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## Nara Institute of Science and Technology Employee Salary Regulations

April 1, 2004  
Regulations No. 56

### I. General provisions

#### Article 1 (Purpose)

1. These provisions stipulate the necessary matters concerning the salaries of Nara Institute of Science and Technology (hereinafter referred to as "NAIST") full time employees (excluding employees to whom the Nara Institute of Science and Technology Annual Salary System Employee Salary Regulations [Regulations No. 1, 2015] is applied) based on the provisions of Article 22.1 of the Nara Institute of Science and Technology Employment Regulations (hereinafter referred to as the "Employment Regulations").
2. In relation to employees' salaries, in addition to the matters stipulated in these Regulations, matters related to employees' salaries shall also follow the stipulations of the Labor Standards Act (Law No. 49, 1947; hereinafter referred to as the "Labor Standards Act") and other laws and ordinances.

#### Article 2 (Types of salary)

1. Employees' salaries shall consist of the basic salary, an adjustment amount for the basic salary, and various allowances.
2. The types of allowances shall include a management position allowance, an initial salary adjustment allowance, an allowance for dependents, a regional allowance, a long-distance transfer allowance, a housing allowance, a commuting allowance, an allowance for a post unaccompanied by family members, an allowance for special employment, an overtime allowance, an allowance for holiday employment, an allowance for late night employment, an end-of-term allowance, and an allowance for diligent employment.

#### Article 3 (Salary provision date)

1. The entire monthly amount of basic salary for the relevant month shall be provided on the 17th of each month. Provided, however, that when one of the items below applies, it shall be provided on the date stipulated in the relevant item.
  - (1) When the 17th falls on a Sunday: The 15th
  - (2) When the 17th falls on a Saturday: The 16th
  - (3) When the 17th falls on a Monday that is a holiday: The 18th
2. The basic salary adjustment amount, the management position allowance, the initial salary adjustment allowance, the allowance for dependents, the regional allowance, the long-distance

transfer allowance, the housing allowance, the commuting allowance, and the allowance for a post unaccompanied by family members shall be provided on the same date of basic salary provision. Provided, however, that when provision on said date is not possible due to reasons such as not being able to confirm facts for said allowances by the provision date, they may be provided after that date.

3. For the allowance for special employment, overtime allowance, allowance for holiday employment, and allowance for (late) night employment, the relevant allowance amounts shall be provided on the basic salary provision date of the following month, based on one month's employment performance.
4. The overtime allowance and allowance for holiday employment that were substituted for hours of time off to compensate for overtime that will be provided in the event that a person worked during time off to compensate for overtime (as designated under the provisions of Article 7-2.1 of the Nara Institute of Science and Technology Employees' Employment Hour, Holiday, and Leave Regulations {Regulations No. 57, 2004; hereinafter referred to as the "Employment Hour Provisions"}) shall be provided on the basic salary provision date in the month after the month that includes the date those hours of time off to compensate for overtime were designated.
5. The end-of-term allowance and the allowance for diligent employment shall be provided on June 30 and December 10. Provided, however, that when June 30 or December 10 falls on a Sunday, they shall be provided on June 28 or December 8 respectively, and when it falls on a Saturday they shall be provided on June 29 or December 9 respectively.

#### Article 4 (Payment and deduction of salary)

1. The entire amount of salary shall be paid directly to an employee in currency.
2. Irrespective of the provisions of the previous clause, matters falling under any items below shall be deducted from salary and then it shall be provided.
  - (1) Withholding tax on income
  - (2) Residence tax
  - (3) National public service mutual aid association premiums
  - (4) Employment insurance premiums
  - (5) Matters for which deduction from salary is allowed under a collective agreement based on the provisions of the provisory clause of Article 24.1 of the Labor Standards Act
3. Irrespective of Article 4.1 provisions, in the event an individual employee's agreement has been obtained, salary shall be provided by deposit account transfer at the employee's designated bank or other financial institution.

#### II. Basic salary, and adjustment amounts for basic salary

##### Article 5 (Provision of basic salary)

1. Basic salary shall be provided based on the class and gradational salary stipulated in the basic salary charts of Article 6.
2. In addition to the matters that are stipulated in this chapter, necessary matters relating to basic salary provision shall be stipulated separately.

##### Article 6 (Types of basic salary charts)

1. The types of basic salary charts shall be as stated below, and the scope of application for each basic salary chart shall be according to the stipulations of the relevant basic salary chart.
  - (1) Basic Salary Chart for Education Positions (Appendix 1)
  - (2) Basic Salary Chart for General Positions (Appendix 2)
  - (3) Basic Salary Chart for Medical Positions (Appendix 3)
  - (4) Basic Salary Chart for Designated Positions (Appendix 4)
  - (5) Basic Salary chart for Specialized Duties Positions (Appendix 5)
2. The employee duties (excluding employees to whom the Basic Salary Chart for Designated Positions is applied) shall be classified into duty classes stipulated in the basic salary charts, based on their degrees of complexity, difficulty, and responsibility, and the content of the typical duties that should serve as the standards for those classifications shall be stipulated separately.

#### Article 7 (Basic salary for people who have newly become employees)

1. For the basic salary of a person who has newly become an employee (hereinafter referred to as the "Initial Salary"), its class, and gradational salary shall be decided according to separately stipulated criteria, in consideration of the person's academic background, licenses, qualifications, and job experience.
2. For the basic salary of an employee who transferred to a position of a different basic salary chart or a position that has different criteria for the Initial Salary, the class and gradational salary shall be decided in accordance with that person's duties.

#### Article 8 (Promotions)

1. For a person who was promoted based on Article 10 provisions of the Employment Regulations, it shall be possible to upgrade the person to a higher class in accordance with assigned duties after being promoted.
2. For an employee who has good employment performance and whose abilities for performing duties may be recognized as particularly outstanding, it shall be possible to upgrade that employee to a higher class in accordance with the duties he or she is engaged in.

#### Article 9 (Salary increases)

1. Determining whether or not to increase salary for an employee (excluding employees who are older than 55 years old; hereinafter in this clause the same), and the gradational salary number for a salary increase in the event salary will be increased, shall be decided according to separately stipulated criteria, using as a standard the gradational salary 4 (for employees to whom the Basic Salary Chart for General Positions is applied and whose class of duties is class 7 or higher, and employees to whom one of the basic salary charts other than the Basic Salary Chart for General Positions is applied and whose class of duties is separately stipulated as something equivalent to class 7 or higher, this shall be gradational salary 3) as the gradational salary number for a salary increase for an employee who has worked with good performance for all of the period stipulated in Article 10.
2. Salary increases for an employee who is older than 55 years old shall be conducted only when said person's employment performance is particularly good in the period stipulated in Article 10, and the gradational salary number for a salary increase in the event of a salary increase shall be decided

according to separately stipulated criteria, in accordance with employment performance.

3. An employee's salary increase may not be made in excess of the maximum gradational salary for the class of duties to which the employee belongs.
4. An employee's salary increase must be made within the budget scope.
5. In addition to matters stipulated in each of the clauses above, necessary matters relating to the salary increases shall be stipulated separately.

#### Article 10 (Time of salary increases)

Salary increases under Article 9 provisions shall be made on January 1, in accordance with that person's employment performance in the one-year period up to that date.

#### Article 11 (Demotions and salary reductions)

For an employee demoted based on Article 19 provisions of the Employment Regulations, a downgrade to a lower class or salary reduction to a lower gradational salary may be made in accordance with assigned duties after demotion.

#### Article 12 (Adjustment amounts for basic salary)

1. For employees whom the degree of complexity, difficulty, or responsibility for their duties, the intensity of employment, employment hours, employment environment, or other employment conditions is significantly special compared to other employees of the same class of duties, it shall be possible to make an adjustment to basic salary, based on the special characteristics.
2. The employees for whom basic salary adjustment shall be made under the previous clause provisions are those who fall under any of the items below.
  - (1) Employees in charge of a graduate school doctoral program and engaged, as the main instructor, in research guidance for four or more students
  - (2) Employees in charge of a graduate school doctoral program (excluding people stated in the previous or following item)
  - (3) Assistant professors in charge of a graduate school doctoral program or assistant professors engaged full-time in student guidance for those enrolled in a graduate school
3. The basic salary adjustment amount shall be the amount stated in the relevant item below, in accordance with the employee's classification stated in each item.
  - (1) Employees stated in Article 12.2 (1)

The amount obtained by multiplying the basic adjustment amount stipulated in Appendix 5 that corresponds to the basic salary chart and class of duties that apply to the relevant employee (hereinafter simply referred to as the "Basic Adjustment Amount") by 3
  - (2) Employees stated in item 2 of the previous clause  
The amount obtained by multiplying the Basic Adjustment Amount by 2
  - (3) Employees stated in item 3 of the previous clause  
The Basic Adjustment Amount
4. In addition to the matters stipulated in each of the previous clauses, necessary matters relating to the provision of a basic salary adjustment amount shall be stipulated separately.

### III. Allowances

#### Article 13 (Management position allowance)

1. A management position allowance shall be provided to employees in management or supervision positions who NAIST stipulates (hereinafter referred to as the "Management Employees").
2. The monthly amount of a management position allowance shall be the amount stipulated in the management position allowance amount column of Appendix 7, in accordance with the type of basic salary chart that applies to the relevant employee and the class of duties and classification of responsibilities to which that employee belongs.
3. In addition to the matters stipulated in each of the above clauses, necessary matters relating to the provision of a management position allowance shall be stipulated separately.

#### Article 14 (Initial salary adjustment allowance)

1. For a period within thirty-five years beginning on the date of hiring or transfer (hereinafter referred to as the "Hiring"), the amount stated in Appendix 8 shall be provided as an initial salary adjustment allowance to employees who require specialized knowledge related to medicine or dentistry and who were newly hired or transferred to a position that may be recognized as being one for which it is difficult to fill a vacancy through hiring (limited to employees who receive application of the Basic Salary Chart for Education Positions and who have a physician's or dentist's license).
2. The amount of the allowance of the previous clause shall be reduced for each year that passes after the date of the Hiring, and the monthly amount of that allowance shall be the amount stated in Appendix 8 in accordance with the classification of the period on and after the Hiring date.
3. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the provision of an initial salary adjustment allowance shall be stipulated separately.

#### Article 15 (Allowance for dependents)

1. An allowance for dependents shall be provided to employees who have dependent family members. Provided, however, that the allowance for dependents who fall under item 1 or items 3 to 6 below shall not be provided to employees to whom the Basic Salary Chart for General Positions is applied and whose class of duties is 9 or higher, or to whom the Basic Salary Chart for Education Positions and whose class of duties is 6.
2. For allowance for dependents, a dependent family member shall be persons below who have no other means of livelihood and are mainly being provided for by that employee.
  - (1) Spouse (including a person for whom the marriage is not registered but who is in the same situation as a de facto marital relationship)
  - (2) Child or grandchild up to the first March 31 on or after the date when he or she turns 22 years old
  - (3) Grandchild up to the first March 31 on or after the date when he or she turns 22 years old
  - (4) Parent or grandparent who is 60 years old or older
  - (5) Sibling up to the first March 31 on or after the date when he or she turns 22 years old
  - (6) Person who has a serious mental or physical disability
3. The monthly allowance for dependents shall be JPY 6,500 for a dependent spouse or parent (for employees to whom the Basic Salary Chart for General Positions is applied and whose class of

duties is 8, or to whom the Basic Salary Chart for Education Positions and whose class of duties is 5, JPY 3,500) and JPY 10,000 for dependent family members that fall under item 2 of the previous clause. (hereinafter referred to as the "Dependent Child")

4. In the event that the employee has a dependent child who is in the period between the first April 1 on or after the date he or she turns 15 years old and the first March 31 on or after the date when he or she turns 22 years old (hereinafter referred to as the "Specific Period"), irrespective of the provisions of the previous clause, the monthly allowance for dependents shall be the amount resulting from adding the amount obtained by multiplying JPY 5,000 by the number of dependent children in the Specific Period plus the amount according to the previous clause provisions.
5. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the provision of an allowance for dependents shall be stipulated separately.

#### Article 16 (Regional allowance)

1. A regional allowance shall be provided to employees who work at the NAIST facilities located in Ikoma, Nara Prefecture.
2. The monthly amount of a regional allowance shall be the amount obtained by multiplying the total amount of the basic salary monthly amount, the basic salary adjustment amount, the management position allowance, and the allowance for dependents by 6/100.
3. Irrespective of the provisions of the two previous clauses, it shall also be possible to provide a regional allowance to an employee who works in another place of employment while employed by NAIST. The monthly amount of that regional allowance in such a case shall be stipulated separately.
4. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the provision of a regional allowance shall be stipulated separately.

#### Article 16-2 (Long-distance transfer allowance)

1. In the event it has been decided that an employee of the national government or another national university corporation will continue to be an employee of NAIST, a distant transfer allowance shall be provided employee when the distance between place of employment (refers to the distance between the place of employment on the day before the date of transfer and the place of employment immediately after that transfer) that was calculated according to separate stipulations based on the relevant transfer is 300 kilometers or more, and the distance between the person's residence and place of employment (refers to the distance between the residence immediately before the transfer and the place of employment immediately after that transfer) is 60 kilometers or more. This allowance shall be provided to the relevant employee during the period from the date of the relevant transfer until the date when three years have passed, and the monthly amount shall be the amount that results from multiplying the total amount of the basic salary monthly amounts, the basic salary adjustment amount, the management position allowance, and the allowance for dependents by 10/100. Provided, however, that in a case in which an additional transfer within a certain period has been planned before the date of the relevant transfer, or in other cases in which provision of a long-distance transfer allowance may not be recognized as appropriate, this shall not apply.
2. The provision ratio of a long-distance transfer allowance in a case which an employee who will be provided a long-distance transfer allowance under the provisions of the previous clause is an

employee who will be provided a regional allowance under the provisions of Article 16 shall be the resulting ratio from deducting the provision ratio of that regional allowance from the long-distance transfer allowance stipulated in the previous clause. In such a case, when the long-distance transfer allowance provision ratio stipulated in the previous clause is equal to or less than the provision ratio of that regional allowance, long-distance transfer allowance shall not be provided.

3. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the provision of a long-distance transfer allowance shall be stipulated separately.

#### Article 17 (Housing allowance)

1. A housing allowance shall be provided to employees who fall under any of the items below.
  - (1) An employee who rents housing for the purpose of living there him or herself (including rented rooms; the same in the next item), and is paying rent (including use fees; hereinafter the same) which the monthly amount exceeds JPY 12,000 (excluding employees who are being loaned lodging for a fee by a national university corporation, an independent administrative organization, or a national government organization and paying use fees, and other employees stipulated by NAIST)
  - (2) An employee who is being provided an allowance for a post unaccompanied by family members under the provisions of Article 19, who is being loaned housing for the purpose of the spouse living there (excluding employees who are being loaned lodging for a fee by a national university corporation, an independent administrative organization, or a national government organization and paying use fees, and other employees stipulated by NAIST), and who is paying rent which the monthly amount exceeds JPY 12,000, or another person stipulated by NAIST as someone for whom it is recognized as necessary in order to maintain balance with said people
2. The monthly amount of a housing allowance shall be the amount stated in the relevant item (for an employee who falls under both of the relevant items, the total amount of the amounts stated in each of those items) in accordance with the employee's classification stated in each of the items below.
  - (1) An employee stated in item 1 of the previous clause  
The amount equivalent to the amount stated in the respective item below (when that amount has a fraction of less than JPY 100, the amount with that fraction rounded off) in accordance with the employee's classification stated below
    - a. An employee who is paying rent which the monthly amount is JPY 23,000 or less: The amount that results from deducting JPY 12,000 from the monthly amount of rent
    - b. An employee who is paying rent which the monthly amount is more than JPY 23,000 and less than JPY 55,000: The amount that results from adding JPY 11,000 to 1/2 of the amount that results from deducting JPY 23,000 from the monthly amount of rent
    - c. An employee who is paying rent which the monthly amount is JPY 55,000 or more: JPY 27,000
  - (2) An employee stated in item 2 of the previous clause  
The amount that is equivalent to 1/2 of the amount calculated according to the example stipulated in the previous item (when that amount has a fraction of less than JPY 100, the amount with that fraction rounded off)
3. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the provision of housing allowance shall be stipulated separately.

## Article 18 (Commuting allowance)

1. A commuting allowance shall be provided to employees who fall under any of the items below.
  - (1) An employee who regularly uses means of transportation or a toll road (hereinafter referred to as the "Means of Transportation") for the purpose of commuting and bears the fares or fees for it (hereinafter referred to as the "Fare") (excluding employees other than employees for whom commuting without using the Means of Transportation is remarkably difficult and for whom the commuting distance if they walked to commute to employment without using the Means of Transportation is less than two kilometers one way, and the employees stated in item 3)
  - (2) An employee who regularly uses an automobile or other transportation tool stipulated by NAIST (hereinafter referred to as the "Automobile") for the purpose of commuting (excluding employees other than employees for whom commuting without using the Automobile is remarkably difficult and for whom the commuting distance if they walked to commute to employment without using the Automobile is less than two kilometers one way, and the employees stated in item 3)
  - (3) Employees who use the Means of Transportation for the purpose of commuting, bear the Fare for doing so, and regularly use the Automobile (excluding employees other than employees for whom commuting without using the Means of Transportation or the Automobile is remarkably difficult and for whom the commuting distance if they walked to commute to employment without using the Means of Transportation and without using the Automobile is less than two kilometers one way)
2. The commuting allowance shall be the amount stated in the relevant item, in accordance with the employee's classification stated in each item below.
  - (1) An employee stated in item 1 of the previous clause

For the period that will be the unit for provision of the commuting allowance (hereinafter referred to as the "Provision Unit Period"), it shall be the amount equivalent to the Fare (hereinafter referred to as the "Amount Equivalent to the Fare") that is necessary for that person to commute in the Provision Unit Period and that was calculated according to NAIST's separate stipulations. Provided, however, that when the amount obtained by deducting the Amount Equivalent to the Fare from the number of months of the Provision Unit Period (hereinafter referred to as the "Amount Equivalent to the Fare Per Month") exceeds JPY 55,000, for the Provision Unit Period it shall be the amount obtained by multiplying JPY 55,000 by the number of months of the Provision Unit Period (in the event that the person uses two or more means of transportation, when the total amount of the Amount Equivalent to the Fare per one month exceeds JPY 55,000, the number of months of the longest Provision Unit Period).
  - (2) An employee stated in item 2 of the previous clause

For the Provision Unit Period, it shall be the amount stated in the relevant item below, in accordance with the employee's classification stated below.

    - a. An employee for whom the distance of use (hereinafter in this clause referred to as the "Use Distance") of the Automobile one way is less than five kilometers: JPY 2,000
    - b. An employee for whom the Use Distance one way is five kilometers or more and less than ten kilometers: JPY 4,200
    - c. An employee for whom the Use Distance one way is ten kilometers or more and less than



fifteen kilometers: JPY 7,100

- d. An employee for whom the Use Distance one way is fifteen kilometers or more and less than twenty kilometers: JPY 10,000
- e. An employee for whom the Use Distance one way is twenty kilometers or more and less than twenty-five kilometers: JPY 12,900
- f. An employee for whom the Use Distance one way is twenty-five kilometers or more and less than thirty kilometers: JPY 15,800
- g. An employee for whom the Use Distance one way is thirty kilometers or more and less than thirty-five kilometers: JPY 18,700
- h. An employee for whom the Use Distance one way is thirty-five kilometers or more and less than forty kilometers: JPY 21,600
- i. An employee for whom the Use Distance one way is forty kilometers or more and less than forty-five kilometers: JPY 24,400
- j. An employee for whom the Use Distance one way is forty-five kilometers or more and less than fifty kilometers: JPY 26,200
- k. An employee for whom the Use Distance one way is fifty kilometers or more and less than fifty-five kilometers: JPY 28,000
- l. An employee for whom the Use Distance one way is fifty-five kilometers or more and less than sixty kilometers: JPY 29,800

m. An employee for whom the Use Distance one way is sixty kilometers or more: JPY 31,600

(3) An employee stated in item 3 of the previous clause

It shall be the total amount of the Amount Equivalent to the Fare and the amount stated in the previous item (when that amount exceeds JPY 55,000, the amount obtained by multiplying JPY 55,000 by the number of months of the longest Provision Unit Period for calculation of that person's commuting allowance amount). Provided, however, that the amount provided to an employee for whom the Use Distance of the Automobile is less than two kilometers shall be the amount calculated under item 1, and when that amount is less than the amount stated in the previous item, it shall be the amount stated in the previous item.

- 3. In the event that a means of transportation is used, the Provision Unit Period of the previous clause shall be the period stipulated by NAIST as the one-month unit within a period that does not exceed six months, in consideration of the longest available period for a commuter pass issued by that means of transportation, and in the event that the Automobile is used, the Provision Unit Period shall be one month.
- 4. Irrespective of the provisions of Article 3.2, a commuting allowance for which the Provision Unit Period exceeds one month shall be provided on the provision date of basic salary for the first month of that Provision Unit Period (in the event that NAIST makes a stipulation, the period stipulated by NAIST).
- 5. In the event that resignation or other reason has occurred for an employee who is being provided a commuting allowance (limited to people who are provided a commuting allowance for a Provision Unit that exceeds one month), that employee shall be made to return an amount calculated based on criteria that will be stipulated separately in consideration of the period after that reason occurred.
- 6. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the

provision and return of a commuting allowance shall be stipulated separately.

#### Article 19 (Allowance for a post unaccompanied by family members)

1. An allowance for a post unaccompanied by family members shall be provided to employees who, pursuant to a transfer to a different place of employment or continued employment by the national government or another national university corporation (hereinafter referred to as the "Transfer"), will change residences and, due to a parent's illness or other unavoidable circumstances stipulated by NAIST, will live separately from the spouse they had been living with, for whom it may be recognized that commuting from the residence immediately before that Transfer to the place of employment where they will be employed immediately after that Transfer is difficult in consideration of commuting distance and in light of criteria stipulated by NAIST, and who will ordinarily be living alone. Provided, however, that this shall not apply in cases in which commuting from the spouse's residence to the place of employment after the relevant transfer may not be recognized as difficult in consideration of the commuting distance and in light of criteria stipulated by NAIST.
2. The monthly amount of an allowance for a post unaccompanied by family members shall be JPY 30,000 (for an employee for whom the commuting distance between the employee's residence and the spouse's residence that was calculated according to NAIST's stipulations [hereinafter referred to as the "Transportation Distance"] is the same or greater than the distance stipulated by NAIST, the amount that results from adding to that amount the amount stipulated by NAIST in accordance with the classification of the Transportation Distance within a scope that does not exceed JPY 70,000).
3. In addition to the matters stipulated in each of the clauses above, necessary matters relating to the provision of an allowance for a post unaccompanied by family members shall be stipulated separately.

#### Article 20 (Allowance for a special employment)

1. An allowance for special employment shall be provided to employees who are engaged in remarkably dangerous or difficult employment or other remarkably special employment for which special consideration is necessary for salary and for which it may be recognized that consideration of that special nature through basic salary is not appropriate. An allowance for special employment shall be provided in accordance with the special nature of said employment.
2. The allowance types for special employment, scope of employees to whom they will be provided, allowance amounts, and other necessary matters relating to the provision of an allowance for special employment shall be stipulated separately.

#### Article 21 (Allowance for overtime employment)

1. Employees (excluding the Management Employees) who are ordered to work in excess of the prescribed employment hours shall be provided, per one hour of employment and for all of the hours worked in excess of the prescribed employment hours, an overtime allowance in the amount obtained by multiplying the salary amount for one employment hour stipulated in Article 26 by 125/100 (in the event that the employment was conducted between 10 p.m. and 5 a.m. of the following day, 150/100).
2. Irrespective of the provisions of the previous clause and Article 22.1, employees for whom the hours

they were ordered to work in excess of prescribed employment hours and the hours they were ordered to work on a day off stipulated in Article 22 (excluding separately stipulated employment on a day off based on the provisions of Article 4 of the Employment Hour Regulations) exceeded sixty hours for one month shall be provided, per one hour of employment and for all hours worked in excess of those sixty hours, an overtime allowance in the amount obtained by multiplying the salary amount for one employment hour stipulated in Article 26 by 150/100 (in the event the employment was conducted between 10 p.m. and 5 a.m. of the following day, 175/100).

3. In the event that time off hours to compensate for overtime stipulated in Article 7-2.1 of the Employment Hour Regulations were designated, when an employee did not work during those time off hours to compensate for overtime, of all of the hours worked in excess of the sixty hours stipulated in the previous clause, for hours for overtime allowance provision substituted for designation of those time off hours to compensate for overtime, it shall not be necessary to provide, per hour of those hours, an overtime allowance in the amount obtained by multiplying the salary amount per one employment hour stipulated in Article 26 by the ratio reduced by 150/100 (in the event that employment was conducted between 10 p.m. and 5 a.m. of the following day, 175/100) to the 125/100 stipulated in clause 1 or the 135/100 stipulated in Article 22.1 (in the event those hours were between 10 p.m. and 5 a.m. of the following day, the ratio that results from adding 25/100 to that ratio).

#### Article 22 (Allowance for work on a day off)

1. Employees (excluding the Management Employees) ordered to work on a day off stipulated in Article 4 of the Employment Hour Regulations shall be provided, per one hour of employment and for all hours worked, an allowance for employment on a day off in the amount that results from multiplying the salary amount per one employment hour stipulated in Article 26 by 135/100 (in the event that the employment was conducted between 10 p.m. and 5 a.m. of the following day, 160/100).
2. The provisions of Article 21.2 shall apply correspondingly for an allowance for employment on a day off.

#### Article 22-2 (Allowance for late night employment)

Employees ordered to work between 10 p.m. and 5 a.m. (hereinafter referred to as "Late at Night") based on Article 7-3 of the Employment Hour Regulations shall be provided, per one employment hour for which such employment was ordered, an allowance for night employment in the amount of 25/100 of the salary amount per one employment hour stipulated in Article 26. Provided, however, that cases in which, under provisions of the previous two articles, an overtime allowance or an allowance for employment on a day off is provided, including hours for which employment Late at Night was ordered, are excluded.

#### Article 23 (End-of-term allowance)

1. An end-of-term allowance shall be provided to employees who are employed on June 1 or December 1 (hereinafter referred to as the "Reference Date") respectively (excluding employees taking a leave of absence based on the provisions of Article 12.1 of the Employment Regulations and who are not provided a salary and other people stipulated by NAIST). The same shall apply for employees who, within one month before these Reference Dates, resigned, were dismissed under the provisions of

Article 20.1.1 of the Employment Regulations, or died.

2. In addition to the matters stipulated in the previous clause, necessary matters relating to the provision of an end-of-term allowance shall be stipulated separately.

#### Article 24 (Allowance for diligent employment)

1. An allowance for diligent employment shall be provided to employees (excluding employees taking a leave of absence based on the provisions of Article 12.1 of the Employment Regulations and who are not provided a salary, and other people stipulated by NAIST) who are employed on the respective Reference Date, in accordance with their employment performance in the period within six months before the Reference Date. The same shall apply for employees who resigned, were dismissed under the provisions of Article 20.1.1 of the Employment Regulations, or died within one month before these Reference Dates.
2. In addition to the matters stipulated in the previous clause, necessary matters relating to the provision of an allowance for diligent employment shall be stipulated separately.

#### IV. Salary calculation

##### Article 25 (Per-day calculation)

1. Basic salary for people who became employees, people whose basic salary amount changed due to promotion, and people who resigned or were dismissed midway through a month shall be provided based on per-day calculation.
2. The per-day calculation of the previous clause shall be conducted by using as a base the number of days that results from subtracting the number of days off that are stipulated in Article 4 of the Employment Hour Provisions from the total number of days for the relevant salary period.
3. Irrespective of the provisions of clause 1, when an employee has died, basic salary shall be provided as though he or she worked until the last date of that month.
4. The provisions of the previous three clauses shall apply correspondingly to provision of basic salary adjustment amounts, management position allowances, initial salary adjustment allowances, regional allowances, and distant transfer allowances.

