

National University Corporation Kyushu University Rules for Compensation of Employees
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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 Managerial service allowance Initial salary adjustment allowance Area allowance Area adjustment allowance Allowance for wide-area personnel changes Dependent 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.

Housing allowance Commuting allowance Allowance for transfer not accompanied by family Allowance for work in special areas Allowance equivalent to allowance for work in special areas		
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	From the first to the last day of one month	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.
End-of-term allowance Diligence allowance		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.
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, 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.

(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)

(vi) Basic Salary Schedule for Services for a Special Fixed Term

(a) (deleted)

(b) Basic Salary Schedule for Services for a Special Fixed Term (2) (Appended Table 1-9)

(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 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;
- (v) 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
- (vi) 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.

(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; hereinafter referred to as the "Rules for Safety and Health Management for Employees"): 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 50,800 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: 10 percent.

(3) If an employee 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 at the payment percentage that was applicable on the day immediately preceding the date of the personnel changes, etc., for a further three years from the date of the personnel changes, etc.

(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, 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 two 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.

(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 4 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., provided, however, that the allowance for wide-area personnel changes is not paid to an employee who is paid an area allowance pursuant to the provisions of Article 16, paragraph (3):

- (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) from the percentages provided in the following items according to the category of distances between facilities set forth in the respective items:
- (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, 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: Spouse (including a person who has not submitted a notification but is in a relationship similar to a de-facto marital relationship with the employee)	6,500 yen Provided, however that the amount is 3,500 yen for an employee who is in the eighth grade in the Basic Salary Schedule for Regular Services (1), sixth grade in the Basic Salary Schedule for Specialized Services in Special Operations, fifth grade in the Basic Salary Schedule for Educational Services or eighth grade in the Basic Salary Schedule for Medical Services (1) (hereinafter collectively referred to as an "employee equivalent to the eighth grade in regular services (1)"), and the allowance is not paid to an employee who is in the ninth or tenth grade in the Basic Salary Schedule for Regular Services (1) and seventh grade in the Basic Salary Schedule for Specialized Services in Special Operations (hereinafter collectively referred to as an "employee equivalent to the ninth or higher grade in regular services (1)").
Class II: 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	10,000 yen per person
Class III: 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 IV: Parents and grandparents who are aged 60 or older	
Class V: 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 VI: 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 not less than 1,300,000 yen annually.

(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 Class I and Classes III to VI 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 II, III or V 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
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).	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
Class II: An employee who is paid an	Half of the amount calculated pursuant to

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.	Class I (any fraction of less than 100 yen in the amount is rounded down).
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(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 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 item (iii)); 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."); provided, however, that if the amount calculated by dividing the amount equivalent to the fare, etc. by the number of months in the unit period for payment (hereinafter referred to as the "amount equivalent to the fare, etc. per month") exceeds 55,000 yen, the amount of commuting allowance to be paid for the unit period for payment is the amount calculated by multiplying 55,000 yen by the number of months in the unit period for payment (in the case of calculating the amount of fare, etc. on the assumption that the employee uses two or more types of transportation facilities, etc., if the total of the amounts equivalent to the fare, etc. per month exceeds 55,000 yen: for the longest unit period for payment among the unit periods for payment concerning the commuting allowance of the employee, the amount calculated by multiplying 55,000 yen by the number of months in the relevant unit period for payment);
- (ii) employees set forth in item (ii) of the preceding paragraph: the amount set forth in the following according to the traveling distance in one direction by a motor vehicle, etc. set forth respectively therein:

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| (a) | less than 5 kilometers | 2,000 yen |
| (b) | 5 kilometers or more, but less than 10 kilometers | 4,200 yen |
| (c) | 10 kilometers or more, but less than 15 kilometers | 7,100 yen |
| (d) | 15 kilometers or more, but less than 20 kilometers | 10,000 yen |
| (e) | 20 kilometers or more, but less than 25 kilometers | 12,900 yen |
| (f) | 25 kilometers or more, but less than 30 kilometers | 15,800 yen |

(g)	30 kilometers or more, but less than 35 kilometers	18,700 yen
(h)	35 kilometers or more, but less than 40 kilometers	21,600 yen
(i)	40 kilometers or more, but less than 45 kilometers	24,400 yen
(j)	45 kilometers or more, but less than 50 kilometers	26,200 yen
(k)	50 kilometers or more, but less than 55 kilometers	28,000 yen
(l)	55 kilometers or more, but less than 60 kilometers	29,800 yen
(m)	60 kilometers or more	31,600 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 (if the total of the amount equivalent to the fare, etc. per month and the amount provided in the preceding item exceeds 55,000 yen: for the longest unit period for payment among the unit periods for payment concerning the commuting allowance of the employee, the amount calculated by multiplying 55,000 yen by the number of months in the relevant unit period for payment);

(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; provided, however, that if the amount calculated by dividing that amount by the number of months in the unit period for payment (hereinafter referred to as the "amount equivalent to half of the special fee, etc. per month") exceeds 20,000 yen: for the unit period for payment, the amount calculated by multiplying 20,000 yen by the number of months in the unit period for payment (in the case of calculating the amount of special fee, etc. on the assumption that the employee uses two or more lines of Shinkansen railway, etc., if the total of the amounts equivalent to half of the special fee, etc. per month exceeds 20,000 yen: for the longest unit period for payment among the unit periods for payment regarding the commuting allowance for Shinkansen railway, etc. of the employee, the amount calculated by multiplying 20,000 yen by the number of months in the relevant unit period for payment); 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) 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.

(5) 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).

(6) 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).

(7) 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).

(8) 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.

(9) 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

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

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) 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.

(5) 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).

(6) 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).

(7) 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).

(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 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 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

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

(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 of an amount equivalent to half of the total sum of the monthly amounts of basic salary and dependent allowance which the employee received on the date when the employee came to work at a facility in a special area, and an amount equivalent to half of 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 received on the date of the personnel changes, etc. provided in that paragraph, 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 paragraph (2), 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)	An employee with no dependent relative	
75,000 yen	55,000 yen	30,000 yen

(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.		
Employee who is a householder		Other employees
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)	Other employee who is a householder	
26,380 yen	14,580 yen	10,340 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
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In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

Night or day duty under item (i)	6,300 yen
Night or day duty under item (ii)	20,000 yen

(3) Night or day duty is not included in the work provided in Articles 25 to 27.

(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 0:00 a.m. to 5:00 a.m. 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)
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

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

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 120 percent (100 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 62.5 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 faculty members (university wide management) and 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 4 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	Basic salary schedule deemed to be determined on the effective date
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In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

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.

(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.

