

National University Corporation Kyushu University Detailed Regulations for the Application of Compensation Based on the Annual Salary System (Basic Annual Salary for Educational Services)

Kyushu University Employment Regulation No. 42 of 2019

Established: March 27, 2020

Last amended: May 30, 2022

(Kyushu University Employment Regulation No.5 of 2022)

(Purpose)

Article 1 The National University Corporation Kyushu University Detailed Regulations for the Application of Compensation Based on the Annual Salary System (Basic Annual Salary for Educational Services) (herein after referred to as the “Detailed Regulations”) shall provide for matters relevant to compensation for faculty members to whom compensation based on the annual salary system (Basic Annual Salary Schedule for Educational Services) applies (hereinafter referred to as "faculty members under the annual salary system for educational services"), pursuant to the provisions of Article 2, paragraph (2) 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 of Employees").

(Eligible Persons)

Article 2 (1) Faculty members under the annual salary system for educational services are persons provided in the following items:

(i) persons who have become faculty members 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) or persons who have become employees of the University as replacements for those faculty members upon their voluntary termination of employment (hereinafter referred to as "employees with continued status (faculty members)"), and who seek the application of compensation based on the annual salary system (Basic Annual Salary Schedule for Educational Services);

(ii) employees with continued status (faculty members) who receive a promotion or who are transferred to other jobs; and

(iii) persons who are newly employed as employees with continued status (faculty members).

(2) Notwithstanding the provisions of items (ii) and (iii) of the preceding paragraph, compensation based on the annual salary system (Basic Annual Salary Schedule for Educational Services) may not apply if this is specially recognized by the University. The handling of this case is provided separately.

(Types of Compensation)

Article 3 The compensation of faculty members under the annual salary system for educational services consists of a basic annual salary, performance-based compensation, and allowances.

(Basic Annual Salary)

Article 4 (1) The basic annual salary for faculty members under the annual salary system for educational services is as provided in Appended Table 1.

(2) The calculation period for the basic annual salary provided in the preceding paragraph is from January 1 to December 31 of each year, and the amount of one-twelfth of the basic annual salary (hereinafter referred to as the "monthly payment amount of basic annual salary") is paid on the 21st day of each month (provided, however, that when the date falls upon a day-off provided in Article 31, paragraph (5) of the National University Corporation Kyushu University General Regulation of Employment (Kyushu University Employment Regulation No. 1 of 2004), the immediately preceding day that is not a day-off; the same applies hereinafter).

(3) Notwithstanding the provisions of paragraph (1), the basic annual salary for a person who has become a faculty member under the annual salary system for educational services in the middle of a business year is determined on the basis of the basic annual salary to be determined pursuant to paragraph (1), according to the period from the date on which the person has become a faculty member under the annual salary system for educational services until the last day of the business year, and is paid on the 21st day of each month.

(Performance-based Compensation)

Article 5 (1) The performance assessment for the previous business year is implemented on an annual basis, and the performance-based compensation is determined by taking into consideration the result of the performance assessment.

(2) The performance-based compensation provided in the preceding paragraph is paid on June 30 and December 10 (provided, however, that when these dates fall upon a day-off provided in Article 31, paragraph (5) of the National University Corporation Kyushu University General Regulation of Employment, the immediately preceding day that is not a day-off) to an employee who is or an employee who voluntarily terminates employment, etc. who was in service as of June 1 and December 1 (hereinafter collectively referred to as the "base date") respectively.

