

National University Corporation Kyushu University Rules for Compensation of Faculty Members  
(Annual Salary)

Kyushu University Employment Regulation No. 6 of 2011

Established: October, 31 2011

Last amended: September 28, 2021

(Kyushu University Employment Regulation No. 7 of 2021)

(Purpose)

Article 1 These Rules shall provide for matters relevant to the compensation of faculty members (annual salary) working at National University Corporation Kyushu University (hereinafter referred to as the "University"), pursuant to the provisions of Article 4 of the National University Corporation Kyushu University Regulations of Employment of Faculty Members (Annual Salary) (Kyushu University Employment Regulation No. 5 of 2011; hereinafter referred to as the " Faculty Members (Annual Salary) Employment Regulations").

(Types of Compensation)

Article 2 (1) The compensation of faculty members (annual salary) consists of basic annual salary and allowances.

(2) Allowances consists of commuting allowance, extraordinary work allowance, entrance examination allowance, allowance for examination of degree theses, overtime work allowance, holiday work allowance, night-shift allowance, and night and day duty allowance.

(3) The calculation period and pay date of the compensation of faculty members (annual salary) are as set forth in the following table.

Types of compensation	Calculation period of compensation	Pay date of compensation
monthly amount of basic salary commuting allowance	from the first to last day of one month	the 21st day of the relevant month; provided, however, that if the 21st day falls upon a day-off provided in Article 31, paragraph (5) 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"), payment is made on the immediately preceding day that is not a day-off

extraordinary work allowance entrance examination allowance allowance for examination of degree theses overtime work allowance holiday work allowance night-shift allowance night and day duty allowance	from the first to last day of one month	the 21st of the following month; provided, however, that if the 21st day falls upon a day-off provided in Article 31, paragraph (5) of the General Regulations of Employment, payment is made on the immediately preceding day that is not a day-off
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(4) Notwithstanding the provisions of paragraph (1), a lump-sum payment may be paid to a faculty member (annual salary) if the faculty member (annual salary) has engaged in a special work.

(Payment of Compensation)

Article 3 (1) The compensation is paid directly to the faculty members (annual salary) 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 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 saving account held and designated by a faculty member (annual salary).

(Reduction of Amount of Compensation)

Article 4 If a faculty member (annual salary) 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 faculty member (annual salary) 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 15 to 18 is the amount calculated by dividing the monthly amount of basic salary 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 15 and 16 for the work for which the extraordinary work allowance provided in Article 12 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.

(Basic Annual Salary)

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

(2) The amount of the basic annual salary is as provided in the Basic Annual Salary Schedule (Appended Table 1).

(3) The monthly amount of basic salary is the amount calculated by dividing the basic annual salary by 12.

(Payment of Monthly Amount of Basic Salary)

Article 9 (1) A person who is newly employed as a faculty member (annual salary) is paid a monthly amount of basic salary from the date of employment.

(2) If a faculty member (annual salary) voluntarily terminates employment (excluding the case of death) or is dismissed, the monthly amount of basic salary for the period until the date of termination of employment or dismissal is paid.

(3) If a faculty member (annual salary) dies, the monthly amount of basic salary is paid until the end of the month of the death.

(4) If the monthly amount of basic salary is paid to a faculty member (annual salary) 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 monthly amount of basic salary 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 from the actual number of days in the relevant month:

- (i) if the faculty member (annual salary) falls under paragraph (1) or (2);
- (ii) if the faculty member (annual salary) is placed under administrative leave pursuant to the

provisions of Article 5 of the Faculty Members (Annual Salary) Employment Regulations or the faculty member (annual salary) is reinstated upon the end of the administrative leave;

(iii) if the faculty member (annual salary) takes childcare leave pursuant to the provisions of Article 39, paragraph (1) of the General Regulations of Employment, or the faculty member (annual salary) is reinstated upon the end of the childcare leave;

(iv) if the faculty member (annual salary) takes personal development leave pursuant to the provisions of Article 40-2, paragraph (1) of the General Regulations of Employment, or the faculty member (annual salary) is reinstated upon the end of the personal development leave;

(v) if the faculty member (annual salary) takes spouse accompaniment leave pursuant to the provisions of Article 40-3, paragraph (1) of the General Regulations of Employment, or the faculty member (annual salary) is reinstated upon the end of the spouse accompaniment leave; or

(vi) if the faculty member (annual salary) is suspended from work pursuant to the provisions of Article 44, paragraph (2), item (iii) of the General Regulations of Employment, or the faculty member (annual salary) is reinstated upon the end of the suspension from work.

