred to work in a different area due to personnel changes, etc. and for whom the distance set forth in the following items is 60 kilometers or more or who is found to be equivalent thereto, for three years from the date of the personnel changes, etc.:

(i) the distance between the facility where the employee worked on the day immediately preceding the date of the personnel changes, etc. and the facility where the employee works immediately after the personnel changes, etc. (hereinafter referred to as the "distance between facilities"); and

(ii) the distance between the residence immediately before the personnel changes, etc. and the facility where the employee works immediately after the personnel changes, etc.

(2) The monthly amount of the allowance for wide-area personnel changes is an amount calculated by multiplying the total sum of the monthly amounts of basic salary, managerial service allowance and dependent allowance by a percentage calculated by deducting the payment percentage of the area adjustment allowance provided in the preceding Article or the area allowance provided in Article 16, paragraph (1) or paragraph (3) from the percentages provided in the following items according to the category of distances between facilities set forth in the respective items, provided, however, that if the payment percentage of the allowance for wide-area personnel changes is equal to or less than the payment percentage of the area adjustment allowance or the area allowance for the relevant personnel, the allowance for wide-area personnel changes shall not be paid:

(i) 300 kilometers or more: 10 percent;

(ii) 60 kilometers or more but less than 300 kilometers: 5 percent.

(3) If a person who was an employee subject to the Remuneration Act, etc. continuously becomes an employee of the University through personnel exchange or other means, when it is found necessary to keep the balance with the employees who are paid the allowance for wide-area personnel changes by taking into consideration the circumstances of employment, the allowance for wide-area personnel changes is paid to that employee in accordance with the provisions of paragraph (1). In this case, the term "personnel changes, etc." in paragraph (1) is deemed to be replaced with "employment."

(4) The monthly amount of the allowance for wide-area personnel changes to be paid pursuant to the provisions of the preceding paragraph is an amount calculated by multiplying the total sum of the monthly amounts of basic salary, managerial service allowance and dependent allowance by a percentage calculated by deducting the payment percentage of the area adjustment allowance provided in the preceding Article or the area allowance under the provisions of Article 16, paragraph (1) or paragraph (4), from a percentage calculated by multiplying the payment percentage of the area allowance which was paid by the organization where the employee worked immediately before the employment or of an allowance equivalent thereto by 80 percent; provided, however, that when the payment percentage of

the allowance for wide-area personnel changes is not more than the payment percentage of the area adjustment allowance or the area allowance paid to that employee, the allowance for wide-area personnel changes is not paid.

(Dependent Allowance)

Article 17 (1) The dependent allowance is paid to an employee who has a dependent relative; provided, however that the dependent allowance is not paid to an employee to whom the Basic Salary Schedule for Designated Services applies.

(2) The dependent relative provided in the preceding paragraph is a person set forth in the dependent relative column in the following table who has no other livelihood and is mainly supported by the employee, and the monthly amount of the dependent allowance is the total sum of the amounts provided in that table according to the subject dependent relative.

Dependent relative	Amount of allowance
Class I: A child who is yet to reach the first March 31 that comes on or after the date on which the child reaches the age of 22	13,000 yen per person
Class II: A grandchild who is yet to reach the first March 31 that comes on or after the date on which the grandchild reaches the age of 22	6,500 yen per person Provided, however, that the amount is 3,500 yen for an employee corresponding to the eighth grade in regular services (1), and the allowance is not paid to an employee corresponding to the ninth or higher grade in regular services (1).
Class III: Parents and grandparents who are aged 65 or older	
Class IV: A younger brother or sister who is yet to reach the first March 31 that comes on or after the date on which the younger brother or sister reaches the age of 22	
Class V: A person with serious physical or intellectual disabilities	

(3) Notwithstanding the provisions of the preceding paragraph, the person set forth in the following items may not be regarded as a dependent relative:

- (i) a person who serves as the basis for payment of an allowance equivalent to the dependent allowance which the employee's spouse or sibling, etc. receives; or
- (ii) a person who is expected to have a constant income of over a certain amount.

(4) Notwithstanding the provisions of paragraph (2), the monthly amount of the dependent allowance in the case where there is a child who is a dependent relative and who falls within the period between the first April 1 that comes on or after the child reaches the age of 15 and the first March 31 that comes on or after the child reaches the age of 22 (hereinafter referred

to as the "specified period") is an amount calculated by adding the amount calculated by multiplying 5,000 yen by the number of children in the specified period, to the amount under the provisions of that paragraph.

(5) If any of the grounds set forth in the following items arise, an employee must make a notification to that effect using the prescribed form within 15 days from the date on which the grounds arose; provided, however, that, with regard to an employee corresponding to the ninth or higher grade in regular services (1), persons related to the dependent relatives in Classes II to V in the table of paragraph (2) are excluded:

- (i) if a person who has newly become an employee has a dependent relative;
- (ii) if an employee has a person who has newly fulfilled the requirements for being a dependent relative;
- (iii) if an employee has a person who ceases to fulfill the requirements of being a dependent relative (excluding the case where the dependent relative in Class I, II or IV in the table of paragraph (2) ceases to fulfill the requirements due to the passage of the first March 31 that comes on or after the date on which the dependent relative reaches the age of 22);

(6) Payment of the dependent allowance commences from the month provided in the following items according to the cases set forth in the respective items:

- (i) in the cases of item (i) or (ii) of the preceding paragraph: the month following the month which includes the date of employment or the date on which the fact of support occurred (if that date is the first day of a month, the month that includes the date); or
- (ii) in the case referred to in the preceding item where the notification is made after 15 days have passed from the date of each fact mentioned above occurred (if that date is the first day of a month, the month that includes the date).

(7) If an employee who currently receives a dependent allowance voluntarily terminates employment or is dismissed or all of the dependent relatives of the employee cease to fulfill the requirements of being a dependent relative, payment of the dependent allowance is terminated in the month that includes the date on which the relevant fact occurred (if that date is the first day of a month, the month that includes the date).

(8) If any of the facts set forth in the following items occurs to an employee who currently receives a dependent allowance, the payment amount is revised from the month provided in the respective items:

- (i) if an employee comes to have an additional dependent relative or any of the dependent relatives ceases to fulfill the requirements of being a dependent relative: the month following the month which includes the date on which the ground arose (if that date is the first day of a month, the month that includes the date);
- (ii) when a child who is a dependent relative becomes a child who is in the specified period: the first April that comes after the date on which the child reaches the age of 15.

(Housing Allowance)

Article 18 (1) The housing allowance is paid to an employee who falls under any of the categories of employees set forth in the following table and the monthly amount of housing allowance is the amount of allowance provided in the same table according to the categories of employees (the total sum of the amount set forth in item (i) and the amount set forth in item (ii), for an employee who falls under item (i) and also item (ii)); provided, however, that it is not paid to an employee to whom the Basic Salary Schedule for Designated Services applies.

Categories of employees	Amount of allowance
<p>Class I: An employee who rents a residence for the employee to live in (including a rented room; the same applies in item (ii)) and pays a monthly house rent exceeding 16,000 yen (including usage fees; the same applies hereinafter) (excluding those who lease a house from the University, another national university corporation, an incorporated administrative agency, local government, or any other related body; hereinafter the same applies in this Article).</p>	<p>An amount set forth in the following items according to the category referred to in the respective items (any fraction of less than 100 yen in the amount is rounded down): (a) an employee who pays a monthly house rent of 27,000 yen or less: an amount calculated by deducting 16,000 yen from the monthly house rent; (b) an employee who pays a monthly house rent exceeding 27,000 yen: an amount calculated by adding half of the amount calculated by deducting 27,000 yen from the monthly house rent (17,000 yen, if half of the amount calculated by such deduction exceeds 17,000 yen) to 11,000 yen</p>
<p>Class II: An employee who is paid an allowance for transfer not accompanied by family pursuant to the provisions of Article 20 and who rents a residence for the spouse to live in and pays a monthly house rent exceeding 16,000 yen, or an employee for whom it is found necessary to keep the balance with the former.</p>	<p>Half of the amount calculated pursuant to Class I (any fraction of less than 100 yen in the amount is rounded down).</p>

(2) An employee who has newly fulfilled the requirements for receiving a housing allowance must make a notification using the prescribed form within 15 days from the date of the fulfillment of the requirements. The same applies if there is any change in the residence where the employee who currently receives a housing allowance lives in, the amount of house rent, ownership in the residence, or any other matters.

(3) Payment of the housing allowance commences from the month following the month that includes the date on which an employee has newly fulfilled the requirements for receiving a housing allowance (if that date is the first day of a month, the month that includes the date); provided, however, that if the notification under the provisions of the preceding paragraph is made after 15 days have passed from the date of the fulfillment of the requirements, the

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

payment commences from the month following the month that includes the date of receipt of the notification (if that date is the first day of a month, the month that includes the date).

(4) If an employee ceases to fulfill the requirements for receiving a housing allowance, payment of the housing allowance is terminated in the month that includes the date on which the relevant fact has occurred (if that date is the first day of a month, the month preceding the month that includes the date).

(5) If a fact that requires a change to the monthly amount of housing allowance occurs with regard to an employee who currently receives a housing allowance, the amount to be paid is revised in the month following the month that includes the date on which the relevant fact has occurred (if that date is the first day of a month, the month that includes the date); provided, however, that if the revision is made to increase the amount to be paid, and the notification is made after 15 days have passed from the date on which the relevant fact occurred, the payment of the revised amount commences from the month following the month that includes the date of receipt of the notification (if that date is the first day of a month, the month that includes the date).

(Commuting Allowance)

Article 19 (1) The commuting allowance is paid to employees set forth in the following items; provided, however, that it is not paid to employees other than those who would find it significantly difficult to commute without using transportation facilities, toll roads (hereinafter referred to as "transportation facilities, etc."), or transportation equipment such as a motor vehicle (hereinafter referred to as a "motor vehicle, etc."), and whose commuting distance in one direction is less than 2 kilometers on the assumption that they commute by foot:

(i) employees who usually use transportation facilities, etc. for commuting and pay the fare or toll (hereinafter referred to as the "fare, etc.") (excluding employees set forth in item (iii));

(ii) employees who usually use a motor vehicle, etc. for commuting (excluding employees set forth in the following item); and

(iii) employees who usually use transportation facilities, etc. for commuting and pay the fare, etc., and also use a motor vehicle, etc.

(2) The amount of commuting allowance is the amount provided in the following items according to the categories of employees set forth in the respective items:

(i) employees set forth in item (i) of the preceding paragraph: with the regard to the period that is provided by the University as the period for payment of the commuting allowance in units of months (a period not exceeding six months in the case of commuting allowance for transportation facilities, etc., and a period of one month in case of the commuting allowance for a motor vehicle, etc.; hereinafter referred to as the "unit period for payment"), the amount equivalent to the amount of the fare, etc. required of an employee

for commuting during the unit period for payment, which is calculated as provided by the University (hereinafter referred to as the "amount equivalent to the fare, etc.");

(ii) employees set forth in item (ii) of the preceding paragraph: the amount set forth in the following table according to the traveling distance in one direction by a motor vehicle, etc. set forth respectively therein (In the case of employees who receive the remote work allowance, etc. pursuant to Article 20-2, paragraph (1), the amount shall be fifty percent of the amount specified above.):

The traveling distance	The amount of allowance
less than 5 kilometers	2,000 yen
5 kilometers or more, but less than 10 kilometers	4,200 yen
10 kilometers or more, but less than 15 kilometers	7,300 yen
15 kilometers or more, but less than 20 kilometers	10,400 yen
20 kilometers or more, but less than 25 kilometers	13,500 yen
25 kilometers or more, but less than 30 kilometers	16,600 yen
30 kilometers or more, but less than 35 kilometers	19,700 yen
35 kilometers or more, but less than 40 kilometers	22,800 yen
40 kilometers or more, but less than 45 kilometers	25,900 yen
45 kilometers or more, but less than 50 kilometers	29,100 yen
50 kilometers or more, but less than 55 kilometers	32,300 yen
55 kilometers or more, but less than 60 kilometers	35,500 yen
60 kilometers or more, but less than 65 kilometers	38,700 yen
65 kilometers or more, but less than 70 kilometers	42,200 yen
70 kilometers or more, but less than 75 kilometers	45,700 yen
75 kilometers or more, but less than 80 kilometers	49,200 yen
80 kilometers or more, but less than 85 kilometers	52,700 yen
85 kilometers or more, but less than 90 kilometers	56,200 yen
90 kilometers or more, but less than 95 kilometers	59,600 yen
95 kilometers or more, but less than 100 kilometers	63,000 yen
100 kilometers or more	66,400 yen

(iii) employees set forth in item (iii) of the preceding paragraph: the amount set forth in the following according to the categories of employees set forth respectively therein:

- (a) employees whose traveling distance in one direction by a motor vehicle, etc. is 2 kilometers or more: the amount set forth in item (i) and the preceding item;
- (b) among employees whose traveling distance in one direction by a motor vehicle, etc. is less than 2 kilometers, those for whom the amount equivalent to the fare, etc. per month is the amount provided in the preceding item or more: the amount provided in item (i); or

(c) among employees whose traveling distance in one direction by a motor vehicle, etc. is less than 2 kilometers, those for whom the amount equivalent to the fare, etc. per month is less than the amount provided in the preceding item: the amount provided in the preceding item.

(3) Among employees whose commuting conditions have changed due to having been transferred to work in a different area upon the personnel changes, etc., with regard to those set forth in item (i) or item (iii) of paragraph (1) who use transportation facilities, etc. such as a special express train including the Shinkansen railway or national expressway (hereinafter referred to as "Shinkansen railway, etc."), the use of which is found to be considerably conducive to the improvement of commuting conditions, in order to commute from the residence where they lived immediately before the personnel changes, etc., and usually pay a special fee, etc. for using the transportation facilities, etc. (meaning the amount calculated by deducting the amount that is equivalent to the fare, etc., which serves as the basis for calculating the amount equivalent to the fare, etc., from the amount of fare, etc. for the use; the same applies hereinafter), and the employees for whom it is found to be necessary to keep the balance with the former, the monthly amount of commuting allowance to be paid is the amount provided in the following items according to the categories of commuting allowance set forth in the respective items, notwithstanding the provisions of the preceding paragraph:

(i) commuting allowance for the Shinkansen railway, etc.: for the unit period for payment, the amount equivalent to half of the amount of the special fee, etc. calculated as provided by the University, which is required of an employee for commuting in the unit period for payment (hereinafter referred to as the "amount equivalent to half of the special fee, etc.");
or

(ii) commuting allowance other than the commuting allowance set forth in the preceding item: the amount under the provisions of the preceding paragraph.

(4) The amount calculated by dividing the amount equivalent to the fare, etc. by the number of months in the unit period for payment (in the case of two or more types of transportation facilities, etc., the total amount) , plus the amount specified in item (ii) of paragraph (2) and the amount calculated by dividing the amount equivalent to half of the special fee, etc. by the number of months in the unit period for payment (in the case of two or more types of the Shinkansen railway, etc., the total amount) exceeds 150,000 yen, the amount of the employee's commuting allowance shall, notwithstanding the provisions of the preceding three paragraphs, be the amount obtained by multiplying 150,000 yen by the number of months in the longest payment period among the payment periods pertaining to the employee's commuting allowance.

(5) An employee who has newly fulfilled the requirements for receiving a commuting allowance must make a notification to that effect using the prescribed form within 15 days from the date of the fulfillment of the requirements. The same applies if an employee who

currently receives a commuting allowance has been transferred to a different faculty or has changed residence, commuting route or commuting method, or if the amount of the fare, etc. payable thereby has been changed.

(6) Payment of the commuting allowance commences from the month following the month that includes the date on which an employee has newly fulfilled the requirements for receiving a commuting allowance (if that date is the first day of a month, the month that includes the date); provided, however, that if the notification under the provisions of the preceding paragraph is made after 15 days have passed from the date of the fulfillment of the requirements, the payment commences from the month following the month that includes the date of receipt of the notification (if that date is the first day of a month, the month that includes the date).

(7) If an employee who currently receives a commuting allowance voluntarily terminates employment or is dismissed or ceases to fulfill the requirements for receiving a commuting allowance, payment of the commuting allowance is terminated in the month that includes the date on which the relevant fact has occurred (if that date is the first day of a month, the month preceding the month that includes the day).

(8) If a fact that requires a change to the monthly amount of commuting allowance occurs with regard to an employee who currently receives a commuting allowance, the amount to be paid is revised in the month following the month that includes the date on which the relevant fact has occurred (if that date is the first day of a month, the month that includes the date); provided, however, that if the revision is made to increase the amount to be paid, and the notification is made after 15 days have passed from the date of the event, payment of the revised amount commences from the month following the month that includes the date of receipt of the notification (if that date is the first day of a month, the month that includes the date).