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
1	146,100	195,500	231,500	264,200	289,700	319,200	362,900	408,100	458,400	521,700
2	147,200	197,300	233,100	266,000	291,900	321,400	365,500	410,500	461,500	524,600
3	148,400	199,100	234,600	267,800	294,000	323,700	367,900	413,000	464,500	527,700
4	149,500	200,900	236,200	269,900	296,000	325,900	370,500	415,400	467,500	530,800
5	150,600	202,400	237,600	271,600	297,900	328,100	372,400	417,300	470,500	533,900
6	151,700	204,200	239,300	273,400	300,000	330,100	374,900	419,600	473,500	536,200
7	152,800	206,000	240,800	275,200	302,200	332,300	377,200	421,700	476,500	538,700
8	153,900	207,800	242,400	277,200	304,200	334,500	379,700	423,900	479,600	541,100
9	154,900	209,400	243,500	279,200	306,100	336,400	382,100	425,900	482,300	543,500
10	156,300	211,200	245,000	281,200	308,400	338,600	384,800	428,000	485,400	545,300
11	157,600	213,000	246,600	283,100	310,600	340,600	387,400	430,100	488,400	547,100
12	158,900	214,800	247,900	285,000	312,900	342,800	390,100	432,200	491,500	549,000
13	160,100	216,200	249,400	287,000	315,000	344,600	392,500	433,900	494,200	550,700
14	161,600	218,000	250,800	288,900	317,100	346,600	394,800	435,700	496,500	552,100
15	163,100	219,700	252,100	290,800	319,300	348,600	397,000	437,700	498,800	553,400
16	164,700	221,500	253,500	292,600	321,400	350,600	399,400	439,700	501,100	554,500
17	165,900	223,200	255,000	294,400	323,300	352,300	401,200	441,600	503,200	555,800
18	167,400	224,900	256,500	296,400	325,300	354,300	403,200	443,400	504,600	556,800
19	168,900	226,500	258,200	298,500	327,300	356,100	405,100	445,200	506,100	557,700
20	170,400	228,100	260,000	300,500	329,300	358,000	406,900	446,900	507,500	558,600
21	171,700	229,500	261,600	302,400	331,000	359,900	408,800	448,700	508,700	559,500
22	174,400	231,200	263,300	304,500	333,100	361,800	410,600	450,200	510,100	
23	177,000	232,800	264,900	306,500	335,100	363,800	412,400	451,600	511,600	
24	179,600	234,400	266,500	308,600	337,200	365,700	414,300	453,100	513,100	
25	182,200	235,400	268,400	310,300	338,600	367,700	416,100	454,500	514,200	
26	183,900	236,900	270,200	312,400	340,500	369,600	417,600	455,800	515,300	
27	185,500	238,300	271,900	314,400	342,400	371,600	419,100	457,100	516,500	
28	187,200	239,500	273,600	316,400	344,300	373,600	420,700	458,300	517,700	
29	188,700	240,700	275,300	318,100	345,900	375,100	422,300	459,300	518,700	
30	190,400	241,900	277,000	320,100	347,800	376,900	423,600	460,000	519,600	
31	192,200	242,900	278,800	322,200	349,700	378,700	424,900	460,800	520,500	
32	193,900	244,100	280,300	324,300	351,500	380,300	426,100	461,500	521,400	
33	195,500	245,400	281,800	325,500	353,400	382,100	427,300	462,200	522,200	
34	196,900	246,400	283,700	327,500	355,200	383,500	428,600	463,000	523,100	
35	198,400	247,600	285,500	329,400	357,000	385,000	429,900	463,700	523,800	
36	199,900	248,900	287,400	331,500	358,700	386,600	431,100	464,300	524,300	
37	201,200	249,800	289,000	333,400	360,100	388,000	432,300	464,800	525,000	
38	202,500	251,100	290,700	335,300	361,400	389,200	433,100	465,400	525,600	
39	203,700	252,300	292,500	337,300	362,800	390,400	433,900	466,000	526,400	
40	205,000	253,600	294,300	339,200	364,200	391,500	434,700	466,600	527,000	

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
41	206,300	255,000	295,800	341,100	365,500	392,600	435,300	467,100	527,500	
42	207,600	256,400	297,500	343,000	366,400	393,800	436,000	467,600		
43	208,900	257,600	299,000	344,800	367,500	395,000	436,700	468,000		
44	210,200	258,800	300,600	346,700	368,600	396,100	437,400	468,300		
45	211,300	260,000	302,200	348,200	369,400	396,800	438,200	468,600		
46	212,600	261,200	303,900	349,600	370,300	397,500	439,000	439,000		
47	213,900	262,500	305,500	351,100	371,200	398,200	439,400	439,400		
48	215,200	263,600	307,200	352,600	372,100	398,900	440,100	440,100		
49	216,300	264,700	308,100	354,200	373,000	399,500	440,600	440,600		
50	217,400	265,800	309,600	355,000	373,800	400,100	441,000	441,000		
51	218,400	267,100	311,100	356,200	374,600	400,600	441,400	441,400		
52	219,500	268,400	312,700	357,200	375,400	401,000	441,800	441,800		
53	220,600	269,400	314,300	358,100	376,100	401,400	442,200	442,200		
54	221,600	270,500	315,900	359,200	376,800	401,700	442,600	442,600		
55	222,500	271,800	317,500	360,100	377,500	402,000	443,000	443,000		
56	223,500	273,100	319,000	361,200	378,200	402,300	443,300	443,300		
57	223,800	274,000	320,500	362,100	378,700	402,600	443,600	443,600		
58	224,600	275,000	321,700	362,800	379,300	402,900	444,000	444,000		
59	225,400	275,900	322,900	363,500	379,900	403,200	444,300	444,300		
60	226,100	277,000	324,100	364,200	380,600	403,500	444,600	444,600		
61	226,800	278,100	324,800	364,600	381,000	403,800	444,900	444,900		
62	227,800	279,100	325,700	365,200	381,700	404,100		404,100		
63	228,600	280,000	326,500	365,900	382,300	404,400		404,400		
64	229,400	281,000	327,300	366,600	382,900	404,700		404,700		
65	230,100	281,500	328,200	366,900	383,300	405,000		405,000		
66	230,800	282,400	328,600	367,600	383,900	405,300		405,300		
67	231,700	283,100	329,300	368,300	384,500	405,600		405,600		
68	232,700	284,000	330,100	369,000	385,100	405,900		405,900		
69	233,400	285,000	330,900	369,300	385,500	406,100		406,100		
70	234,000	285,800	331,600	369,900	386,000	406,400		406,400		
71	234,500	286,600	332,300	370,600	386,500	406,700		406,700		
72	235,200	287,400	333,000	371,200	387,100	407,000		407,000		
73	236,000	288,200	333,500	371,500	387,400	407,200		407,200		
74	236,600	288,700	334,100	372,100	387,800	407,500		407,500		
75	237,200	289,100	334,600	372,800	388,200	407,800		407,800		
76	237,700	289,600	335,200	373,400	388,600	408,000		408,000		
77	238,400	289,800	335,500	373,800	388,900	408,200		408,200		
78	239,100	290,100	336,000	374,300	389,200	408,500		408,500		
79	239,800	290,300	336,400	374,900	389,500	408,800		408,800		
80	240,300	290,700	336,900	375,400	389,800	409,000		409,000		

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
81	240,800	290,900	337,300	375,900	390,000	409,200				
82	241,500	291,100	337,800	376,500	390,300	409,500				
83	242,200	291,500	338,300	377,000	390,600	409,800				
84	242,900	291,800	338,800	377,300	390,800	410,000				
85	243,500	292,100	339,100	377,700	391,000	410,200				
86	244,200	292,400	339,500	378,200	391,300					
87	244,900	292,700	340,000	378,600	391,600					
88	245,600	293,100	340,400	379,000	391,800					
89	246,100	293,400	340,700	379,400	392,000					
90	246,600	293,800	341,100	379,900	392,300					
91	246,900	294,100	341,600	380,300	392,600					
92	247,300	294,500	342,000	380,700	392,800					
93	247,600	294,700	342,200	381,000	393,000					
94		294,900	342,600							
95		295,200	343,100							
96		295,600	343,500							
97		295,800	343,700							
98		296,100	344,100							
99		296,500	344,500							
100		296,900	344,800							
101		297,100	345,100							
102		297,400	345,500							
103		297,800	345,900							
104		298,100	346,300							
105		298,300	346,800							
106		298,600	347,200							
107		299,000	347,600							
108		299,300	348,000							
109		299,500	348,500							
110		299,900	348,900							
111		300,300	349,200							
112		300,600	349,500							
113		300,800	350,000							
114		301,000								
115		301,300								
116		301,700								
117		301,900								
118		302,100								
119		302,400								
120		302,700								