##### Article 26 (Calculation of the amount of salary per one hour of employment)

1. The amount of salary per one hour of employment stipulated in Article 21, Article 22, Article 22-2, and Article 28 shall be the amount obtained by dividing the total amount of the basic salary, the basic salary adjustment amount, the regional allowance monthly amount, the long-distance transfer allowance monthly amount, and the management position allowance that are provided for those salaries, and the initial salary adjustment allowance monthly amount by the average number of prescribed employment hours for one month.
2. When there is a fraction of less than half of one yen in an amount when calculating the amount of salary per one hour of employment under the previous clause provisions, it shall be rounded off, and when there is a fraction of half or more of one yen and less than one yen it shall be rounded up to one yen.

#### Article 27 (Handling of fractions)

When a fraction of less than one yen has arisen in a fixed amount of salary that was calculated under these provisions, it shall be rounded off.

#### Article 28 (Reduced amount of salary)

Except in cases due to a leave of absence stipulated in Article 14 of the Employment Hour Regulations or when special approval has otherwise been given for not working, when an employee does not work, the salary per one employment hour stipulated in Article 26 shall be reduced for each hour and then provided.

#### Article 29 (Reduction to half of basic salary)

1. Irrespective of the provisions of the previous article, and excluding cases due to employment or commuting, when an employee has incurred an injury or illness (hereinafter referred to as the "Injury or Illness"), and to recuperate or due to measures preventing coming to work because of the Injury or Illness he or she does not work for a continued period of ninety days beginning on the date of starting a leave of absence for illness in order to conduct that recuperation or start those measures, for days for the leave of absence for illness or for those measures after that period has passed, basic salary and the basic salary adjustment amount shall be reduced to half of the amounts.
2. In addition to the matters stipulated in the previous clause, necessary matters relating to the reduction to half of basic salary shall be stipulated separately.

#### Article 30 (Salary for a person on a leave of absence)

1. For an employee who has taken a leave of absence based on the provisions of Article 12.1.1 of the Employment Regulations in order to recuperate from an injury or illness related to employment or commuting, the entire amount of salary shall be provided during the leave of absence period.
2. Excluding cases stipulated in the previous clause, for an employee who has taken a leave of absence based on the provisions of Article 12.1.1 of the Employment Regulations in order to recuperate from an injury or illness, up to 80/100 of each of the basic salary, the allowance for dependents, the regional allowance, the long-distance transfer allowance, the housing allowance, and the end-of-term allowance may be provided for one year (two years for a person who has a tuberculous illness).
3. For an employee who has taken a leave of absence based on the provisions of Article 12.1.2 of the Employment Regulations because he or she has been indicted in relation to a criminal case, up to 60/100 of each of the basic salary, the allowance for dependents, the regional allowance, the long-distance transfer allowance, and the housing allowance may be provided.
4. For an employee given a leave of absence based on the provisions of Article 12.1.3 of the Employment Regulations because it is unclear whether or not he or she is alive or because the whereabouts are unclear, up to 70/100 (when the reason it is unclear whether or not he or she is alive or the whereabouts have become unclear is due to employment or commuting, 100/100) of each of the basic salary, the allowance for dependents, the regional allowance, the long-distance transfer allowance, the housing allowance, and the end-of-term allowance may be provided during the leave of absence period.

5. For an employee who has taken a leave of absence based on the provisions of Article 12.1.4 of the Employment Regulations for the purpose of an academic investigation or research, up to 70/100 of each of the basic salary, the allowance for dependents, the regional allowance, the long-distance transfer allowance, the housing allowance, and the end-of-term allowance may be provided during the leave of absence period.
6. Besides the cases stipulated in each of the items above, for an employee who has taken a leave of absence based on the provisions of Article 12.1.5 of the Employment Regulations, salary shall not be provided during that period.

Article 31 (Salary during a leave of absence for childcare or nursing care)

Excluding cases that are stipulated separately, for an employee who has taken a leave of absence for childcare or a leave of absence for family care, salary shall not be provided during that period.

Article 32 (Salary during a personal development leave of absence)

For an employee who has taken a leave of absence for personal development, salary shall not be provided during that period.

Article 33 (Salary during a period of leave of absence to accompany spouse)

For an employee who has taken a leave of absence to accompany his/her spouse, salary shall not be provided during that period.

Article 34 (Exclusion of exemption for employees who receive application of the Basic Salary Chart for Designated Positions)

The provisions of Article 12 through Article 15, Article 17, and Article 20 through Article 22-2 shall not apply to employees who receive application of the Basic Salary Chart for Designated Positions.

Supplementary provisions

(Date of enforcement)

1. These Regulations shall come into effect on April 1, 2004 (hereinafter referred to as the "Enforcement Date").

(Interim measure pursuant to abolition of transfer security for adjustment allowance)

2. For people who were being provided an adjustment allowance based on the provisions of Article 11-7 of the Act on Remuneration of Officials in the Regular Service (law no. 95 of 1950; hereinafter referred to as the "Remuneration Act") on the date before the Enforcement Date of these Regulations, an adjustment allowance shall be provided even on and after the Enforcement Date, under the case of the provisions of Article 11-7 of the Remuneration Act.

(Exceptional measure for exchange employees pursuant to abolition of transfer security for regional allowance)

3. For employees who, due to personnel exchange, resigned from the national government, an independent administrative agency, or a national university corporation on or after the Enforcement Date, continued to be hired by NAIST, and were provided a regional allowance based on the provisions of Article 11-3 of the Remuneration Act or an equivalent allowance, for the time being that

hiring will be deemed the transfer stipulated in each clause of Article 11-7 of the Remuneration Act and a regional allowance shall be provided under a case of the provisions of that article.

(Interim measure pursuant to change of requirements for provision of allowance for a post unaccompanied by family members)

4. For employees who had received approval for an allowance for a post unaccompanied by family members based on the provisions of Article 12-2 of the Remuneration Act on the date before the Enforcement Date, an allowance for a post unaccompanied by family members shall be provided until March 31, 2008, under the case stipulated in Article 12-2 of the Remuneration Act. Provided, however, that this shall not apply to cases in which those requirements for provision have been lost.

(Interim measure pursuant to change of requirements for provision of housing allowance for a spouse of a person receiving an allowance for a post unaccompanied by family members)

5. In the event that, on the date before the Enforcement Date, an employee who is being provided an allowance for a post unaccompanied by family members stipulated in the previous clause had received approval for a housing allowance for the spouse based on the provisions of Article 11-9.1.3 of the Remuneration Act, a housing allowance shall be provided until March 31, 2008, under an exception of the provisions of Article 11-9 of the Remuneration Act. Provided, however, that this shall not apply to cases in which those requirements for provision have been lost.

(Reduced provision of the basic salary monthly amount for employees who have reached 55 years of age)

6. During the period until March 31, 2018, for provision of the salary stated below to employees (limited to employees who receive application of a basic salary chart stated in the basic salary chart column of the chart below and for whom their class of duties is at least a class of duties stated in the class of duties column in the chart below; hereinafter in this clause and the next clause referred to as the "Specific Employees"), on and after the first April 1 after the date the relevant Specific Employee turns 55 years old (in the event that a person other than a Specific Employee became a Specific Employee after the first April 1 after the date he or she turned 55 years old, the date he or she became a Specific Employee), an amount equivalent to the amount stipulated in the respective relevant item shall be deducted from the salary amount stated in each item below.

- (1) Monthly amount of basic salary: The amount obtained by multiplying the basic salary monthly amount for the relevant Specific Employee (in the event that the relevant Specific Employee receives application of the provisions of Article 29.1, the basic salary monthly amount that has been reduced by half under the provisions of that clause; hereinafter the same) by 1.5/100 (in the event that the amount obtained by multiplying the relevant Specific Employee's basic salary monthly amount by 98.5/100 is less than the basic salary monthly amount for the lowest gradational salary in the class of duties to which that Specific Employee belongs (in the event that the relevant Specific Employee receives application of the provisions of that clause, the amount that results by reducing the monthly amount of basic salary for that lowest gradational salary by half; hereinafter in this item the same) (hereinafter in this clause and supplementary provision clause 8 referred to as the "Case that is Under the Minimum Gradational Salary"), the amount that results from subtracting the monthly amount of basic salary for the lowest gradational salary of the class of duties to which that Specific Employee belongs from that Specific Employee's monthly amount of basic salary [hereinafter in this clause and supplementary provision clause 8 referred to

- as the “Basic Monthly Salary Amount Reduction Base Amount”])
- (2) Regional allowance: The amount obtained by multiplying the regional allowance monthly amount for the relevant Specific Employee’s basic salary monthly amount by 1.5/100 (in the event that it is less than the lowest gradational salary, the monthly amount of regional allowance for the Basic Monthly Salary Amount Reduction Base Amount)
  - (3) Distant transfer allowance: The amount obtained by multiplying the monthly amount of distant transfer allowance for the relevant Specific Employee’s basic salary monthly amount by 1.5/100 (in the event that it is less than the lowest gradational salary, the monthly amount of distance transfer allowance for the Basic Monthly Salary Amount Reduction Base Amount)
  - (4) Management position allowance: The amount obtained by multiplying the management position allowance monthly amount for the relevant Specific Employee by 1.5/100 (when that amount contains a fraction of less than one yen, the amount with that fraction rounded up)
  - (5) End-of-term allowance: The amount obtained by multiplying the amount of the end-of-term allowance that the relevant Specific Employee should receive as of its respective Reference Date (excluding the monthly amount of allowance for dependents from the base for calculating the amount of that end-of-term allowance) by 1.5/100 (for a Case that is Under the Minimum Gradational Salary, the amount that results from subtracting the amount of the end-of-term allowance based on the Basic Monthly Salary Amount Reduction Base Amount that the relevant Specific Employee should receive as of the respective Reference Date [excluding the monthly amount of allowance for dependents and the regional allowance monthly amount from the base for calculating the amount of that end-of-term allowance])
  - (6) Allowance for diligent employment: The amount obtained by multiplying the allowance for diligent employment amount that the relevant Specific Employee should receive as of the respective Reference Date by 1.5/100 (for a Case that is Under the Minimum Gradational Salary, the allowance for diligent employment amount based on the Basic Monthly Salary Amount Reduction Base Amount that the relevant Specific Employee should receive as of the respective Reference Date)
  - (7) Salary that will be provided under the provisions of Article 30.1 through Article 30.5: The respective amounts stipulated below, in accordance with the prescribed classifications stated below that shall be applied to the relevant Specific Employee
    - a. Article 30.1: The amounts stipulated in each of the items above
    - b. Article 30.2: The amounts obtained by multiplying the amounts stipulated in item 1 through item 3 by 80/100
    - c. Article 30.3: The amounts obtained by multiplying the amounts stipulated in item 1 and item 2 by the ratio for the salary that will be provided to the relevant Specific Employee under the provisions of that clause
    - d. Article 30.4 or Article 30.5: The amounts obtained by multiplying the amounts stipulated in item 1 through item 3 by the ratio for the salary that will be provided to the relevant Specific Employee under the provisions of that clause

Basic salary chart	Class of duties
Basic Salary Chart for Education Positions	Class 5



Basic Salary Chart for General Positions	Class 6
Basic Salary Chart for Medical Positions	Class 6
Basic Salary Chart for Specialized Duties Positions	Class 4

7. In addition to the matters stipulated in the previous clause, the necessary matters relating to the calculation of salary to be reduced under that clause in the event that a person other than a Specific Employee became a Specific Employee on a date other than the first date of the month or other implementation of the provisions of that clause shall be stipulated separately.
8. Irrespective of the provisions of Article 26, the amount of salary for one hour of employment that is stipulated in Article 21 through Article 22-2 and Article 28 for an employee who will be provided reduced salary under the provisions of supplementary provision clause 6 shall be the amount of salary calculated under the provisions of that article, reduced by an amount equivalent to the amount obtained by multiplying the amount obtained by dividing the total amount of basic salary, the adjustment amount for basic salary, the monthly amount of regional allowance for those salaries, the management position allowance, and the monthly amount of initial salary adjustment allowance by the average number of prescribed employment hours for one month by 1.5/100 (for a Case that is Under the Minimum Gradational Salary, the amount obtained by multiplying the total amount of the Basic Monthly Salary Amount Reduction Base Amount, the monthly amount of regional allowance for it, the management position allowance, and the monthly amount of initial salary adjustment allowance by the number of average prescribed employment hours for one month).  
(Exceptional measure related to end-of-term allowance provided in December 2010)
9. Irrespective of the provisions of Article 23, Article 30, and supplementary provision clause 6, the amount the end-of-term allowance provided in December 2010 shall be the amount that results from subtracting the amount equivalent to the total amount of the amounts stated below (hereinafter in this clause referred to as the "Adjustment Amount") from the amount of the end-of-term allowance calculated under these provisions (hereinafter in this clause referred to as the "Reference Amount"). In such a case, when the Adjustment Amount is equal to or higher than the Reference Amount, an end-of-term allowance shall not be provided.
  - (1) The amount obtained by multiplying the total amount of monthly amounts of basic salary, basic salary adjustment amount, management position allowance, initial salary adjustment allowance, allowance for dependents, regional allowance, housing allowance, and allowance for a post unaccompanied by family members (excluding the amounts stipulated by NAIST that are stipulated in Article 19.2) that the Employee Subject to Revision to a Reduced Amount should receive on April 1, 2010 (for a person other than an employee, or an employee for whom the basic salary chart that applies and the class of duties and gradational salary are stated in the basic salary chart column, the class of duties column, and the gradational salary column of the respective charts below [even in the event that the provisions of supplementary provision clause 6 were executed, limited to employees who will not receive application of the provisions of that clause and who will not receive application of the provisions of supplementary provision clause 9 of the Partially Revised Nara Institute of Science and Technology Employee Salary Regulations (executed on April 1, 2006)], became an employee other than these employees [hereinafter in this clause referred to as the "Employee Subject to Revision to a Reduced Amount"] in the period

between April 2, 2010 and December 1, 2010 (excluding people who were an Employee Subject to Revision to a Reduced Amount who the President stipulated based on consideration of their employment circumstances as of April 1, 2010), the date when he or she became the Employee Subject to Revision to a Reduced Amount [when there are two or more of those dates, the date among them that the President designates]) by 0.28/100 and then multiplying that amount by the number of months from that month until the month before the month that includes the Enforcement Date (for an employee who has, in the period from April 1 of that year until the date before the Enforcement Date, a period in which he or she was not employed, a period in which basic salary was not provided, a period of being an employee other than an Employee Subject to Revision to a Reduced Amount, or another period stipulated by the President, the number of months that results from subtracting the number of months stipulated by the President in consideration of the relevant period from the relevant number of months)

