

National University Corporation Kyushu University Rules for Compensation of Faculty Members (Special Project), etc.

Kyushu University Employment Regulation No. 7 of 2015

Established: November 27, 2015

Last amended: May 30, 2022

(Kyushu University Employment Regulation No. 3 of 2022)

(Purpose)

Article 1 These Rules shall provide for matters relevant to the compensation of faculty members (special project), faculty members (donated fund laboratory), faculty members (donated research department), faculty members (funded research department) and faculty members (excellent researcher) (hereinafter referred to as "faculty members (special project), etc.") working at National University Corporation Kyushu University (hereinafter referred to as the "University"), pursuant to the provisions of Article 7 of the National University Corporation Kyushu University Regulations of Employment of Special Fixed-term Faculty Members (Kyushu University Employment Regulation No. 14 of 2006; hereinafter referred to as the "Special Fixed-Term Faculty Members Employment Regulations").

(Types of Compensation)

Article 2 (1) The compensation of faculty members (special project), etc. consists of annual salary and work allowance.

(2) The work allowance 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) Notwithstanding the provisions of paragraph (1), a lump-sum payment may be paid to a faculty member (special project), etc. if the faculty member (special project), etc. has engaged in a special work.

(Calculation Period and Pay Date of Compensation)

Article 3 (1) The calculation period for the amount of annual salary paid per month (meaning the amount equivalent to one-twelfth of the annual salary; the same applies hereinafter) is from the first to last day of one month, and payment is made on 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; the same applies hereinafter).

(2) The calculation period and pay date of the work allowance are the calculation period and pay date provided in the following items according to the categories of compensation set forth in the

respective items:

- (i) commuting allowance: the calculation period is from the first to last day of one month, and payment is made on the 21st of the relevant month; and
- (ii) 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: the calculation period is from the first to last day of one month, and payment is made on the 21st of the following month.

(Payment of Compensation)

Article 4 (1) The compensation is paid directly to the faculty member (special project), etc. 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 (special project), etc.

(Reduction of Amount of Compensation)

Article 5 If a faculty member (special project), etc. 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 (special project), etc. does not attend work, except when specially approved.

(Calculation of Amount of Compensation per Working Hour)

Article 6 (1) The amount of compensation per working hour provided in the preceding Article and Articles 16 to 19 is the amount calculated by dividing the amount of annual salary paid per month 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 16 to 18 for the work for which the extraordinary work allowance provided in Article 13 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 7 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 8 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.

(Annual Salary)

Article 9 (1) The annual salary of a faculty member (special project), etc. is as provided in the Annual Salary Schedule for Services for a Special Fixed Term (Appended Table 1).

(2) The pay step applicable to a faculty member (special project), etc. under the Annual Salary Schedule for Services for a Special Fixed Term provided in paragraph (1) is decided based on the faculty member's (special project), etc. educational and research performance, academic background, years of experience, duties, content of work, and other factors, and the applicable category under the same schedule is decided based on the evaluation (meaning the evaluation provided in the following paragraph; the same applies hereinafter) on the faculty member (special project), etc. in the business year preceding the business year which includes April 1 of each year (hereinafter referred to as the "base date").

(3) Evaluation is conducted for each business year, and the evaluation results are represented by SS, SA, S, A or B and used to determine the category applicable to a faculty member (special project), etc. in the business year which includes the base date; provided, however, that evaluation is not conducted for a faculty member (special project), etc. who has been in work for a period of not more than six months in the business year preceding the business year which includes the base date.

(4) With regard to a person who is newly employed as a faculty member (special project), etc. (including a faculty member (special project), etc. for whom the work assigned thereto is changed), the amount of annual salary for the period from the date of employment of the person (in the case of a faculty member (special project), etc. for whom the work assigned thereto is changed, the day on which the faculty member (special project), etc. is assigned to a new type of work; the same applies hereinafter) until the first March 31 that comes after the date of employment is the amount determined according to the length of that period on the basis of the amount decided pursuant to paragraph (2) on the assumption that the faculty member (special project), etc. falls within Category A.

(5) With regard to a faculty member (special project), etc. who was, as of the base date, not subject to the evaluation for the business year preceding the business year which includes the

base date, the amount of annual salary is the amount decided pursuant to paragraph (2) on the assumption that the faculty member (special project), etc. falls within Category A.

(6) With regard to a faculty member (special project), etc. whose term of employment has been renewed, the amount of annual salary for the period from the date of renewal until the first March 31 that comes after the date of renewal is decided on the date of renewal, and is the amount determined according to the length of that period on the basis of the amount decided pursuant to paragraph (2) on the assumption that the faculty member (special project), etc. falls within the same category as that applicable thereto as of the day preceding the date of renewal; provided, however, that this does not apply if the date of renewal is the base date.

(Payment of Annual Salary)

Article 10 (1) A person who is newly employed as a faculty member (special project), etc. is paid an annual salary from the date of employment, and a faculty member (special project), etc. whose annual salary is changed is paid a new annual salary from the date of change.