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.*⁴

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
121		303,100								
122		303,300								
123		303,600								
124		303,900								
125		304,200								

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
1	132,300	183,600	205,200	251,500	280,000
2	133,200	185,100	206,400	252,700	281,900
3	134,200	186,600	207,800	253,800	283,500
4	135,100	188,000	209,100	254,900	285,200
5	136,100	189,200	210,400	255,800	287,000
6	137,100	190,700	211,800	257,000	288,600
7	138,100	192,100	213,200	258,100	290,200
8	139,100	193,400	214,600	259,300	291,800
9	139,900	194,800	215,900	260,400	293,300
10	140,900	195,800	217,500	261,200	295,100
11	141,900	197,100	219,100	262,400	296,800
12	143,000	198,200	220,500	263,600	298,600
13	143,800	199,400	221,700	264,600	300,000
14	144,800	200,500	223,200	265,600	301,700
15	145,800	201,600	224,700	266,500	303,300
16	146,800	202,700	226,000	267,400	304,800
17	147,900	203,600	226,900	268,400	306,300
18	149,200	204,700	227,600	269,500	307,900
19	150,400	205,700	228,500	270,500	309,500
20	151,600	206,700	229,500	271,300	311,200
21	152,700	207,600	230,300	272,300	312,200
22	153,900	208,700	231,800	273,200	313,600
23	155,100	209,800	233,100	274,200	315,000
24	156,300	210,800	234,200	275,000	316,500
25	157,400	211,700	235,600	275,800	317,600
26	158,900	212,600	236,900	276,900	319,100
27	160,400	213,300	238,200	278,000	320,500
28	161,900	214,200	239,500	279,100	321,900
29	163,300	215,100	240,300	280,000	323,500
30	164,700	216,300	241,500	281,100	324,700
31	166,200	217,300	242,800	282,100	326,000
32	167,700	218,200	243,900	283,100	327,200
33	169,100	218,800	245,000	283,800	328,300
34	170,900	220,000	246,200	284,700	329,200
35	172,700	221,100	247,300	285,600	330,300
36	174,500	222,300	248,500	286,700	331,400
37	176,200	222,800	249,800	287,300	332,500
38	177,900	223,900	250,800	288,200	333,600
39	179,600	225,100	252,100	289,100	334,600
40	181,300	226,100	253,400	290,000	335,600

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
41	182,800	226,900	254,400	290,600	336,600
42	184,200	228,100	255,600	291,600	337,600
43	185,500	229,100	256,500	292,600	338,600
44	186,900	230,200	257,800	293,500	339,600
45	188,400	231,300	258,600	294,200	340,500
46	189,700	232,200	259,600	295,100	341,500
47	191,100	233,300	260,700	296,000	342,500
48	192,500	234,300	261,600	296,900	343,500
49	193,800	235,300	262,800	297,600	344,400
50	194,900	236,300	263,800	298,200	345,300
51	196,000	237,300	264,900	298,900	346,200
52	197,200	238,300	265,600	299,700	347,000
53	198,300	239,400	266,500	300,300	347,800
54	199,400	240,400	267,600	301,100	348,600
55	200,300	241,100	268,800	301,800	349,400
56	201,400	241,800	270,000	302,500	350,100
57	202,500	242,700	270,800	303,200	350,800
58	203,500	243,600	271,800	303,900	351,600
59	204,500	244,500	272,900	304,700	352,400
60	205,500	245,200	273,900	305,400	353,100
61	206,600	246,000	274,900	306,000	353,800
62	207,500	246,900	276,000	306,700	354,500
63	208,400	247,800	276,800	307,400	355,200
64	209,300	248,700	277,900	308,100	355,900
65	210,000	249,500	278,700	308,600	356,500
66	210,800	250,300	279,500	309,100	357,000
67	211,500	251,100	280,300	309,700	357,500
68	212,300	251,800	281,100	310,300	358,000
69	212,700	252,500	281,700	310,900	358,400
70	213,300	253,100	282,500	311,300	
71	213,600	253,500	283,300	311,800	
72	214,000	253,900	284,000	312,300	
73	214,200	254,100	284,800	312,600	
74	214,600	254,500	285,500	313,100	
75	215,100	255,000	286,300	313,600	
76	215,700	255,500	287,100	314,000	
77	215,900	255,800	287,700	314,200	
78	216,600	256,200	288,200	314,500	
79	217,100	256,700	288,700	314,800	
80	217,600	257,200	289,100	315,100	

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
81	218,300	257,500	289,500	315,400	
82	218,600	257,800	289,900	315,700	
83	219,200	258,100	290,400	316,000	
84	219,900	258,400	290,900	316,300	
85	220,500	258,600	291,300	316,500	
86	220,900	258,800	291,900	316,900	
87	221,300	259,100	292,500	317,200	
88	222,000	259,400	293,100	317,400	
89	222,500	259,600	293,400	317,600	
90	223,000	259,800	293,900	317,900	
91	223,500	260,200	294,400	318,200	
92	223,900	260,400	294,800	318,500	
93	224,300	260,700	295,200	318,700	
94	224,700	261,100	295,700	319,000	
95	225,100	261,400	296,200	319,300	
96	225,400	261,700	296,700	319,500	
97	225,700	261,900	297,000	319,700	
98	226,200	262,200	297,400	320,000	
99	226,700	262,400	297,900	320,300	
100	227,200	262,700	298,400	320,500	
101	227,600	263,000	298,800	320,700	
102	228,100	263,200	299,200		
103	228,700	263,500	299,500		
104	229,300	263,800	299,800		
105	229,700	264,000	300,100		
106	230,200	264,200	300,500		
107	230,500	264,500	300,900		
108	230,900	264,700	301,300		
109	231,100	265,000	301,600		
110	231,500	265,300	302,000		
111	232,000	265,600	302,400		
112	232,400	265,800	302,700		
113	232,600	266,000	302,900		
114	233,100	266,300	303,200		
115	233,600	266,500	303,500		
116	234,100	266,700	303,700		
117	234,400	267,000	303,900		
118	234,800	267,300	304,200		
119	235,200	267,600	304,500		
120	235,600	267,900	304,700		

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
121	236,000	268,100	304,900		
122		268,300	305,200		
123		268,600	305,500		
124		268,900	305,700		
125		269,100	305,900		
126		269,300	306,200		
127		269,600	306,500		
128		269,900	306,700		
129		270,100	306,900		
130		270,300	307,200		
131		270,600	307,500		
132		270,900	307,700		
133		271,100	307,900		
134		271,300			
135		271,600			
136		271,900			
137		272,100			

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.