(9) Notwithstanding the provisions of Article 2, the commuting allowance is, in principle, paid on the pay date of compensation provided in the same Article in the first month of the unit period for payment.

(10) If an employee who currently receives a commuting allowance voluntarily terminates employment, ceases to fulfill the requirements for receiving payment, or changes their commuting route, etc. or any other cause provided by the University occurs thereupon, that employee shall be ordered to return the amount determined by taking into consideration the period after the occurrence of the relevant cause during the unit period for payment.

(Allowance for transfer not accompanied by family)

Article 20 (1) The allowance for transfer not accompanied by family is paid to an employee who has relocated residence upon the personnel changes, etc. and come to live separately from the employee's spouse due to their parents suffering a disease or any other unavoidable circumstances and for whom it is found difficult to commute to the facility where the

employee works immediately after the personnel changes, etc. from the employee's residence immediately before the personnel changes, etc. by taking into consideration the commuting distance and other circumstances, and who is an employee who usually lives alone, and an employee for whom it is found necessary to keep the balance with the former; provided, however, that this does apply to the case where it is not found difficult for the employee to commute from the spouse's residence by taking into consideration the commuting distance, etc.

(2) Notwithstanding the provisions of the preceding paragraph, if a spouse of an employee receives the allowance for transfer not accompanied by family or an allowance equivalent thereto, the allowance for transfer not accompanied by family is not paid to the employee during that period.

(3) The monthly amount of allowance for transfer not accompanied by family is 30,000 yen; provided, however, that, for an employee whose travel distance between the employee's residence and the spouse's residence is 100 kilometers or more, the amount is an amount calculated by adding the amount provided according to the categories of travel distance set forth in the following table to 30,000 yen.

Travel distance	Additional amount
100 kilometers or more, but less than 300 kilometers	8,000 yen
300 kilometers or more, but less than 500 kilometers	16,000 yen
500 kilometers or more, but less than 700 kilometers	24,000 yen
700 kilometers or more, but less than 900 kilometers	32,000 yen
900 kilometers or more, but less than 1,100 kilometers	40,000 yen
1,100 kilometers or more, but less than 1,300 kilometers	46,000 yen
1,300 kilometers or more, but less than 1,500 kilometers	52,000 yen
1,500 kilometers or more, but less than 2,000 kilometers	58,000 yen
2,000 kilometers or more, but less than 2,500 kilometers	64,000 yen
2,500 kilometers or more	70,000 yen

(4) If a person who was an employee subject to the Remuneration Act, etc. continuously becomes an employee of the University through personnel exchange or other means, when it is found necessary to keep the balance with the employees who are paid the allowance for transfer not accompanied by family by taking into consideration the circumstances of employment, the allowance for transfer not accompanied by family is paid to that employee in accordance with the provisions of paragraph (1). In this case, the term "personnel changes, etc." in paragraph (1) is deemed to be replaced with "employment."

(5) An employee who has newly fulfilled the requirements for receiving an allowance for transfer not accompanied by family must make a notification to that effect using the prescribed form within 15 days from the date of the fulfillment of the requirements. The same applies if an employee who currently receives an allowance for transfer not accompanied by family has changed residence, the person living together, the spouse's residence or any other matters.

(6) Payment of the allowance for transfer not accompanied by family commences from the

month following the month that includes the date on which an employee has newly fulfilled the requirements for receiving an allowance for transfer not accompanied by family (if that date is the first day of a month, the month that includes the date); provided, however, that if the notification under the provisions of the preceding paragraph is made after 15 days have passed from the date of the fulfillment of the requirements, the payment commences from the month following the month that includes the date of receipt of the notification (if that date is the first day of a month, the month that includes the date).

(7) If an employee ceases to fulfill the requirements for receiving an allowance for transfer not accompanied by family, payment of the allowance for transfer not accompanied by family is terminated in the month that includes the date on which the relevant fact has occurred (if that date is the first day of a month, the month preceding the month that includes the date).

(8) If a fact that requires a change to the monthly amount of allowance for transfer not accompanied by family occurs with regard to an employee who currently receives an allowance for transfer not accompanied by family, the amount to be paid is revised in the month following the month that includes the date on which the relevant fact has occurred (if that date is the first day of a month, the month that includes the date); provided, however, that if the revision is made to increase the amount to be paid, and the notification is made after 15 days have passed from the date of the event, payment of the revised amount commences from the month following the month that includes the date of receipt of the notification (if that date is the first day of a month, the month that includes the date).

(Remote Work Allowance, etc.)

Article 20-2 (1) Among the employees who have been permitted to engage in telework as prescribed in Article 10 or to remote work as prescribed in Article 14 of the National University Corporation Kyushu University Rules for Telework (Kyushu University Employment Regulation No. 4 of 2023), those who are ordered to work all working hours of a day at their residence or another location recognized by the University as equivalent thereto, for more than ten days per month on average over a period exceeding three months, shall be granted a remote work allowance, etc.

(2) The monthly amount of the remote work allowance, etc. shall be 3,000 yen.

(Extraordinary Work Allowance)

Article 21 (1) The extraordinary work allowance is paid to an employee who engages in extraordinary work such as significantly dangerous, uncomfortable, unhealthy, or difficult work, depending on the actual performance and the special nature of the work.

(2) The type of extraordinary work allowance, content of work, amount of allowance, and other matters are provided in Appended Table 2.

(Entrance Examination Allowance)

Article 21-2 (1) An entrance examination allowance is paid if an employee has engaged in the work provided in Appended Table 3 according to the categories of employees at any of the examinations set forth in the "Category of entrance examination" column of the same table; provided, however, that it is not paid to an employee to whom managerial service allowance applies pursuant to the provisions of Article 14 and an employee to whom the Basic Salary Schedule for Designated Services applies, except for the case where the employee has engaged in the work provided as those covered by payment in Note 3 of the same table.

(2) The amount of the entrance examination allowance referred to in the preceding paragraph is the amount set forth in the "Amount of allowance" column of Appended Table 3 according to the categories of entrance examinations, the categories of employees, and the categories of work set forth in the same table.

(3) The entrance examination allowance is not paid if the overtime work allowance provided in Article 25, paragraph (2) or holiday work allowance provided in Article 26 is paid with regard to the work provided in Appended Table 3.

(Allowance for Examination of Degree Theses)

Article 21-3 (1) An allowance for examination of degree theses is paid if an employee who has become an examination committee member as provided in Article 17, paragraph (2) of the Degree Regulations of Kyushu University (Kyushu University Regulation No. 86 of 2004) has examined a thesis and verifies the academic ability as provided in the same paragraph (hereinafter referred to as an "examination, etc.").

(2) The amount of allowance for examination of degree theses referred to in the preceding paragraph is the amount provided in the following table for each thesis according to the number of examination committee members relevant to the thesis subject to the examination, etc. and whether the employee is a chief examiner or an examiner other than the chief examiner.

Number of examination committee members	Amount of allowance	
	Chief examiner	Examiner other than the chief examiner
3 persons	20,000 yen	6,500 yen
4 persons	20,000 yen	4,000 yen
5 persons	20,000 yen	3,000 yen
6 persons	20,000 yen	2,500 yen
7 persons	20,000 yen	2,000 yen
8 persons	20,000 yen	1,800 yen
9 persons	20,000 yen	1,600 yen
10 persons	20,000 yen	1,400 yen

(Allowances for staff who support Beppu Hospital)

Article 21-4 (1) An employee who has been transferred from Kyushu University Hospital (excluding Kyushu University Beppu Hospital; the same shall apply hereinafter in this

Article) to Beppu Hospital and who, on the day prior to the date of the transfer, had been continuously employed at Kyushu University Hospital for six months or more and was subject to either the Basic Salary Schedule for Educational Services, the Basic Salary Schedule for Medical Services (1), or the Basic Salary Schedule for Medical Services (2) shall be granted an allowances for staff who support Beppu Hospital.

(2) The monthly amount of the allowances for staff who support Beppu Hospital shall be 15,000 yen.

(3) The allowances for staff who support Beppu Hospital shall be paid for the period until the day on which three years have elapsed from the date of transfer to Beppu Hospital. However, if the employee continues to work at Beppu Hospital beyond three years due to business necessity, the allowance may be paid for a period not exceeding five years from the date of the transfer.

(Allowance for Work in Special Areas)

Article 22 (1) The allowance for work in special areas is paid to an employee who works at the following facilities listed as those located in a significantly inconvenient place for living (hereinafter referred to as "facilities in special areas"):

- (i) Shiiba Research Forest of the School of Agriculture;
- (ii) Kuju Agricultural Research Center of the School of Agriculture; or
- (iii) Kuju Training Center.

(2) The monthly amount of the allowance for work in special areas is an amount calculated by multiplying the base amount of the allowance for work in special areas by the payment percentages provided in the following table according to the category by grade of the facilities in special areas.

Facilities in special areas	Category by grade	Payment percentage
The facility referred to in item (i) of the preceding paragraph	Grade I location	12 percent
The facility referred to in items (ii) and (iii) of the preceding paragraph	Grade II location	4 percent

(3) The base amount of the allowance for work in special areas referred to in the preceding paragraph is the total sum of the monthly amounts of basic salary and dependent allowance which the employee will actually receive.

(Allowance Equivalent to Allowance for Work in Special Areas)

Article 23 (1) If an employee moves residence upon personnel changes, etc. and the facility where the employee works immediately after the personnel changes, etc. is a facility in a special area, an allowance equivalent to the allowance for work in special areas is paid to the

employee for a period not exceeding three years from the date of the personnel changes, etc.
 (2) The monthly amount of the allowance referred to in the preceding paragraph is an amount calculated by multiplying the total sum of the monthly amounts of basic salary and dependent allowance which the employee will actually receive, by the payment percentages provided in the following table according to the category by grade of the facilities in special areas after the personnel changes, etc. as set forth in the same table.

Category by grade	Payment percentage
Grade I location	6 percent
Grade II location	5 percent

(3) An amount equivalent to the allowance for work in special areas is paid to an employee for whom it is found necessary to keep the balance with an employee who is paid the allowance under the provisions of paragraph (1), in accordance with the provisions of the preceding two paragraphs.

(Remote Area Allowance)

Article 23-2 (1) A remote area allowance is paid to an employee who works at the Ashoro Research Forest of the School of Agriculture as of November 11 (hereinafter referred to as the "base date"). The same applies to an employee who has come to work at the Ashoro Research Forest of the School of Agriculture due to grounds such as employment or personnel change during the period from the date following the base date until March 1 of the year following the year that includes the base date (hereinafter referred to as the "period subject to payment").

(2) Notwithstanding the provisions of the preceding paragraph, the remote area allowance is not paid to an employee who falls under any of the following items; provided, however, that this does not apply to the case where the person who falls under any of the categories referred to in item (ii) comes to fall under none of the categories under the same item during the period subject to payment:

- (i) an employee who works at a location other than Hokkaido for all of the days in the period from the base date until March 1 of the following year (excluding those who have a dependent relative living in Hokkaido during that period);
- (ii) an employee who falls under any of the following categories as of the base date:
 - (a) an employee who is placed on administrative leave pursuant to Article 12, paragraph (1), item (ii) of the General Regulations of Employment (hereinafter referred to as an "employee on administrative leave due to a criminal case");
 - (b) an employee who is placed on administrative leave pursuant to Article 12, paragraph (1) of the General Regulations of Employment and who does not receive payment of compensation (excluding those who fall under Article 12, paragraph (1), item (ii) of the General Regulations of Employment; hereinafter referred to as an "employee on unpaid administrative leave");

(c) an employee who takes childcare leave pursuant to Article 39, paragraph (1) of the General Regulations of Employment (hereinafter referred to as an "employee on childcare leave");

(d) an employee who takes personal development leave pursuant to Article 40-2, paragraph (1) of the General Regulations of Employment (hereinafter referred to as an "employee on personal development leave");

(e) an employee who takes spouse accompaniment leave pursuant to Article 40-3, paragraph (1) of the General Regulations of Employment (hereinafter referred to as an "employee on spouse accompaniment leave"); and

(f) an employee who is suspended from work pursuant to Article 44, paragraph (2), item (iii) of the General Regulations of Employment (hereinafter referred to as an "employee suspended from work").

(3) The amount of remote area allowance is the amount set forth in the following table according to the category of household, etc. of an employee as of the base date (for an employee provided in the second sentence of paragraph (1), the date on which the employee comes to work at the Ashoro Research Forest of the school of Agriculture, and for an employee who has come to be paid pursuant to the proviso to preceding paragraph, the date on which the employee comes to fall under none of the categories under item (ii) of that paragraph).

Category of household, etc.		
Employee who is a householder		Other employees
An employee who has a dependent relative (meaning that provided in Article 17, paragraph (2); the same applies hereinafter) (excluding those who have no dependent relative living in Hokkaido and who are paid an allowance for transfer not accompanied by family pursuant to the provisions of Article 20, paragraph (1) (limited to those specified by the University) and those who are found to be equivalent thereto)	Other employee who is a householder	
75,000 yen	55,000 yen	30,000 yen

(Duty Abroad Allowance)

Article 23-3 (1) The duty abroad allowance is paid to employees who are assigned to work at an overseas office as prescribed in the Kyushu University Overseas Office Rules (Kyushu University Rule No. 137 of 2004), provided that the period of assignment exceeds one year (hereinafter referred to as “employees assigned to overseas offices”).

(2) The monthly amount of the duty abroad allowance shall be as specified in Appended Table 4, according to the overseas office to which the employee is assigned, the applicable basic salary schedule, and the grade of the employee’s duties.

(3) During the period in which the duty abroad allowance is paid, the employee assigned to the overseas office shall not receive the allowances prescribed in Articles 16 through 16-3 and Articles 18 through 20.

(Cold District Allowance)

Article 24 (1) A cold district allowance is paid to an employee who works at the Ashoro Research Forest of the School of Agriculture as of the first day of each month from November of every year to March of the following year (hereinafter referred to as the "base date" in this Article).

(2) Notwithstanding the provisions of the preceding paragraph, the cold district allowance is not paid to an employee who falls under any of the following items:

- (i) an employee who is outside Japan (excluding those who are an "employee who has a dependent relative" in the table provided in the following paragraph);
- (ii) an employee on administrative leave due to a criminal case;
- (iii) an employee on unpaid administrative leave;
- (iv) an employee on childcare leave;
- (v) an employee on personal development leave;
- (vi) an employee on spouse accompaniment leave; or
- (vii) an employee suspended from work.

(3) The amount of cold district allowance is the amount set forth in the following table according to the category of household, etc. of an employee as of the base date.

Category of household, etc.		Other employees
Employee who is a householder	Other employee who is a householder	
An employee who has a dependent relative (excluding those who have no dependent relative living in a cold district and who are paid an allowance for transfer not accompanied by family pursuant to the provisions of Article 20,		

paragraph (1) (limited to those specified by the University) and those who are found to be equivalent thereto)		
29,400 yen	16,200 yen	11,500 yen

(Overtime Work Allowance and Holiday Work Allowance)

Article 25 (1) An employee who has worked overtime based on a written agreement with the representative employee is paid, as an overtime work allowance, the amount calculated by multiplying the amount of compensation per working hour provided in Article 5 by 125 percent (or 150 percent if the relevant work was performed during the period from 10:00 pm to 5:00 am (hereinafter referred to as "late night hours")), for each hour worked overtime.

(2) Notwithstanding the provisions of the preceding paragraph, an employee who has worked on any of the days set forth in the following items (excluding the days for which a holiday work allowance is paid pursuant to the provisions of the following Article) is paid, as an overtime work allowance, the amount calculated by multiplying the amount of compensation per working hour provided in Article 5 by 135 percent (or 160 percent if the relevant work was performed during late night hours), for each hour worked overtime:

- (i) days off provided in Article 31, paragraph (5) of the General Regulations of Employment; or
- (ii) a day that has become a day off pursuant to the provisions of Article 12 of the "Rules for Working Hours, Leave, etc.")

Article 26 An employee who has worked on a day off based on a written agreement with the representative employee is paid, as a holiday work allowance, the amount calculated by multiplying the amount of compensation per working hour provided in Article 5 by 135 percent (or 160 percent if the relevant work was performed during late night hours), for each hour of all hours worked on the day off.

Article 26-2 Notwithstanding the provisions of the preceding two Articles, an employee who has worked for a combined total of more than 60 hours per month by working overtime and working on days off is paid, as an overtime allowance or holiday work allowance, the amount calculated by multiplying the amount of compensation per working hour provided in Article 5 by 150 percent (or 175 percent if the relevant work or work on day off was performed during late night hours), for each hour of all hours worked overtime or on a day off in excess of 60 hours.

(Night-Shift Allowance)

Article 27 An employee whose prescribed working hours are assigned during late night hours

is paid, as a night-shift allowance, 25 percent of the amount of compensation per working hour provided in Article 5, for each hour of all hours worked during late night hours (excluding hours for which a holiday work allowance is paid pursuant to the provisions of the preceding Article).