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

(3) If a faculty member (special project), etc. dies, the annual salary is paid until the end of the month of the death.

(4) If the annual salary is paid to a faculty member (special project), etc. 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 annual 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 from the actual number of days in the relevant month:

(i) if the faculty member (special project), etc. falls under paragraph (1) or (2);

(ii) if the faculty member (special project), etc. is placed under administrative leave pursuant to the provisions of Article 4 of the National University Corporation Kyushu University Regulations of Employment of Fixed-Term Faculty Members (Kyushu University Employment Regulation No. 3 of 2004) as applied mutatis mutandis pursuant to Article 6 of the Special Fixed-Term Faculty Members Employment Regulations, or the faculty member (special project), etc. is reinstated upon the end of the administrative leave;

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

(iv) if the faculty member (special project), etc. 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 (special project), etc. is reinstated upon the end of the suspension from

work.

(Reduction by Half of Amount of Annual Salary Paid Per Month)

Article 11 Notwithstanding the provisions of the preceding Article, if a faculty member (special project), etc. does not attend work in either of the cases set forth in the following items, the amount of annual salary paid per month 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 a faculty member (special project), etc. 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 faculty member (special project), etc. 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.

(Commuting Allowance)

Article 12 (1) The commuting allowance is paid to faculty members (special project), etc. set forth in the following items; provided, however, that it is not paid to faculty members (special project), etc. 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 (special project), etc. who usually use transportation facilities, etc. for commuting and pay the fare or toll (hereinafter referred to as the "fare, etc.") (excluding faculty members (special project), etc. set forth in item (iii));
- (ii) faculty members (special project), etc. who usually use a motor vehicle, etc. for commuting (excluding faculty members (special project), etc. set forth in item (iii)); and
- (iii) faculty members (special project), etc. 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 (special project), etc. set forth in the respective

items:

(i) faculty members (special project), etc. 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 (special project), etc. 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 member (special project), etc. 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 member (special project), etc., the amount calculated by multiplying 55,000 yen by the number of months in the relevant unit period for payment);

(ii) faculty members (special project), etc. 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 (special project), etc. set forth in item (iii) of the preceding paragraph: the amount set forth in the following according to the categories of faculty members (special

project), etc. set forth respectively therein:

(a) faculty members (special project), etc. 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 member (special project), etc., the amount calculated by multiplying 55,000 yen by the number of months in the relevant unit period for payment);

(b) among faculty members (special project), etc. 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 (special project), etc. 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 (special project), etc. whose commuting conditions have changed due to having been transferred to work in a different area upon the relocation of the facility where their workplace was located, 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 relocation of the facility, 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 (special project), etc., 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 (special project), etc. 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 (special project), etc. who currently receives a commuting allowance 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 3, paragraph (2), item (i), the commuting allowance is, in principle, paid on the pay date of compensation provided in the same item in the

first month of the unit period for payment.

(9) If a faculty member (special project), etc. 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 (special project), etc. 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 13 (1) The extraordinary work allowance is paid to a faculty member (special project), etc. 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 14 (1) An entrance examination allowance is paid if a faculty member (special project), etc. 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 16, paragraph (2) or holiday work allowance provided in Article 17 is paid with regard to the work provided in Appended Table 3.

(Allowance for Examination of Degree Theses)

Article 15 (1) An allowance for examination of degree theses is paid if a faculty member (special project), etc. 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 (special project), etc. is a chief examiner or an examiner other than the chief examiner.

Number of examination	Amount of allowance
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committee members	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 16 (1) A faculty member (special project), etc. 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 6 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 (special project), etc. 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 6 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 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, Leave, etc.").

Article 17 A faculty member (special project), etc. 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 6 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 18 Notwithstanding the provisions of the preceding two Articles, a faculty member (special project), etc. 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 6 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 19 A faculty member (special project), etc. 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 6, 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 20 (1) If a faculty member (special project), etc. 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 (special project), etc.

(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 16 to the preceding Article.

(Miscellaneous Provisions)

Article 21 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 December 1, 2015, and apply to those who are employed on or after that date.

Supplementary Provisions (Kyushu University Employment Regulation No. 8 of 2016)

These Regulations come into effect as of August 1, 2016.

Supplementary Provisions (Kyushu University Employment Regulation No. 29 of 2017)

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

Supplementary Provisions (Kyushu University Employment Regulation No. 12 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 (Special Project), etc. 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 (Special Project), etc. 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. 32 of 2019)
These Regulations come into effect as of April 1, 2020.