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
1	166,800	235,500	278,800	319,500	362,900	408,100	458,400
2	168,500	237,500	281,100	321,700	365,500	410,500	461,500
3	170,200	239,500	283,700	324,000	367,900	413,000	464,500
4	171,900	241,200	286,300	326,200	370,500	415,400	467,500
5	173,400	243,400	288,600	328,400	372,400	417,300	470,500
6	175,900	245,500	291,000	330,400	374,900	419,600	473,500
7	178,300	247,300	293,400	332,600	377,200	421,700	476,500
8	180,700	249,300	296,000	334,800	379,700	423,900	479,600
9	182,800	251,200	298,100	336,600	382,100	425,900	482,300
10	184,500	252,800	300,600	338,700	384,800	428,000	485,400
11	186,100	254,400	302,700	340,600	387,400	430,100	488,400
12	187,800	255,800	305,000	342,700	390,100	432,200	491,500
13	189,500	257,200	307,400	344,700	392,500	433,900	494,200
14	191,200	259,200	309,500	346,700	394,800	435,700	496,500
15	193,000	261,100	311,600	348,700	397,000	437,700	498,800
16	194,700	262,900	313,600	350,700	399,400	439,700	501,100
17	196,600	264,600	315,400	352,500	401,200	441,600	503,200
18	198,400	266,400	317,600	354,400	403,200	443,400	504,600
19	200,200	268,500	319,800	356,300	405,100	445,200	506,100
20	202,000	270,600	321,900	358,300	406,900	446,900	507,500
21	203,500	272,900	323,700	360,000	408,800	448,700	508,700
22	205,300	275,100	325,700	361,800	410,600	450,200	510,100
23	207,100	277,000	327,800	363,800	412,400	451,600	511,600
24	208,900	279,200	329,800	365,700	414,300	453,100	513,100
25	210,500	281,200	331,500	367,700	416,100	454,500	514,200
26	212,300	283,400	333,600	369,600	417,600	455,800	515,300
27	214,100	285,300	335,500	371,600	419,100	457,100	516,500
28	215,900	287,200	337,600	373,600	420,700	458,300	517,700
29	217,300	289,400	339,300	375,500	422,300	459,300	518,700
30	219,100	291,100	341,200	377,400	423,600	460,000	519,600
31	220,800	293,000	343,000	379,300	424,900	460,800	520,500
32	222,600	294,700	344,900	381,000	426,100	461,500	521,400
33	224,100	296,400	346,100	382,400	427,300	462,200	522,200
34	225,800	298,100	348,000	384,000	428,600	463,000	523,100
35	227,400	299,800	349,900	385,500	429,900	463,700	523,800
36	229,000	301,400	351,800	387,100	431,100	464,300	524,300
37	230,400	302,900	353,500	388,600	432,300	464,800	525,000
38	232,000	304,400	355,300	389,500	433,100	465,400	525,600
39	233,500	305,900	357,100	390,600	433,900	466,000	526,400
40	235,000	307,500	358,900	391,600	434,700	466,600	527,000

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
41	235,900	308,900	360,700	392,600	435,300	467,100	527,500
42	237,300	310,400	362,100	393,800	436,000	467,600	
43	238,400	311,800	363,600	395,000	436,700	468,000	
44	239,800	313,400	365,000	396,100	437,400	468,300	
45	241,100	314,900	366,000	397,000	438,200	468,600	
46	242,300	316,500	367,100	397,700	439,000		
47	243,300	318,000	368,200	398,400	439,400		
48	244,600	319,500	369,200	399,100	440,100		
49	246,000	320,500	370,100	399,600	440,600		
50	246,900	321,700	370,400	400,100	441,000		
51	248,100	322,900	370,900	400,600	441,400		
52	249,300	324,100	371,400	401,000	441,800		
53	250,300	325,100	371,800	401,400	442,200		
54	251,600	326,100	372,400	401,700	442,600		
55	252,800	327,000	373,000	402,000	443,000		
56	254,100	328,000	373,600	402,300	443,300		
57	255,500	328,900	374,200	402,600	443,600		
58	256,900	329,600	374,800	402,900	444,000		
59	258,100	330,400	375,400	403,200	444,300		
60	259,300	331,200	376,000	403,500	444,600		
61	260,400	331,800	376,400	403,800	444,900		
62	261,500	332,300	376,900	404,100			
63	262,700	332,900	377,500	404,400			
64	263,700	333,400	378,100	404,700			
65	264,700	333,900	378,600	405,000			
66	265,800	334,100	379,200	405,300			
67	267,000	334,700	379,500	405,600			
68	268,200	335,300	380,000	405,900			
69	269,400	335,600	380,600	406,100			
70	270,500	336,100	381,100	406,400			
71	271,800	336,500	381,600	406,700			
72	273,100	337,000	382,100	407,000			
73	274,000	337,500	382,600	407,200			
74	275,000	338,000	383,100	407,500			
75	275,900	338,500	383,600	407,800			
76	277,000	338,900	384,000	408,000			
77	278,100	339,100	384,400	408,200			
78	279,100	339,500	384,700				
79	279,900	340,000	385,000				
80	280,900	340,400	385,200				

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
81	281,400	340,700	385,400				
82	282,300		385,700				
83	283,100		386,000				
84	284,000		386,200				
85	285,000		386,400				
86	285,800		386,700				
87	286,600		387,000				
88	287,400		387,200				
89	288,200	387,400	387,400				
90	288,700						
91	289,100						
92	289,600						
93	290,000						

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
1	173,500	216,400	277,100	324,300	406,000
2	175,600	218,700	280,100	327,200	408,300
3	177,600	220,900	282,900	330,300	410,700
4	179,600	223,100	285,700	333,300	413,200
5	181,500	225,200	288,500	336,500	415,300
6	184,000	227,300	291,000	339,100	417,800
7	186,500	229,500	293,200	341,700	420,000
8	189,000	231,600	295,600	344,400	422,500
9	191,600	233,900	298,200	347,400	424,200
10	194,400	236,300	300,700	350,300	426,700
11	197,100	238,700	303,100	353,400	429,000
12	199,800	241,100	305,700	356,700	431,300
13	202,300	243,200	308,000	359,500	432,700
14	204,200	245,600	310,000	361,400	434,900
15	206,000	248,000	312,100	363,600	437,100
16	208,000	250,400	313,800	366,100	439,400
17	210,000	252,400	316,000	368,300	441,500
18	211,700	255,500	318,100	370,500	443,900
19	213,500	258,600	320,100	372,600	446,200
20	215,200	261,700	322,100	374,500	448,600
21	217,100	264,600	324,100	376,500	450,700
22	219,000	267,600	326,500	378,400	453,000
23	220,900	270,500	329,100	380,400	455,400
24	222,800	273,400	331,900	382,100	457,700
25	224,600	276,200	333,900	383,500	459,700
26	226,700	278,800	335,900	385,300	461,900
27	228,800	281,300	338,000	387,100	464,000
28	230,900	284,000	340,400	389,000	466,200
29	232,700	286,800	342,800	390,900	468,300
30	234,900	289,200	344,900	392,600	470,600
31	237,200	291,400	346,800	394,300	472,800
32	239,500	293,800	348,600	396,000	474,900
33	241,700	296,000	350,600	397,600	476,800
34	243,500	298,200	352,700	399,400	478,900
35	245,200	300,700	354,800	400,900	481,200
36	246,900	302,900	356,800	402,700	483,400
37	248,600	305,400	358,400	403,800	485,500
38	250,200	307,000	360,400	405,400	487,500
39	251,700	308,700	362,500	406,900	489,400
40	253,400	310,400	364,400	408,400	491,300
41	255,200	312,300	366,300	409,300	493,300
42	256,900	312,800	368,200	410,900	495,200
43	258,300	313,700	370,000	412,400	496,900
44	259,900	314,600	371,800	414,000	498,800
45	260,800	315,500	373,600	415,300	500,700