(3) The provisions of Article 31, paragraphs (2) to (5) of the Rules for Compensation of Employees apply mutatis mutandis to the performance-based compensation provided in paragraph (1); provided, however, that the total sum of the monthly amounts of basic salary and area allowance, etc. corresponding thereto is the total sum of the total sum of the monthly payment amount of basic annual salary and the adjusted amount of basic salary obtained by applying

mutatis mutandis the provisions of Article 12 of the Rules for Compensation of Employees, and the monthly amounts of area allowance (excluding the dependent allowance from the basis of calculation), area adjustment allowance (excluding the dependent allowance from the basis of calculation), and allowance for wide-area personnel changes (excluding the dependent allowance from the basis of calculation) obtained by applying mutatis mutandis the provisions of Articles 16, 16-2, and 16-3 of the Rules for Compensation of Employees (hereinafter referred to as the "base amount of performance-based compensation"). In this case, the term "diligence allowance" in Article 31, paragraphs (2), (3), and (5) of the Rules for Compensation of Employees is deemed to be replaced with "performance-based compensation," the term "work performance" in Article 31, paragraph (3) of the Rules for Compensation of Employees is deemed to be replaced with "the result of performance assessment," and the term "base amount of diligence allowance" in Article 31, paragraph (3) and (4) of the Rules for Compensation of Employees is deemed to be replaced with "base amount of performance-based compensation."

(Allowances)

Article 6 (1) Allowances are 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, housing allowance, commuting allowance, allowance for transfer not accompanied by family, extraordinary work allowance, entrance examination allowance, allowance for examination of degree theses, allowance for work in special areas, allowance equivalent to allowance for work in special areas, remote area allowance, cold district allowance, overtime work allowance, holiday work allowance, night-shift allowance, night or day duty allowance, special work allowance for managerial employees, and end-of-term allowance.

(2) The provisions of Article 12 of the Rules for Compensation of Employees apply mutatis mutandis to the payment of the adjusted amount of basic salary; provided, however, that the adjusted amount of basic salary is the amount obtained by applying mutatis mutandis the Table of Base Amount of Adjustment (c) set forth in Appended Table 1-10 of the Rules for Compensation of Employees.

(3) The provisions of Article 14 of the Rules for Compensation of Employees apply mutatis mutandis to the payment of managerial service allowance; provided, however, that the managerial service allowance is the monthly amount obtained by applying mutatis mutandis the basic salary schedule for educational services set forth in Appended Table 1-12 of the Rules for Compensation of Employees.

(4) The provisions of Article 15 of the Rules for Compensation of Employees apply mutatis mutandis to the payment of initial salary adjustment allowance. In this case, the phrase "to whom the basic salary schedule for educational services applies" in Article 15, paragraph (1) of the Rules

for Compensation of Employees is deemed to be replaced with "to whom the Basic Annual Salary Schedule for Educational Services applies."

(5) The provisions of Articles 16, 16-2, and 16-3 apply mutatis mutandis to the payment of area allowance and area adjustment allowance, and allowance for wide-area personnel changes; provided, however, that the total sum of the monthly amounts of basic salary, managerial service allowance, and dependent allowance is the total sum of the total sum of the monthly payment amount of basic annual salary and the adjusted amount of basic salary obtained by applying mutatis mutandis the provisions of Article 12 of the Rules for Compensation of Employees and the monthly amount of managerial service allowance obtained by applying mutatis mutandis the provisions of Article 14 of the Rules for Compensation of Employees and dependent allowance obtained by applying mutatis mutandis the provisions of Article 17 of the Rules for Compensation of Employees.

(6) The provisions of Article 17 of the Rules for Compensation of Employees apply mutatis mutandis to the payment of dependent allowance. In this case, the term "basic salary schedule for educational services" in Article 17, paragraph (2) of the Rules for Compensation of Employees is deemed to be replaced with "Basic Annual Salary Schedule for Educational Services."