(Night or Day Duty Allowance)

Article 28 (1) If an employee has attended night or day duty pursuant to the provisions of Article 14 of the Rules for Working Hours, Leave, etc., a night or day duty allowance is paid to the employee.

(2) The amount of night or day duty allowance referred to in the preceding paragraph is the amount provided in the following table according to the categories of night or day duty provided in the items of Article 2 of the National University Corporation Kyushu University Detailed Regulations for Night and Day Duty of Employees (Kyushu University Employment Regulation No. 32 of 2004) for each occasion of night or day duty.

Category of night or day duty	Amount of allowance
Night or day duty under item (i)	6,300 yen
Night or day duty under item (ii)	22,500 yen

(3) Night or day duty is not included in the work provided in Articles 25 to preceding Article.

(Managerial Employee Special Work Allowance)

Article 29 (1) If an employee who is paid a managerial service allowance pursuant to the provisions of Article 14 or an employee to whom the Basic Salary Schedule for Designated Services applies has worked on a day-off provided in Article 31, paragraph (5) of the General Regulations of Employment due to extraordinary or urgent necessity or other necessity in the management of operations, the managerial employee special work allowance is paid to the employee.

(2) Beyond the case provided in the preceding paragraph, if an employee who is paid a managerial service allowance has worked during a period between 10:00 p.m. to 5:00 a.m. the next day of a day other than the day-off provided in Article 31, paragraph (5) of the General Regulations of Employment, which is not included in the regular working hours, due to extraordinary or urgent necessity such as response to a disaster, the managerial employee special work allowance is paid to the employee.

(3) The amount of the managerial employee special work allowance is the amount provided in the following items according to the categories of cases set forth in the respective items:

(i) the case provided in paragraph (1): an amount provided as follows according to the categories of managerial service allowance, for each attendance at work:

Categories	Payment amount (for work where the actual working hours exceed 6 hours)

In case of conflict between the rules translated into English and the Japanese original, the latter shall prevail.
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Employee eligible for managerial service allowance	Type I	12,000 yen (18,000 yen)
	Type II	10,000 yen (15,000 yen)
	Type III	8,500 yen (12,750 yen)
	Type IV	7,000 yen (10,500 yen)
	Type V	6,000 yen (9,000 yen)
Employee subject to Basic Salary Schedule for Designated Services		18,000 yen (27,000 yen)

(ii) the case provided in the preceding paragraph: an amount provided as follows according to the categories of managerial service allowance, for each attendance at work:

Categories	Payment amount
Type I	6,000 yen
Type II	5,000 yen
Type III	4,300 yen
Type IV	3,500 yen
Type V	3,000 yen

(Special Allowance for Principal Investigators, etc.)

Article 29-2 (1) The special allowance for principal investigators, etc. is paid to employees who have applied for the system for utilizing financial resources secured by allocating personnel expenses for principal investigators and co-investigators from the direct costs of competitive research funds to enhance research capabilities (hereinafter referred to as the “PI Personnel Expenses System”), have received approval from the President, and are employed on February 1 of the fiscal year in which the approval was granted (hereinafter referred to in this Article as the “Reference Date for the Special Allowance”), including those who resigned before the day prior to the Reference Date for the Special Allowance.

(2) The amount of the special allowance for principal investigators, etc. shall be the amount approved by the President as such allowance, in accordance with separately prescribed provisions.

(Academic Facilitate Allowance for Joint Research, etc.)

Article 29-3 (1) The academic facilitate allowance for joint research, etc. is paid to employees who have received an allocation of academic facilitate fee (as prescribed in Article 9, paragraph (2) of the Kyushu University Regulations for Joint Research, etc. [Kyushu University Regulation No. 94 of 2004], Article 8, paragraph (1) of the Kyushu University Regulations for Sponsored Research, etc. [Kyushu University Regulation No. 95 of 2004], and Article 9, paragraph (2) of the Kyushu University Research and Development Consulting Regulations [Kyushu University Regulation No. 73 of 2008]), and who are employed on December 1 of the fiscal year in which the allocation was made.

In case of conflict between the rules translated into English and the Japanese original, the latter shall prevail.
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(2) The amount of the academic facilitate allowance for joint research, etc. shall be the amount selected by the employee as the use of the academic facilitate fee, within the limit of 10,000,000 yen per fiscal year.

(3) Other necessary matters concerning the academic facilitate allowance for joint research, etc. shall be prescribed separately.

Chapter IV Bonuses

(End-of-term Allowance)

Article 30 (1) An end-of-term allowance is paid to an employee who is in service as of June 1 and December 1 (hereinafter collectively referred to as the "base dates") respectively, and an employee who voluntarily terminates employment or is dismissed for falling under paragraph (1) of Article 17 of the General Regulations of Employment (hereinafter referred to as an "employee who voluntarily terminates employment, etc."), within one month before the base date.

(2) Notwithstanding the provisions of the preceding paragraph, an employee who falls under any of the following items is not paid an end-of-term allowance:

(i) among the employees who are in service as of the base dates, the employees set forth in the following:

(a) an employee on administrative leave due to a criminal case;

(b) an employee on unpaid administrative leave;

(c) among the employees on childcare leave, an employee who has not attended work during the six-month period up to and including the base date;

(d) among the employees on personal development leave, an employee who has not attended work during the six-month period up to and including the base date;

(e) among the employees on spouse accompaniment leave, an employee who has not attended work during the six-month period up to and including the base date; or

(f) an employee suspended from work.

(ii) among the employees who voluntarily terminate employment, etc., the employees set forth in the following:

(a) an employee who fell under any of the categories of employees referred to in the preceding item as of the date of termination of employment, etc.; or

(b) an employee who has become an employee subject to the Remuneration Act, etc. before the base dates after voluntarily terminating employment or being dismissed (limited to an employee who has become an employee of an organization which includes the period of service at the University in the period of service as an employee of the organization);

(3) The amount of the end-of-term allowance is an amount calculated by multiplying the total sum of the monthly amounts of basic salary and dependent allowance as well as the monthly

amount of area allowance, etc. that the employee should receive as of the base dates (or as of the date of termination of employment, etc. for an employee who voluntarily terminates employment, etc.; the same applies hereinafter) (hereinafter referred to as the "base amount for end-of-term allowance"), by 126.25 percent (106.25 percent for an employee who is paid a managerial service allowance and is designated by the University (hereinafter referred to as the "special executive employee") and 67.5 percent for an employee to whom the Basic Salary Schedule for Designated Services applies), and then multiplying the result by the percentage provided in the following table according to the categories of period of service of the relevant employee during the six-month period up to and including the base date.

Period of service	Percentage
Six months	100 percent
Five months or more but less than six months	80 percent
Three months or more but less than five months	60 percent
Less than three months	30 percent

(4) With regard to an employee who is specified by the University by taking into consideration the degree of complexity, difficulty and responsibility of duties, notwithstanding the provisions of the preceding paragraph, the base amount for end-of-term allowance referred to in the preceding paragraph is the amount calculated by adding an amount calculated by multiplying the total sum of the monthly amounts of basic salary and area allowances, etc. by the percentage provided by the University by taking into consideration the duties, etc. of the employee (hereinafter referred to as the "additional amount by work position"), to the base amount for end-of-term allowance provided in the preceding paragraph.

(5) With regard to an employee who is in a managerial or supervisory position as provided by the University, notwithstanding the provisions of paragraph (3) and the preceding paragraph, the base amount for end-of-term allowance referred to in paragraph (3) is an amount calculated by adding an amount calculated by multiplying the monthly amount of basic salary by the percentage provided by the University by taking into consideration the position, etc. of the employee (hereinafter referred to as the "additional amount for managerial service"), to the amount under the provisions of the preceding paragraph.

(6) Notwithstanding the provisions of paragraph (1), with regard to an employee for whom there are grounds to find it inappropriate to pay an end-of-term allowance, it may be not paid or may be suspended temporarily.

(7) With regard to special fixed-term medical staff members at hospital, paragraph (2), item (ii), (b) shall not apply.

(Diligence Allowance)

Article 31 (1) A diligence allowance is paid to an employee who is in service as of the base dates respectively or an employee who voluntarily terminates employment, etc., according to

the work performance of the employee during the six-month period up to and including the base date.

(2) Notwithstanding the provisions of the preceding paragraph, the diligence allowance is not paid if an employee falls under any of the following items:

(i) among the employees who are in service as of the base dates, the employees set forth in the following:

(a) an employee who is placed on administrative leave for falling under the provisions of Article 12, paragraph (1) of the General Regulations of Employment (among the employees who have been placed on administrative leave for falling under item (i) of that paragraph, excluding those who are paid compensation in full amount);

(b) among the employees on childcare leave, an employee who has not attended work during the six-month period up to and including the base date;

(c) among the employees on personal development leave, an employee who has not attended work during the six-month period up to and including the base date;

(d) among the employees on spouse accompaniment leave, an employee who has not attended work during the six-months period up to and including the base date; or

(e) an employee suspended from work.

(ii) among the employees who voluntarily terminate employment, etc., the employees set forth in the following:

(a) an employee who fell under any of the categories of employees under the preceding item as of the date of termination of employment, etc.; or

(b) an employee set forth in paragraph (2), item (ii), (b) of the preceding Article (this does not apply to the case where an allowance equivalent to diligence allowance is not paid).

(3) The amount of diligence allowance is an amount calculated by multiplying the total sum of the monthly amounts of the basic salary and area allowances, etc. based on the basic salary which the employee should receive as of the base dates (hereinafter referred to as the "base amount for diligence allowance") by the percentage specified by the University according to the work performance of the employee, and then multiplying the result by the percentages provided in the following table according to the categories of period of service of the employee in the six-month period up to and including the base date.

Service period	Percentage
Six months	100 percent
Five months and 15 days or more but less than six months	95 percent
Five months or more but less than five months and 15 days	90 percent
Four months and 15 days or more but less than five months	80 percent
Four months or more but less than four months and 15 days	70 percent
Three months and 15 days or more but less than four months	60 percent

Three months or more but less than three months and 15 days	50 percent
Two months and 15 days or more but less than three months	40 percent
Two months or more but less than two months and 15 days	30 percent
One month and 15 days or more but less than two months	20 percent
One month or more but less than one month and 15 days	15 percent
15 days or more but less than one month	10 percent
Less than 15 days	5 percent
None	0

(4) The provisions of paragraphs (4) and (5) of the preceding Article apply mutatis mutandis to the base amount for diligence allowance referred to in the preceding paragraph.

(5) The provisions of paragraph (6) and (7) of the preceding Article apply mutatis mutandis to the payment of diligence allowance.

Chapter V Miscellaneous Provision

(Individual Agreements)

Article 32 With regard to the University Hospital Director and other persons to whom it is difficult to apply these Rules, relevant matters are provided in individual agreements.

(Treatment of Persons Employed for a Fixed Term)

Article 33 With regard to the treatment of persons who are employed for a fixed term pursuant to the provisions of Article 2, paragraph (2) of the General Regulations of Employment of Kyushu University (Kyushu University Employment Regulation No. 1 of 2004) which are matters to which the provisions of these Rules do not apply, Appended Table 5 applies.

(Miscellaneous Provisions)

Article 34 Beyond what is provided in these Rules, the necessary matters relevant to the payment of compensation are provided by the President separately.

Supplementary Provisions

1. These Rules come into effect as of April 1, 2004.
2. Decisions and other procedures relevant to compensation made after these Rules come into effect 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) are deemed to have been made pursuant to the provisions of these Rules.
3. In the case referred to in the preceding paragraph, the titles of the basic salary schedules are deemed to be replaced as prescribed in the following table, and the monthly amount of basic salary based on the grades of duties and pay steps in the basic salary schedule is deemed

to be determined as that corresponding to the grade of duties and pay step that were applied on the day preceding the effective date, unless otherwise notified.

Salary schedule applied on the day preceding the effective date	Basic salary schedule deemed to be determined on the effective date
Administrative Service Salary Schedule (1)	Basic Salary Schedule for Regular Services (1)
Administrative Service Salary Schedule (2)	Basic Salary Schedule for Regular Services (2)
Educational Service Salary Schedule (1)	Basic Salary Schedule for Educational Services
Medical Service Salary Schedule (2)	Basic Salary Schedule for Medical Services (1)
Medical Service Salary Schedule (3)	Basic Salary Schedule for Medical Services (2)
Designated Service Salary Schedule	Basic Salary Schedule for Designated Services

4.-9. (Omitted)

10. The technical matters necessary for implementing these Rules are governed by the same rules as the relevant rules of the National Personnel Authority until otherwise provided by rules.

Supplementary Provisions (Kyushu University Employment Regulation No. 46 of 2004)

These Rules come into effect as of April 1, 2005.

Supplementary Provisions (Kyushu University Employment Regulation No. 6 of 2005)

1. These Rules come into effect as of October 1, 2005.

2. (Omitted)

3. Beyond what is provided in the National University Corporation Kyushu University Rules for Compensation of Employees after amendment, the matters necessary for paying a cold district allowance are governed by the same rules as the rules for the payment of cold district allowances to national public employees provided in the Act on Special Allowances for National Public Officers Serving in Cold Districts (Act No. 200 of June 8, 1949) and other relevant laws and regulations until otherwise provided by rules.

Supplementary Provisions (Kyushu University Employment Regulation No. 8 of 2005)

These Rules come into effect as of December 1, 2005.

Supplementary Provisions (Kyushu University Employment Regulation No. 17 of 2005)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2006.

Article 2 to Article 5 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 23 of 2006)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2007.

Article 2 to Article 5 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 1 of 2007)
(Effective Date)

Article 1 These Rules come into effect as of January 1, 2008.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 7 of 2007)
These Rules come into effect as of April 1, 2008.

Supplementary Provisions (Kyushu University Employment Regulation No. 4 of 2008)
These Rules come into effect as of October 1, 2008.

Supplementary Provisions (Kyushu University Employment Regulation No. 13 of 2008)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2009.

(Provisions Excluded from Application to Faculty Members (Special Project))

Article 2 Faculty members (special project) who have been in office from March 31, 2009, and are subject to the Basic Salary Schedule for Educational Services provided in Article 9, paragraph (1), item (iii) of the National University Corporation Kyushu University Rules for Compensation of Employees (Kyushu University Employment Regulation No. 14 of 2004; hereinafter referred to as the "Rules for Compensation") prior to the amendment by these Rules are excluded from the application of the provisions of Article 9, paragraph (1), item (vi) and Article 33 of the Rules for Compensation as amended by these Rules.

Supplementary Provisions (Kyushu University Employment Regulation No. 4 of 2009)
These Rules come into effect as of June 1, 2009.

Supplementary Provisions (Kyushu University Employment Regulation No. 8 of 2009)
These Rules come into effect as of December 1, 2009.

Supplementary Provisions (Kyushu University Employment Regulation No. 22 of 2009)
These Rules come into effect as of April 1, 2010.

Supplementary Provisions (Kyushu University Employment Regulation No. 7 of 2010)
(Effective Date)

Article 1 These Rules come into effect as of October 1, 2010.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 17 of 2010)
These Rules come into effect as of December 1, 2010.

Supplementary Provisions (Kyushu University Employment Regulation No. 29 of 2010)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2011.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 2 of 2011)
These Rules come into effect as of October 1, 2011.

Supplementary Provisions (Kyushu University Employment Regulation No. 15 of 2011)
These Rules come into effect as of November 1, 2011.

Supplementary Provisions (Kyushu University Employment Regulation No. 21 of 2011)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2012.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 9 of 2012)
These Rules come into effect as of January 1, 2013.

Supplementary Provisions (Kyushu University Employment Regulation No. 29 of 2012)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2013.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 13 of 2013)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2014.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 2 of 2014)
(Effective Date, etc.)

Article 1 These Rules come into effect as of December 1, 2014.

(2) (Omitted)

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 7 of 2014)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2015.

Article 2 to Article 5 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 6 of 2015)
(Effective Date)

Article 1 These Rules come into effect as of December 1, 2015.

(Provision on Exclusion from Application of Faculty Members (Special Project), etc.)

Article 2 With regard to faculty members (special project), faculty members (donated fund laboratory) and faculty members (donated fund research department), faculty members (funded research department), and faculty members (tenure track) (hereinafter referred to as "faculty members (special project), etc.") who have been in office from November 30, 2015, and are currently subject to the Basic Salary Schedule for Services for a Special Fixed Term (1) provided in Article 9, paragraph (1), item (vi)(a) of the National University Corporation Kyushu University Rules for Compensation of Employees (Kyushu University Employment Regulation No. 14 of 2004; hereinafter referred to as the "Rules for Compensation") prior to the amendment by these Rules, prior rules continue to govern while they continue to be in office as faculty members (special project), etc.