Basic salary chart	Class of duties	Gradational salary
Basic Salary Chart for Education Positions	Class 1	Gradational salary 1 through gradational salary 88
	Class 2	Gradational salary 1 through gradational salary 72
	Class 3	Gradational salary 1 through gradational salary 52
	Class 4	Gradational salary 1 through gradational salary 40
	Class 5	Gradational salary 1 through gradational salary 12
Basic Salary Chart for General Positions	Class 1	Gradational salary 1 through gradational salary 93
	Class 2	Gradational salary 1 through gradational salary 64
	Class 3	Gradational salary 1 through gradational salary 48
	Class 4	Gradational salary 1 through gradational salary 32
	Class 5	Gradational salary 1 through gradational salary 24
	Class 6	Gradational salary 1 through gradational salary 16
	Class 7	Gradational salary 1 through gradational salary 4
Basic Salary Chart for Medical Positions	Class 1	Gradational salary 1 through gradational salary 96
	Class 2	Gradational salary 1 through gradational salary 80
	Class 3	Gradational salary 1 through gradational salary 56
	Class 4	Gradational salary 1 through gradational salary 44
	Class 5	Gradational salary 1 through gradational salary 28
	Class 6	Gradational salary 1 through gradational salary 8

(2) The amount obtained by multiplying the total amount of the end-of-term allowance and the allowance for diligent employment that was provided, in June 2010, to a person who was an Employee Subject to Revision to a Reduced Amount on June 1, 2010 by 0.28/100

(Re-reading relating to employees who turned 55 years old before April 1, 2010)

10. For application of the provisions of supplementary provision clause 6 for employees who turned 55 years old before April 1, 2010, the “first April 1 after the date when the relevant Specific Employee turned 55 years old” in that clause shall be read as the “Enforcement Date” and the “first April 1 after the date ...turned 55 years old” shall be read as “after that date.”

Supplementary provisions

(Date of enforcement)

1. These Regulations shall come into effect on December 1, 2005, and the provisions of the revised Article 19 and supplementary provision clause 4 and clause 5 shall be applicable from April 1, 2005.

(Conversion of the monthly amount of basic salary that exceeds the highest gradational salary in the class of duties)

2. On the date before the date of enforcement of these Regulations (hereinafter referred to as the "Enforcement Date"), the President shall separately stipulate the monthly amount of basic salary on the Enforcement Date and the period that will be included in the period of receiving that for employees who were receiving a monthly amount of basic salary that exceeds the highest gradational salary for the class of duties stipulated in the basic salary charts from Appendix 1 through Appendix 4 of Article 6 of the Salary Regulations.

Supplementary provisions

(Date of enforcement)

1. These Regulations shall come into effect on April 1, 2006.

(Conversion of specified class of duties)

2. The class of duties (hereinafter referred to as the "New Class") on April 1, 2006 (hereinafter referred to as the "Conversion Date") for employees who had a class of duties (hereinafter referred to as the "Former Class") that is stated in supplementary provision Appendix 1 for the class of duties to which they belonged on the date before the Conversion Date shall be the class stipulated in the new class column of that appendix in accordance with the Former Class. In such a case, when two classes of duties are stated in that column, it shall be one of those classes, according to separate stipulations.

(Conversion of gradational salary)

3. The gradational salary on the Conversion Date (hereinafter referred to as the "New Gradational Salary") for employees who were receiving application of the basic salary charts from Appendix 1 through Appendix 3 of the Provisions for the Salaries of Nara Institute of Science and Technology Employees before they were revised (hereinafter referred to as the "Former Provisions") on the date before the Conversion Date shall be, except for employees stipulated in clause 4 and clause 6, the gradational salary stipulated in supplementary provision Appendix 2, in accordance with the Former Class, the gradational salary the relevant person was receiving on the date before the Conversion Date (hereinafter referred to as the "Former Gradational Salary"), and the period in which the person was receiving the Former Gradational Salary (for separately stipulated employees, the separately stipulated period; hereinafter referred to as the "Interim Period").

4. The New Gradational Salary for employees for whom the New Class will be determined under the provisions of the latter portion of clause 2 (excluding employees stipulated in clause 6) shall be the gradational salary stipulated in supplementary provision Appendix 3, in accordance with the New Class, the Former Gradational Salary, and the Interim Period.

5. The New Gradational Salary for employees who were receiving application of the Basic Salary Chart for Designated Positions of the Former Provisions on the date before the Conversion Date shall be the gradational salary stipulated in the new gradational salary column of supplementary provision Appendix 4, in accordance with the Former Gradational Salary.

(Conversion of the monthly amount of basic salary that exceeds the highest gradational salary in the

class of duties)

6. The gradational salary or monthly amount of basic salary on the Conversion Date for employees who were receiving, on the Conversion Date, a monthly amount of basic salary that exceeds the highest gradational salary in the class of duties stipulated in the basic salary charts of Appendix 1 through Appendix 3 of the Former Provisions shall be stipulated separately.

(Gradational salary adjustment of a transferred person before Conversion Date)

7. For the New Gradational Salary of employees who were transferred to a different class of duties before the Conversion Date and separately stipulated employees who are equivalent to that, it shall be possible to make the necessary adjustments according to separate stipulations, limited to what may be recognized as necessary for the purpose of balance with a case in which the relevant person was transferred to a different class of duties on the Conversion Date.

(Basis for the gradational salary that an employee was receiving)

8. For application of the provisions of clause 2 through clause 7, the class of duties to which the employees stipulated in those provisions belong and the gradational salary or monthly amount of basic salary that they were receiving must be stipulated according to the Former Provisions and separate stipulations based on the Former Provisions.

(Interim measures pursuant to conversion of basic salary)

9. For employees who will continue to receive application of the same basic salary chart beginning on the date before the Conversion Date and for whom the monthly amount of basic salary that they will receive will be less than the monthly amount of basic salary that they received on that date (for people who are the employees stated in each of the items below on the date of enforcement of the Partially Revised Nara Institute of Science and Technology Employee Salary Regulations [enforced December 1, 2009; hereinafter in this clause referred to as the "2009 Revised Provisions"] [excluding separately stipulated employees], it shall be the amount obtained by multiplying the relevant monthly amount of basic salary by the ratio stipulated in the relevant item, and when a fraction of less than one yen has arisen in that amount it shall be the amount with the fraction rounded off), in addition to the monthly amount of basic salary amount the amount equivalent to that difference amount (for employees who receive application of the basic salary chart stated in the basic salary chart column of supplementary provision clause 6 of the Nara Institute of Science and Technology Employee Salary Regulations [Regulations No. 56, 2004; hereinafter referred to as the "Salary Regulations"] and who have a class of duties that is stated in the class of duties column of that chart or a higher class of duties [hereinafter in this clause referred to as the "Specific Employees"], on and after the first April 1 after the date they turn 55 years old [in the event that a person other than a Specific Employee became a Specific Employee after the first April 1 after the date he or she turned 55 years old, the date he or she became a specific employee] it shall be the amount obtained by multiplying the relevant amount by 98.5/100) shall be provided as basic salary during the period until March 31, 2014.

- (1) Employees receiving application of the basic salary chart below on December 1, 2009 who are employees other than those stated in the respective class of duties column and the gradational salary column (excluding the employees stated in the following item): 99.1/100

Basic salary chart	Class of duties	Gradational salary
Basic Salary Chart for Education Positions	Class 1	Gradational salary 1 through gradational salary 48
	Class 2	Gradational salary 1 through gradational salary 32
	Class 3	Gradational salary 1 through gradational salary 12
Basic Salary Chart for General Positions	Class 1	Gradational salary 1 through gradational salary 56
	Class 2	Gradational salary 1 through gradational salary 24
	Class 3	Gradational salary 1 through gradational salary 8
Basic Salary Chart for Medical Positions	Class 1	Gradational salary 1 through gradational salary 56
	Class 2	Gradational salary 1 through gradational salary 40
	Class 3	Gradational salary 1 through gradational salary 16
	Class 4	Gradational salary 1 through gradational salary 4

(2) Employees receiving application of the Basic Salary Chart for Designated Positions: 98.94/100

(3) Employees other than the employees stated in the two items above: 99.34/100

10. For employees who will continue to receive application of a basic salary chart beginning on the date before the Conversion Date (excluding the employees stipulated in the previous clause), when it may be recognized as necessary for the purpose of balance with employees who are provided basic salary under the provisions of the previous clause, those employees shall be provided basic salary according to the provisions of the previous clause, under separate stipulations.

11. For employees who will newly receive application of a basic salary chart on and after the Conversion Date, when consideration is given to the circumstances of hiring, and it is recognized as necessary for the purpose of balance with employees who are provided basic salary under the previous two clauses, those employees shall be provided basic salary according to the provisions of the previous two clauses, under separate stipulations.

(Exception related to application of the Salary Regulations in the period until March 31, 2010)

12. For application of the Salary Regulations stated in the column on the left side of the chart below for the period until March 31, 2010, the words stated in the middle column of that chart in these provisions shall be the words stated in the respective column on the right side of that chart.

Article 9.1	Gradational salary 4	Gradational salary 3
	Gradational salary 3	Gradational salary 2
Article 9.2	Gradational salary 4	Gradational salary 3
	Gradational salary 3	Gradational salary 2
	Gradational salary 2	Gradational salary 1
Article 16	6/100	A separately stipulated ratio within the scope that does not exceed 6/100

Supplementary provision chart 1 (related to supplementary provision clause 2)

Conversion chart for classes of duties

Salary chart	Former class	New class
Basic Salary Chart for Education Positions	Class 1	Class 1
	Class 2	Class 2
	Class 3	Class 3
	Class 4	Class 4
	Class 5	Class 5
		Class 6
Basic Salary Chart for General Positions (I)	Class 1	Class 1
	Class 2	
	Class 3	Class 2
	Class 4	Class 3
	Class 5	
	Class 6	Class 4
	Class 7	Class 5
	Class 8	Class 6
	Class 9	Class 7
	Class 10	Class 8
	Class 11	Class 9
		Class 10
Basic Salary Chart for General Positions (II)	Class 1	Class 1
	Class 2	Class 2
	Class 3	Class 3
	Class 4	
	Class 5	Class 4
	Class 6	Class 5
Basic Salary Chart for Medical Positions	Class 1	Class 1
	Class 2	Class 2
	Class 3	Class 3
	Class 4	Class 4
	Class 5	Class 5
	Class 6	Class 6
	Class 7	Class 7

Supplementary provision appendix 2 (related to supplementary provision clause 3)

Conversion chart for gradational salaries for employees other than employees whose class of duties has class of duties 2 stated in the new class column of supplementary provision appendix 1, to which the former class corresponds

A. New gradational salaries for employees who receive application of the Basic Salary Chart for Education Positions

Former gradational salary	Former class				
	Interim period	Class 1	Class 2	Class 3	Class 4
1	Less than 3 months			1	1
	3 months or more and less than 6 months			1	1
	6 months or more and less than 9 months			1	1
	9 months or more and less than 12 months			1	1
	12 months or more			1	1
2	Less than 3 months	1	1	1	1
	3 months or more and less than 6 months	2	2	2	1
	6 months or more and less than 9 months	3	3	3	1
	9 months or more and less than 12 months	4	4	4	1
	12 months or more	5	5	5	1
3	Less than 3 months	5	5	5	1
	3 months or more and less than 6 months	6	6	6	1
	6 months or more and less than 9 months	7	7	7	1
	9 months or more and less than 12 months	8	8	8	1
	12 months or more	9	9	9	1
4	Less than 3 months	9	9	9	1
	3 months or more and less than 6 months	10	10	10	2
	6 months or more and less than 9 months	11	11	11	3
	9 months or more and less than 12 months	12	12	12	4
	12 months or more	13	13	13	5
5	Less than 3 months	13	13	13	5
	3 months or more and less than 6 months	14	14	14	6
	6 months or more and less than 9 months	15	15	15	7
	9 months or more and less than 12 months	16	16	16	8
	12 months or more	17	17	17	9
6	Less than 3 months	17	17	17	9
	3 months or more and less than 6 months	18	18	18	10
	6 months or more and less than 9 months	19	19	19	11
	9 months or more and less than 12 months	20	20	20	12
	12 months or more	21	21	21	13
7	Less than 3 months	21	21	21	13
	3 months or more and less than 6 months	22	22	22	14
	6 months or more and less than 9 months	23	23	23	15
	9 months or more and less than 12 months	24	24	24	16
	12 months or more	25	25	25	17
8	Less than 3 months	25	25	25	17
	3 months or more and less than 6 months	26	26	26	18
	6 months or more and less than 9 months	27	27	27	19