(7) The provisions of Article 30 of the Rules for Compensation of Employees apply mutatis mutandis to the payment of end-of-term allowance; provided, however, that the total sum of the monthly amounts of basic salary and dependent allowance as well as the monthly amount of area allowance, etc. corresponding thereto set forth in Article 30, paragraph (3) of the Rules for Compensation of Employees is the total sum of the total sum of the monthly payment amount of basic annual salary and the adjusted amount of basic salary obtained by applying mutatis mutandis the provisions of Article 12 of the Rules for Compensation of Employees, the monthly amount of dependent allowance obtained by applying mutatis mutandis the provisions of Article 17 of the Rules for Compensation of Employees, and the monthly amounts of area allowance, area adjustment allowance, and allowance for wide-area personnel changes obtained by applying mutatis mutandis the provisions of Articles 16, 16-2, and 16-3 of the Rules for Compensation of Employees. Additionally, the total sum of the monthly amounts of basic salary and area allowance, etc. corresponding thereto set forth in Article 30, paragraph (4) of the Rules for Compensation of Employees is the total sum of the total sum of the monthly payment amount of basic annual salary and the adjusted amount of basic salary obtained by applying mutatis mutandis the provisions of Article 12 of the Rules for Compensation of Employees, and the monthly amounts of area allowance (excluding the dependent allowance from the basis of calculation), area adjustment allowance (excluding the dependent allowance from the basis of calculation), and allowance for wide-area personnel changes (excluding the dependent allowance from the basis of calculation) obtained by applying mutatis mutandis the provisions of Articles 16, 16-2, and 16-3 of the Rules

for Compensation of Employees. In this case, the term "monthly amount of basic salary" in Article 30, paragraph (5) of the Rules for Compensation of Employees is deemed to be replaced with "monthly payment amount of basic annual salary."

(8) The provisions of Articles 18 to 25 and 27 to 29 of the Rules for Compensation of Employees apply mutatis mutandis to the payment of housing allowance, commuting allowance, allowance for transfer not accompanied by family, extraordinary work allowance, entrance examination allowance, allowance for examination of degree theses, medical care service allowance, allowance for work in special areas, allowance equivalent to allowance for work in special areas, remote area allowance, cold district allowance, overtime work allowance, holiday work allowance, night-shift allowance, night or day duty allowance, and special work allowance for managerial employees.

(9) The provisions of Article 2, paragraph (1) of the Rules for Compensation of Employees apply mutatis mutandis to the calculation period and the pay date of the allowances provided in paragraph (1).

(Retirement Allowance)

Article 7 Retirement allowance is paid to faculty members under the annual salary system for educational services pursuant to the provisions of the National University Corporation Kyushu University Rules for Retirement Allowance for Employees (Kyushu University Employment Regulation No. 27 of 2004; hereinafter referred to as the "Rules for Retirement Allowance"); provided, however, that the basic salary provided in Articles 3 to 7 of the Rules for Retirement Allowance is the total sum of the monthly payment amount of basic annual salary and the adjusted amount of basic salary obtained by applying mutatis mutandis the provisions of Article 12 of the Rules for Compensation of Employees, and the monthly amount of basic salary, etc. provided in Article 8-2 of the Rules for Retirement Allowance is the total sum of the total sum of the monthly payment amount of basic annual salary and the adjusted amount of basic salary obtained by applying mutatis mutandis the provisions of Article 12 of the Rules for Compensation of Employees, the monthly amount of dependent allowance obtained by applying mutatis mutandis the provisions of Article 17 of the Rules for Compensation of Employees, and the monthly amounts of area allowance, area adjustment allowance, and allowance for wide-area personnel changes corresponding thereto obtained by applying mutatis mutandis the provisions of Articles 16, 16-2, and 16-3 of the Rules for Compensation of Employees. In this case, the term "basic salary schedule for educational services" in Appended Table 2 related to Article 8 of the Rules for Retirement Allowance is deemed to be replaced with "basic annual salary schedule for educational service."

(Others)

Article 8 Beyond what is provided for in these Detailed Regulations, the provisions of the Rules for Compensation of Employees apply mutatis mutandis to matters relevant to compensation of faculty members under the annual salary system for educational services. In this case, the term "basic salary" in the provisions of Article 5, paragraph (1) and Article 13 of those Rules is deemed to be replaced with "monthly payment amount of basic annual salary," the phrase "monthly amounts of basic salary provided in the basic salary schedule" in the provisions of Article 8, paragraph (2) of those Rules is deemed to be replaced with "monthly payment amounts of basic annual salary," the terms "basic salary" and "amount of basic salary" in the provisions of Article 10 of those Rules are respectively deemed to be replaced with "basic annual salary" and "amount of basic annual salary," and the "basic salary" and "basic salary schedule" in the provisions of Article 11 of those Rules are respectively deemed to be replaced with "basic annual salary" and "basic annual salary schedule."