Supplementary Provisions (Kyushu University Employment Regulation No. 9 of 2015)
(Effective Date)

Article 1 These Rules come into effect as of March 1, 2016 (hereinafter referred to as the "effective date"); provided, however, that the amendment provisions concerning Article 20 come into effect as of April 1, 2016.

Articles 2 and 3 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 16 of 2016)
(Effective Date)

Article 1 These Rules come into effect as of December 1, 2016; provided, however, that the provisions of Article 17 of the National University Corporation Kyushu University Rules for Compensation of Employees as amended by these Rules (hereinafter referred to as the "new Rules") come into effect as of April 1, 2017.

Articles 2 and 3 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 28 of 2016)
These Rules come into effect as of April 1, 2017.

Supplementary Provisions (Kyushu University Employment Regulation No. 6 of 2017)
These Rules come into effect as of October 1, 2017.

Supplementary Provisions (Kyushu University Employment Regulation No. 14 of 2017)
(Effective Date)

Article 1 These Rules come into effect as of January 1, 2018.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 27 of 2017)

(Effective Date)

Article 1 These Rules come into effect as of April 1, 2018.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 3 of 2018)

(Effective Date)

Article 1 These Rules come into effect as of September 1, 2018.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 10 of 2018)

(Effective Date)

Article 1 These Rules come into effect as of January 1, 2019.

Article 2 (Omitted)

Supplementary Provisions (Kyushu University Employment Regulation No. 26 of 2018)

These Rules come into effect as of April 1, 2019.

Supplementary Provisions (Kyushu University Employment Regulation No. 16 of 2019)

These Rules come into effect as of October 1, 2019.

Supplementary Provisions (Kyushu University Employment Regulation No. 23 of 2019)

(Effective Date)

Article 1 These Rules come into effect as of January 1, 2020 (hereinafter referred to as the "effective date").

(Payment of Lump-Sum Payment)

Article 2 (1) With regard to employees who were subject to the National University Corporation Kyushu University Rules for Compensation of Employees prior to the amendment by these Rules (hereinafter referred to as the "former Rules") and continue to be subject to the National University Corporation Kyushu University Rules for Compensation of Employees as amended by these Rules (hereinafter referred to as the "new Rules") (excluding those to whom compensation based on the annual salary system is applied pursuant to the provisions of Article 2, paragraph (2)), the new Rules apply to the period during which they have been subject to the former Rules on and after April 1, 2019 (hereinafter referred to as the "subject period"), and an amount equivalent to the difference between the amount of compensation to be paid if the percentage specified by the University according to the work performance of an employee with regard to the diligence allowance which is provided in Article 31, paragraph (3) of the former Rules (hereinafter referred to as the "diligence allowance-related performance rate") for the term that includes the base date in December 2019 is deemed to be revised, and the amount of compensation actually paid during the subject period pursuant to the former Rules, is paid as a lump-sum payment.

(2) With regard to employees to whom compensation based on the annual salary system is applied pursuant to the provisions of Article 2, paragraph (2), an amount equivalent to the difference between the following amounts is paid as a lump-sum payment: the amount of

compensation to be paid if the new Rules are deemed to be applied to the monthly amount of basic salary and the adjusted amount of basic salary obtained by applying mutatis mutandis the former Rules when determining compensation (meaning compensation provided in Article 3 of the National University Corporation Kyushu University Detailed Regulations for the Application of Compensation Based on the Annual Salary System (Kyushu University Employment Regulation No. 4 of 2014); the same applies hereinafter) during the period from April 1, 2019, to the day preceding the effective date (hereinafter referred to as the "period of application of compensation based on the annual salary system"), and the diligence allowance-related performance rate for the term that includes the base date in December 2019, which serves as the basis for the calculation of performance-based compensation, is deemed to be revised; and the amount of compensation actually paid during the period of application of compensation based on the annual salary system.

Supplementary Provisions (Kyushu University Employment Regulation No. 30 of 2019)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2020 (hereinafter referred to as the "effective date").

(Transitional Measures Relevant to Housing Allowance)

Article 2 With regard to an employee who falls under either of the following items (excluding the employees set forth in Article 3) among employees whose monthly amount of housing allowance that has been paid as of the day preceding the effective date pursuant to the provisions of Article 18 of the National University Corporation Kyushu University Rules for Compensation of Employees prior to the amendment by these Rules (hereinafter referred to as the "former Rules") exceeds 2,000 yen and who continue to rent the residence (including a rented room) covered by the housing allowance and pay the house rent (including usage fees; the same applies hereinafter) on and after the effective date, the amount of housing allowance calculated by deducting 2,000 yen from an amount equivalent to the monthly amount of housing allowance that has been paid pursuant to the former Rules (hereinafter referred to as the "former amount of allowance") is paid during the period from the effective date until March 31, 2021, notwithstanding the provisions of Article 18, paragraph (1) of the National University Corporation Kyushu University Rules for Compensation of Employees as amended by these Rules (hereinafter referred to as the "new Rules"):

- (i) an employee who will cease to fall under both of the items of Article 18, paragraph (1) of the new Rules; or
- (ii) an employee for whom the amount calculated by deducting, from the former amount of allowance, an amount equivalent to the monthly amount of housing allowance calculated pursuant to the provisions of Article 18, paragraph (1) of the new Rules will exceed 2,000 yen.

(Employees Excluded from Application of Transitional Measures Relevant to Housing

Allowance)

Article 3 The provisions of the preceding Article do not apply to an employee who falls under any of the following items:

- (i) an employee who fell under Article 18, paragraph (1), item (i) of the former Rules as of the day preceding the effective date, and who falls under either of the following categories of employees:
 - (a) an employee who will come to fall under Article 18, paragraph (1), item (ii) of the new Rules if it is assumed that the provisions of the same Article are applied thereto; or
 - (b) an employee who will cease to fall under Article 18, paragraph (1), item (i) of the former Rules if it is assumed that the provisions of the same Article are applied thereto;
- (ii) an employee who fell under both of the items of Article 18, paragraph (1) of the former Rules as of the day preceding the effective date, and who will cease to fall under either or both of the items of paragraph (1) of the same Article if it is assumed that the provisions of the same Article are applied thereto; or
- (iii) an employee for whom the former amount of allowance provided in the preceding Article will be 2,000 yen or less.

(Handling of Cases Where There Is Change in Monthly Amount of House Rent Serving as Basis for Calculation of Amount under Transitional Measures Relevant to Housing Allowance)

Article 4 If there is a change in the monthly amount of house rent covered by the housing allowance that has been paid pursuant to the former Rules, the former amount of allowance referred to in Article 2 is an amount equivalent to the monthly amount of housing allowance calculated pursuant to the provisions of Article 18, paragraph (1) of the former Rules on the basis of the amount provided in the following items according to the categories set forth in the respective items:

- (i) if the monthly amount of house rent after the change is higher than the monthly amount of house rent that served as the basis for the calculation of the monthly amount of housing allowance under the provisions of Article 2 which has been paid before the change (hereinafter referred to as the "former monthly amount of house rent") (excluding the case set forth in item (iii)): the former monthly amount of house rent;
- (ii) if the monthly amount of house rent after the change is lower than the former monthly amount of house rent (excluding the case set forth in the following item): the monthly amount of house rent after the change; or
- (iii) if the employee fell under both of the items of Article 18, paragraph (1) of the former Rules as of the day preceding the effective date: the total of the former amounts of allowance calculated pursuant to the provisions of item (i) and the preceding item.

Supplementary Provisions (Kyushu University Employment Regulation No. 4 of 2020)

(Effective Date)

Article 1 These Rules come into effect as of June 1, 2020, and apply from April 4, 2020 (hereinafter referred to as the “applicability date”).

(Special Measures for Payment Period of Extraordinary Work Allowances)

Article 2 Among the extraordinary work allowances set forth in Appended Table 2 of the National University Corporation Kyushu University Rules for Compensation of Employees as amended by these Rules, an allowance for an operation of epidemic prevention, etc. (limited to the allowance for the content of work referred to in (2) and (3)) is paid from the applicability date until otherwise provided for by rules.

Supplementary Provisions (Kyushu University Employment Regulation No. 13 of 2020)

These Rules come into effect as of August 1, 2020, and apply from June 3, 2020.

Supplementary Provisions (Kyushu University Employment Regulation No. 21 of 2020)

(Effective Date)

Article 1 These Rules come into effect as of December 1, 2020.

(Special Measures for End-of-term Allowance)

Article 2 Notwithstanding the provisions of Article 30, paragraph (3) of the National University Corporation Kyushu University Rules for Compensation of Employees as amended by these rules, if the end-of-term allowance is paid in December 2020, in the same paragraph, the term “127.5 percent” is deemed to be replaced with “125 percent”, the term “107.5 percent” is deemed to be replaced with “105 percent” and the term “67.5 percent” is deemed to be replaced with “65 percent.”

Supplementary Provisions (Kyushu University Employment Regulation No. 22 of 2020)

(Effective Date)

Article 1 These Rules come into effect as of March 1, 2021.

(Application of Provisions on Payment of Lump-Sum Payment)

Article 2 The provisions of Article 2, paragraph (3) of the National University Corporation Kyushu University Rules for Compensation of Employees as amended by these Rules apply to employees who, on or after January 1, 2021, engage in the work for which a lump-sum payment is payable.

Supplementary Provisions (Kyushu University Employment Regulation No. 40 of 2020)

(Effective Date)

Article 1 These Rules come into effect as of April 1, 2021.

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

(Transitional Measures for Allowance for Wide-area Personnel Changes)

Article 2 The provisions of Article 16-3, paragraphs (3) and (4) also apply if an employee has been employed during the period from April 2, 2018, to the day preceding the effective date to work in a different area. In this case, the phrase "for three years from the date of the personnel changes, etc." in paragraph (1) of the same Article is deemed to be replaced with "for the period from April 1, 2021, to the date on which three years have passed on or after the date of employment."

(Transitional Measures for Reduction of Basic Salary by Half due to Tuberculous Disease)

Article 3 The days on which the amount of the basic salary is reduced by half pursuant to the provisions of Article 13 with regard to an employee who is, when these Rules come into effect, actually taking sick leave due to a tuberculous disease pursuant to the provisions of Article 18 of the National University Corporation Kyushu University Rules for Working Hours, Leave, etc. of Employees (Kyushu University Employment Regulation No. 19 of 2004) prior to the amendment by the Rules Partially Amending the National University Corporation Kyushu University Rules for Working Hours, Leave, etc. of Employees (Kyushu University Employment Regulation No. 48 of 2020), or with regard to an employee who is, at that time, actually prohibited from engaging in work due to a tuberculous disease pursuant to the provisions of Article 17 of the National University Corporation Kyushu University Rules for Safety and Health Management for Employees (Kyushu University Employment Regulation No. 23 of 2004), are the days that immediately follow the day on which the period of taking the sick leave or the period of the prohibition from engaging in work reaches one year.

Supplementary Provisions (Kyushu University Employment Regulation No.6 of 2021)

These Rules come into effect as of October 1, 2021.

Supplementary Provisions (Kyushu University Employment Regulation No.25 of 2021)

These Rules come into effect as of April 1, 2022.

Supplementary Provisions (Kyushu University Employment Regulation No.18 of 2022)

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

Supplementary Provisions (Kyushu University Employment Regulation No.26 of 2022)

(Effective Date)

Article 1 These Rules come into effect as of January 1, 2023.

Article 2 (omitted)

Supplementary Provisions (Kyushu University Employment Regulation No.29 of 2022)

These Rules come into effect as of May 1, 2023, and apply from January 1, 2023.

Supplementary Provisions (Kyushu University Employment Regulation No.32 of 2022)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2023 (hereinafter referred to as the “applicability date”).

Article 2 (omitted)

Supplementary Provisions (Kyushu University Employment Regulation No.5 of 2023)

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

Supplementary Provisions (Kyushu University Employment Regulation No.18 of 2023)
(Effective Date)

Article 1 These Rules come into effect as of January 1, 2024 (hereinafter referred to as the “applicability date”).

Article 2 (omitted)

Supplementary Provisions (Kyushu University Employment Regulation No.22 of 2023)

These Rules come into effect as of February 1, 2024.

Supplementary Provisions (Kyushu University Employment Regulation No.31 of 2023)

These Rules come into effect as of April 1, 2024.

Supplementary Provisions (Kyushu University Employment Regulation No.8 of 2024)
(Effective Date)

Article 1 These Rules come into effect as of January 1, 2025 (hereinafter referred to as the “applicability date”).

Article 2 (omitted)

Supplementary Provisions (Kyushu University Employment Regulation No.20 of 2024)
(Effective Date)

Article 1 These Rules come into effect as of April 1, 2025 (hereinafter referred to as the “applicability date”).

Article 2 to Article 5 (omitted)

Supplementary Provisions (Kyushu University Employment Regulation No.10 of 2025)
(Effective Date)

Article 1 These Rules come into effect as of February 1, 2026 (hereinafter referred to as the “applicability date”).

In case of conflict between the rules translated into English and the Japanese original, the latter shall prevail.
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Article 2 (omitted)

Supplementary Provisions (Kyushu University Employment Regulation No.32 of 2025)
These Rules come into effect as of April 1, 2026.

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

Appended Table No. 1-1 (Re: Article 9)

(a) Basic Salary Schedule for Regular Services (1)

Grade of duties	1	2	3	4	5	6	7	8	9	10
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
1	195,800	242,000	276,300	309,800	332,600	366,800	420,700	471,900	525,300	567,100
2	196,900	243,300	277,300	311,300	334,400	368,500	422,600	477,200	532,000	574,100
3	198,100	244,700	278,300	312,700	336,200	370,100	424,500	482,100	537,100	580,000
4	199,200	246,100	279,300	314,100	337,900	371,700	426,300	486,700	541,300	584,800
5	200,300	247,500	280,300	315,500	339,600	373,300	428,100	490,700	544,700	588,800
6	202,000	248,900	281,300	316,600	341,300	375,100	429,900	494,100	547,900	591,700
7	203,600	250,300	282,200	317,600	343,000	376,600	431,700	497,000	550,800	594,100
8	205,200	251,700	283,200	318,800	344,600	378,200	433,500	499,500	553,300	596,000
9	206,700	253,100	284,200	320,000	346,200	379,500	435,100	501,500	555,300	
10	208,400	254,300	285,200	321,600	347,900	381,100	436,600			
11	210,000	255,600	286,200	323,200	349,600	382,700	438,100			
12	211,600	256,900	287,200	324,800	351,200	384,200	439,600			
13	213,100	258,100	288,200	326,200	352,700	386,100	441,100			
14	214,800	259,300	289,500	327,800	354,300	388,000	442,400			
15	216,500	260,500	290,800	329,400	355,900	389,900	443,700			
16	218,200	261,700	292,000	331,000	357,400	391,700	444,900			
17	219,400	262,800	293,200	332,400	358,800	393,200	446,100			
18	221,000	263,900	294,500	334,100	360,500	395,000	447,400			
19	222,600	265,000	295,700	335,700	362,100	396,700	448,700			
20	224,100	266,100	296,900	337,300	363,700	398,300	449,900			
21	225,600	267,000	297,900	338,700	364,800	400,000	451,100			
22	227,200	268,000	299,100	340,400	366,300	401,400	451,900			
23	228,800	269,000	300,300	342,100	367,800	402,800	452,700			
24	230,400	270,000	301,600	343,700	369,300	404,200	453,500			
25	232,000	271,000	302,900	344,900	371,000	405,600	454,100			
26	233,700	271,900	303,900	346,800	372,800	406,800	454,700			
27	235,000	272,700	304,900	348,500	374,400	408,000	455,300			
28	236,300	273,600	305,900	350,100	376,100	409,000	455,900			

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

Appended Table No. 1-1 (Re: Article 9)

(a) Basic Salary Schedule for Regular Services (1)