	9 months or more and less than 12 months	28	28	28	20
	12 months or more	29	29	29	21
9	Less than 3 months	29	29	29	21
	3 months or more and less than 6 months	30	30	30	22
	6 months or more and less than 9 months	31	31	31	23
	9 months or more and less than 12 months	32	32	32	24
	12 months or more	33	33	33	25
10	Less than 3 months	33	33	33	25
	3 months or more and less than 6 months	34	34	34	26
	6 months or more and less than 9 months	35	35	35	27
	9 months or more and less than 12 months	36	36	36	28
	12 months or more	37	37	37	29
11	Less than 3 months	37	37	37	29
	3 months or more and less than 6 months	38	38	38	30
	6 months or more and less than 9 months	39	39	39	31
	9 months or more and less than 12 months	40	40	40	32
	12 months or more	41	41	41	33
12	Less than 3 months	41	41	41	33
	3 months or more and less than 6 months	42	42	42	34
	6 months or more and less than 9 months	43	43	43	35
	9 months or more and less than 12 months	44	44	44	36
	12 months or more	45	45	45	37
13	Less than 3 months	45	45	45	37
	3 months or more and less than 6 months	46	46	46	38
	6 months or more and less than 9 months	47	47	47	39
	9 months or more and less than 12 months	48	48	48	40
	12 months or more	49	49	49	41
14	Less than 3 months	49	49	49	41
	3 months or more and less than 6 months	50	50	50	42
	6 months or more and less than 9 months	51	51	51	43
	9 months or more and less than 12 months	52	52	52	44
	12 months or more	53	53	53	45
15	Less than 3 months	53	53	53	45
	3 months or more and less than 6 months	54	54	54	46
	6 months or more and less than 9 months	55	55	55	47
	9 months or more and less than 12 months	56	56	56	48
	12 months or more	57	57	57	49
16	Less than 3 months	57	57	57	49
	3 months or more and less than 6 months	58	58	58	50
	6 months or more and less than 9 months	59	59	59	51
	9 months or more and less than 12 months	60	60	60	52



	12 months or more	61	61	61	53
17	Less than 3 months	61	61	61	53
	3 months or more and less than 6 months	62	62	62	54
	6 months or more and less than 9 months	63	63	63	55
	9 months or more and less than 12 months	64	64	64	56
	12 months or more	65	65	65	57
18	Less than 3 months	65	65	65	57
	3 months or more and less than 6 months	66	66	66	58
	6 months or more and less than 9 months	67	67	67	59
	9 months or more and less than 12 months	68	68	68	60
	12 months or more	69	69	69	61
19	Less than 3 months	69	69	69	61
	3 months or more and less than 6 months	70	70	70	62
	6 months or more and less than 9 months	71	71	71	63
	9 months or more and less than 12 months	72	72	72	64
	12 months or more	73	73	73	65
20	Less than 3 months	73	73	73	65
	3 months or more and less than 6 months	74	74	74	66
	6 months or more and less than 9 months	75	75	75	67
	9 months or more and less than 12 months	76	76	76	68
	12 months or more	77	77	77	69
21	Less than 3 months	77	77	77	69
	3 months or more and less than 6 months	78	78	78	70
	6 months or more and less than 9 months	79	79	79	71
	9 months or more and less than 12 months	80	80	80	72
	12 months or more	81	81	81	73
22	Less than 3 months	81	81	81	73
	3 months or more and less than 6 months	82	82	82	74
	6 months or more and less than 9 months	83	83	83	75
	9 months or more and less than 12 months	84	84	84	76
	12 months or more	85	85	85	77
23	Less than 3 months	85	85	85	77
	3 months or more and less than 6 months	86	86	86	78
	6 months or more and less than 9 months	87	87	87	79
	9 months or more and less than 12 months	88	88	88	80
	12 months or more	89	89	89	81
24	Less than 3 months	89	89	89	81
	3 months or more and less than 6 months	90	90	90	82
	6 months or more and less than 9 months	91	91	91	83
	9 months or more and less than 12 months	92	92	92	84
	12 months or more	93	93	93	85

25	Less than 3 months	93	93	93	85
	3 months or more and less than 6 months	94	94	94	86
	6 months or more and less than 9 months	95	95	95	87
	9 months or more and less than 12 months	96	96	96	88
	12 months or more	97	97	97	89
26	Less than 3 months	97	97	97	89
	3 months or more and less than 6 months	98	98	98	90
	6 months or more and less than 9 months	99	99	99	91
	9 months or more and less than 12 months	100	100	100	92
	12 months or more	101	101	101	93
27	Less than 3 months	101	101	101	
	3 months or more and less than 6 months	102	102	102	
	6 months or more and less than 9 months	103	103	103	
	9 months or more and less than 12 months	104	104	104	
	12 months or more	105	105	105	
28	Less than 3 months	105	105	105	
	3 months or more and less than 6 months	106	106	106	
	6 months or more and less than 9 months	107	107	107	
	9 months or more and less than 12 months	108	108	108	
	12 months or more	109	109	109	
29	Less than 3 months	109	109		
	3 months or more and less than 6 months	110	110		
	6 months or more and less than 9 months	111	111		
	9 months or more and less than 12 months	112	112		
	12 months or more	113	113		
30	Less than 3 months	113	113		
	3 months or more and less than 6 months	114	114		
	6 months or more and less than 9 months	115	115		
	9 months or more and less than 12 months	116	116		
	12 months or more	117	117		
31	Less than 3 months	117	117		
	3 months or more and less than 6 months	118	118		
	6 months or more and less than 9 months	119	119		
	9 months or more and less than 12 months	120	120		
	12 months or more	121	121		
32	Less than 3 months	121	121		
	3 months or more and less than 6 months	122	122		
	6 months or more and less than 9 months	123	123		
	9 months or more and less than 12 months	124	124		
	12 months or more	125	125		
33	Less than 3 months	125	125		

	3 months or more and less than 6 months	126	126		
	6 months or more and less than 9 months	127	127		
	9 months or more and less than 12 months	128	128		
	12 months or more	129	129		
34	Less than 3 months	129	129		
	3 months or more and less than 6 months	130	130		
	6 months or more and less than 9 months	131	131		
	9 months or more and less than 12 months	132	132		
	12 months or more	133	133		
35	Less than 3 months	133			
	3 months or more and less than 6 months	134			
	6 months or more and less than 9 months	135			
	9 months or more and less than 12 months	136			
	12 months or more	137			
36	Less than 3 months	137			
	3 months or more and less than 6 months	138			
	6 months or more and less than 9 months	139			
	9 months or more and less than 12 months	140			
	12 months or more	141			
37	Less than 3 months	141			
	3 months or more and less than 6 months	142			
	6 months or more and less than 9 months	143			
	9 months or more and less than 12 months	144			
	12 months or more	145			
38	Less than 3 months	145			
	3 months or more and less than 6 months	146			
	6 months or more and less than 9 months	147			
	9 months or more and less than 12 months	148			
	12 months or more	149			
External 1	Less than 3 months	149	133	109	93
	3 months or more and less than 6 months	150	134	110	94
	6 months or more and less than 9 months	151	135	111	95
	9 months or more and less than 12 months	152	136	112	96
	12 months or more	153	137	113	97
External 2	Less than 3 months	153	137	113	97
	3 months or more and less than 6 months	154	138	114	98
	6 months or more and less than 9 months	155	139	115	99
	9 months or more and less than 12 months	156	140	116	100
	12 months or more	157	141	117	101
External 3	Less than 3 months	157	141	117	101
	3 months or more and less than 6 months	157	141	117	101

	6 months or more and less than 9 months	157	141	117	101
	9 months or more and less than 12 months	157	141	117	101
	12 months or more	157	141	117	101

B. New gradational salaries for employees who receive application of the Basic Salary Chart for General Positions (I)

Former gradational salary	Former class Interim period	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class
		1	2	3	4	5	6	7	8	9	10
1	Less than 3 months			1	1	5	1	1	1	1	1
	3 months or more and less than 6 months			2	1	6	1	1	1	1	1
	6 months or more and less than 9 months			3	1	7	1	1	1	1	1
	9 months or more and less than 12 months			4	1	8	1	1	1	1	1
	12 months or more			5	1	9	1	1	1	1	1
2	Less than 3 months	1	25	5	1	9	1	1	1	1	1
	3 months or more and less than 6 months	2	26	6	2	10	1	1	1	1	1
	6 months or more and less than 9 months	3	27	7	3	11	1	1	1	1	1
	9 months or more and less than 12 months	4	28	8	4	12	1	1	1	1	1
	12 months or more	5	29	9	5	13	1	1	1	1	1
3	Less than 3 months	5	29	9	5	13	1	1	1	1	1
	3 months or more and less than 6 months	6	30	10	6	14	2	1	1	1	1
	6 months or more and less than 9 months	7	31	11	7	15	3	1	1	1	1
	9 months or more and less than 12 months	8	32	12	8	16	4	1	1	1	1
	12 months or more	9	33	13	9	17	5	1	1	1	1
4	Less than 3 months	9	33	13	9	17	5	1	1	1	1
	3 months or more and less than 6 months	10	34	14	10	18	6	2	1	1	1
	6 months or more and less than 9 months	11	35	15	11	19	7	3	1	1	1
	9 months or more and less than 12 months	12	36	16	12	20	8	4	1	1	1
	12 months or more	13	37	17	13	21	9	5	1	1	1
5	Less than 3 months	13	37	17	13	21	9	5	1	1	1
	3 months or more and less than 6 months	14	38	18	14	22	10	6	2	1	1
	6 months or more and less than 9 months	15	39	19	15	23	11	7	3	1	1
	9 months or more and less than 12 months	16	40	20	16	24	12	8	4	1	1
	12 months or more	17	41	21	17	25	13	9	5	1	1
6	Less than 3 months	17	41	21	17	25	13	9	5	1	1
	3 months or more and less than 6 months	18	42	22	18	26	14	10	6	2	1
	6 months or more and less than 9 months	19	43	23	19	27	15	11	7	3	1

	9 months or more and less than 12 months	20	44	24	20	28	16	12	8	4	1
	12 months or more	21	45	25	21	29	17	13	9	5	1
7	Less than 3 months	21	45	25	21	29	17	13	9	5	1
	3 months or more and less than 6 months	22	46	26	22	30	18	14	10	6	2
	6 months or more and less than 9 months	23	47	27	23	31	19	15	11	7	3
	9 months or more and less than 12 months	24	48	28	24	32	20	16	12	8	4
	12 months or more	25	49	29	25	33	21	17	13	9	5
8	Less than 3 months	25	49	29	25	33	21	17	13	9	5
	3 months or more and less than 6 months	26	50	30	26	34	22	18	14	10	6
	6 months or more and less than 9 months	27	51	31	27	35	23	19	15	11	7
	9 months or more and less than 12 months	28	52	32	28	36	24	20	16	12	8
	12 months or more	29	53	33	29	37	25	21	17	13	9
9	Less than 3 months	29	53	33	29	37	25	21	17	13	9
	3 months or more and less than 6 months	29	54	34	30	38	26	22	18	14	10
	6 months or more and less than 9 months	30	55	35	31	39	27	23	19	15	11
	9 months or more and less than 12 months	30	56	36	32	40	28	24	20	16	12
	12 months or more	31	57	37	33	41	29	25	21	17	13
10	Less than 3 months	31	57	37	33	41	29	25	21	17	13
	3 months or more and less than 6 months	31	58	38	34	42	30	26	22	18	14
	6 months or more and less than 9 months	32	59	39	35	43	31	27	23	19	15
	9 months or more and less than 12 months	32	60	40	36	44	32	28	24	20	16
	12 months or more	33	61	41	37	45	33	29	25	21	17
11	Less than 3 months	33	61	41	37	45	33	29	25	21	17
	3 months or more and less than 6 months	33	62	42	38	46	34	30	26	22	18
	6 months or more and less than 9 months	33	63	43	39	47	35	31	27	23	19
	9 months or more and less than 12 months	34	64	44	40	48	36	32	28	24	20
	12 months or more	34	65	45	41	49	37	33	29	25	21
12	Less than 3 months	34	65	45	41	49	37	33	29	25	21
	3 months or more and less than 6 months	34	66	46	42	50	38	34	30	26	22
	6 months or more and less than 9 months	35	67	47	43	51	39	35	31	27	23
	9 months or more and less than 12 months	35	68	48	44	52	40	36	32	28	24
	12 months or more	35	69	49	45	53	41	37	33	29	25
13	Less than 3 months	35	69	49	45	53	41	37	33	29	25
	3 months or more and less than 6 months	36	70	50	46	54	42	38	34	30	26
	6 months or more and less than 9 months	36	71	51	47	55	43	39	35	31	27
	9 months or more and less than 12 months	36	72	52	48	56	44	40	36	32	28

	12 months or more	37	73	53	49	57	45	41	37	33	29
14	Less than 3 months	37	73	53	49	57	45	41	37	33	29
	3 months or more and less than 6 months	37	74	54	49	58	46	42	38	34	30
	6 months or more and less than 9 months	37	75	55	50	59	47	43	39	35	31
	9 months or more and less than 12 months	37	76	56	50	60	48	44	40	36	32
	12 months or more	38	77	57	51	61	49	45	41	37	33
15	Less than 3 months	38	77	57	51	61	49	45	41	37	33
	3 months or more and less than 6 months	38	78	58	51	62	50	46	42	38	34
	6 months or more and less than 9 months	38	79	59	52	63	51	47	43	39	35
	9 months or more and less than 12 months	38	80	60	52	64	52	48	44	40	36
	12 months or more	39	81	61	53	65	53	49	45	41	37
16	Less than 3 months	39	81	61	53	65	53	49	45	41	
	3 months or more and less than 6 months	39	82	62	54	66	54	50	46	42	
	6 months or more and less than 9 months	39	83	63	55	67	55	51	47	43	
	9 months or more and less than 12 months	39	84	64	56	68	56	52	48	44	
	12 months or more	40	85	65	57	69	57	53	49	45	
17	Less than 3 months		85	65	57	69	57	53	49	45	
	3 months or more and less than 6 months		86	66	57	70	58	54	50	46	
	6 months or more and less than 9 months		87	67	58	71	59	55	51	47	
	9 months or more and less than 12 months		88	68	58	72	60	56	52	48	
	12 months or more		89	69	59	73	61	57	53	49	
18	Less than 3 months		89	69	59	73	61	57	53	49	
	3 months or more and less than 6 months		90	70	59	74	62	58	54	50	
	6 months or more and less than 9 months		91	71	60	75	63	59	55	51	
	9 months or more and less than 12 months		92	72	60	76	64	60	56	52	
	12 months or more		93	73	61	77	65	61	57	53	
19	Less than 3 months		93	73	61	77	65	61	57		
	3 months or more and less than 6 months		93	74	61	78	66	62	58		
	6 months or more and less than 9 months		93	75	61	79	67	63	59		
	9 months or more and less than 12 months		93	76	62	80	68	64	60		
	12 months or more		93	77	62	81	69	65	61		
20	Less than 3 months			77	62	81	69	65	61		
	3 months or more and less than 6 months			78	62	82	70	66	62		
	6 months or more and less than 9 months			79	63	83	71	67	63		
	9 months or more and less than 12 months			80	63	84	72	68	64		
	12 months or more			81	63	85	73	69	65		