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
46	262,300	316,500	375,400	416,900	502,500
47	263,900	317,300	376,900	418,300	504,300
48	265,200	318,300	378,700	419,900	506,200
49	266,700	319,200	380,200	421,300	507,900
50	267,400	320,100	381,800	422,600	509,600
51	268,100	320,900	383,400	423,900	511,400
52	269,000	321,700	385,100	425,200	513,300
53	269,800	322,900	386,200	425,900	514,900
54	270,500	323,700	387,700	426,900	516,500
55	271,300	324,500	389,100	427,800	518,200
56	272,100	325,300	390,700	428,700	519,800
57	272,700	326,000	392,000	429,600	521,400
58	273,800	327,100	393,400	430,500	522,700
59	274,700	328,200	394,700	431,400	524,000
60	275,700	329,200	396,200	432,300	525,200
61	276,800	330,200	397,500	433,200	526,400
62	277,700	331,200	398,900	434,100	527,400
63	278,500	332,300	400,400	435,100	528,400
64	279,300	333,400	401,900	436,200	529,400
65	280,300	334,100	402,900	437,100	530,000
66	281,000	335,200	404,000	438,100	530,900
67	282,000	335,900	405,000	439,100	531,800
68	282,900	337,000	406,100	440,000	532,700
69	283,700	337,600	407,100	441,000	533,600
70	284,800	338,700	408,000	442,000	534,400
71	285,800	339,600	408,800	442,900	535,100
72	286,900	340,700	409,600	443,900	535,600
73	287,800	341,000	410,400	444,900	536,300
74	288,900	342,000	411,300	445,800	536,800
75	289,900	343,000	412,100	446,700	537,600
76	291,000	344,000	412,900	447,700	538,200
77	291,500	345,000	413,600	448,500	538,700
78	292,500	346,000	414,100	449,000	539,300
79	293,400	346,900	414,500	449,700	539,900
80	294,300	347,800	414,900	450,300	540,500
81	295,200	348,800	415,200	451,100	541,100
82	296,100	349,800	415,600	451,800	
83	297,000	350,800	415,900	452,100	
84	297,800	351,800	416,300	452,700	
85	298,100	352,400	416,600	453,100	
86	298,900	353,000	417,000	453,500	
87	299,700	353,600	417,400	453,900	
88	300,600	354,200	417,800	454,200	
89	301,500	354,800	418,100	454,500	
90	302,100	355,200	418,500	454,800	

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
91	302,800	355,600	418,900	455,300	
92	303,400	356,100	419,200	455,600	
93	304,000	356,600	419,500	455,900	
94	304,700	357,000	419,900	456,200	
95	305,400	357,500	420,200	456,500	
96	306,100	358,000	420,500	456,800	
97	306,300	358,600	420,800	457,100	
98	306,800	359,100	421,200	457,600	
99	307,300	359,500	421,500	457,900	
100	307,800	360,000	421,800	458,200	
101	308,100	360,400	422,100	458,500	
102	308,500	360,900	422,500		
103	308,800	361,200	422,800		
104	309,400	361,700	423,100		
105	309,800	362,200	423,400		
106	310,200	362,600	423,800		
107	310,500	363,100	424,100		
108	310,900	363,600	424,400		
109	311,100	364,000	424,700		
110	311,500	364,500	425,000		
111	311,900	365,000	425,300		
112	312,300	365,400	425,600		
113	312,600	365,800	425,900		
114	313,000	366,200	426,200		
115	313,300	366,700	426,500		
116	313,600	367,100	426,800		
117	313,900	367,500	427,000		
118	314,300	367,900			
119	314,700	368,400			
120	315,100	368,800			
121	315,300	369,100			
122	315,500	369,500			
123	315,800	370,000			
124	316,100	370,300			
125	316,400	370,700			
126	316,600	371,200			
127	316,900	371,700			
128	317,300	372,100			
129	317,600	372,500			
130	317,900	373,000			
131	318,300	373,500			
132	318,500	374,000			
133	318,700	374,500			
134	319,000	375,000			
135	319,300	375,500			
136	319,500	376,000			

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.*j

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
137	319,800	376,500			
138	320,000	377,000			
139	320,300	377,500			
140	320,600	378,000			
141	320,900	378,500			
142	321,300				
143	321,700				
144	322,100				
145	322,300				
146	322,700				
147	323,000				
148	323,400				
149	323,600				
150	324,000				
151	324,300				
152	324,700				
153	324,900				
154	325,300				
155	325,700				
156	326,100				
157	326,300				

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.

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
1	151,000	188,400	223,600	249,600	281,000	327,000	371,100	437,200
2	152,400	190,000	225,200	250,800	282,900	329,000	373,800	439,800
3	153,800	191,600	226,800	252,000	285,000	331,200	376,400	442,300
4	155,200	193,200	228,400	253,400	287,000	333,400	379,100	444,900
5	156,400	194,700	229,800	254,600	289,100	335,200	381,500	447,300
6	158,200	196,200	231,400	255,800	291,200	337,400	384,200	449,800
7	159,900	197,800	232,900	257,000	293,100	339,400	386,800	452,300
8	161,500	199,300	234,500	258,000	295,100	341,600	389,500	454,800
9	163,100	200,900	235,600	259,300	297,100	343,400	391,600	457,200
10	164,800	202,600	237,100	260,100	299,100	345,500	393,900	459,600
11	166,400	204,200	238,500	261,100	301,100	347,600	396,100	462,200
12	168,200	205,900	239,700	262,100	303,100	349,700	398,300	464,600
13	169,700	207,300	241,300	263,400	305,100	351,200	400,400	467,100
14	171,600	208,900	242,700	264,600	307,000	353,200	402,400	468,600
15	173,600	210,500	243,900	266,200	309,100	355,100	404,400	469,900
16	175,500	212,100	245,300	267,600	311,100	357,100	406,500	471,200
17	177,400	213,500	246,100	269,100	313,100	358,900	408,300	472,400
18	179,200	215,100	247,300	270,800	315,100	360,900	410,300	473,700
19	181,000	216,800	248,500	272,500	317,200	362,900	412,200	475,000
20	182,900	218,500	249,600	274,200	319,300	364,900	414,300	476,300
21	184,700	219,800	251,000	276,000	321,100	366,700	416,100	477,500
22	186,200	221,300	251,900	277,700	323,100	368,700	417,700	478,900
23	187,700	222,700	252,900	279,400	324,900	370,800	419,300	480,300
24	189,200	224,200	254,000	281,000	326,900	372,900	420,800	481,500
25	190,800	225,600	255,200	282,800	328,600	374,300	422,300	482,900
26	192,100	227,000	256,400	284,500	330,500	376,100	423,600	484,200
27	193,600	228,300	257,800	286,300	332,500	377,900	424,900	485,600
28	195,000	229,600	259,300	287,900	334,500	379,600	426,200	487,000
29	196,500	230,900	260,700	289,600	335,800	381,400	427,500	488,400
30	197,700	232,300	262,300	291,400	337,600	382,900	428,700	489,500
31	199,000	233,800	263,900	293,200	339,300	384,500	429,900	490,600
32	200,300	235,200	265,400	295,100	341,100	386,200	431,000	491,700
33	201,700	236,200	266,800	296,800	342,800	387,500	432,200	492,800
34	203,100	237,500	268,500	298,500	344,600	388,800	433,400	493,700
35	204,400	238,500	270,100	300,300	346,500	390,100	434,600	494,600
36	205,800	239,700	271,700	302,100	348,300	391,300	435,800	495,500
37	206,900	241,000	273,200	303,400	350,100	392,400	437,100	496,500
38	208,200	242,300	274,700	305,100	351,800	393,600	437,900	
39	209,500	243,400	276,300	306,600	353,400	394,700	438,300	
40	210,800	244,700	277,700	308,200	355,100	395,800	439,000	