#### Supplementary Provisions

1. These Detailed Regulations come into effect as of April 1, 2020.
2. The amount of retirement allowance for faculty members who are actually subject to 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) and who will become faculty members under the annual salary system for educational services after these Detailed Regulations come into effect is the amount calculated by deducting the total of the amounts equivalent to retirement allowance out of the performance-based compensation paid until the date preceding the date on which the faculty members become faculty members under the annual salary system for educational services, from the amount of retirement allowance under Article 2-2 of the Rules for Retirement Allowance.

#### Supplementary Provisions (Kyushu University Employment Regulation No. 38 of 2021)

These Detailed Regulations come into effect as of April 1, 2022.

#### Supplementary Provisions (Kyushu University Employment Regulation No. 5 of 2022)

These Detailed Regulations come into effect as of June 1, 2022 and apply from April 1, 2022.

国立大学法人九州大学年俸制給与（教育職基本年俸）の適用に関する細則

Appended Table No.1 (Re: Article 4)

Basic Annual Salary Schedule for Educational Services

Grade of Duties	1	2	3	4	5
Pay step	Basic Annual Salary (yen)	Basic Annual Salary (yen)	Basic Annual Salary (yen)	Basic Annual Salary (yen)	Basic Annual Salary (yen)
1	2,082,000	2,596,800	3,325,200	3,891,600	4,872,000
2	2,107,200	2,624,400	3,361,200	3,926,400	4,899,600
3	2,131,200	2,650,800	3,394,800	3,963,600	4,928,400
4	2,155,200	2,677,200	3,428,400	3,999,600	4,958,400
5	2,178,000	2,702,400	3,462,000	4,038,000	4,983,600
6	2,208,000	2,727,600	3,492,000	4,069,200	5,013,600
7	2,238,000	2,754,000	3,518,400	4,100,400	5,040,000
8	2,268,000	2,779,200	3,547,200	4,132,800	5,070,000
9	2,299,200	2,806,800	3,578,400	4,168,800	5,090,400
10	2,332,800	2,835,600	3,608,400	4,203,600	5,120,400
11	2,365,200	2,864,400	3,637,200	4,240,800	5,148,000
12	2,397,600	2,893,200	3,668,400	4,280,400	5,175,600
13	2,427,600	2,918,400	3,696,000	4,314,000	5,192,400
14	2,450,400	2,947,200	3,720,000	4,336,800	5,218,800
15	2,472,000	2,976,000	3,745,200	4,363,200	5,245,200
16	2,496,000	3,004,800	3,765,600	4,393,200	5,272,800
17	2,520,000	3,028,800	3,792,000	4,419,600	5,298,000
18	2,540,400	3,066,000	3,817,200	4,446,000	5,326,800
19	2,562,000	3,103,200	3,841,200	4,471,200	5,354,400
20	2,582,400	3,140,400	3,865,200	4,494,000	5,383,200
21	2,605,200	3,175,200	3,889,200	4,518,000	5,408,400
22	2,628,000	3,211,200	3,918,000	4,540,800	5,436,000
23	2,650,800	3,246,000	3,949,200	4,564,800	5,464,800
24	2,673,600	3,280,800	3,982,800	4,585,200	5,492,400
25	2,695,200	3,314,400	4,006,800	4,602,000	5,516,400
26	2,720,400	3,345,600	4,030,800	4,623,600	5,542,800
27	2,745,600	3,375,600	4,056,000	4,645,200	5,568,000
28	2,770,800	3,408,000	4,084,800	4,668,000	5,594,400
29	2,792,400	3,441,600	4,113,600	4,690,800	5,619,600
30	2,818,800	3,470,400	4,138,800	4,711,200	5,647,200