21	Less than 3 months			81	63	85	73	69	65		
	3 months or more and less than 6 months			82	64	86	74	70	66		
	6 months or more and less than 9 months			83	64	87	75	71	67		
	9 months or more and less than 12 months			84	64	88	76	72	68		
	12 months or more			85	65	89	77	73	69		
22	Less than 3 months			85	65	89	77	73			
	3 months or more and less than 6 months			86	65	90	78	74			
	6 months or more and less than 9 months			87	66	91	79	75			
	9 months or more and less than 12 months			88	66	92	80	76			
	12 months or more			89	67	93	81	77			
23	Less than 3 months			89	67	93	81				
	3 months or more and less than 6 months			90	67	94	82				
	6 months or more and less than 9 months			91	68	95	83				
	9 months or more and less than 12 months			92	68	96	84				
	12 months or more			93	69	97	85				
24	Less than 3 months			93	69	97	85				
	3 months or more and less than 6 months			94	70	98	86				
	6 months or more and less than 9 months			95	71	99	87				
	9 months or more and less than 12 months			96	72	100	88				
	12 months or more			97	73	101	89				
25	Less than 3 months			97	73	101					
	3 months or more and less than 6 months			98	73	102					
	6 months or more and less than 9 months			99	74	103					
	9 months or more and less than 12 months			100	74	104					
	12 months or more			101	75	105					
26	Less than 3 months			101	75	105					
	3 months or more and less than 6 months			102	75	106					
	6 months or more and less than 9 months			103	76	107					
	9 months or more and less than 12 months			104	76	108					
	12 months or more			105	77	109					
27	Less than 3 months			105	77						
	3 months or more and less than 6 months			106	78						
	6 months or more and less than 9 months			107	79						
	9 months or more and less than 12 months			108	80						
	12 months or more			109	81						
28	Less than 3 months			109	81						

	3 months or more and less than 6 months			110	82						
	6 months or more and less than 9 months			111	83						
	9 months or more and less than 12 months			112	84						
	12 months or more			113	85						
29	Less than 3 months			113							
	3 months or more and less than 6 months			114							
	6 months or more and less than 9 months			115							
	9 months or more and less than 12 months			116							
	12 months or more			117							
30	Less than 3 months			117							
	3 months or more and less than 6 months			118							
	6 months or more and less than 9 months			119							
	9 months or more and less than 12 months			120							
	12 months or more			121							
31	Less than 3 months			121							
	3 months or more and less than 6 months			122							
	6 months or more and less than 9 months			123							
	9 months or more and less than 12 months			124							
	12 months or more			125							
32	Less than 3 months			125							
	3 months or more and less than 6 months			125							
	6 months or more and less than 9 months			125							
	9 months or more and less than 12 months			125							
	12 months or more			125							

C. New gradational salaries for employees who receive application of the Basic Salary Chart for General Positions (II)

Former gradational salary	Former class Interim period	Class	Class	Class	Class	Class	Class
		1	2	3	4	5	6
1	Less than 3 months		1	1	5	1	1
	3 months or more and less than 6 months		1	1	6	1	1
	6 months or more and less than 9 months		1	1	7	1	1
	9 months or more and less than 12 months		1	1	8	1	1
	12 months or more		1	1	9	1	1
2	Less than 3 months	1	1	1	9	1	1
	3 months or more and less than 6 months	2	2	1	10	1	1



	6 months or more and less than 9 months	3	3	1	11	1	1
	9 months or more and less than 12 months	4	4	1	12	1	1
	12 months or more	5	5	1	13	1	1
3	Less than 3 months	5	5	1	13	1	1
	3 months or more and less than 6 months	6	6	2	14	1	1
	6 months or more and less than 9 months	7	7	3	15	1	1
	9 months or more and less than 12 months	8	8	4	16	1	1
	12 months or more	9	9	5	17	1	1
4	Less than 3 months	9	9	5	17	1	1
	3 months or more and less than 6 months	10	10	6	18	1	1
	6 months or more and less than 9 months	11	11	7	19	1	1
	9 months or more and less than 12 months	12	12	8	20	1	1
	12 months or more	13	13	9	21	1	1
5	Less than 3 months	13	13	9	21	1	1
	3 months or more and less than 6 months	14	14	10	22	2	1
	6 months or more and less than 9 months	15	15	11	23	3	1
	9 months or more and less than 12 months	16	16	12	24	4	1
	12 months or more	17	17	13	25	5	1
6	Less than 3 months	17	17	13	25	5	1
	3 months or more and less than 6 months	18	18	14	26	6	2
	6 months or more and less than 9 months	19	19	15	27	7	3
	9 months or more and less than 12 months	20	20	16	28	8	4
	12 months or more	21	21	17	29	9	5
7	Less than 3 months	21	21	17	29	9	5
	3 months or more and less than 6 months	22	22	18	30	10	6
	6 months or more and less than 9 months	23	23	19	31	11	7
	9 months or more and less than 12 months	24	24	20	32	12	8
	12 months or more	25	25	21	33	13	9
8	Less than 3 months	25	25	21	33	13	9
	3 months or more and less than 6 months	26	26	22	34	14	10
	6 months or more and less than 9 months	27	27	23	35	15	11
	9 months or more and less than 12 months	28	28	24	36	16	12
	12 months or more	29	29	25	37	17	13
9	Less than 3 months	29	29	25	37	17	13
	3 months or more and less than 6 months	30	30	26	38	18	14
	6 months or more and less than 9 months	31	31	27	39	19	15

	9 months or more and less than 12 months	32	32	28	40	20	16
	12 months or more	33	33	29	41	21	17
10	Less than 3 months	33	33	29	41	21	17
	3 months or more and less than 6 months	34	34	30	42	22	18
	6 months or more and less than 9 months	35	35	31	43	23	19
	9 months or more and less than 12 months	36	36	32	44	24	20
	12 months or more	37	37	33	45	25	21
11	Less than 3 months	37	37	33	45	25	21
	3 months or more and less than 6 months	38	38	34	46	26	22
	6 months or more and less than 9 months	39	39	35	47	27	23
	9 months or more and less than 12 months	40	40	36	48	28	24
	12 months or more	41	41	37	49	29	25
12	Less than 3 months	41	41	37	49	29	25
	3 months or more and less than 6 months	42	42	38	50	30	26
	6 months or more and less than 9 months	43	43	39	51	31	27
	9 months or more and less than 12 months	44	44	40	52	32	28
	12 months or more	45	45	41	53	33	29
13	Less than 3 months	45	45	41	53	33	29
	3 months or more and less than 6 months	46	46	42	54	34	30
	6 months or more and less than 9 months	47	47	43	55	35	31
	9 months or more and less than 12 months	48	48	44	56	36	32
	12 months or more	49	49	45	57	37	33
14	Less than 3 months	49	49	45	57	37	33
	3 months or more and less than 6 months	50	50	46	58	38	34
	6 months or more and less than 9 months	51	51	47	59	39	35
	9 months or more and less than 12 months	52	52	48	60	40	36
	12 months or more	53	53	49	61	41	37
15	Less than 3 months	53	53	49	61	41	37
	3 months or more and less than 6 months	54	54	50	62	42	38
	6 months or more and less than 9 months	55	55	51	63	43	39
	9 months or more and less than 12 months	56	56	52	64	44	40
	12 months or more	57	57	53	65	45	41
16	Less than 3 months	57	57	53	65	45	41
	3 months or more and less than 6 months	58	58	54	66	46	42
	6 months or more and less than 9 months	59	59	55	67	47	43
	9 months or more and less than 12 months	60	60	56	68	48	44

	12 months or more	61	61	57	69	49	45
17	Less than 3 months	61	61	57	69	49	45
	3 months or more and less than 6 months	62	62	58	70	50	46
	6 months or more and less than 9 months	63	63	59	71	51	47
	9 months or more and less than 12 months	64	64	60	72	52	48
	12 months or more	65	65	61	73	53	49
18	Less than 3 months	65	65	61	73	53	49
	3 months or more and less than 6 months	66	66	62	74	54	50
	6 months or more and less than 9 months	67	67	63	75	55	51
	9 months or more and less than 12 months	68	68	64	76	56	52
	12 months or more	69	69	65	77	57	53
19	Less than 3 months	69	69	65	77	57	53
	3 months or more and less than 6 months	70	70	65	78	58	54
	6 months or more and less than 9 months	71	71	66	79	59	55
	9 months or more and less than 12 months	72	72	66	80	60	56
	12 months or more	73	73	67	81	61	57
20	Less than 3 months	73	73	67	81	61	57
	3 months or more and less than 6 months	74	74	67	82	62	58
	6 months or more and less than 9 months	75	75	68	83	63	59
	9 months or more and less than 12 months	76	76	68	84	64	60
	12 months or more	77	77	69	85	65	61
21	Less than 3 months	77	77	69	85	65	61
	3 months or more and less than 6 months	78	78	70	86	66	62
	6 months or more and less than 9 months	79	79	71	87	67	63
	9 months or more and less than 12 months	80	80	72	88	68	64
	12 months or more	81	81	73	89	69	65
22	Less than 3 months	81	81	73	89	69	65
	3 months or more and less than 6 months	82	82	73	90	70	66
	6 months or more and less than 9 months	83	83	74	91	71	67
	9 months or more and less than 12 months	84	84	74	92	72	68
	12 months or more	85	85	75	93	73	69
23	Less than 3 months	85	85	75	93	73	69
	3 months or more and less than 6 months	86	86	75	94	74	69
	6 months or more and less than 9 months	87	87	76	95	75	69
	9 months or more and less than 12 months	88	88	76	96	76	69
	12 months or more	89	89	77	97	77	69

24	Less than 3 months	89	89	77	97	77	
	3 months or more and less than 6 months	90	90	77	98	78	
	6 months or more and less than 9 months	91	91	78	99	79	
	9 months or more and less than 12 months	92	92	78	100	80	
	12 months or more	93	93	79	101	81	
25	Less than 3 months	93	93	79	101	81	
	3 months or more and less than 6 months	94	94	79	102	82	
	6 months or more and less than 9 months	95	95	80	103	83	
	9 months or more and less than 12 months	96	96	80	104	84	
	12 months or more	97	97	81	105	85	
26	Less than 3 months	97	97	81	105	85	
	3 months or more and less than 6 months	98	98	82	106	86	
	6 months or more and less than 9 months	99	99	83	107	87	
	9 months or more and less than 12 months	100	100	84	108	88	
	12 months or more	101	101	85	109	89	
27	Less than 3 months	101	101	85	109	89	
	3 months or more and less than 6 months	102	102	85	110	90	
	6 months or more and less than 9 months	103	103	86	111	91	
	9 months or more and less than 12 months	104	104	86	112	92	
	12 months or more	105	105	87	113	93	
28	Less than 3 months	105	105	87	113		
	3 months or more and less than 6 months	106	106	87	114		
	6 months or more and less than 9 months	107	107	88	115		
	9 months or more and less than 12 months	108	108	88	116		
	12 months or more	109	109	89	117		
29	Less than 3 months	109	109	89	117		
	3 months or more and less than 6 months	110	110	90	118		
	6 months or more and less than 9 months	111	111	91	119		
	9 months or more and less than 12 months	112	112	92	120		
	12 months or more	113	113	93	121		
30	Less than 3 months	113	113	93	121		
	3 months or more and less than 6 months	114	114	93	122		
	6 months or more and less than 9 months	115	115	94	123		
	9 months or more and less than 12 months	116	116	94	124		
	12 months or more	117	117	95	125		
31	Less than 3 months	117	117	95	125		

	3 months or more and less than 6 months	118	118	95	126		
	6 months or more and less than 9 months	119	119	96	127		
	9 months or more and less than 12 months	120	120	96	128		
	12 months or more	121	121	97	129		
32	Less than 3 months	121	121				
	3 months or more and less than 6 months	121	122				
	6 months or more and less than 9 months	121	123				
	9 months or more and less than 12 months	121	124				
	12 months or more	121	125				
33	Less than 3 months		125				
	3 months or more and less than 6 months		126				
	6 months or more and less than 9 months		127				
	9 months or more and less than 12 months		128				
	12 months or more		129				

D. New gradational salaries for employees who receive application of the Basic Salary Chart for Medical Positions

Former gradational salary	Former class Interim period	Class	Class	Class	Class	Class	Class	Class
		1	2	3	4	5	6	7
1	Less than 3 months			1	1	1	1	1
	3 months or more and less than 6 months			1	1	1	1	1
	6 months or more and less than 9 months			1	1	1	1	1
	9 months or more and less than 12 months			1	1	1	1	1
	12 months or more			1	1	1	1	1
2	Less than 3 months	1	1	1	1	1	1	1
	3 months or more and less than 6 months	2	2	2	1	1	1	1
	6 months or more and less than 9 months	3	3	3	1	1	1	1
	9 months or more and less than 12 months	4	4	4	1	1	1	1
	12 months or more	5	5	5	1	1	1	1
3	Less than 3 months	5	5	5	1	1	1	1
	3 months or more and less than 6 months	6	6	6	2	1	1	1
	6 months or more and less than 9 months	7	7	7	3	1	1	1
	9 months or more and less than 12 months	8	8	8	4	1	1	1
	12 months or more	9	9	9	5	1	1	1
4	Less than 3 months	9	9	9	5	1	1	1
	3 months or more and less than 6 months	10	10	10	6	2	1	1