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
41	211,900	246,000	279,200	309,900	356,300	396,600	439,500	
42	213,100	247,000	280,800	311,600	357,400	397,400	439,900	
43	214,300	248,200	282,500	313,200	358,600	398,200	440,300	
44	215,500	249,300	284,200	314,900	359,800	399,000	440,700	
45	216,700	250,400	285,700	315,800	361,000	399,400	441,100	
46	217,800	251,700	287,400	317,200	361,800	400,000	441,500	
47	218,800	253,000	289,100	318,700	363,000	400,500	441,900	
48	219,900	254,200	290,700	320,300	364,100	400,900	442,200	
49	220,900	255,800	291,900	321,700	365,100	401,300	442,500	
50	221,900	257,200	293,500	323,000	366,100	401,600	442,900	
51	222,800	258,400	294,800	324,200	367,100	401,900	443,200	
52	223,800	259,600	296,400	325,500	368,100	402,200	443,500	
53	224,100	260,700	297,700	326,600	368,900	402,500	443,800	
54	224,900	262,000	299,200	327,600	369,700	402,800		
55	225,600	263,300	300,600	328,700	370,600	403,100		
56	226,400	264,400	302,100	329,700	371,500	403,400		
57	227,100	265,200	303,100	330,200	372,000	403,700		
58	228,000	266,500	304,300	331,100	372,800	404,000		
59	228,700	267,800	305,500	331,900	373,600	404,300		
60	229,400	269,100	306,900	332,800	374,400	404,700		
61	230,300	270,000	308,200	333,600	374,800	404,900		
62	231,000	271,200	309,400	333,900	375,500	405,200		
63	231,900	272,500	310,700	334,500	376,200	405,500		
64	232,900	273,800	311,900	335,200	376,900	405,800		
65	233,500	274,600	313,300	335,800	377,300	406,000		
66	234,200	275,700	314,100	336,500	377,900			
67	234,900	276,600	314,900	337,200	378,600			
68	235,600	277,700	315,700	337,900	379,200			
69	236,300	278,700	316,300	338,600	379,600			
70	236,900	279,700	317,000	339,100	380,100			
71	237,500	280,800	317,700	339,700	380,600			
72	238,000	281,900	318,300	340,300	381,100			
73	238,700	282,500	319,000	340,600	381,700			
74	239,400	283,200	319,200	341,200	382,200			
75	240,100	283,700	319,800	341,700	382,800			
76	240,600	284,500	320,400	342,300	383,400			
77	241,000	285,300	321,000	342,800	383,900			
78	241,600	285,900	321,500	343,300	384,400			
79	242,200	286,500	322,000	343,800	384,900			
80	242,800	287,100	322,500	344,200	385,400			

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
81	243,100	287,800	323,100	344,500	385,700			
82	243,500	288,300	323,600	344,800	386,200			
83	243,900	288,700	324,000	345,200	386,600			
84	244,200	289,100	324,500	345,500	387,000			
85	244,500	289,300	325,000	346,000	387,400			
86		289,500	325,400	346,300				
87		289,700	325,600	346,600				
88		289,900	326,000	346,900				
89		290,300	326,400	347,300				
90		290,500	326,800	347,600				
91		290,700	327,200	348,000				
92		290,900	327,600	348,300				
93		291,300	327,900	348,700				
94		291,500	328,100	349,000				
95		291,700	328,500	349,300				
96		292,000	328,800	349,600				
97		292,400	329,000	349,900				
98		292,700	329,300	350,300				
99		292,900	329,600	350,700				
100		293,200	329,900	351,100				
101		293,500	330,100	351,600				
102		293,700	330,400	352,000				
103		293,900	330,800	352,400				
104		294,200	331,000	352,800				
105		294,500	331,200	353,300				
106			331,400					
107			331,800					
108			332,000					
109			332,200					
110			332,600					
111			333,000					
112			333,400					
113			333,600					

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
1	165,300	192,400	240,200	262,700	287,100	330,100	374,100
2	166,700	194,500	242,000	263,700	288,800	332,200	376,700
3	168,200	196,600	243,800	264,600	290,400	334,200	379,400
4	169,600	198,600	245,600	265,700	292,200	336,400	382,000
5	171,000	200,700	247,000	266,200	293,900	338,400	384,200
6	172,500	203,000	248,300	267,200	295,700	340,500	386,600
7	174,000	205,300	249,400	268,000	297,400	342,600	388,900
8	175,500	207,500	250,700	268,900	299,100	344,700	391,200
9	176,700	209,800	251,700	270,000	301,000	346,200	393,200
10	178,400	211,200	252,700	270,700	302,700	348,200	395,300
11	180,000	212,600	253,600	271,800	304,400	350,100	397,500
12	181,500	213,800	254,500	273,000	306,100	352,100	399,800
13	182,900	215,200	255,700	274,300	307,600	354,000	401,700
14	184,900	216,600	256,800	275,400	309,200	356,100	403,700
15	186,900	218,100	257,600	276,600	311,000	358,200	405,900
16	188,900	219,300	258,600	278,000	312,800	360,200	408,100
17	191,000	220,700	259,100	279,300	314,500	362,200	410,100
18	193,100	222,200	260,000	280,600	316,100	364,200	412,300
19	195,200	223,700	261,000	281,600	317,800	366,300	414,500
20	197,300	225,200	261,800	282,800	319,500	368,400	416,600
21	199,300	226,300	262,700	284,400	320,900	370,100	418,500
22	201,500	228,000	263,600	286,000	322,400	372,200	420,400
23	203,700	229,700	264,500	287,300	323,900	374,300	422,200
24	205,900	231,400	265,500	288,600	325,400	376,300	424,100
25	207,800	232,700	266,700	289,900	326,800	378,300	425,800
26	209,100	234,400	267,600	291,500	328,200	379,900	427,400
27	210,300	236,100	268,800	293,200	329,700	381,800	429,100
28	211,600	237,800	270,000	294,700	331,300	383,700	430,700
29	212,800	239,400	271,200	296,000	332,400	385,500	432,000
30	213,900	240,800	272,600	297,600	333,900	387,200	433,300
31	215,200	242,100	274,100	299,200	335,300	389,100	434,900
32	216,400	243,200	275,400	300,900	336,800	390,900	436,400
33	217,700	244,400	277,000	302,300	338,400	392,600	438,100
34	219,000	245,500	278,400	303,800	339,900	394,300	439,700
35	220,300	246,400	279,600	305,400	341,500	396,100	441,100
36	221,600	247,500	280,800	307,000	343,000	397,800	442,500
37	222,700	248,400	282,400	308,300	344,700	399,400	443,600
38	224,100	249,500	283,600	309,700	346,300	401,100	444,900
39	225,400	250,400	285,000	311,100	347,800	402,900	446,200
40	226,800	251,500	286,200	312,700	349,400	404,700	447,600