#### (Reduction by Half of Monthly Amount of Basic Salary)

Article 10 Notwithstanding the provisions of the preceding Article, if a faculty member (annual salary) does not attend work in either of the cases set forth in the following items, the monthly 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 faculty member (annual salary) has suffered an injury or disease resulting from an employment-related cause or from commuting:

(i) if the faculty member (annual salary) 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 faculty member (annual salary) reaches 90 consecutive days except for the exception dates; or

(ii) if the faculty member (annual salary) 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.

#### (Commuting Allowance)

Article 11 (1) The commuting allowance is paid to faculty members (annual salary) set forth in the following items; provided, however, that it is not paid to faculty members (annual salary) 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) faculty members (annual salary) who usually use transportation facilities, etc. for commuting and pay the fare or toll (hereinafter referred to as the "fare, etc.") (excluding faculty members (annual salary) set forth in item (iii));
- (ii) faculty members (annual salary) who usually use a motor vehicle, etc. for commuting (excluding faculty members (annual salary) set forth in item (iii)); and
- (iii) faculty members (annual salary) 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 faculty members (annual salary) set forth in the respective items:

- (i) faculty members (annual salary) set forth in item (i) of the preceding paragraph: with regard to the period that is provided by the University as the period for payment of the commuting allowance in units of month (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 a faculty member (annual salary) 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 faculty members (annual salary) 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 faculty members (annual salary), the amount calculated by multiplying 55,000 yen by the number of months in the relevant unit period for payment);
- (ii) faculty members (annual salary) 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:

- |     |                                                    |           |
|-----|----------------------------------------------------|-----------|
| (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) faculty members (annual salary) set forth in item (iii) of the preceding paragraph: the amount set forth in the following according to the categories of faculty members (annual salary) set forth respectively therein:

(a) faculty members (annual salary) whose traveling distance in one direction by a motor vehicle, etc. is 2 kilometers or more: the amount set forth in the preceding two items (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 faculty members (annual salary), the amount calculated by multiplying 55,000 yen by the number of months in the relevant unit period for payment);

(b) among faculty members (annual salary) 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 faculty members (annual salary) 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 faculty members (annual salary) 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),

or the faculty members (annual salary) 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 a faculty member (annual salary) 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 faculty member (annual salary) 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 faculty member (annual salary), 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) A faculty member (annual salary) 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 a faculty member (annual salary) 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 a faculty member (annual salary) 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 day); 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 day).

(6) If a faculty member (annual salary) 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 cause has occurred (if that date is the first day of a month, the month preceding the month that includes the day).

(7) If a cause that requires a change to the monthly amount of commuting allowance occurs with regard to a faculty member (annual salary) who currently receives a commuting allowance, the amount to be paid is revised in the month following the month that includes the date of the relevant causes has occurred (if that date is the first day of a month, the month that includes the day); 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 day).

(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 a faculty member (annual salary) 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 event provided by the University occurs thereupon, that faculty member (annual salary) shall be ordered to return the amount determined by taking into consideration the period after the occurrence of the relevant event during the unit period for payment.

#### (Extraordinary Work Allowance)

Article 12 (1) The extraordinary work allowance is paid to a faculty member (annual salary) 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 13 (1) An entrance examination allowance is paid if a faculty member (annual salary) has engaged in the work provided in Appended Table 3 at any of the examinations set forth in the "Category of entrance examination" column 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 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 15, paragraph (2) or holiday work allowance provided in Article 16 is paid with regard to the work provided in Appended Table 3.