	6 months or more and less than 9 months	11	11	11	7	3	1	1
	9 months or more and less than 12 months	12	12	12	8	4	1	1
	12 months or more	13	13	13	9	5	1	1
5	Less than 3 months	13	13	13	9	5	1	1
	3 months or more and less than 6 months	14	14	14	10	6	2	1
	6 months or more and less than 9 months	15	15	15	11	7	3	1
	9 months or more and less than 12 months	16	16	16	12	8	4	1
	12 months or more	17	17	17	13	9	5	1
6	Less than 3 months	17	17	17	13	9	5	1
	3 months or more and less than 6 months	18	18	18	14	10	6	2
	6 months or more and less than 9 months	19	19	19	15	11	7	3
	9 months or more and less than 12 months	20	20	20	16	12	8	4
	12 months or more	21	21	21	17	13	9	5
7	Less than 3 months	21	21	21	17	13	9	5
	3 months or more and less than 6 months	22	22	22	18	14	10	6
	6 months or more and less than 9 months	23	23	23	19	15	11	7
	9 months or more and less than 12 months	24	24	24	20	16	12	8
	12 months or more	25	25	25	21	17	13	9
8	Less than 3 months	25	25	25	21	17	13	9
	3 months or more and less than 6 months	26	26	26	22	18	14	10
	6 months or more and less than 9 months	27	27	27	23	19	15	11
	9 months or more and less than 12 months	28	28	28	24	20	16	12
	12 months or more	29	29	29	25	21	17	13
9	Less than 3 months	29	29	29	25	21	17	13
	3 months or more and less than 6 months	30	30	30	26	22	18	14
	6 months or more and less than 9 months	31	31	31	27	23	19	15
	9 months or more and less than 12 months	32	32	32	28	24	20	16
	12 months or more	33	33	33	29	25	21	17
10	Less than 3 months	33	33	33	29	25	21	17
	3 months or more and less than 6 months	34	34	34	30	26	22	18
	6 months or more and less than 9 months	35	35	35	31	27	23	19
	9 months or more and less than 12 months	36	36	36	32	28	24	20
	12 months or more	37	37	37	33	29	25	21
11	Less than 3 months	37	37	37	33	29	25	21
	3 months or more and less than 6 months	38	38	38	34	30	26	22
	6 months or more and less than 9 months	39	39	39	35	31	27	23

	9 months or more and less than 12 months	40	40	40	36	32	28	24
	12 months or more	41	41	41	37	33	29	25
12	Less than 3 months	41	41	41	37	33	29	25
	3 months or more and less than 6 months	42	42	42	38	34	30	26
	6 months or more and less than 9 months	43	43	43	39	35	31	27
	9 months or more and less than 12 months	44	44	44	40	36	32	28
	12 months or more	45	45	45	41	37	33	29
13	Less than 3 months	45	45	45	41	37	33	29
	3 months or more and less than 6 months	46	46	46	42	38	34	30
	6 months or more and less than 9 months	47	47	47	43	39	35	31
	9 months or more and less than 12 months	48	48	48	44	40	36	32
	12 months or more	49	49	49	45	41	37	33
14	Less than 3 months	49	49	49	45	41	37	33
	3 months or more and less than 6 months	50	50	50	46	42	38	34
	6 months or more and less than 9 months	51	51	51	47	43	39	35
	9 months or more and less than 12 months	52	52	52	48	44	40	36
	12 months or more	53	53	53	49	45	41	37
15	Less than 3 months	53	53	53	49	45	41	37
	3 months or more and less than 6 months	54	54	54	50	46	42	38
	6 months or more and less than 9 months	55	55	55	51	47	43	39
	9 months or more and less than 12 months	56	56	56	52	48	44	40
	12 months or more	57	57	57	53	49	45	41
16	Less than 3 months	57	57	57	53	49	45	41
	3 months or more and less than 6 months	58	58	58	54	50	46	42
	6 months or more and less than 9 months	59	59	59	55	51	47	43
	9 months or more and less than 12 months	60	60	60	56	52	48	44
	12 months or more	61	61	61	57	53	49	45
17	Less than 3 months	61	61	61	57	53	49	45
	3 months or more and less than 6 months	62	62	62	58	54	50	46
	6 months or more and less than 9 months	63	63	63	59	55	51	47
	9 months or more and less than 12 months	64	64	64	60	56	52	48
	12 months or more	65	65	65	61	57	53	49
18	Less than 3 months	65	65	65	61	57	53	49
	3 months or more and less than 6 months	66	66	66	62	58	54	50
	6 months or more and less than 9 months	67	67	67	63	59	55	51
	9 months or more and less than 12 months	68	68	68	64	60	56	52

	12 months or more	69	69	69	65	61	57	53
19	Less than 3 months	69	69	69	65	61	57	53
	3 months or more and less than 6 months	70	70	70	66	62	58	54
	6 months or more and less than 9 months	71	71	71	67	63	59	55
	9 months or more and less than 12 months	72	72	72	68	64	60	56
	12 months or more	73	73	73	69	65	61	57
20	Less than 3 months	73	73	73	69	65	61	
	3 months or more and less than 6 months	74	74	74	70	66	62	
	6 months or more and less than 9 months	75	75	75	71	67	63	
	9 months or more and less than 12 months	76	76	76	72	68	64	
	12 months or more	77	77	77	73	69	65	
21	Less than 3 months	77	77	77	73	69	65	
	3 months or more and less than 6 months	78	78	78	74	70	66	
	6 months or more and less than 9 months	79	79	79	75	71	67	
	9 months or more and less than 12 months	80	80	80	76	72	68	
	12 months or more	81	81	81	77	73	69	
22	Less than 3 months	81	81	81	77	73	69	
	3 months or more and less than 6 months	82	82	82	78	74	69	
	6 months or more and less than 9 months	83	83	83	79	75	69	
	9 months or more and less than 12 months	84	84	84	80	76	69	
	12 months or more	85	85	85	81	77	69	
23	Less than 3 months	85	85	85	81	77		
	3 months or more and less than 6 months	86	86	86	82	78		
	6 months or more and less than 9 months	87	87	87	83	79		
	9 months or more and less than 12 months	88	88	88	84	80		
	12 months or more	89	89	89	85	81		
24	Less than 3 months	89	89	89	85	81		
	3 months or more and less than 6 months	90	90	90	86	82		
	6 months or more and less than 9 months	91	91	91	87	83		
	9 months or more and less than 12 months	92	92	92	88	84		
	12 months or more	93	93	93	89	85		
25	Less than 3 months	93	93	93	89			
	3 months or more and less than 6 months	94	94	94	90			
	6 months or more and less than 9 months	95	95	95	91			
	9 months or more and less than 12 months	96	96	96	92			
	12 months or more	97	97	97	93			



26	Less than 3 months	97	97	97	93			
	3 months or more and less than 6 months	98	98	98	94			
	6 months or more and less than 9 months	99	99	99	95			
	9 months or more and less than 12 months	100	100	100	96			
	12 months or more	101	101	101	97			
27	Less than 3 months	101	101	101	97			
	3 months or more and less than 6 months	102	102	102	98			
	6 months or more and less than 9 months	103	103	103	99			
	9 months or more and less than 12 months	104	104	104	100			
	12 months or more	105	105	105	101			
28	Less than 3 months	105	105	105	101			
	3 months or more and less than 6 months	106	106	106	102			
	6 months or more and less than 9 months	107	107	107	103			
	9 months or more and less than 12 months	108	108	108	104			
	12 months or more	109	109	109	105			
29	Less than 3 months	109	109	109				
	3 months or more and less than 6 months	110	110	110				
	6 months or more and less than 9 months	111	111	111				
	9 months or more and less than 12 months	112	112	112				
	12 months or more	113	113	113				
30	Less than 3 months	113	113	113				
	3 months or more and less than 6 months	114	114	114				
	6 months or more and less than 9 months	115	115	115				
	9 months or more and less than 12 months	116	116	116				
	12 months or more	117	117	117				
31	Less than 3 months	117	117	117				
	3 months or more and less than 6 months	118	118	118				
	6 months or more and less than 9 months	119	119	119				
	9 months or more and less than 12 months	120	120	120				
	12 months or more	121	121	121				
32	Less than 3 months	121	121					
	3 months or more and less than 6 months	122	122					
	6 months or more and less than 9 months	123	123					
	9 months or more and less than 12 months	124	124					
	12 months or more	125	125					
33	Less than 3 months	125	125					

	3 months or more and less than 6 months	126	126					
	6 months or more and less than 9 months	127	127					
	9 months or more and less than 12 months	128	128					
	12 months or more	129	129					
34	Less than 3 months	129	129					
	3 months or more and less than 6 months	130	130					
	6 months or more and less than 9 months	131	131					
	9 months or more and less than 12 months	132	132					
	12 months or more	133	133					
35	Less than 3 months	133	133					
	3 months or more and less than 6 months	134	134					
	6 months or more and less than 9 months	135	135					
	9 months or more and less than 12 months	136	136					
	12 months or more	137	137					
36	Less than 3 months	137	137					
	3 months or more and less than 6 months	138	138					
	6 months or more and less than 9 months	139	139					
	9 months or more and less than 12 months	140	140					
	12 months or more	141	141					
37	Less than 3 months	141	141					
	3 months or more and less than 6 months	142	142					
	6 months or more and less than 9 months	143	143					
	9 months or more and less than 12 months	144	144					
	12 months or more	145	145					
38	Less than 3 months	145	145					
	3 months or more and less than 6 months	146	146					
	6 months or more and less than 9 months	147	147					
	9 months or more and less than 12 months	148	148					
	12 months or more	149	149					
39	Less than 3 months	149						
	3 months or more and less than 6 months	150						
	6 months or more and less than 9 months	151						
	9 months or more and less than 12 months	152						
	12 months or more	153						
40	Less than 3 months	153						
	3 months or more and less than 6 months	154						

	6 months or more and less than 9 months	155						
	9 months or more and less than 12 months	156						
	12 months or more	157						
41	Less than 3 months	157						
	3 months or more and less than 6 months	158						
	6 months or more and less than 9 months	159						
	9 months or more and less than 12 months	160						
	12 months or more	161						

Supplementary provision appendix 3 (related to supplementary provision clause 4)

Conversion chart for gradational salaries for employees whose class of duties has class of duties 2 stated in the new class column of supplementary provision appendix 1, to which the former class corresponds

A. New gradational salaries for employees whose former class is class 5 of the Basic Salary Chart for Education Positions

Former gradational salary	New class		
	Interim period	Class 5	Class 6
1	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
2	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
3	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
4	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1

5	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
6	Less than 3 months	1	1
	3 months or more and less than 6 months	2	1
	6 months or more and less than 9 months	3	1
	9 months or more and less than 12 months	4	1
	12 months or more	5	1
7	Less than 3 months	5	1
	3 months or more and less than 6 months	6	1
	6 months or more and less than 9 months	7	1
	9 months or more and less than 12 months	8	1
	12 months or more	9	1
8	Less than 3 months	9	1
	3 months or more and less than 6 months	10	1
	6 months or more and less than 9 months	11	1
	9 months or more and less than 12 months	12	1
	12 months or more	13	1
9	Less than 3 months	13	1
	3 months or more and less than 6 months	14	1
	6 months or more and less than 9 months	15	1
	9 months or more and less than 12 months	16	1
	12 months or more	17	1
10	Less than 3 months	17	1
	3 months or more and less than 6 months	18	1
	6 months or more and less than 9 months	19	1
	9 months or more and less than 12 months	20	1
	12 months or more	21	1
11	Less than 3 months	21	1
	3 months or more and less than 6 months	22	1
	6 months or more and less than 9 months	23	1
	9 months or more and less than 12 months	24	1
	12 months or more	25	1
12	Less than 3 months	25	1
	3 months or more and less than 6 months	26	1
	6 months or more and less than 9 months	27	1
	9 months or more and less than 12 months	28	1
	12 months or more	29	1
13	Less than 3 months	29	1

	3 months or more and less than 6 months	30	1
	6 months or more and less than 9 months	31	1
	9 months or more and less than 12 months	32	1
	12 months or more	33	1
14	Less than 3 months	33	1
	3 months or more and less than 6 months	34	1
	6 months or more and less than 9 months	35	1
	9 months or more and less than 12 months	36	1
	12 months or more	37	1
15	Less than 3 months	37	1
	3 months or more and less than 6 months	38	1
	6 months or more and less than 9 months	39	1
	9 months or more and less than 12 months	40	1
	12 months or more	41	1
16	Less than 3 months	41	1
	3 months or more and less than 6 months	42	1
	6 months or more and less than 9 months	43	1
	9 months or more and less than 12 months	44	1
	12 months or more	45	1
17	Less than 3 months	45	1
	3 months or more and less than 6 months	46	1
	6 months or more and less than 9 months	47	1
	9 months or more and less than 12 months	48	1
	12 months or more	49	1
18	Less than 3 months	49	1
	3 months or more and less than 6 months	50	1
	6 months or more and less than 9 months	51	1
	9 months or more and less than 12 months	52	1
	12 months or more	53	1
19	Less than 3 months	53	1
	3 months or more and less than 6 months	54	1
	6 months or more and less than 9 months	55	1
	9 months or more and less than 12 months	56	1
	12 months or more	57	1
20	Less than 3 months	57	1
	3 months or more and less than 6 months	58	2
	6 months or more and less than 9 months	59	3
	9 months or more and less than 12 months	60	4
	12 months or more	61	5
21	Less than 3 months	61	5
	3 months or more and less than 6 months	62	6