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
41	227,700	251,900	287,500	314,200	350,600	406,200	448,600
42	229,100	252,800	289,000	315,600	352,100	407,700	449,300
43	230,500	253,700	290,500	317,000	353,600	409,200	450,100
44	231,900	254,400	292,100	318,500	355,000	410,500	450,700
45	233,100	255,200	293,400	319,300	356,600	411,600	451,600
46	234,500	256,100	294,800	320,700	357,600	412,700	452,300
47	235,800	257,000	296,300	322,100	359,100	413,800	453,100
48	237,100	258,000	297,800	323,600	360,400	415,000	453,900
49	238,100	259,000	298,900	324,700	361,800	416,300	454,600
50	239,200	260,000	300,200	326,100	363,200	417,400	455,300
51	240,200	261,200	301,400	327,400	364,500	418,600	456,000
52	241,300	262,400	302,800	328,700	365,900	419,700	456,800
53	242,200	263,500	304,200	330,100	367,400	420,900	457,600
54	243,300	264,900	305,500	331,500	368,600	421,900	458,400
55	244,200	266,200	306,900	332,900	369,700	423,000	459,100
56	245,200	267,500	308,300	334,200	370,900	424,100	459,800
57	245,900	269,000	309,100	335,100	372,000	425,200	460,600
58	246,900	270,500	310,300	336,400	372,900	425,700	
59	247,600	271,900	311,500	337,600	373,900	426,300	
60	248,400	273,300	312,900	338,900	374,900	426,700	
61	249,200	274,700	314,000	340,000	375,500	427,300	
62	250,200	276,000	315,300	340,900	376,300	427,800	
63	251,000	277,400	316,600	342,100	377,100	428,200	
64	252,000	278,500	317,800	343,400	377,900	428,700	
65	252,900	279,900	319,100	344,500	378,600	429,300	
66	253,700	281,400	320,400	345,700	379,300	429,700	
67	254,800	282,900	321,700	346,900	380,100	430,000	
68	255,700	284,400	323,000	348,000	380,800	430,300	
69	256,500	285,500	323,700	349,000	381,400	430,700	
70	257,500	287,000	324,800	350,000	382,000		
71	258,400	288,500	325,900	351,100	382,700		
72	259,400	289,900	326,800	352,200	383,300		
73	260,800	290,900	328,100	353,000	384,000		
74	262,100	292,300	328,800	354,100	384,500		
75	263,200	293,500	329,900	355,200	385,100		
76	264,300	294,800	331,100	356,300	385,600		
77	265,300	296,200	332,200	357,000	386,000		
78	266,300	297,500	333,400	357,800	386,600		
79	267,500	298,700	334,500	358,600	387,100		
80	268,500	300,000	335,700	359,300	387,400		

In case of conflict between the detailed regulations 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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
81	269,400	300,500	336,800	359,900	387,700		
82	270,400	301,700	337,900	360,400	388,200		
83	271,500	302,800	338,900	361,000	388,600		
84	272,600	304,000	340,000	361,500	388,900		
85	273,400	305,100	340,900	362,100	389,200		
86	274,300	306,300	341,900	362,600	389,700		
87	275,400	307,500	342,800	363,200	390,200		
88	276,500	308,600	343,800	363,700	390,600		
89	277,300	309,900	344,800	364,100	390,900		
90	278,200	311,100	345,600	364,500	391,300		
91	279,000	312,300	346,400	365,100	391,800		
92	280,000	313,500	347,200	365,600	392,200		
93	280,900	314,300	347,800	365,900	392,600		
94	281,900	315,000	348,400	366,400			
95	282,800	315,700	349,100	366,800			
96	283,800	316,300	349,700	367,100			
97	284,400	317,000	350,100	367,700			
98	285,200	317,300	350,500	368,200			
99	285,800	317,900	351,000	368,700			
100	286,700	318,600	351,400	369,200			
101	287,500	319,000	351,900	369,800			
102	288,300	319,600	352,300	370,300			
103	289,100	320,200	352,800	370,800			
104	289,900	320,800	353,200	371,200			
105	290,600	321,200	353,500	371,800			
106	291,100	321,700	354,000	372,300			
107	291,600	322,200	354,400	372,800			
108	292,100	322,700	354,700	373,300			
109	292,300	323,100	355,200	373,900			
110	292,600	323,500	355,700	374,300			
111	292,800	323,800	356,200	374,800			
112	293,200	324,100	356,700	375,300			
113	293,500	324,500	357,200	375,900			
114	293,700	324,900	357,700				
115	294,100	325,300	358,200				
116	294,400	325,600	358,600				
117	294,700	325,800	359,000				
118	295,000	326,100	359,400				
119	295,300	326,500	359,900				
120	295,700	326,700	360,400				

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.*⁴

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
121	296,000	326,900	360,800				
122	296,400	327,200	361,300				
123	296,700	327,500	361,800				
124	297,100	327,800	362,300				
125	297,300	328,000	362,600				
126	297,500	328,300					
127	297,800	328,700					
128	298,200	328,900					
129	298,400	329,100					
130	298,700	329,300					
131	299,100	329,700					
132	299,500	329,900					
133	299,700	330,200					
134	300,000	330,600					
135	300,400	331,000					
136	300,700	331,400					
137	300,900	331,700					
138	301,200	332,100					
139	301,600	332,500					
140	301,900	332,900					
141	302,100	333,200					
142	302,500	333,600					
143	302,900	333,900					
144	303,200	334,300					
145	303,400	334,600					
146	303,600	335,000					
147	303,900	335,400					
148	304,300	335,800					
149	304,500	336,100					
150	304,700	336,500					
151	305,000	336,900					
152	305,300	337,300					
153	305,700	337,600					
154	305,900						
155	306,100						
156	306,400						
157	306,700						
158	307,000						
159	307,300						
160	307,600						

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.*j

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 (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)	Monthly amount of basic salary (yen)
161	308,000						
162	308,300						
163	308,600						
164	308,900						
165	309,300						
166	309,600						
167	309,900						
168	310,200						
169	310,600						

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	706,000
2	761,000
3	818,000
4	895,000
5	965,000
6	1,035,000
7	1,107,000
8	1,175,000

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)

(b) Basic Salary Schedule for Services for a Special Fixed Term (2)

Pay step	Monthly amount of basic salary (yen)
1	140,100
2	155,700
3	172,200
4	192,800
5	214,600
6	245,300
7	268,200
8	290,600
9	311,300

Note: This basic salary schedule is applied according to the professional background, academic background, years of experiences, the contents of the duty in which the employee will engage, and other factors of the special fixed-term project support staff members (meaning persons employed for a fixed term at the expenses specified by the University and engaged in supporting educational and research projects in the administrative sections).

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

(a) Basic Salary Schedule for Regular Services (1) (b) Basic Salary Schedule for Regular Services (2) (c) Basic Salary Schedule for Educational Services (d) Basic Salary Schedule for Medical Services (1) (e) Basic Salary Schedule for Medical Services (2)

Grade of duties	Base amount of adjustment
Grade 1	6,600 yen
Grade 2	8,500 yen
Grade 3	9,600 yen
Grade 4	10,200 yen
Grade 5	10,600 yen
Grade 6	11,200 yen
Grade 7	12,100 yen
Grade 8	12,700 yen
Grade 9	14,300 yen
Grade 10	15,900 yen

Grade of duties	Base amount of adjustment
Grade 1	6,000 yen
Grade 2	7,400 yen
Grade 3	8,500 yen
Grade 4	8,700 yen
Grade 5	9,600 yen

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

Grade of duties	Base amount of adjustment
Grade 1	6,200 yen
Grade 2	8,000 yen
Grade 3	9,100 yen
Grade 4	9,700 yen
Grade 5	10,500 yen
Grade 6	11,300 yen
Grade 7	12,200 yen
Grade 8	13,800 yen

Grade of duties	Base amount of adjustment
Grade 1	8,100 yen
Grade 2	9,400 yen
	Further classification
	Class I 8,572 yen
	Class II 8,667 yen
	Class III 8,761 yen
	Class IV 8,851 yen
	Class V 8,946 yen
	Class VI 9,049 yen
	Class VII 9,153 yen
	Class VIII 9,256 yen
	Class IX 9,364 yen
Grade 3	9,700 yen
Grade 4	10,000 yen
Grade 5	10,400 yen
Grade 6	11,600 yen
Grade 7	12,500 yen

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 number of students set forth in the following (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 assistant professor is less than six months): (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 providing course guidance).	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	1

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

	<p>(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</p> <p>(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)</p>	
School of Medicine	(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
Medical Institute of Bioregulation	(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
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	<p>(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)</p> <p>(2) Staff members whose main duty is to directly engage in the medical care of psychiatric patients</p> <p>(3) Pathology and bacterial technical experts who regularly handle specimens contaminated by dangerous pathogens and who directly contact inpatients and outpatients</p> <p>(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</p> <p>(5) Occupational therapy technical staff members whose main duty is to directly engage in the occupational therapy of psychiatric patients</p>	2
	<p>(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</p> <p>(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</p> <p>(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</p>	1

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
	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	150,000
		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 a Dean of a Graduate Faculty who is concurrently holding the position of a Senior Vice President or Dean of a 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 is added to the amount referred to in the "managerial service allowance" column.