#### (Allowance for Examination of Degree Theses)

Article 14 (1) An allowance for examination of degree theses is paid if a faculty member (annual



salary) who has become an examination committee member as provided in Article 17, paragraph (2) of the Degree Regulations of Kyushu University (Kyushu University Regulation No.86 of 2004) has examined a thesis and verifies the academic ability as provided in the same paragraph (hereinafter referred to as an "examination, etc.").

(2) The amount of allowance for examination of degree theses referred to in the preceding paragraph is the amount provided in the following table for each thesis according to the number of examination committee members relevant to the thesis subject to the examination, etc. and whether the faculty member (annual salary) 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

(Overtime Work Allowance and Holiday Work Allowance)

Article 15 (1) A faculty member (annual salary) 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, a faculty member (annual salary) 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 16 A faculty member (annual salary) 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 17 Notwithstanding the provisions of the preceding two Articles, a faculty member (annual salary) 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 a 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 18 A faculty member (annual salary) 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 and Day Duty Allowance)

Article 19 (1) If a faculty member (annual salary) has attended night and day duty pursuant to the provisions of Article 14 of the Rules for Working Hours, Leave, etc., a night and day duty allowance is paid to the faculty member (annual salary)

(2) The amount of night and day duty allowance referred to in the preceding paragraph is the amount provided in the following table according to the categories of night and day duty provided in Article 2, items (i) and (ii) 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 and day duty.

Category of night and day duty	Amount of allowance
Night and day duty under item (i)	6,300 yen
Night and day duty under item (ii)	21,000 yen

(3) Night and day duty is not included in the services provided in Article 15 to the preceding Article.

(Miscellaneous Provisions)

Article 20 Beyond what is provided in these Rules, the necessary matters relevant to the payment of compensation are provided by the President separately.

Supplementary Provisions

These Rules come into effect as of November, 1, 2011.

Supplementary Provisions (Kyushu University Employment Regulation No. 14 of 2013)

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

Supplementary Provisions (Kyushu University Employment Regulation No. 3 of 2014)

(Effective Date)

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

(Payment of Lump-Sum Payment)

Article 2 With regard to an employee to whom the National University Corporation Kyushu University Rules for Compensation of Faculty members (annual salary) prior to amendment by these Rules (hereinafter referred to as the "Former Rules") have been applied and to whom the National University Corporation Kyushu University Rules for Compensation of Faculty members (annual salary) amended by these Rules (hereinafter referred to as the "New Rules") continue to be applied, an amount equivalent to the amount of difference between the amount of compensation that would have been paid if the New Rules are deemed to have been applied during the period when the Former Rules have been applied on or after April 1, 2014 (hereinafter referred to as the "subject period") and the amount of compensation that has actually been paid pursuant to the Former Rules during the subject period is paid as a lump-sum payment.

Supplementary Provisions (Kyushu University Employment Regulation No. 7 of 2017)

These Rules come into effect as of October 1, 2017.

Supplementary Provisions (Kyushu University Employment Regulation No. 28 of 2017)

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

Supplementary Provisions (Kyushu University Employment Regulation No. 11 of 2018)

(Effective Date)

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

(Payment of Lump-Sum Payment)

Article 2 With regard to an employee to whom the National University Corporation Kyushu University Rules for Compensation of Faculty members (annual salary) prior to amendment by these Rules (hereinafter referred to as the "Former Rules") have been applied and to whom the National University Corporation Kyushu University Rules for Compensation of Faculty members (annual salary) amended by these Rules (hereinafter referred to as the "New Rules") continue to be applied, an amount equivalent to the amount of difference between the amount of compensation that would have been paid if the New Rules are deemed to have been applied during the period when the Former Rules have been applied on or after April 1, 2018 (hereinafter referred to as the "subject period") and the amount of compensation that has actually been paid pursuant to the

Former Rules during the subject period is paid as a lump-sum payment.

Supplementary Provisions (Kyushu University Employment Regulation No. 27 of 2018)  
These Rules come into effect as of April 1, 2019.