国立大学法人九州大学年俸制給与（教育職基本年俸）の適用に関する細則

31	2,846,400	3,496,800	4,161,600	4,731,600	5,673,600
32	2,874,000	3,525,600	4,183,200	4,752,000	5,698,800
33	2,900,400	3,552,000	4,207,200	4,771,200	5,721,600
34	2,922,000	3,578,400	4,232,400	4,792,800	5,746,800
35	2,942,400	3,608,400	4,257,600	4,810,800	5,774,400
36	2,962,800	3,634,800	4,281,600	4,832,400	5,800,800
37	2,983,200	3,664,800	4,300,800	4,845,600	5,826,000
38	3,002,400	3,684,000	4,324,800	4,864,800	5,850,000
39	3,020,400	3,704,400	4,350,000	4,882,800	5,872,800
40	3,040,800	3,724,800	4,372,800	4,900,800	5,895,600
41	3,062,400	3,747,600	4,395,600	4,911,600	5,919,600
42	3,082,800	3,753,600	4,418,400	4,930,800	5,942,400
43	3,099,600	3,764,400	4,440,000	4,948,800	5,962,800
44	3,118,800	3,775,200	4,461,600	4,968,000	5,985,600
45	3,129,600	3,786,000	4,483,200	4,983,600	6,008,400
46	3,147,600	3,798,000	4,504,800	5,002,800	6,030,000
47	3,166,800	3,807,600	4,522,800	5,019,600	6,051,600
48	3,182,400	3,819,600	4,544,400	5,038,800	6,074,400
49	3,200,400	3,830,400	4,562,400	5,055,600	6,094,800
50	3,208,800	3,841,200	4,581,600	5,071,200	6,115,200
51	3,217,200	3,850,800	4,600,800	5,086,800	6,136,800
52	3,228,000	3,860,400	4,621,200	5,102,400	6,159,600
53	3,237,600	3,874,800	4,634,400	5,110,800	6,178,800
54	3,246,000	3,884,400	4,652,400	5,122,800	6,198,000
55	3,255,600	3,894,000	4,669,200	5,133,600	6,218,400
56	3,265,200	3,903,600	4,688,400	5,144,400	6,237,600
57	3,272,400	3,912,000	4,704,000	5,155,200	6,256,800
58	3,285,600	3,925,200	4,720,800	5,166,000	6,272,400
59	3,296,400	3,938,400	4,736,400	5,176,800	6,288,000
60	3,308,400	3,950,400	4,754,400	5,187,600	6,302,400
61	3,321,600	3,962,400	4,770,000	5,198,400	6,316,800
62	3,332,400	3,974,400	4,786,800	5,209,200	6,328,800
63	3,342,000	3,987,600	4,804,800	5,221,200	6,340,800
64	3,351,600	4,000,800	4,822,800	5,234,400	6,352,800
65	3,363,600	4,009,200	4,834,800	5,245,200	6,360,000
66	3,372,000	4,022,400	4,848,000	5,257,200	6,370,800
67	3,384,000	4,030,800	4,860,000	5,269,200	6,381,600