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

Category of the period	Monthly amount
less than 1 year	50,800 yen
1 year or more, but less than 2 years	50,800 yen
2 years or more, but less than 3 years	50,800 yen
3 years or more, but less than 4 years	50,800 yen
4 years or more, but less than 5 years	50,800 yen
5 years or more, but less than 6 years	50,800 yen
6 years or more, but less than 7 years	49,000 yen
7 years or more, but less than 8 years	47,200 yen
8 years or more, but less than 9 years	45,400 yen
9 years or more, but less than 10 years	43,600 yen
10 years or more, but less than 11 years	41,800 yen
11 years or more, but less than 12 years	40,000 yen
12 years or more, but less than 13 years	38,200 yen
13 years or more, but less than 14 years	36,400 yen
14 years or more, but less than 15 years	35,000 yen
15 years or more, but less than 16 years	33,600 yen
16 years or more, but less than 17 years	32,200 yen
17 years or more, but less than 18 years	30,800 yen
18 years or more, but less than 19 years	29,400 yen
19 years or more, but less than 20 years	28,000 yen
20 years or more, but less than 21 years	26,600 yen
21 years or more, but less than 22 years	26,000 yen
22 years or more, but less than 23 years	25,400 yen
23 years or more, but less than 24 years	24,400 yen
24 years or more, but less than 25 years	23,800 yen
25 years or more, but less than 26 years	23,200 yen
26 years or more, but less than 27 years	22,600 yen
27 years or more, but less than 28 years	22,000 yen
28 years or more, but less than 29 years	21,200 yen
29 years or more, but less than 30 years	20,900 yen
30 years or more, but less than 31 years	20,500 yen
31 years or more, but less than 32 years	19,900 yen
32 years or more, but less than 33 years	19,000 yen
33 years or more, but less than 34 years	18,100 yen
34 years or more, but less than 35 years	17,400 yen

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:	Grade 2 or higher in the Basic Salary Schedule for Regular Services (1)	1,900 yen	Per hour
	(1) Experiment of prototype or modified aircraft equipment or materials	Grade 2 or higher in the Basic Salary Schedule for Educational Services		
	(2) Observation or investigation of circumstances of a meteorological phenomenon, terrestrial phenomenon, or hydrometeor			
	(3) Measurement of waterways or land	Grade 1 in the Basic Salary Schedule for Regular Services (1)	1,200 yen	
	(4) Observation or investigation of pollution of air, ocean or others	Grade 1 in the Basic Salary Schedule for Educational Services		
(5) Investigation of circumstances and other matters of a disaster in cases where a disaster has occurred or is likely to occur				

In case of conflict between the detailed regulations translated into English and the Japanese original, the latter shall prevail.⁴⁾

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.	(1) 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 (Act No. 114 of 1998) 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
	(2) If an employee engages in work such as medical care, nursing and examination, etc. for patients diagnosed with Coronavirus Disease (COVID-19) (meaning the disease provided in Article 1 of the Cabinet Order Classifying Coronavirus Disease (COVID-19) as a Designated Infectious Disease (Cabinet Order No. 11 of 2020)) or persons suspected of having the disease (hereinafter referred to as "patients, etc."), which is work involving physical contact with the bodies of patients, etc. or work performed in contact with patients, etc. for a long period of time, or any other work equivalent thereto.	4,000 yen	Per day

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

	(3) If an employee engages in work such as medical care, nursing and examination, etc. for patients, etc., except for the work referred to in (2); provided, however, that if an employee engages in both the work referred to in (2) and the work referred to in (3) on the same day, the allowance for the work referred to in (3) is not paid.	3,000 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).			
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 2000” or “Shinkai 6500”	Grade 4 or higher in the Basic Salary Schedule for Regular Services (1) Grade 3 or higher in the Basic Salary Schedule for Educational Services	2,200 yen	
		Grade 2 and 3 in the Basic Salary Schedule for Regular Services (1) Grade 2 in the Basic Salary Schedule for Educational Services	1,700 yen	
		Grade 1 in the Basic Salary Schedule for Regular Services (1) Grade 1 in the Basic Salary Schedule for Educational Services	1,400 yen	

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

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		

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

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	
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

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 detailed regulations 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)	10,000 yen per day 5,000 yen per half-day
		Examination supervisor	
		Rescue (physician)	
		Entrance examination-related work, such as a guard	
	Other than faculty members	Administrative affairs at examination headquarters and examination site	6,000 yen per day 3,000 yen per half-day
		Rescue (nurse)	
		Entrance examination-related work such as guard	
		Inspection of applications, sending of examination admission cards, and sorting of questions, etc.	
		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)	
		Entrance examination-related work, such as a guard	
		Work of machine processing for selection of new students	60,000 yen per business year
	Other than faculty members	Administrative affairs at examination site	6,000 yen per examination
		Rescue(nurses)	
		Entrance examination-related work, such as a guard	
		Work of machine processing for selection of new students	45,000 yen per business year

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

Mid-course entry admission examination	Faculty members	Entrance examination-related work	3,000 yen per examination
	Other than faculty members	Administrative affairs at examination site	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.

Appended Table No.4 (Re: Article 33)

Persons concerned	Provisions excluded from application
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>Article 11 (Change in Basic Salary)</p> <p>Article 12 (Adjusted Amount of Basic Salary)</p> <p>Article 14 (Managerial Service Allowance)</p> <p>Article 15 (Initial Salary Adjustment Allowance)</p> <p>Article 16-3 (Allowance for Wide-area Personnel Changes])</p> <p>Article 17 (Dependent Allowance)</p> <p>Article 18 (Housing Allowance)</p> <p>Article 20 (Allowance for transfer not accompanied by family)</p> <p>Article 21 (Extraordinary Work Allowance)</p> <p>Article 21-2 (Entrance Examination Allowance)</p> <p>Article 21-3 (Allowance for Examination of Degree Theses)</p> <p>Article 22 (Allowance for Work in Special Areas)</p> <p>Article 23 (Allowance Equivalent to Allowance for Work in Special Areas)</p> <p>Article 23-2 (Remote Area Allowance)</p> <p>Article 24 (Cold District Allowance)</p> <p>Article 28 (Night or Day Duty Allowance)</p> <p>Article 29 (Managerial Employee Special Work Allowance)</p> <p>Article 31 (Diligence Allowance)</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>Article 11 (Change in Basic Salary)</p> <p>Article 12 (Adjusted Amount of Basic Salary)</p> <p>Article 14 (Managerial Service Allowance)</p> <p>Article 15 (Initial Salary Adjustment Allowance)</p> <p>Article 16-3 (Allowance for Wide-area Personnel Changes])</p> <p>Article 17 (Dependent Allowance)</p> <p>Article 18 (Housing Allowance)</p> <p>Article 20 (Allowance for transfer not accompanied by family)</p> <p>Article 21-3 (Allowance for Examination of Degree Theses)</p> <p>Article 23 (Allowance Equivalent to Allowance for Work in Special Areas)</p> <p>Article 28 (Night or Day Duty Allowance)</p> <p>Article 29 (Managerial Employee Special Work Allowance)</p> <p>Article 31 (Diligence Allowance)</p>