Grade of duties	1	2	3	4	5	6	7	8	9	10
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
29	237,600	274,400	307,000	351,600	377,500	410,100	456,600			
30	238,700	275,200	308,200	353,200	378,800	411,300	457,400			
31	239,800	276,000	309,300	354,800	380,000	412,400	457,800			
32	240,900	276,700	310,500	356,400	381,400	413,500	458,500			
33	242,000	277,400	311,600	358,100	382,500	414,200	459,000			
34	242,900	278,200	312,900	359,900	383,400	414,900	459,400			
35	243,800	279,000	314,200	361,700	384,400	415,500	459,800			
36	244,800	279,600	315,500	363,500	385,400	416,200	460,200			
37	245,800	280,300	316,700	365,000	386,200	416,800	460,600			
38	246,700	281,100	318,000	366,400	387,100	417,400	460,900			
39	247,600	281,800	319,300	367,800	388,000	417,900	461,200			
40	248,400	282,500	320,600	369,200	388,800	418,300	461,500			
41	249,200	283,200	321,900	370,700	389,600	418,700	461,800			
42	249,900	283,900	323,100	371,500	390,400	418,900	462,100			
43	250,500	284,600	324,400	372,400	391,200	419,200	462,400			
44	251,100	285,300	325,500	373,400	391,900	419,500	462,700			
45	251,800	286,000	326,400	374,300	392,600	419,800	463,000			
46	252,400	286,600	327,700	375,400	393,300	420,100				
47	253,000	287,300	329,000	376,300	394,000	420,400				
48	253,600	287,900	330,300	377,300	394,700	420,700				
49	254,100	288,600	331,400	378,200	395,200	420,900				
50	254,700	289,200	332,700	378,900	395,800	421,200				
51	255,300	289,900	333,900	379,600	396,400	421,400				
52	255,800	290,600	335,100	380,200	397,100	421,700				
53	256,200	291,100	336,400	380,600	397,500	421,900				
54	256,600	291,700	337,400	381,200	398,100	422,200				
55	256,900	292,300	338,500	381,800	398,700	422,500				
56	257,200	293,000	339,600	382,500	399,200	422,800				
57	257,500	293,600	340,300	382,800	399,600	423,000				
58	257,800	294,200	341,200	383,500	400,200	423,300				
59	258,100	294,800	341,900	384,200	400,800	423,600				
60	258,400	295,500	342,700	384,800	401,300	423,800				
61	258,700	296,100	343,500	385,100	401,700	424,000				
62	259,000	296,700	343,900	385,600	402,200	424,300				
63	259,300	297,200	344,400	386,200	402,700	424,600				
64	259,600	297,700	345,100	386,800	403,300	424,800				

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

Appended Table No. 1-1 (Re: Article 9)

(a) Basic Salary Schedule for Regular Services (1)

Grade of duties	1	2	3	4	5	6	7	8	9	10
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
65	259,900	298,200	345,900	387,100	403,600	425,000				
66	260,200	298,800	346,600	387,700	404,000	425,300				
67	260,500	299,300	347,300	388,400	404,300	425,600				
68	260,800	299,900	347,900	389,000	404,700	425,800				
69	261,100	300,300	348,400	389,400	405,000	426,000				
70	261,400	300,800	349,000	389,900	405,300	426,300				
71	261,700	301,300	349,500	390,500	405,600	426,600				
72	262,000	301,900	350,100	391,000	405,800	426,800				
73	262,300	302,400	350,400	391,500	406,000	427,000				
74	262,600	302,800	350,900	392,100	406,300					
75	262,900	303,100	351,200	392,500	406,600					
76	263,200	303,400	351,600	392,800	406,800					
77	263,500	303,600	352,000	393,200	407,000					
78	263,800	303,900	352,500	393,700	407,300					
79	264,100	304,100	353,000	394,100	407,600					
80	264,400	304,400	353,500	394,500	407,800					
81	264,700	304,600	353,800	394,900	408,000					
82	265,000	304,800	354,200	395,400	408,300					
83	265,300	305,100	354,600	395,800	408,600					
84	265,600	305,300	355,000	396,200	408,800					
85	265,900	305,600	355,300	396,500	409,000					
86	266,200	305,800	355,700							
87	266,500	306,100	356,100							
88	266,800	306,400	356,500							
89	267,100	306,700	356,700							
90	267,400	307,000	357,100							
91	267,700	307,300	357,500							
92	268,000	307,600	357,900							
93	268,300	307,800	358,100							
94		308,000	358,400							
95		308,300	358,800							
96		308,700	359,100							
97		308,900	359,400							
98		309,200	359,800							
99		309,500	360,200							
100		309,900	360,600							
101		310,100	361,100							
102		310,400	361,500							
103		310,700	361,900							
104		311,000	362,300							

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

Appended Table No. 1-1 (Re: Article 9)

(a) Basic Salary Schedule for Regular Services (1)

Grade of duties	1	2	3	4	5	6	7	8	9	10
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
105		311,200	362,800							
106		311,500	363,200							
107		311,800	363,500							
108		312,100	363,800							
109		312,300	364,200							
110		312,600								
111		313,000								
112		313,300								
113		313,500								
114		313,700								
115		314,000								
116		314,400								
117		314,600								
118		314,800								
119		315,100								
120		315,400								
121		315,700								
122		315,900								
123		316,200								
124		316,500								
125		316,800								

Note: This table applies to all of the employees to whom other basic salary schedules are not applied.

Appended Table No. 1-2 (Re: Article 9)

(b) Basic Salary Schedule for Regular Services (2)

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
1	198,200	240,400	260,400	291,600	319,000
2	199,900	241,200	261,300	292,300	320,300
3	201,600	242,000	262,200	293,000	321,600
4	203,300	242,700	263,100	293,500	322,800
5	205,000	243,400	264,100	294,100	323,700
6	206,700	244,100	265,000	294,700	324,900
7	208,300	244,900	266,000	295,300	326,100
8	209,900	245,600	266,900	295,800	327,200
9	211,500	246,400	267,800	296,300	328,200
10	213,000	247,100	268,600	296,900	329,200
11	214,500	247,800	269,300	297,500	330,300
12	215,900	248,400	269,700	297,900	331,400
13	217,300	249,100	270,300	298,300	332,400
14	218,800	249,500	270,700	298,800	333,400
15	220,300	250,000	271,100	299,200	334,500
16	221,800	250,400	271,500	299,500	335,600
17	223,200	250,900	271,900	299,900	336,600
18	224,600	251,300	272,400	300,300	337,700
19	226,000	251,800	272,900	300,700	338,800
20	227,400	252,200	273,500	301,000	339,800
21	228,800	252,500	274,200	301,300	340,800
22	229,800	252,800	274,800	301,700	341,800
23	230,900	253,100	275,400	302,100	342,700
24	232,000	253,400	276,200	302,400	343,700
25	233,000	253,900	277,000	302,700	344,700
26	233,800	254,400	277,700	303,100	345,600
27	234,700	254,800	278,200	303,400	346,600
28	235,500	255,300	278,900	303,800	347,600
29	236,400	255,800	279,700	304,100	348,600
30	237,200	256,300	280,400	304,600	349,600
31	238,000	256,700	281,100	305,000	350,600
32	238,800	257,100	281,700	305,500	351,500

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

Appended Table No. 1-2 (Re: Article 9)

(b) Basic Salary Schedule for Regular Services (2)

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
33	239,600	257,400	282,400	306,000	352,400
34	240,100	257,900	283,100	306,400	353,300
35	240,600	258,400	283,800	306,900	354,100
36	241,100	258,800	284,400	307,400	355,000
37	241,700	259,200	285,000	307,900	355,900
38	242,200	259,700	285,700	308,500	356,900
39	242,700	260,100	286,300	309,100	357,900
40	243,200	260,500	286,800	309,800	358,800
41	243,700	260,900	287,200	310,300	359,700
42	244,000	261,300	287,700	310,800	360,600
43	244,300	261,800	288,100	311,400	361,500
44	244,700	262,100	288,500	311,900	362,300
45	245,100	262,400	289,000	312,400	363,100
46	245,500	262,800	289,500	312,900	363,900
47	245,900	263,200	290,000	313,500	364,700
48	246,300	263,500	290,300	314,100	365,400
49	246,600	263,900	290,700	314,700	366,100
50	246,900	264,300	291,100	315,400	366,900
51	247,200	264,600	291,500	316,100	367,700
52	247,500	264,900	292,000	316,800	368,300
53	247,700	265,300	292,300	317,400	369,000
54	248,000	265,600	292,700	318,100	369,600
55	248,300	265,900	293,200	318,700	370,300
56	248,600	266,300	293,700	319,300	371,000
57	248,800	266,600	294,100	319,900	371,600
58	249,100	266,900	294,700	320,600	372,100
59	249,400	267,200	295,200	321,300	372,600
60	249,600	267,500	295,800	321,900	373,100
61	249,800	267,800	296,400	322,400	373,500
62	250,100	268,100	296,900	322,900	
63	250,400	268,400	297,500	323,500	
64	250,600	268,700	298,000	324,100	

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

Appended Table No. 1-2 (Re: Article 9)

(b) Basic Salary Schedule for Regular Services (2)

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
65	250,800	268,900	298,500	324,700	
66	251,100	269,200	299,000	325,100	
67	251,400	269,500	299,500	325,500	
68	251,600	269,700	300,000	326,000	
69	251,800	269,900	300,400	326,300	
70	252,100	270,200	300,800	326,800	
71	252,400	270,500	301,200	327,300	
72	252,600	270,700	301,600	327,700	
73	252,800	270,900	302,000	327,900	
74	253,100	271,200	302,300	328,200	
75	253,400	271,500	302,700	328,400	
76	253,600	271,700	303,100	328,700	
77	253,800	271,900	303,500	329,000	
78	254,100	272,200	303,900	329,300	
79	254,400	272,500	304,300	329,600	
80	254,600	272,700	304,700	329,800	
81	254,800	272,900	305,000	330,000	
82	255,100	273,200	305,500	330,300	
83	255,300	273,500	305,900	330,600	
84	255,600	273,700	306,400	330,800	
85	255,800	273,900	306,700	331,000	
86	256,000	274,100	307,200	331,200	
87	256,300	274,400	307,700	331,500	
88	256,600	274,700	308,000	331,800	
89	256,800	274,900	308,400	332,000	
90	257,100	275,100	308,900	332,300	
91	257,400	275,400	309,400	332,600	
92	257,600	275,600	309,900	332,800	
93	257,800	275,900	310,200	333,000	
94	258,100	276,200	310,600	333,300	
95	258,400	276,500	311,000	333,600	
96	258,600	276,700	311,500	333,800	

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

Appended Table No. 1-2 (Re: Article 9)

(b) Basic Salary Schedule for Regular Services (2)

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
97	258,800	276,900	311,900	334,000	
98	259,100	277,200	312,300		
99	259,400	277,400	312,600		
100	259,600	277,700	312,900		
101	259,800	277,900	313,200		
102	260,100	278,100	313,600		
103	260,400	278,400	313,900		
104	260,600	278,700	314,300		
105	260,800	278,900	314,600		
106		279,100	315,000		
107		279,400	315,400		
108		279,600	315,600		
109		279,900	315,800		
110		280,200	316,100		
111		280,500	316,400		
112		280,700	316,600		
113		280,900	316,800		
114		281,200	317,100		
115		281,400	317,400		
116		281,600	317,600		
117		281,900	317,800		
118		282,200	318,100		
119		282,500	318,400		
120		282,700	318,600		
121		282,900	318,800		
122		283,100	319,100		
123		283,400	319,400		
124		283,700	319,600		

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

Appended Table No. 1-2 (Re: Article 9)

(b) Basic Salary Schedule for Regular Services (2)

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
125		283,900	319,800		
126		284,100	320,100		
127		284,400	320,400		
128		284,700	320,600		
129		284,900	320,800		
130		285,100			
131		285,400			
132		285,700			
133		285,900			
134		286,100			
135		286,400			
136		286,700			
137		286,900			

Note: This basic salary schedule applies to the skilled staff members and labor affairs staff members provided in Article 2, paragraph (1) of the General Regulations of Employment.

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

Appended Table No. 1-3 (Re: Article 9)

Basic Salary Schedule for Specialized Services in Special Operations

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
1	220,800	282,700	330,300	367,000	420,700	471,900	525,300
2	222,500	284,300	332,100	368,700	422,600	477,200	532,000
3	224,200	285,800	333,900	370,300	424,500	482,100	537,100
4	225,800	287,300	335,700	371,900	426,300	486,700	541,300
5	227,400	288,800	337,500	373,500	428,100	490,700	544,700
6	228,900	290,000	339,000	375,100	429,900	494,100	547,900
7	230,300	291,200	340,400	376,700	431,700	497,000	550,800
8	231,700	292,400	341,800	378,300	433,500	499,500	553,300
9	232,800	293,600	343,200	379,800	435,100	501,500	555,300
10	234,300	295,100	344,600	381,400	436,600		
11	235,700	296,700	346,100	383,000	438,100		
12	237,100	298,200	347,600	384,500	439,600		
13	238,400	299,600	349,100	386,100	441,100		
14	239,700	301,100	350,600	388,000	442,400		
15	241,000	302,700	352,100	389,900	443,700		
16	242,200	304,200	353,500	391,800	444,900		
17	243,400	305,800	355,000	393,600	446,100		
18	244,700	307,500	356,500	395,500	447,400		
19	246,000	309,100	358,000	397,300	448,700		
20	247,300	310,600	359,500	399,000	449,900		
21	248,800	312,000	361,000	400,200	451,100		
22	250,200	313,600	362,600	401,800	451,900		
23	251,600	315,000	364,100	403,300	452,700		
24	253,000	316,500	365,700	404,800	453,500		
25	254,300	318,000	366,900	406,300	454,100		
26	255,600	319,200	368,300	407,200	454,700		
27	257,000	320,400	369,800	408,200	455,300		
28	258,200	321,500	371,300	409,100	455,900		
29	259,500	322,700	372,700	410,100	456,600		
30	260,700	323,800	374,200	411,300	457,400		
31	261,800	324,900	375,700	412,400	457,800		
32	262,900	326,000	377,200	413,500	458,500		

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

Appended Table No. 1-3 (Re: Article 9)

Basic Salary Schedule for Specialized Services in Special Operations

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
33	263,900	326,900	378,600	414,400	459,000		
34	265,000	328,000	380,000	415,100	459,400		
35	266,100	329,100	381,300	415,700	459,800		
36	267,200	330,100	382,700	416,400	460,200		
37	268,200	331,100	383,700	416,900	460,600		
38	269,100	332,200	384,800	417,400	460,900		
39	270,000	333,300	385,700	417,900	461,200		
40	270,800	334,300	386,700	418,300	461,500		
41	271,600	335,300	387,300	418,700	461,800		
42	272,500	336,300	387,600	418,900	462,100		
43	273,200	337,400	388,000	419,200	462,400		
44	274,100	338,500	388,400	419,500	462,700		
45	274,900	339,500	388,800	419,800	463,000		
46	275,800	340,400	389,300	420,100			
47	276,600	341,300	389,900	420,400			
48	277,300	342,100	390,400	420,700			
49	278,000	342,700	390,900	420,900			
50	278,800	343,400	391,500	421,200			
51	279,600	344,100	392,100	421,400			
52	280,200	344,700	392,600	421,700			
53	280,900	345,300	393,000	421,900			
54	281,700	345,900	393,500	422,200			
55	282,400	346,500	394,000	422,500			
56	283,000	347,100	394,600	422,800			
57	283,700	347,700	395,100	423,000			
58	284,400	348,200	395,700	423,300			
59	285,000	348,700	396,000	423,600			
60	285,700	349,200	396,500	423,800			
61	286,300	349,600	397,000	424,000			
62	287,000	349,800	397,400	424,300			
63	287,700	350,100	397,900	424,600			
64	288,200	350,600	398,400	424,800			

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

Appended Table No. 1-3 (Re: Article 9)

Basic Salary Schedule for Specialized Services in Special Operations

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
65	288,800	350,900	398,900	425,000			
66	289,400	351,300	399,400				
67	290,100	351,700	399,800				
68	290,700	352,100	400,100				
69	291,300	352,500	400,400				
70	291,900	353,000	400,700				
71	292,600	353,500	401,000				
72	293,200	353,900	401,200				
73	293,700	354,100	401,400				
74	294,300	354,500	401,700				
75	294,900	354,900	402,000				
76	295,500	355,300	402,200				
77	296,100	355,600	402,400				
78	296,600		402,700				
79	297,100		403,000				
80	297,700		403,200				
81	298,200		403,400				
82	298,800						
83	299,400						
84	299,900						
85	300,300						
86	300,900						
87	301,400						
88	301,900						
89	302,400						
90	302,800						
91	303,100						
92	303,500						
93	303,900						

Note: This basic salary schedule applies to employees who are in a position provided by the University as requiring certain qualifications and practical experience in a specific administrative or technical department etc.