国立大学法人九州大学年俸制給与（教育職基本年俸）の適用に関する細則

68	3,394,800	4,044,000	4,873,200	5,280,000	6,392,400
69	3,404,400	4,051,200	4,885,200	5,292,000	6,403,200
70	3,417,600	4,064,400	4,896,000	5,304,000	6,412,800
71	3,429,600	4,075,200	4,905,600	5,314,800	6,421,200
72	3,442,800	4,088,400	4,915,200	5,326,800	6,427,200
73	3,453,600	4,092,000	4,924,800	5,338,800	6,435,600
74	3,466,800	4,104,000	4,935,600	5,349,600	6,441,600
75	3,478,800	4,116,000	4,945,200	5,360,400	6,451,200
76	3,492,000	4,128,000	4,954,800	5,372,400	6,458,400
77	3,498,000	4,140,000	4,963,200	5,382,000	6,464,400
78	3,510,000	4,152,000	4,969,200	5,388,000	6,471,600
79	3,520,800	4,162,800	4,974,000	5,396,400	6,478,800
80	3,531,600	4,173,600	4,978,800	5,403,600	6,486,000
81	3,542,400	4,185,600	4,982,400	5,413,200	6,493,200
82	3,553,200	4,197,600	4,987,200	5,421,600	
83	3,564,000	4,209,600	4,990,800	5,425,200	
84	3,573,600	4,221,600	4,995,600	5,432,400	
85	3,577,200	4,228,800	4,999,200	5,437,200	
86	3,586,800	4,236,000	5,004,000	5,442,000	
87	3,596,400	4,243,200	5,008,800	5,446,800	
88	3,607,200	4,250,400	5,013,600	5,450,400	
89	3,618,000	4,257,600	5,017,200	5,454,000	
90	3,625,200	4,262,400	5,022,000	5,457,600	
91	3,633,600	4,267,200	5,026,800	5,463,600	
92	3,640,800	4,273,200	5,030,400	5,467,200	
93	3,648,000	4,279,200	5,034,000	5,470,800	
94	3,656,400	4,284,000	5,038,800	5,474,400	
95	3,664,800	4,290,000	5,042,400	5,478,000	
96	3,673,200	4,296,000	5,046,000	5,481,600	
97	3,675,600	4,303,200	5,049,600	5,485,200	
98	3,681,600	4,309,200	5,054,400	5,491,200	
99	3,687,600	4,314,000	5,058,000	5,494,800	
100	3,693,600	4,320,000	5,061,600	5,498,400	
101	3,697,200	4,324,800	5,065,200	5,502,000	
102	3,702,000	4,330,800	5,070,000		
103	3,705,600	4,334,400	5,073,600		
104	3,712,800	4,340,400	5,077,200		

国立大学法人九州大学年俸制給与（教育職基本年俸）の適用に関する細則

105	3,717,600	4,346,400	5,080,800		
106	3,722,400	4,351,200	5,085,600		
107	3,726,000	4,357,200	5,089,200		
108	3,730,800	4,363,200	5,092,800		
109	3,733,200	4,368,000	5,096,400		
110	3,738,000	4,374,000	5,100,000		
111	3,742,800	4,380,000	5,103,600		
112	3,747,600	4,384,800	5,107,200		
113	3,751,200	4,389,600	5,110,800		
114	3,756,000	4,394,400	5,114,400		
115	3,759,600	4,400,400	5,118,000		
116	3,763,200	4,405,200	5,121,600		
117	3,766,800	4,410,000	5,124,000		
118	3,771,600	4,414,800			
119	3,776,400	4,420,800			
120	3,781,200	4,425,600			
121	3,783,600	4,429,200			
122	3,786,000	4,434,000			
123	3,789,600	4,440,000			
124	3,793,200	4,443,600			
125	3,796,800	4,448,400			
126	3,799,200	4,454,400			
127	3,802,800	4,460,400			
128	3,807,600	4,465,200			
129	3,811,200	4,470,000			
130	3,814,800	4,476,000			
131	3,819,600	4,482,000			
132	3,822,000	4,488,000			
133	3,824,400	4,494,000			
134	3,828,000	4,500,000			
135	3,831,600	4,506,000			
136	3,834,000	4,512,000			
137	3,837,600	4,518,000			
138	3,840,000	4,524,000			
139	3,843,600	4,530,000			
140	3,847,200	4,536,000			

国立大学法人九州大学年俸制給与（教育職基本年俸）の適用に関する細則

141	3,850,800	4,542,000			
142	3,855,600				
143	3,860,400				
144	3,865,200				
145	3,867,600				
146	3,872,400				
147	3,876,000				
148	3,880,800				
149	3,883,200				
150	3,888,000				
151	3,891,600				
152	3,896,400				
153	3,898,800				
154	3,903,600				
155	3,908,400				
156	3,913,200				
157	3,915,600				