Supplementary Provisions (Kyushu University Employment Regulation No. 31 of 2019)  
These Rules come into effect as of April 1, 2020.

Supplementary Provisions (Kyushu University Employment Regulation No. 5 of 2020)  
(Effective Date)

Article 1 These Rules come into effect as of June 1, 2020, and apply on 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. is paid from the applicability date until otherwise provided for by rules.

Supplementary Provisions (Kyushu University Employment Regulation No. 15 of 2020)  
These Rules come into effect as of August 1, 2020, and start to apply on June, 3, 2020.

Supplementary Provisions (Kyushu University Employment Regulation No. 26 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 (4) of the National University Corporation Kyushu University Rules for Compensation of Faculty Members (Annual Salary) as amended by these Rules apply to faculty members (annual salary) 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. 41 of 2020)  
(Effective Date)

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

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

Article 2 The days on which the amount of the basic salary is reduced by half pursuant to the provisions of Article 10 with regard to a faculty member (annual salary) 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 a faculty member (annual salary) 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. 7 of 2021)

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

Appended Table 1 (Re: Article 8)

Basic Annual Salary Schedule

Pay step	Basic annual salary (yen)	Monthly amount of basic salary (for reference) (yen)
1	3,600,000	300,000
2	3,720,000	310,000
3	3,840,000	320,000
4	3,960,000	330,000
5	4,080,000	340,000
6	4,200,000	350,000
7	4,320,000	360,000
8	4,440,000	370,000
9	4,560,000	380,000
10	4,680,000	390,000
11	4,800,000	400,000
12	4,920,000	410,000
13	5,040,000	420,000
14	5,160,000	430,000
15	5,280,000	440,000
16	5,400,000	450,000
17	5,520,000	460,000
18	5,640,000	470,000
19	5,760,000	480,000
20	5,880,000	490,000
21	6,000,000	500,000
22	6,120,000	510,000
23	6,240,000	520,000
24	6,360,000	530,000
25	6,480,000	540,000
26	6,600,000	550,000
27	6,720,000	560,000
28	6,840,000	570,000
29	6,960,000	580,000
30	7,080,000	590,000
31	7,200,000	600,000
32	7,320,000	610,000
33	7,440,000	620,000
34	7,560,000	630,000
35	7,680,000	640,000
36	7,800,000	650,000
37	7,920,000	660,000
38	8,040,000	670,000
39	8,160,000	680,000
40	8,280,000	690,000
41	8,400,000	700,000
42	8,520,000	710,000
43	8,640,000	720,000
44	8,760,000	730,000
45	8,880,000	740,000
46	9,000,000	750,000
47	9,120,000	760,000
48	9,240,000	770,000
49	9,360,000	780,000
50	9,480,000	790,000
51	9,600,000	800,000

Pay step	Basic annual salary (yen)	Monthly amount of basic salary (for reference) (yen)
52	9,720,000	810,000
53	9,840,000	820,000
54	9,960,000	830,000
55	10,080,000	840,000
56	10,200,000	850,000
57	10,320,000	860,000
58	10,440,000	870,000
59	10,560,000	880,000
60	10,680,000	890,000
61	10,800,000	900,000
62	10,920,000	910,000
63	11,040,000	920,000
64	11,160,000	930,000
65	11,280,000	940,000
66	11,400,000	950,000
67	11,520,000	960,000
68	11,640,000	970,000
69	11,760,000	980,000
70	11,880,000	990,000
71	12,000,000	1,000,000
72	12,120,000	1,010,000
73	12,240,000	1,020,000
74	12,360,000	1,030,000
75	12,480,000	1,040,000
76	12,600,000	1,050,000
77	12,720,000	1,060,000
78	12,840,000	1,070,000
79	12,960,000	1,080,000
80	13,080,000	1,090,000
81	13,200,000	1,100,000
82	13,320,000	1,110,000
83	13,440,000	1,120,000
84	13,560,000	1,130,000
85	13,680,000	1,140,000
86	13,800,000	1,150,000
87	13,920,000	1,160,000
88	14,040,000	1,170,000
89	14,160,000	1,180,000
90	14,280,000	1,190,000
91	14,400,000	1,200,000
92	14,520,000	1,210,000
93	14,640,000	1,220,000
94	14,760,000	1,230,000
95	14,880,000	1,240,000
96	15,000,000	1,250,000