Appended Table No. 1-4 (Re: Article 9)

Basic Salary Schedule for Educational Services

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
1	230,900	275,700	354,200	408,200	480,200
2	233,500	277,900	355,800	409,800	488,400
3	235,900	280,000	357,400	411,100	496,900
4	238,300	281,900	358,900	412,300	505,300
5	240,700	283,700	360,400	413,500	513,500
6	243,100	285,200	362,000	414,500	521,200
7	245,600	286,700	363,600	415,500	528,700
8	248,100	288,200	365,100	416,400	535,900
9	250,600	290,000	366,500	417,300	542,500
10	252,400	291,900	368,500	418,300	547,700
11	254,200	293,700	370,500	419,400	552,300
12	256,000	295,600	372,400	420,500	556,600
13	257,700	297,600	374,200	421,500	559,700
14	259,200	299,600	375,800	422,600	562,500
15	260,800	301,600	377,400	423,600	565,200
16	262,300	303,600	378,800	424,600	567,600
17	263,800	305,500	380,100	425,600	569,600
18	265,200	308,000	381,600	426,700	
19	266,500	310,700	382,800	427,800	
20	267,900	313,300	384,100	428,900	
21	269,300	315,900	385,400	429,900	
22	270,600	318,300	386,600	431,000	
23	272,000	320,700	387,800	432,100	
24	273,300	322,900	388,900	433,200	
25	274,800	325,100	390,000	434,100	
26	276,400	327,100	391,300	435,200	
27	278,000	329,100	392,600	436,200	
28	279,600	331,100	393,900	437,200	
29	281,000	333,100	395,100	438,100	
30	282,700	335,000	396,400	439,200	
31	284,400	336,900	397,700	440,200	
32	286,200	338,800	398,900	441,300	

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

Appended Table No. 1-4 (Re: Article 9)

Basic Salary Schedule for Educational Services

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
33	288,000	340,600	400,100	442,300	
34	289,200	342,500	401,300	443,500	
35	290,400	344,400	402,500	444,600	
36	291,500	346,300	403,600	445,800	
37	292,500	348,000	404,600	446,500	
38	293,500	349,200	405,800	447,400	
39	294,600	350,300	406,900	448,300	
40	295,600	351,300	407,900	449,100	
41	296,400	351,800	409,000	449,900	
42	297,500	352,200	410,200	450,800	
43	298,600	352,600	411,300	451,600	
44	299,500	352,900	412,400	452,300	
45	300,100	353,400	413,300	453,000	
46	301,100	353,900	414,300	453,900	
47	301,900	354,400	415,300	454,800	
48	302,800	354,700	416,200	455,700	
49	303,800	355,000	417,400	456,600	
50	304,200	355,300	418,700	457,500	
51	304,700	355,600	420,100	458,500	
52	305,100	355,900	421,400	459,400	
53	305,600	356,300	422,200	460,400	
54	306,100	356,600	423,200	461,400	
55	306,400	357,000	424,200	462,300	
56	306,700	357,300	425,300	463,300	
57	307,100	357,600	426,200	464,200	
58	307,500	358,000	426,900	465,100	
59	308,000	358,300	427,700	466,000	
60	308,300	358,700	428,400	467,000	
61	308,600	359,000	429,100	467,800	
62	308,900	359,300	429,900	468,200	
63	309,200	359,700	430,700	468,800	
64	309,600	360,000	431,300	469,400	

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

Appended Table No. 1-4 (Re: Article 9)

Basic Salary Schedule for Educational Services

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
65	310,000	360,300	431,900	470,100	
66	310,300	360,700	432,400	470,800	
67	310,700	361,000	432,800	471,100	
68	311,000	361,400	433,200	471,700	
69	311,400	361,800	433,500	472,100	
70	311,700	362,100	433,800	472,500	
71	312,100	362,500	434,100	472,800	
72	312,500	362,900	434,500	473,100	
73	312,800	363,200	434,800	473,400	
74	313,100	363,600	435,100	473,600	
75	313,500	364,000	435,500	474,000	
76	313,800	364,400	435,900	474,300	
77	314,200	364,700	436,200	474,600	
78	314,500	365,100	436,500	474,900	
79	314,900	365,500	436,900	475,200	
80	315,200	366,000	437,200	475,500	
81	315,500	366,500	437,500	475,800	
82	315,800	367,100	437,900	476,300	
83	316,100	367,800	438,200	476,600	
84	316,400	368,400	438,500	476,900	
85	316,700	369,000	438,800	477,200	
86	317,100	369,600	439,100		
87	317,500	370,200	439,300		
88	317,900	370,800	439,600		
89	318,300	371,300	439,900		
90	318,600	371,700	440,200		
91	318,900	372,000	440,400		
92	319,300	372,400	440,700		
93	319,700	372,800	441,000		
94	320,100	373,200	441,300		
95	320,500	373,600	441,600		
96	320,900	374,000	441,900		

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

Appended Table No. 1-4 (Re: Article 9)

Basic Salary Schedule for Educational Services

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
97	321,100	374,600	442,200		
98	321,500	375,100	442,500		
99	321,900	375,500	442,800		
100	322,300	376,000	443,100		
101	322,500	376,400	443,400		
102	322,900	376,900	443,700		
103	323,100	377,200	444,000		
104	323,600	377,500	444,300		
105	324,000	378,000	444,500		
106	324,300	378,400			
107	324,600	378,900			
108	324,900	379,400			
109	325,100	379,800			
110	325,400	380,300			
111	325,700	380,700			
112	326,100	381,100			
113	326,400	381,500			
114	326,700	381,900			
115	327,000	382,300			
116	327,300	382,700			
117	327,600	383,100			
118	328,000	383,500			
119	328,400	383,900			
120	328,800	384,300			
121	329,000	384,600			
122	329,200	385,000			
123	329,400	385,400			
124	329,700	385,700			
125	330,000	386,100			
126	330,200	386,600			
127	330,500	387,100			
128	330,800	387,500			

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

Appended Table No. 1-4 (Re: Article 9)

Basic Salary Schedule for Educational Services

Grade of duties	1	2	3	4	5
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)
129	331,100	387,900			
130	331,400	388,400			
131	331,700	388,900			
132	331,900	389,400			
133	332,100	389,900			
134	332,400	390,400			
135	332,700	390,900			
136	332,900	391,400			
137	333,200	391,900			
138	333,400	392,400			
139	333,700	392,900			
140	334,000	393,400			
141	334,300	393,900			
142	334,700				
143	335,100				
144	335,500				
145	335,700				
146	336,100				
147	336,400				
148	336,800				
149	337,000				
150	337,300				
151	337,600				
152	338,000				
153	338,200				
154	338,600				
155	339,000				
156	339,400				
157	339,600				

Note: This basic salary schedule applies to faculty members and student affairs staff members provided in Article 2, paragraph (1) of the General Regulations of Employment.

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

Appended Table No. 1-5 (Re: Article 9)

(a) Basic Salary Schedule for Medical Services (1)

Grade of duties	1	2	3	4	5	6	7	8
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
1	201,000	239,800	274,400	293,300	326,300	372,300	427,200	492,200
2	203,100	241,100	275,200	294,100	327,700	374,000	429,100	493,600
3	205,200	242,400	275,900	294,800	329,100	375,600	431,100	494,900
4	207,300	243,700	276,700	295,500	330,500	377,200	432,900	496,200
5	209,300	244,900	277,500	296,200	331,900	378,700	434,700	497,500
6	211,300	246,000	278,300	296,900	333,500	380,300	436,300	498,900
7	213,300	247,000	279,100	297,600	335,000	381,900	437,900	500,300
8	215,100	247,900	279,800	298,300	336,500	383,500	439,400	501,500
9	216,900	249,000	280,500	299,100	337,900	385,100	440,900	502,900
10	218,800	250,100	281,300	299,800	339,500	387,100	442,200	504,200
11	220,700	251,200	282,100	300,600	341,000	389,100	443,500	505,600
12	222,800	252,400	282,900	301,200	342,500	391,100	444,800	507,000
13	224,500	253,600	283,700	301,800	343,900	392,500	446,100	508,400
14	226,500	254,800	284,500	302,900	345,500	394,200	447,300	509,500
15	228,700	256,000	285,200	304,000	347,000	395,900	448,500	510,600
16	230,800	257,100	286,000	305,200	348,500	397,600	449,600	511,800
17	232,900	258,100	286,800	306,300	350,000	399,300	450,800	512,900
18	234,000	259,100	287,600	307,500	351,600	400,800	451,900	513,800
19	235,000	260,200	288,400	308,600	353,200	402,300	453,100	514,700
20	236,100	261,200	289,100	309,800	354,700	403,800	454,300	515,600
21	237,200	262,300	289,900	311,000	356,000	405,100	455,400	516,600
22	238,000	263,200	290,800	312,200	357,500	406,400	456,200	
23	238,900	264,000	291,700	313,400	359,000	407,700	456,600	
24	239,700	264,800	292,400	314,500	360,500	408,800	457,300	
25	240,600	265,600	293,100	315,700	361,900	409,900	457,800	
26	241,500	266,400	294,000	316,900	363,400	411,000	458,200	
27	242,400	267,200	294,900	318,000	364,900	412,100	458,600	
28	243,300	268,000	295,600	319,200	366,300	413,200	459,000	
29	244,100	268,700	296,400	320,400	367,700	414,000	459,400	
30	244,900	269,500	297,400	321,600	369,300	414,800	459,800	
31	245,600	270,300	298,300	322,800	370,700	415,500	460,100	
32	246,400	271,100	299,300	324,000	372,200	416,300	460,400	
33	247,100	271,900	300,300	325,100	373,400	416,700	460,700	
34	247,700	272,700	301,400	326,200	374,500	417,300	461,000	
35	248,400	273,300	302,400	327,400	375,700	417,800	461,300	
36	249,100	274,100	303,300	328,600	376,800	418,200	461,600	

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

Appended Table No. 1-5 (Re: Article 9)

(a) Basic Salary Schedule for Medical Services (1)

Grade of duties	1	2	3	4	5	6	7	8
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
37	249,800	275,000	304,300	329,800	377,800	418,600	461,900	
38	250,400	275,800	305,300	331,000	378,600	418,800		
39	251,000	276,600	306,300	332,300	379,500	419,100		
40	251,600	277,300	307,300	333,500	380,600	419,400		
41	252,200	278,000	308,200	334,400	381,600	419,700		
42	252,800	278,800	309,400	335,600	382,600	420,000		
43	253,400	279,600	310,500	336,800	383,600	420,300		
44	253,900	280,300	311,600	338,000	384,500	420,600		
45	254,300	281,000	312,600	338,900	385,300	420,800		
46	254,900	281,800	313,700	339,900	386,100	421,100		
47	255,300	282,600	314,800	340,900	387,000	421,400		
48	255,700	283,300	315,800	341,800	387,800	421,700		
49	256,100	284,000	316,900	342,700	388,300	421,900		
50	256,600	284,700	317,900	343,600	389,100	422,100		
51	257,100	285,300	319,000	344,600	389,900	422,400		
52	257,600	286,000	320,100	345,500	390,700	422,700		
53	257,900	286,700	321,100	346,000	391,100	422,900		
54	258,200	287,300	322,100	346,900	391,800			
55	258,500	288,000	323,100	347,600	392,500			
56	258,800	288,600	324,100	348,500	393,100			
57	259,100	289,300	325,000	349,200	393,500			
58	259,400	290,000	326,000	349,500	394,000			
59	259,700	290,700	327,000	349,900	394,600			
60	260,000	291,300	327,900	350,500	395,200			
61	260,300	291,800	328,800	351,100	395,600			
62	260,600	292,400	329,500	351,800	396,100			
63	260,900	293,100	330,200	352,500	396,600			
64	261,200	293,700	330,800	353,100	397,100			
65	261,500	294,200	331,400	353,800	397,700			
66	261,800	294,800	332,100	354,300	398,200			
67	262,100	295,500	332,700	354,900	398,800			
68	262,400	296,100	333,300	355,500	399,400			

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

Appended Table No. 1-5 (Re: Article 9)

(a) Basic Salary Schedule for Medical Services (1)

Grade of duties	1	2	3	4	5	6	7	8
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
69	262,700	296,700	333,900	355,800	399,900			
70	263,000	297,300	334,100	356,300	400,400			
71	263,300	297,900	334,500	356,700	400,800			
72	263,500	298,500	335,000	357,200	401,200			
73	263,700	299,100	335,600	357,700	401,500			
74	264,000	299,600	336,100	358,200	402,000			
75	264,300	300,000	336,600	358,700	402,400			
76	264,500	300,400	337,000	359,100	402,800			
77	264,700	300,700	337,600	359,400	403,200			
78	265,000	301,000	338,100	359,700				
79	265,300	301,200	338,500	359,900				
80	265,500	301,500	339,000	360,200				
81	265,700	301,800	339,500	360,700				
82	266,000	302,000	339,800	361,000				
83	266,300	302,300	340,000	361,300				
84	266,500	302,600	340,300	361,600				
85	266,700	302,800	340,700	362,000				
86		303,000	341,100	362,300				
87		303,200	341,400	362,600				
88		303,400	341,700	362,900				
89		303,800	342,000	363,300				
90		304,000	342,200	363,600				
91		304,200	342,600	363,800				
92		304,400	342,900	364,100				
93		304,800	343,100	364,400				
94		305,000	343,400	364,800				
95		305,200	343,700	365,200				
96		305,500	343,900	365,600				
97		305,800	344,100	366,100				
98		306,000	344,400	366,500				
99		306,200	344,700	366,900				
100		306,500	344,900	367,300				

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

Appended Table No. 1-5 (Re: Article 9)

(a) Basic Salary Schedule for Medical Services (1)

Grade of duties	1	2	3	4	5	6	7	8
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
101		306,800	345,100	367,800				
102		307,000	345,300					
103		307,200	345,700					
104		307,500	345,900					
105		307,800	346,100					
106			346,400					
107			346,800					
108			347,200					
109			347,400					

Note: This basic salary schedule applies to technical staff members provided in Article 2, paragraph (1) of the General Regulations of Employment who are staff members engaged in medical service (excluding the employees to whom the Basic Salary Schedule for Medical Service (2) applies).

Appended Table No. 1-6 (Re: Article 9)

(b) Basic Salary Schedule for Medical Services (2)

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
1	221,700	254,700	293,900	307,300	330,800	373,400	428,500
2	223,600	256,800	294,400	307,800	331,800	375,100	430,700
3	225,400	259,000	294,900	308,300	332,800	376,800	432,900
4	227,100	261,200	295,400	308,800	333,700	378,500	435,000
5	228,800	263,400	295,800	309,300	334,700	380,300	436,900
6	230,700	264,400	296,300	309,800	335,900	382,300	438,800
7	232,500	265,200	296,800	310,400	337,100	384,300	440,600
8	234,200	266,100	297,200	310,800	338,300	386,300	442,500
9	235,900	266,900	297,600	311,300	339,200	388,000	444,200
10	237,800	268,000	298,100	311,800	340,400	390,100	445,800
11	239,700	269,100	298,600	312,400	341,500	392,200	447,600
12	241,600	270,000	299,100	312,900	342,600	394,200	449,200
13	243,400	270,800	299,500	313,300	343,600	396,100	450,500
14	245,400	271,500	300,000	313,900	344,700	397,700	451,800
15	247,400	272,200	300,400	314,600	345,800	399,500	453,400
16	249,400	273,000	300,900	315,200	346,900	401,300	455,000
17	251,400	274,100	301,400	315,800	348,000	403,000	456,700
18	253,400	275,000	301,800	316,700	349,100	404,700	458,300
19	255,500	275,900	302,300	317,500	350,200	406,700	459,800
20	257,500	276,800	302,700	318,400	351,300	408,400	461,200
21	259,400	277,800	303,200	319,200	352,400	410,100	462,300
22	260,600	278,800	303,600	320,100	353,600	411,800	463,600
23	261,700	279,700	304,100	321,000	354,700	413,600	464,900
24	262,800	280,700	304,500	321,800	355,800	415,400	466,400
25	263,900	281,500	305,000	322,600	356,800	417,000	467,400
26	264,700	282,400	305,600	323,400	358,100	418,700	468,000
27	265,600	283,300	306,300	324,300	359,400	420,500	468,700
28	266,400	284,200	307,000	325,200	360,700	422,300	469,300
29	267,200	285,200	307,700	325,900	361,900	423,800	470,200
30	267,900	285,900	308,400	327,000	363,400	425,300	470,900
31	268,600	286,600	309,100	328,100	364,900	426,800	471,700
32	269,300	287,300	309,900	329,100	366,400	428,100	472,500

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

Appended Table No. 1-6 (Re: Article 9)

(b) Basic Salary Schedule for Medical Services (2)

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
33	270,100	287,900	310,600	330,200	367,600	429,300	473,200
34	270,700	288,500	311,400	331,200	369,100	430,400	473,900
35	271,300	289,000	312,100	332,300	370,500	431,600	474,600
36	271,800	289,400	312,800	333,400	371,900	432,800	475,400
37	272,400	289,800	313,500	334,500	373,300	434,100	476,200
38	273,100	290,400	314,300	335,600	374,300	435,200	477,000
39	273,800	290,900	315,100	336,700	375,700	436,400	477,700
40	274,500	291,300	315,900	337,800	377,000	437,600	478,400
41	275,200	291,700	316,500	338,600	378,300	438,800	479,200
42	275,800	292,200	317,400	339,700	379,700	439,800	
43	276,500	292,600	318,400	340,800	381,000	440,900	
44	277,100	293,100	319,300	341,800	382,300	442,000	
45	277,900	293,600	320,100	342,700	383,800	443,000	
46	278,600	294,000	321,100	343,600	385,000	443,500	
47	279,300	294,500	322,100	344,600	386,100	444,000	
48	279,900	294,900	323,000	345,600	387,300	444,400	
49	280,400	295,400	323,900	346,800	388,400	445,000	
50	280,900	295,800	324,800	348,100	389,300	445,500	
51	281,300	296,300	325,800	349,300	390,300	445,900	
52	281,700	296,800	326,800	350,500	391,200	446,400	
53	282,000	297,200	327,600	351,400	391,800	446,900	
54	282,500	297,600	328,500	352,600	392,600	447,300	
55	282,900	298,100	329,500	353,700	393,400	447,600	
56	283,300	298,500	330,400	355,000	394,200	447,900	
57	283,700	299,000	331,300	356,000	394,900	448,300	
58	284,100	299,700	332,200	356,900	395,600		
59	284,400	300,400	333,200	358,000	396,300		
60	284,700	301,100	334,100	359,200	396,900		
61	285,100	301,800	335,000	360,300	397,500		
62	285,500	302,700	336,100	361,500	398,100		
63	285,900	303,600	337,300	362,700	398,800		
64	286,200	304,300	338,500	363,700	399,400		