Supplementary Provisions (Kyushu University Employment Regulation No. 7 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 Faculty Members (Special Project), etc. 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. 16 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. 28 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 Faculty Members (Special Project), etc. as amended by these Rules apply to faculty members (special project), etc. 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. 42 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 11 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. 8 of 2021)

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

Supplementary Provisions (Kyushu University Employment Regulation No. 26 of 2021)

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

Supplementary Provisions (Kyushu University Employment Regulation No. 3 of 2022)

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

Appended Table 1 Annual Salary Schedule for Services for a Special Fixed Term (Re: Article 9)

Category Pay step	SS (yen)	SA (yen)	S (yen)	A (yen)	B (yen)
1	3,286,800	3,253,200	3,202,800	3,118,800	3,069,600
2	3,484,800	3,450,000	3,396,000	3,307,200	3,254,400
3	3,697,200	3,660,000	3,603,600	3,508,800	3,452,400
4	4,106,400	4,065,600	4,002,000	3,897,600	3,835,200
5	4,305,600	4,261,200	4,196,400	4,086,000	4,021,200
6	4,503,600	4,458,000	4,389,600	4,274,400	4,206,000
7	4,716,000	4,668,000	4,596,000	4,476,000	4,404,000
8	4,915,200	4,864,800	4,790,400	4,664,400	4,590,000
9	5,127,600	5,074,800	4,996,800	4,866,000	4,788,000
10	5,325,600	5,271,600	5,190,000	5,054,400	4,974,000
11	5,538,000	5,481,600	5,397,600	5,256,000	5,172,000
12	5,734,800	5,677,200	5,589,600	5,443,200	5,356,800
13	5,947,200	5,887,200	5,796,000	5,644,800	5,554,800
14	6,146,400	6,084,000	5,990,400	5,833,200	5,739,600
15	6,344,400	6,280,800	6,183,600	6,021,600	5,925,600
16	6,556,800	6,490,800	6,390,000	6,223,200	6,123,600
17	6,756,000	6,687,600	6,584,400	6,411,600	6,309,600
18	6,968,400	6,897,600	6,790,800	6,613,200	6,507,600
19	7,166,400	7,094,400	6,984,000	6,801,600	6,692,400
20	7,378,800	7,304,400	7,191,600	7,003,200	6,891,600
21	7,575,600	7,498,800	7,383,600	7,190,400	7,075,200
22	7,788,000	7,708,800	7,590,000	7,392,000	7,273,200
23	7,987,200	7,905,600	7,784,400	7,580,400	7,459,200
24	8,199,600	8,115,600	7,990,800	7,782,000	7,657,200
25	8,809,200	8,719,200	8,584,800	8,360,400	8,226,000
26	9,416,400	9,321,600	9,177,600	8,937,600	8,794,800
27	10,040,400	9,938,400	9,784,800	9,529,200	9,376,800
28	10,450,800	10,345,200	10,185,600	9,919,200	9,760,800
29	10,650,000	10,542,000	10,378,800	10,107,600	9,945,600
30	11,257,200	11,143,200	10,971,600	10,684,800	10,513,200
31	11,881,200	11,760,000	11,578,800	11,276,400	11,095,200
32	12,901,200	12,770,400	12,573,600	12,244,800	12,048,000
33	13,113,600	12,980,400	12,780,000	12,446,400	12,247,200
34	14,132,400	13,989,600	13,773,600	13,413,600	13,198,800
35	15,363,600	15,207,600	14,973,600	14,582,400	14,348,400
36	16,087,200	15,924,000	15,678,000	15,268,800	15,024,000
37	16,921,200	16,749,600	16,491,600	16,060,800	15,802,800
38	17,770,800	17,590,800	17,319,600	16,867,200	16,597,200
39	18,620,400	18,432,000	18,147,600	17,673,600	17,390,400
40	19,470,000	19,272,000	18,975,600	18,480,000	18,183,600
41	20,306,400	20,100,000	19,790,400	19,273,200	18,963,600
42	21,156,000	20,941,200	20,618,400	20,079,600	19,758,000
43	22,005,600	21,781,200	21,446,400	20,886,000	20,551,200
44	22,855,200	22,622,400	22,274,400	21,692,400	21,344,400
45	23,690,400	23,450,400	23,088,000	22,485,600	22,124,400
46	24,540,000	24,290,400	23,916,000	23,292,000	22,917,600
47	25,389,600	25,131,600	24,744,000	24,098,400	23,712,000
48	26,239,200	25,972,800	25,572,000	24,904,800	24,505,200
49	27,075,600	26,799,600	26,386,800	25,698,000	25,285,200

Note:

This table applies to faculty members (special project), etc. based on their educational and research performance, academic background, years of experience, duties, content of work, and other factors.

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 13)

Type of Allowance	Content of Work	Amount of Allowance		Payment Unit
Allowance for an operation at high altitude	(1) If a faculty member (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 an operation of epidemic prevention, etc.	(1) If a faculty member (special project), etc. 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 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
	(2) If a faculty member (special project), etc. engages in work such as medical care, etc. for patients, etc., except for the work referred to in (1); provided, however, that if a faculty member (special project), etc. 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.		3,000 yen	Per day
Allowance for handling radiation	If a faculty member (special project), etc. 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 microsievarts or more: for the radiation work that the faculty member (special project), etc. engages in during that period		230 yen	Per day
Allowance for an operation under abnormal pressure	If a faculty member (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. 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 (special project), etc. engages in the work conducted during the winter, 30 percent of the abovementioned amount is added.		
Health care allowance	If a faculty member (special project), etc. 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 (special project), etc. 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 (special project), etc. 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.