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

Appended Table 2 List of Extraordinary Work Allowances (Re: Article 12)

Type of allowance	Content of service	Amount of allowance	Payment unit
Allowance for an operation at high altitude	(1) If a faculty member (annual salary) 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	
Aircraft allowance	<p>If a faculty member (annual salary) boards an aircraft and engages in any of the following work:</p> <p>(1) Experiment of prototype or modified aircraft equipment or materials</p> <p>(2) Observation or investigation of a meteorological phenomenon, terrestrial phenomenon, or hydrometeor</p> <p>(3) Measurement of waterways or land</p> <p>(4) Observation or investigation of pollution of air, ocean or other areas</p> <p>(5) Investigation of circumstances and other matters of a disaster in cases where a disaster has occurred or is likely to occur</p>	1,900 yen	Per hour
Allowance for handling breeding cattle or horses	If a faculty member (annual salary) 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

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

Allowance for operation of epidemic prevention, etc.	(1) If a faculty member (annual salary) engages in work such as medical care, 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 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.	4000 yen	Per day	
	(2) If a faculty member (annual salary) engages in work such as medical care, etc. for patients, etc., except for the work referred to in (1); provided, however, that if an employee engages in both the work referred to in (1) and the work referred to in (2) on the same day, the allowance for the work referred to in (2) is not paid.	3000 yen	Per day	
Allowance for handling radiation	If a faculty member (annual salary) 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 microsieveverts or more: for the radiation work that the faculty member (annual salary) engages in during that period	230 yen	Per day	
Allowance for an operation under abnormal pressure	If a faculty member (annual salary) 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	
	If a faculty member (annual salary) 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	
If a faculty member (annual salary) engages in observation or investigation undersea or of the seabed by diving in the submarine “Shinkai 2000” or “Shinkai 6500”	Professor, associate professor and lecturer	2,200 yen		
	Assistant professor	1,700 yen		
Allowance for an operation on a mountain, etc.	If a faculty member (annual salary) 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 faculty member (annual salary) in a poor working environment is located	410 yen	Per day	

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



Polar observation allowance	If a faculty member (annual salary) 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 faculty member (annual salary) from the government.	Professor	4,100 yen	Per day
		Associate professor and lecturer	3,100 yen	
		Assistant professor	2,400 yen	
		If a faculty member (annual salary) engages in the work conducted during the winter, 30 percent of the abovementioned amount is added.		
Health care allowance	If a faculty member (annual salary) who is ordered to serve as an industrial physician engages in the work relevant to the health care of employees and worksite health management	20,000 yen		Per month
Allowance for labor and delivery service	If a faculty member (annual salary) 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 service (limited to those who attend night and day duty, in principle)	Up to two persons engaging in the labor and delivery service	5,000 yen	Per delivery

Note:

If the time during which a faculty member (annual salary) 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 or allowance for handling breeding cattle or horses

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

Appended Table 3 Entrance Examination Allowance (Re: Article 13)

Category of entrance examination	Category of work	Amount of allowance
Common Test for University Admissions General selection (early schedule and late schedule)	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	
Comprehensive selection	Entrance Examination Committee member	10,000 yen per business year
	Question creator	15,000 yen per examination
Selection based on recommendations from high schools	Application inspector	
	Selection for returnees	Test scorer
Interviewer		
Selection for working people	Work at examination site (as an assistant of a director of the examination site)	10,000 yen per examination
	Examination supervisor	
Screening test for privately funded international students	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
Mid-course entry admission examination	Entrance examination-related work	3,000 yen per examination
Entrance examination for graduate school	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 mean work equivalent to work which falls under categories of work of faculty members for the Common Test for University Admissions and general selection.

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