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

Appended Table No. 1-6 (Re: Article 9)

(b) Basic Salary Schedule for Medical Services (2)

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
65	286,500	305,000	339,200	364,700	400,100		
66	286,900	305,900	340,300	365,700	400,600		
67	287,300	306,700	341,400	366,800	401,200		
68	287,600	307,500	342,300	367,900	401,700		
69	288,000	308,200	343,400	368,700	402,100		
70	288,500	309,100	344,100	369,800	402,700		
71	288,900	310,000	345,200	370,900	403,100		
72	289,200	310,800	346,300	371,900	403,400		
73	289,600	311,700	347,400	372,600	403,700		
74	290,100	312,500	348,600	373,400	404,200		
75	290,600	313,400	349,700	374,200	404,600		
76	291,100	314,300	350,800	374,900	404,900		
77	291,600	315,100	351,900	375,500	405,200		
78	292,100	316,000	353,000	376,000	405,700		
79	292,700	317,000	354,000	376,500	406,200		
80	293,100	317,900	355,100	377,000	406,600		
81	293,600	318,400	356,000	377,600	406,900		
82	294,000	319,200	357,000	378,100	407,300		
83	294,500	320,100	357,900	378,600	407,800		
84	295,000	320,900	358,900	379,100	408,200		
85	295,400	321,700	359,800	379,500	408,600		
86	295,800	322,600	360,600	379,900			
87	296,300	323,600	361,400	380,500			
88	296,800	324,600	362,200	381,000			
89	297,200	325,500	362,800	381,300			
90	297,700	326,500	363,400	381,800			
91	298,200	327,500	364,000	382,100			
92	298,700	328,500	364,600	382,400			
93	299,200	329,300	365,000	383,000			
94	299,600	330,000	365,400	383,500			
95	300,100	330,700	365,900	384,000			
96	300,700	331,300	366,300	384,500			

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

Appended Table No. 1-6 (Re: Article 9)

(b) Basic Salary Schedule for Medical Services (2)

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
97	301,300	331,800	366,800	385,100			
98	301,800	332,100	367,200	385,600			
99	302,300	332,600	367,700	386,100			
100	302,800	333,200	368,100	386,500			
101	303,200	333,600	368,400	387,100			
102	303,700	334,100	368,900	387,600			
103	304,100	334,700	369,200	388,100			
104	304,500	335,200	369,500	388,600			
105	304,900	335,600	369,900	389,200			
106	305,300	336,100	370,400	389,600			
107	305,700	336,600	370,900	390,100			
108	306,000	337,100	371,400	390,600			
109	306,200	337,500	371,900	391,200			
110	306,500	337,800	372,400				
111	306,700	338,100	372,900				
112	307,000	338,400	373,300				
113	307,300	338,700	373,700				
114	307,500	339,100	374,100				
115	307,800	339,400	374,600				
116	308,000	339,700	375,100				
117	308,300	339,900	375,500				
118	308,500	340,200	376,000				
119	308,800	340,500	376,500				
120	309,100	340,700	377,000				
121	309,400	340,900	377,300				
122	309,700	341,200					
123	310,000	341,500					
124	310,300	341,800					
125	310,500	342,000					
126	310,700	342,300					
127	311,000	342,600					
128	311,400	342,800					

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

Appended Table No. 1-6 (Re: Article 9)

(b) Basic Salary Schedule for Medical Services (2)

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
129	311,600	343,000					
130	311,900	343,200					
131	312,200	343,500					
132	312,600	343,700					
133	312,800	344,000					
134	313,100	344,400					
135	313,400	344,800					
136	313,700	345,200					
137	313,900	345,500					
138	314,200	345,900					
139	314,500	346,300					
140	314,800	346,700					
141	315,000	347,000					
142	315,300	347,400					
143	315,700	347,700					
144	316,000	348,100					
145	316,200	348,400					
146	316,400	348,800					
147	316,700	349,200					
148	317,000	349,600					
149	317,200	349,900					
150	317,400	350,300					
151	317,700	350,700					
152	318,000	351,100					
153	318,400	351,400					
154	318,600						
155	318,800						
156	319,100						
157	319,400						
158	319,700						
159	320,000						
160	320,300						

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

Appended Table No. 1-6 (Re: Article 9)

(b) Basic Salary Schedule for Medical Services (2)

Grade of duties	1	2	3	4	5	6	7
Pay step	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary	Monthly amount of basic salary
	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)	(yen)
161	320,700						
162	321,000						
163	321,300						
164	321,600						
165	322,000						
166	322,300						
167	322,600						
168	322,900						
169	323,300						

Note: This basic salary schedule applies to technical staff members provided in Article 2, paragraph (1) of the General Regulations of Employment who are staff members engaged in services such as nursing or midwifery.

Appended Table No. 1-7 (Re: Article 9)

Basic Salary Schedule for Designated Services

Pay step	Monthly amount of basic salary
	(yen)
1	736,000
2	794,000
3	852,000
4	933,000
5	1,006,000
6	1,078,000
7	1,153,000
8	1,224,000

Note: The application of this basic salary schedule and decision on the pay step are specified individually by the President, based on the duties and performance in educational and research activities.

Appended Table No. 1-8 (Re: Article 9) (deleted)

Appended Table No. 1-9 (Re: Article 9) (deleted)

Appended Table 1-10 Table of Base Amount of Adjustment (Re: Article 12)

(a) Basic Salary Schedule for Regular Services (1)

Grade of duties	Base amount of adjustment	
	other than Post-Designated Date Employee	Post-Designated Date Employee
Grade 1	6,600 yen	4,600 yen
Grade 2	8,500 yen	6,000 yen
Grade 3	9,600 yen	6,700 yen
Grade 4	10,200 yen	7,100 yen
Grade 5	10,600 yen	7,400 yen
Grade 6	11,200 yen	7,800 yen
Grade 7	12,100 yen	8,500 yen
Grade 8	12,700 yen	8,900 yen
Grade 9	14,300 yen	10,000 yen
Grade 10	15,900 yen	11,100 yen

(b) Basic Salary Schedule for Regular Services (2)

Grade of duties	Base amount of adjustment	
	other than Post-Designated Date Employee	Post-Designated Date Employee
Grade 1	6,000 yen	4,200 yen
Grade 2	7,400 yen	5,200 yen
Grade 3	8,500 yen	6,000 yen
Grade 4	8,700 yen	6,100 yen
Grade 5	9,600 yen	6,700 yen

(c) Basic Salary Schedule for Education

Grade of duties	Base amount of adjustment
Grade 2	10,500 yen
Grade 3	11,900 yen
Grade 4	12,700 yen
Grade 5	15,000 yen

(d) Basic Salary Schedule for Medical Services (1)

Grade of duties	Base amount of adjustment	
	other than Post-Designated Date Employee	Post-Designated Date Employee
Grade 1	6,200 yen	4,300 yen
Grade 2	8,000 yen	5,600 yen
Grade 3	9,100 yen	6,400 yen
Grade 4	9,700 yen	6,800 yen
Grade 5	10,500 yen	7,400 yen
Grade 6	11,300 yen	7,900 yen
Grade 7	12,200 yen	8,500 yen
Grade 8	13,800 yen	9,700 yen

(e) Basic Salary Schedule for Medical Services (2)

Grade of duties	Base amount of adjustment	
	other than Post-Designated Date Employee	Post-Designated Date Employee
Grade 1	8,100 yen	5,700 yen
Grade 2	9,400 yen	6,600 yen
Grade 3	9,700 yen	6,800 yen
Grade 4	10,000 yen	7,000 yen
Grade 5	10,400 yen	7,300 yen
Grade 6	11,600 yen	8,100 yen
Grade 7	12,500 yen	8,800 yen

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

Appended Table No. 1-11 Category for Application of the Adjusted Amount of Basic Salary (Re: Article 12)

Work location	Subject employees	Adjustment number
Entire University	(1) Among employees who are ordered to be in charge of a graduate school or graduate faculty of Graduate Schools/Faculties (hereinafter collectively referred to as “graduate school, etc.”), who are professors, associate professors, lecturers, or assistant professors assigned to basic courses for curriculum design of a graduate school, etc. or other faculty organization (hereinafter collectively referred to as “basic courses, etc.”) (hereinafter collectively referred to as “faculty members assigned to courses, etc.”) and who are in charge of giving lectures, etc. with two or more credits throughout one academic year or in charge of providing students with research guidance for their research as a chief academic advisor (hereinafter referred to as “chief academic advisor’s guidance”) in the graduate school, etc., or who are found to be equivalent to faculty members assigned to courses, etc. and who are in charge of giving lectures, etc. with four or more credits throughout one academic year or in charge of giving lectures, etc. with two or more credits throughout one academic year in addition to providing the chief academic advisor’s guidance in the graduate school, etc. (hereinafter collectively referred to as “faculty members in charge of Graduate Schools/Faculties”), those who are in charge of doctoral programs of graduate schools, etc. and provide the chief academic advisor’s guidance to the (a) graduate school, etc. to study medical sciences or dental sciences: five or more students; or (b) graduate school, etc. other than those referred to in (a) above: four or more students.	3
	(2) Among the faculty members in charge of Graduate Schools/Faculties, those who are in charge of doctoral programs of graduate schools, etc. (excluding those set forth in (1) above)	2
	(3) Faculty members in charge of Graduate Schools/Faculties (excluding those set forth in (1) and (2) above)	1
	(4) Employees who are ordered to provide guidance to students enrolled in graduate schools, etc., who are assistant professors assigned to basic courses, etc. or other courses, etc. related to the educational content of the graduate schools, etc. and fall under all of the following items (excluding faculty members in charge of Graduate Schools/Faculties): (i) an employee who falls under either of the following (excluding those whose period of service as an (a) an employee who has a doctoral degree; or (b) an employee who has research performance equivalent to that referred to in (a) above (applied to those who have research achievement of five or more years after completing the master’s program, those who have research achievement of six or more years after graduating from a medical school and those who have research achievement of eight or more years after graduating from university); and (ii) an employee who engages in providing student guidance in cooperation with a professor or associate professor who is a faculty member in charge of a course at a graduate school, etc. (hereinafter referred to as “course guidance”) and providing research guidance to students in cooperation with a professor or associate professor who is the chief academic advisor for hours equivalent to four credits in the course or more hours in one year (including hours equivalent to two or more credits spent for	1
	(5) Associate professors who are ordered to provide guidance to students enrolled in the graduate schools, etc. and who fall under all of the following items: (i) an associate professor who is assigned to a basic course, etc. or any other course, etc. which is related to the educational content of a graduate school, etc., where the professor or associate professor whom the associate professor assists in duties is regularly in charge of a course of the graduate school, etc.; (ii) any of the following associate professors who are found to have sufficient ability to provide guidance to students (applied to those whose period of service as an associate professor is less than six months); (a) an employee who has a doctoral degree; or (b) an employee who has research achievement equivalent to that referred to in (a) above (covering those who have research experience of five or more years after completing the master’s program, those who have research experience of six or more years after graduating from a medical school and those who have research experience of eight or more years after graduating from university); and (iii) an associate professor who engages in providing guidance to students in assistance of a faculty member in charge of a course at a graduate school, etc. (hereinafter referred to as the “course assistant guidance”) and providing research guidance to students in assistance of the chief academic advisor for hours equivalent to four credits in the course or more hours in one year (including hours equivalent to two or more credits spent for providing course assistant guidance)	1
School of Medicine Medical Institute of Bioregulation	(1) Pathological and bacterial technical experts who regularly engage in the work of directly handling physical items such as dangerous pathogens or diseased tissue contaminated by dangerous pathogens	1
	(2) Employees whose main duty is to engage in the work set forth in (1) above and whose working hours to engage in that work account for two-thirds or more of the total working hours in one year (excluding faculty members)	1

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

School of Medicine School of Agriculture Medical Institute of Bioregulation	Among employees whose main duty is to directly engage in the work of breeding animals that have pathogens of an infectious disease defined in Article 6 of the Act on the Prevention of Infectious Diseases and Medical Care of Persons with Infectious Diseases (Act No. 114 of 1998) or other dangerous pathogens (hereinafter referred to as "dangerous pathogens") or conducting experiments with regard to those animals, those whose working hours to engage in that work account for two-thirds or more of the total working hours in one year (excluding faculty members)	1
Hospital	(1) A chief nurse, nurses and assistant nurses who work at a psychiatric ward (chief nurses are limited to those who are in charge of that ward alone)	2
	(2) Staff members whose main duty is to directly engage in the medical care of psychiatric patients	
	(3) Pathology and bacterial technical experts who regularly handle specimens contaminated by dangerous pathogens and who directly contact inpatients and outpatients	
	(4) Medical radiology technicians who regularly conduct the work of radiation therapy or other work of irradiation of radiation by directly contacting inpatients and outpatients	
	(5) Occupational therapy technical staff members whose main duty is to directly engage in the occupational therapy of psychiatric patients	
	(6) A chief nurse who works at a psychiatric ward or a ward established to exclusively hospitalize patients who require intensive monitoring and treatment that is specified by the University (hereinafter referred to as the "intensive treatment ward") (excluding the chief nurse set forth in (2) above), and nurses and assistant nurses who work at the intensive treatment ward	1
	(7) Among staff members whose main duty is to directly engage in the medical care of patients hospitalized in the intensive treatment ward, those who are specified by the University	
	(8) Among administrative staff members who regularly engage in the reception or other counter service by directly contacting outpatients and inpatients, those who are specified by the University	

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

Appended Table 1-12 Managerial Service Allowance (Re: Article 14)

Basic salary schedules	Grade of duties	Categories	Managerial service allowance (yen)
Basic Salary Schedule for Regular Services (1)	Grade 8	Type II	94,000
		Type III	82,200
	Grade 7	Type II	88,500
		Type III	77,400
		Type IV	66,400
	Grade 6	Type II	83,100
		Type III	72,700
		Type IV	62,300
	Grade 5	Type II	79,300
		Type III	69,400
		Type IV	59,500
	Basic Salary Schedule for Educational Services	Grade 5	Type I
Type II			106,900
Type III			93,500
Type IV			80,200
Type V			66,800
Grade 4		Type IV	64,200
		Type V	53,500
Basic Salary Schedule for Medical Services (1)	Grade 7	Type IV	65,700
	Grade 6	Type IV	62,300
	Grade 5	Type IV	58,900
Basic Salary Schedule for Medical Services (2)	Grade 7	Type II	88,300
	Grade 6	Type II	86,700
	Grade 5	Type II	79,000
		Type IV	59,200
	Grade 4	Type IV	53,700
		Type V	50,900
	Grade 3	Type V	46,300

Note: With regard to the persons listed below, the monthly amount of the managerial service allowance shall be the amount referred to in the "managerial service allowance" column of this table, plus the amount specified for each case below. These additional managerial service allowances may be granted concurrently with other allowances.

(1) With regard to a Dean of a Graduate Faculty who is concurrently holding the position of a Senior Vice President or Dean of an Undergraduate School, a Director of an Institute who is concurrently holding the position of a Senior Vice President, and the University Hospital Director: 50,000 yen per month

(2) With regard to employees who are receiving a managerial service allowance and concurrently holding multiple managerial or supervisory positions, those who are recognized by the President as having particularly heavy duties: 25,000 yen or 50,000 yen per month

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

Appended Table No. 1-13 Initial Salary Adjustment Allowance (Re: Article 15)

Category of the period	Monthly amount
less than 1 year	52,100 yen
1 year or more, but less than 2 years	52,100 yen
2 years or more, but less than 3 years	52,100 yen
3 years or more, but less than 4 years	52,100 yen
4 years or more, but less than 5 years	52,100 yen
5 years or more, but less than 6 years	52,100 yen
6 years or more, but less than 7 years	50,300 yen
7 years or more, but less than 8 years	48,500 yen
8 years or more, but less than 9 years	46,700 yen
9 years or more, but less than 10 years	44,900 yen
10 years or more, but less than 11 years	43,100 yen
11 years or more, but less than 12 years	41,300 yen
12 years or more, but less than 13 years	39,500 yen
13 years or more, but less than 14 years	37,700 yen
14 years or more, but less than 15 years	36,300 yen
15 years or more, but less than 16 years	34,900 yen
16 years or more, but less than 17 years	33,500 yen
17 years or more, but less than 18 years	32,100 yen
18 years or more, but less than 19 years	30,700 yen
19 years or more, but less than 20 years	29,300 yen
20 years or more, but less than 21 years	27,900 yen
21 years or more, but less than 22 years	27,300 yen
22 years or more, but less than 23 years	26,700 yen
23 years or more, but less than 24 years	25,700 yen
24 years or more, but less than 25 years	25,100 yen
25 years or more, but less than 26 years	24,500 yen
26 years or more, but less than 27 years	23,900 yen
27 years or more, but less than 28 years	23,300 yen
28 years or more, but less than 29 years	22,500 yen
29 years or more, but less than 30 years	22,200 yen
30 years or more, but less than 31 years	21,800 yen
31 years or more, but less than 32 years	21,200 yen
32 years or more, but less than 33 years	20,300 yen
33 years or more, but less than 34 years	19,400 yen
34 years or more, but less than 35 years	18,700 yen

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

Appended Table 2 List of Extraordinary Work Allowances (Re: Article 21)

Type of allowance	Content of work	Amount of allowance		Payment unit
Allowance for an operation at high altitude	(1) If an employee who belongs to the School of Agriculture or the Faculty of Agriculture engages in an operation, such as collecting seeds, on a tree at 10 meters or more of altitude from the ground		220 yen	Per day
	(2) If the operation referred to in (1) is performed in a place at 20 meters or more of altitude from the ground or above water		320 yen	
	(3) If a staff member who belongs to the Facilities Department engages in the supervision of maintenance work on an unstable footing at 15 meters or more of altitude from the ground		200 yen	
	(4) If the operation referred to in (3) above is performed at a place 30 meters or more of altitude from the ground		300 yen	
Allowance for an operation of handling explosives, etc.	If a staff member to whom the Basic Salary Schedule for Regular Services applies engages in the operation of directly manufacturing or filling high pressure gas		300 yen	Per day
Aircraft allowance	If an employee boards an aircraft and engages in any of the following work: (1) Experiment of prototype or modified aircraft equipment or materials (2) Observation or investigation of circumstances of a meteorological phenomenon, terrestrial phenomenon, or hydrometeor (3) Measurement of waterways or land (4) Observation or investigation of pollution of air, ocean or others (5) Investigation of circumstances and other matters of a disaster in cases where a disaster has occurred or is likely to occur	Grade 2 or higher in the Basic Salary Schedule for Regular Services (1) Grade 2 or higher in the Basic Salary Schedule for Educational Services	1,900 yen	Per hour
		Grade 1 in the Basic Salary Schedule for Regular Services (1) Grade 1 in the Basic Salary Schedule for Educational Services		

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

Allowance for handling breeding cattle or horses	If an employee who belongs to the University Farm engages in the operation of semen collection from breeding cattle or horses, or engages in the operation of handling breeding cattle or horses for natural breeding or for semen collection, or for the preparation thereof	230 yen	Per day
Allowance for disposal of cadaver	(1) If an employee who is assigned to the Department of Anatomy, Department of Pathology or Department of Forensic Medicine of the School of Medicine and to whom the Basic Salary Schedule for Regular Services applies engages in the operation of disposing a cadaver at the relevant department;	3,200 yen	Per day
	(2) If an employee to whom the Basic Salary Schedule for Regular Services applies engages in the operation of collecting or transporting a cadaver that is necessary for education and research from outside; provided, however, that when the employee engages in both the operations referred to in (1) and (2), on the same day, the allowance for the operation referred to in (2) is not paid	1,000 yen	
Allowance for an operation of epidemic prevention, etc.	If an employee who is assigned to an infectious disease ward or room for hospitalizing patients with an infectious disease provided in Article 6, paragraphs (2) and (3) of the Act on Prevention of Infectious Diseases and Medical Care for Patients with Infectious Diseases and an infectious disease which is found to be equivalent thereto (hereinafter referred to as "infectious disease") (excluding employees to whom the Basic Salary Schedule for Educational Services applies) engages in the operation of nursing patients in an area contaminated by a pathogen of the infectious disease or disposing of physical items to which the pathogen has been attached or is suspected of being attached.	290 yen	Per day
Allowance for handling radiation	(1) If a medical radiology technician, X-ray technologist or X-ray assistant operator engages in the operation of irradiating X-rays or other radiation to the human body;	230 yen	Per day
	(2) If an employee is exposed to external radiation for a period from the first day to the last day of a month and the effective dose is 100 microsieverts or more; for the radiation work that the employee engaged in during that period (excluding the work referred to in (1) above).		

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

Allowance for an operation under abnormal pressure	(1) If an employee engages in medical treatment or a clinical experiment under high pressure in a high-pressure medical treatment room	Up to 0.2 Mpa	210 yen	Per hour
		Up to 0.3 Mpa	560 yen	
		More than 0.3 Mpa	1,000 yen	
	(2) If an employee engages in a diving operation wearing diving equipment	Up to 20 meters of depth of the dive	310 yen	
		Up to 30 meters of depth of the dive	780 yen	
		More than 30 meters of depth of the dive	1,500 yen	
	(3) If a faculty member (special project), etc. an employee engages in observation or investigation undersea or of the seabed by diving in the submarine "Shinkai 6500"	Grade 4 or higher in the Basic Salary Schedule for Regular Services (1)	2,200 yen	
		Grade 3 or higher in the Basic Salary Schedule for Educational Services		
		Grade 2 and 3 in the Basic Salary Schedule for Regular Services (1)	1,700 yen	
Grade 2 in the Basic Salary Schedule for Educational Services				
Grade 1 in the Basic Salary Schedule for Regular Services (1)	1,400 yen			
Grade 1 in the Basic Salary Schedule for Educational Services				
Allowance for an emergency operation in disaster, etc.	If an employee engages in an operation related to a facility which is assessed to be "dangerous" or "caution needed" during the operation of an emergency safety assessment of educational facilities affected by an earthquake.		1,080 yen	Per day
Allowance for an operation on a mountain, etc.	(1) If an employee engages in field observation relevant to a volcanic phenomenon in a place designated by the University as one where an observation point on the mountain which would place the employee, etc. in a poor working environment is located.		410 yen	Per day
	(2) If an employee to whom the Basic Salary Schedule for Regular Services applies engages in the operation of logging using a chainsaw, operation of weeding using a bush cutter or operation of collecting and transporting logged trees using wires in Shiiba Research Forest or Ashoro Research Forest (limited to the period from November to April of the following year).		260 yen	

Allowance for night-shift nursing, etc.	If a midwife, nurse or assistant nurse engages in the work of nursing, etc., for which all or part of work is performed during late-night hours under the prescribed working hours.	All of the work is performed late at night.	7,300 yen	Per delivery	
		Working hours include four or more late-night hours	3,550 yen		
		Working hours include two or more but less than four late-night hours	3,100 yen		
		Working hours include less than two late-night hours	2,150 yen		
		If an employee commutes to take over the service described above (excluding the case of using an automobile, etc.), the following amount is added according to the commuting distance.			
		One-way commuting distance is two kilometers or more but less than five kilometers	380 yen	Per delivery	
		One-way commuting distance is five kilometers or more but less than 10 kilometers	760 yen		
		One-way commuting distance is 10 kilometers or more	1,140 yen		
Waiting allowance	If an employee who works at Kyushu University Beppu Hospital and to whom the Basic Salary Schedule for Medical Services applies is ordered to wait in preparation for a sudden change in the conditions of emergency outpatients and inpatients.	During the night (from 5:15 p.m. to 8:30 a.m.)	1,000 yen	Per delivery	
		Daytime of a holiday (from 8:30 a.m. to 5:15 p.m.)	600 yen		

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

Polar observation allowance	If an employee engages in the work relevant to the observation of the Atlantic in an area further south than 55 degrees South latitude; provided, however, that this does not apply if the work is carried out jointly with the government and an amount equivalent to the polar observation allowance is paid to the employee from the government.	Grade 7 or higher in the Basic Salary Schedule for Regular Services (1)	4,100 yen	Per day
		Grade 5 in the Basic Salary Schedule for Educational Services		
		Grade 4, 5 and 6 in the Basic Salary Schedule for Regular Services (1)	3,100 yen	
		Grade 3 and 4 in the Basic Salary Schedule for Educational Services		
		Grade 3 in the Basic Salary Schedule for Regular Services (1)	2,400 yen	
		Grade 2 in the Basic Salary Schedule for Educational Services		
		Grade 2 in the Basic Salary Schedule for Regular Services (1)	2,000 yen	
		Grade 1 in the Basic Salary Schedule for Educational Services		
		Grade 1 in the Basic Salary Schedule for Regular Services (1)	1,900 yen	
		If an employee engages in the work conducted during winter, an amount equivalent to 30 percent of the abovementioned amount is added to the abovementioned amount.		
Health care allowance	If an employee who is ordered to serve as an industrial physician engages in duties relevant to the health care of employees and worksite health management		20,000 yen	Per month

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

Allowance for labor and delivery work	If a faculty member who is assigned to the medical care service at Kyushu University Hospital (limited to those with a physician's license) engages in the labor and delivery work (limited to those who attend night or day duty, in principle)	Up to two persons engaging in the labor and delivery service	5,000 yen	Per delivery
Allowance for nursing in the Operation Department	If an employee who works at Kyushu University Hospital and to whom the Basic Salary Schedule for Medical Services (2) applies engages in the work of nursing in the Operation Department.		10,000 yen	Per month

Note 1: If the time during which an employee engages in the service eligible for either of the following extraordinary work allowances is less than four hours a day, the amount of allowance to be paid is 60% of the applicable amount of allowance specified above:

Allowance for an operation at high altitude, allowance for an operation of handling explosives, etc., allowance for handling breeding cattle or horses, and allowance for emergency operation in disaster, etc.

Note 2: If an employee does not attend work in the Operation Department for all of the days during the period from the first day to the last day of a month, the allowance for nursing in the Operation Department concerning the month is not paid.

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

Appended Table 3 Entrance Examination Allowance (Re: Article 21-2)

Category of entrance examination	Employee category	Category of work	Amount of allowance
Common Test for University Admissions General selection (early schedule and late schedule)	Faculty members	Entrance Examination Committee member	12,000 yen per business year
		General selection facilitator	10,000 yen per business year
		Question Creation Committee representative member	10,000 yen per business year
		Question Creation Committee member (early schedule)	70,000 yen per subject
		Inspection Committee member (early schedule)	35,000 yen per subject
		Question Creation Committee member (late schedule)	70,000 yen per subject
		Inspection Committee member (late schedule)	15,000 yen per subject
		Scoring Committee member (early schedule) A	10,000 yen per subject
		Scoring Committee member (early schedule) B	20,000 yen per subject
		Scoring Committee member (early schedule) C	45,000 yen per subject
		Scoring Committee member (early schedule) D	60,000 yen per subject
		Scoring Committee member (late schedule)	15,000 yen per subject
		Work of investigation, research, and analysis for selection of new students	22,000 yen per business year
		Work of machine processing for selection of new students	60,000 yen per examination
	Work at examination site (as an assistant of a director of the examination site)	6,000 yen per day 3,000 yen per half-day	
	Examination supervisor		
	Rescue (physician)		
Other than faculty members	Rescue (nurse)	6,000 yen per day 3,000 yen per half-day	
	Inspection duties of examination rooms	10,000 yen per day 5,000 yen per half-day	
	Work of machine processing for selection of new students	45,000 yen per examination	
Comprehensive selection Selection based on recommendations from high schools Selection for returnees Selection for working people Screening test for privately funded international students	Faculty members	Entrance Examination Committee member	10,000 yen per business year
		Question creator	15,000 yen per examination
		Application inspector	
		Test scorer	7,000 yen per examination
		Interviewer	
		Work at examination site (as an assistant of a director of the examination site)	10,000 yen per examination
	Examination supervisor		
Rescue(physician)	60,000 yen per business year		
Work of machine processing for selection of new students			
Other than	Rescue(nurses)	6,000 yen per examination	
	Work of machine processing for selection of new students	45,000 yen per business year	
Mid-course entry admission examination	Faculty members	Entrance examination-related work	3,000 yen per examination
Entrance examination for graduate school	Faculty members	Entrance examination-related work	3,000 yen per examination

Notes:

1. The categories A through D for Scoring Committee members (early schedule) apply if the member engages in the work of scoring for the following number of applicants:

A: 1 to 99 applicants; B: 100 to 1,999 applicants; C: 2,000 to 4,999 applicants; and D: 5,000 or more applicants

2. Entrance examination-related work for a mid-course entry admission examination and entrance examination for graduate school means work equivalent to work which falls under categories of work of faculty members for the Common Test for University Admissions and general selection.

3. The category of work covered by entrance examination allowance with regard to employees to whom managerial service allowance applies or employees to whom the Basic Salary Schedule for Designated Services applies is, pursuant to the proviso to Article 21-2, paragraph (1), as follows according to the categories of entrance examination:

(1) Common Test for University Admissions and general selection

Entrance Examination Committee member, General selection facilitator, Question Creation Committee representative member, Question Creation Committee member, Inspection Committee member and Scoring Committee member

(2) Comprehensive selection, selection based on recommendations from high schools, selection for returnees, selection for working people, and screening test for privately funded international students

Entrance Examination Committee member, question creator, application inspector, test scorer, and interviewer

(3) Mid-course entry admission examination and entrance examination for graduate school

Work equivalent to those referred to in (1) or (2) above.

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

Appended Table 4 Duty Abroad Allowance (Re: Article 23-3)

Overseas office to which the employee is assigned	Basic salary schedules	Grade of duties	Duty Abroad Allowance	
			With Spouse	Without Spouse
Stockholm Liaison Office	the Basic Salary Schedule for Regular Services (1)	Grade 4 or higher	679,800 yen	500,400 yen
		Grade 3	623,800 yen	453,800 yen

Notes:

In cases where employees assigned to overseas offices are accompanied by a minor dependent child (defined as a child of the employee who is between the ages of 3 and the first March 31 following the date on which the child reaches the age of 18, and who is primarily supported by the income of the said employee), the amount of the duty abroad allowance listed in this table shall be increased by 8,000 yen per minor dependent child.

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

Appended Table No.5 (Re: Article 33)

Persons concerned	Provisions excluded from application
<p>Special fixed-term project support staff members (meaning the administrative staff members and technical staff members employed for a fixed term at the expenses specified by the University and engaged in supporting educational and research projects in the administrative sections)</p>	<p>Article 11 (Change in Basic Salary) Article 12 (Adjusted Amount of Basic Salary) Article 14 (Managerial Service Allowance) Article 15 (Initial Salary Adjustment Allowance) Article 16-3 (Allowance for Wide-area Personnel Changes]) Article 17 (Dependent Allowance) Article 18 (Housing Allowance) Article 20 (Allowance for transfer not accompanied by family) Article 21 (Extraordinary Work Allowance) Article 21-2 (Entrance Examination Allowance) Article 21-3 (Allowance for Examination of Degree Theses) Article 22 (Allowance for Work in Special Areas) Article 23 (Allowance Equivalent to Allowance for Work in Special Areas) Article 23-2 (Remote Area Allowance) Article 24 (Cold District Allowance) Article 28 (Night or Day Duty Allowance) Article 29 (Managerial Employee Special Work Allowance) Article 31 (Diligence Allowance)</p>
<p>Special fixed-term substitute administrative staff members (meaning administrative staff members employed for a fixed term and engaged in dealing with the work of staff members in the administrative section who are on administrative leave under Article 12, paragraph (1), item (i) of the General Regulations of Employment, or staff members who are reinstated from administrative leave and assigned to the division in charge of supporting reinstatement (hereinafter referred to as "staff members on administrative leave, etc.")), and special fixed-term substitute technical staff members (meaning technical staff members employed for a fixed term and engaged in dealing with the work of staff on administrative leave, etc. in the administrative sections)</p>	<p>Article 11 (Change in Basic Salary) Article 12 (Adjusted Amount of Basic Salary) Article 14 (Managerial Service Allowance) Article 15 (Initial Salary Adjustment Allowance) Article 16-3 (Allowance for Wide-area Personnel Changes]) Article 17 (Dependent Allowance) Article 18 (Housing Allowance) Article 20 (Allowance for transfer not accompanied by family) Article 21-3 (Allowance for Examination of Degree Theses) Article 23 (Allowance Equivalent to Allowance for Work in Special Areas) Article 28 (Night or Day Duty Allowance) Article 29 (Managerial Employee Special Work Allowance) Article 31 (Diligence Allowance)</p>