	6 months or more and less than 9 months	63	7
	9 months or more and less than 12 months	64	8
	12 months or more	65	9
22	Less than 3 months	65	9
	3 months or more and less than 6 months	66	9
	6 months or more and less than 9 months	67	10
	9 months or more and less than 12 months	68	10
	12 months or more	69	11
23	Less than 3 months	69	11
	3 months or more and less than 6 months	70	11
	6 months or more and less than 9 months	71	12
	9 months or more and less than 12 months	72	12
	12 months or more	73	13
External 1	Less than 3 months	73	
	3 months or more and less than 6 months	74	
	6 months or more and less than 9 months	75	
	9 months or more and less than 12 months	76	
	12 months or more	77	
External 2	Less than 3 months	77	
	3 months or more and less than 6 months	78	
	6 months or more and less than 9 months	79	
	9 months or more and less than 12 months	80	
	12 months or more	81	
External 3	Less than 3 months	81	
	3 months or more and less than 6 months	81	
	6 months or more and less than 9 months	81	
	9 months or more and less than 12 months	81	
	12 months or more	81	

B. New gradational salaries for employees whose former class is class 11 of the Basic Salary Chart for General Positions (I)

Former gradational salary	New class		Class 9	Class 10
	Interim period			
1	Less than 3 months		1	1
	3 months or more and less than 6 months		1	1
	6 months or more and less than 9 months		1	1
	9 months or more and less than 12 months		1	1
	12 months or more		1	1
2	Less than 3 months		1	1
	3 months or more and less than 6 months		1	1

	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
3	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
4	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
5	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
6	Less than 3 months	1	1
	3 months or more and less than 6 months	1	1
	6 months or more and less than 9 months	1	1
	9 months or more and less than 12 months	1	1
	12 months or more	1	1
7	Less than 3 months	1	1
	3 months or more and less than 6 months	2	1
	6 months or more and less than 9 months	3	1
	9 months or more and less than 12 months	4	1
	12 months or more	5	1
8	Less than 3 months	5	1
	3 months or more and less than 6 months	6	1
	6 months or more and less than 9 months	7	1
	9 months or more and less than 12 months	8	1
	12 months or more	9	1
9	Less than 3 months	9	1
	3 months or more and less than 6 months	10	1
	6 months or more and less than 9 months	11	1
	9 months or more and less than 12 months	12	1
	12 months or more	13	1
10	Less than 3 months	13	1
	3 months or more and less than 6 months	14	1
	6 months or more and less than 9 months	15	1

	9 months or more and less than 12 months	16	1
	12 months or more	17	1
11	Less than 3 months	17	1
	3 months or more and less than 6 months	18	1
	6 months or more and less than 9 months	19	1
	9 months or more and less than 12 months	20	1
	12 months or more	21	1
12	Less than 3 months	21	1
	3 months or more and less than 6 months	22	2
	6 months or more and less than 9 months	23	3
	9 months or more and less than 12 months	24	4
	12 months or more	25	5
13	Less than 3 months	25	5
	3 months or more and less than 6 months	26	6
	6 months or more and less than 9 months	27	7
	9 months or more and less than 12 months	28	8
	12 months or more	29	9
14	Less than 3 months	29	9
	3 months or more and less than 6 months	30	10
	6 months or more and less than 9 months	31	11
	9 months or more and less than 12 months	32	12
	12 months or more	33	13
15	Less than 3 months	33	13
	3 months or more and less than 6 months	34	13
	6 months or more and less than 9 months	35	13
	9 months or more and less than 12 months	36	14
	12 months or more	37	14

Supplementary provision appendix 4 (related to supplementary provision clause 5)

Conversion or gradational salaries for employees who receive application of the Salary Chart for Designated Positions

Former gradational salary	New gradational salary
From 1 through 3	1
4	2
5	3
6	4
7	5
8	6
9	7
10	8



Supplementary provision

(Date of enforcement)

1. These Regulations shall come into effect on April 1, 2007 (hereinafter referred to as the "Enforcement Date").

(Interim measures pursuant to change of the method of provision of management position allowances)

2. Employees who receive a management position allowance under the provisions of Article 13 and for whom the management position allowance under the revised Article 13 under these provisions (hereinafter referred to as the "Revised Management Position Amount") will be less than the interim measure criteria amount shall be provided, in addition to that management position allowance amount (for employees who are provided a reduced salary under the provisions of supplementary provision clause 6 of the Salary Regulations (hereinafter referred to as the "Employees Subject to a Reduced Amount"), the amount obtained by multiplying the Revised Management Position Allowance Amount by 98.5/100), the amount obtained by multiplying the difference between the Revised Management Position Allowance Amount and the interim measure criteria amount by the ratio stipulated in the relevant item in accordance with the period stated in each item below (for Employees Subject to a Reduced Amount, the amount obtained by multiplying that amount by 98.5/100), as the management position allowance amount.

(1) From April 1, 2007 through March 31, 2008: 100/100

(2) From April 1, 2008 through March 31, 2009: 75/100

(3) From April 1, 2009 through March 31, 2010: 50/100

(4) From April 1, 2010 through March 31, 2011: 25/100

3. The interim measure criteria amount stipulated in the previous clause refers to the amount stipulated in the relevant item, in accordance with the employee's classification stated in the items below.

- (1) Employees who receive application of the same basic salary chart as the basic salary chart that was applied on the date before the Enforcement Date (hereinafter referred to as the "Employees to whom the Same Basic Salary Chart Applies") are employees other than employees who belong to a class of duties that is lower than the class of duties to which they belonged on that date, and who are employees in a suitable classification (refers to employees who occupy the responsibility classification stated in Article 2 of the Nara Institute of Science and Technology Management Position Allowance Provision Policy (Policy No. 33, 2004; hereinafter referred to as the "Management Position Allowance Policy") that was occupied on that date (hereinafter referred to as the "Former Classification") and who will also occupy the same responsibility classification on and after the Enforcement Date; the same in item 3):

The amount stipulated respectively below, in accordance with the employee's classification stated below

- a. Employees who receive application of a basic salary chart below on December 1, 2009 and are other than the people stated in the respective class of duties column and gradational salary column (hereinafter referred to as the "Employees Subject to 2009 Revision to a Reduced Amount"): The amount obtained by multiplying the management position allowance amount that the person was receiving on the date before the Enforcement Date by 99.59/100

Basic salary chart	Class of duties	Gradational salary
Basic Salary Chart for Education Positions	Class 1	Gradational salary 1 through gradational salary 48
	Class 2	Gradational salary 1 through gradational salary 32
	Class 3	Gradational salary 1 through gradational salary 12
Basic Salary Chart for General Positions	Class 1	Gradational salary 1 through gradational salary 56
	Class 2	Gradational salary 1 through gradational salary 24
	Class 3	Gradational salary 1 through gradational salary 8
Basic Salary Chart for Medical Positions	Class 1	Gradational salary 1 through gradational salary 56
	Class 2	Gradational salary 1 through gradational salary 40
	Class 3	Gradational salary 1 through gradational salary 16
	Class 4	Gradational salary 1 through gradational salary 4

b. Employees other than the employees stated in item a: The amount obtained by multiplying the management position allowance amount that the person was receiving on the date before the Enforcement Date by 99.83/100

(2) People who are an Employee to whom the Same Basic Salary Chart Applies, who are employees other than employees who belong to a class of duties that is lower than the class of duties they belonged to on the date before the Enforcement Date, and who are employees to which a lower classification applies (refers to employees who occupy a responsibility classification that is lower than the former classification; hereinafter in item 4 the same): The respective amount stipulated below, in accordance with the employee's classification stated below

a. Employees Subject to a 2009 Revision to a Reduced Amount: If a responsibility classification stated in Article 2 of the Management Position Allowance Provision Policy that is equivalent to a classification that is lower than the relevant classification was applied on the date before the Enforcement Date, the amount obtained by multiplying the management position allowance amount that the person will receive (hereinafter referred to as the "Lower Classification Presumed Amount") by 99.59/100

b. Employees other than the employees stated in item a: The amount obtained by multiplying the Lower Classification Presumed Amount by 99.83/100

(3) People who are Employees to whom the Same Basic Salary Chart Applies, who belong to a class of duties that is lower than the class of duties they belonged to on the date before the Enforcement Date, and who are employees in a suitable classification: The respective amount stipulated below, in accordance with the employee's classification stated below

a. Employees Subject to a 2009 Revision to a Reduced Amount: If the person was demoted to the relevant lower class of duties on the date before the Enforcement Date, the amount obtained by multiplying the management position allowance that the person will receive (hereinafter referred to as the "Presumed Amount for the Suitable Classification after Demotion") by 99.59/100

b. Employees other than the employees stated in item a: The amount obtained by multiplying the Presumed Amount for the Suitable Classification after Demotion by 99.83/100

(4) People who are Employees to whom the Same Basic Salary Chart Applies, who belong to a class of

duties that is lower than the class of duties they belonged to on the date before the Enforcement Date, and who are employees in a lower classification: The respective stipulated amount, in accordance with the employee's classification stated below

a. Employees Subject to a 2009 Revision to a Reduced Amount: If the person was demoted to the respective lower class of duties on the date before the Enforcement Date and a responsibility classification stated in Article 2 of the Detailed Regulations for Provision of Management Position Allowances that is equivalent to a classification that is lower than the former classification was applied, the amount obtained by multiplying the management position allowance that the person will receive (hereinafter referred to as the "Presumed Amount for the Lower Classification after Demotion") by 99.59/100

b. Employees other than the employees stated in item a: The amount obtained by multiplying the Presumed Amount for the Lower Classification after Demotion by 99.83/100

(5) Employees who were transferred to a position for which application of the basic salary chart differs on or after the Enforcement Date (excluding employees who will newly receive application of a basic salary chart on or after the Enforcement Date): The amount in the event that it was according to the provisions of each of the items above if that transfer had been made on the date before the Enforcement Date

(6) Besides the employees stated in each of the items above, employees who will continue to receive application of a basic salary chart on and after the Enforcement Date through a personnel exchange, or employees who may be recognized as having other special circumstances, and who NAIST recognizes as equivalent to the employees stated in each of the items above based on consideration of balance with other employees within the department: The amount stipulated by NAIST according to the provisions of each of the items above

4. In addition to the matters stipulated in the previous two clauses, necessary matters relating to the interim measures for a management position allowance shall be stipulated separately.

Supplementary provision

These Regulations shall come into effect on January 24, 2008, and the provisions of the Nara Institute of Science and Technology Employee Salary Regulations that were revised based on these provisions shall be applicable beginning April 1, 2007.

Supplementary provision

These Regulations shall come into effect on April 1, 2008.

Supplementary provision

These Regulations shall come into effect on April 1, 2009.

Supplementary provision

These Regulations shall come into effect on June 25, 2009, and the provisions of the Nara Institute of Science and Technology Employee Salary Regulations that were revised based on these provisions shall be applicable beginning June 1, 2009.

Supplementary provision

(Date of enforcement)

1. These Regulations shall come into effect on December 1, 2009. Provided, however, that the revised provisions of Article 21.2 and Article 21.3 shall come into effect on April 1, 2010.

2. In addition to the matters stipulated in the previous clause, necessary matters relating to the enforcement of these regulations shall be stipulated separately by the President.

Supplementary provision

These Regulations shall come into effect on February 1, 2010.

Supplementary provision

These Regulations shall come into effect on April 1, 2010.

Supplementary provision

(Date of enforcement)

1. These Regulations shall come into effect on December 1, 2010. Provided, however, that the provisions stated in each of the items below shall come into effect on the dates stipulated in each relevant item.

(1) The revised provisions of Article 29: January 1, 2011

(2) The provisions of supplementary provision clause 2 and clause 3: April 1, 2011

(Adjustment of gradational salary on April 1, 2011)

2. The gradational salary on April 1, 2011, for employees who are younger than 43 years old on April 1, 2011, (excluding employees who receive application of the Basic Salary Chart for Education Positions, the Basic Salary Chart for General Positions, or the Basic Salary Chart for Medical Positions on that date and who receive the highest gradational salary in their class of duties and employees who receive application of the Basic Salary Chart for Designated Positions) and who received a salary increase on January 1, 2010, under the provisions of Article 10 (excluding employees who are separately stipulated based on consideration of the circumstances of determining the gradational salary number for a salary increase on the same date) and other employees who are separately stipulated as people who require it for the purpose of balance with other relevant employees shall be the gradational salary that is one gradational salary higher than the gradational salary that would be received on the same day in the event that the provisions of this clause do not apply.

3. For application of the provisions of the previous clause for employees who the shortened employment hours for childcare stipulated in Article 13 of the Nara Institute of Science and Technology Provisions for Employee Childcare Leave and Nursing Care Leave, the "shall be" in that clause shall be "shall be ..., and the monthly amount of basic salary for that person shall be the amount obtained by multiplying the respective amount in accordance with the relevant gradational salary by the amount obtained by dividing the number of employment hours per week for that employment of shortened hours for childcare by 40 (when there is a fraction of less than one yen, it shall be the amount with that fraction rounded off)."

(Interim measure for reduction of basic salary by half for a tuberculous illness)

4. For application of the provisions of the revised Article 29 for employees who, beginning on January 1, 2011, will continue to not work due a tuberculous illness under the leave of absence for illness or measures prohibiting coming to work that are stipulated in that article, "ninety days" shall be "one year."

5. In addition to the matters stipulated from supplementary provision clause 2 to 4, necessary matters relating to the enforcement of these provisions shall be stipulated separately by the President.

Supplementary provision

These Regulations shall come into effect on April 1, 2012.

Supplementary provisions

(Date of enforcement)

1. These Regulations shall come into effect on July 1, 2012 (hereinafter referred to as the "Enforcement Date"). Provided, however, that the provisions of Article 19 and the provisions of the following clause after revision shall be applicable beginning April 1, 2012.

(Adjustment of gradational salary on April 1, 2012, April 1, 2013, and April 1, 2014)

2. For employees who are younger than the age stipulated separately based on consideration of circumstances related to the basic salary under the provisions of supplementary provision clause 9 of the partially revised provisions of the Nara Institute of Science and Technology Employee Salary Regulations (enforced on April 1, 2006; hereinafter referred to as the "2006 Revised Provisions") after revision on April 1, 2012, (excluding employees who receive application of the Basic Salary Chart for Education Positions, the Basic Salary Chart for General Positions, and the Basic Salary Chart for Medical Positions on that date and receive the highest gradational salary in their class of duties, and employees who receive application of the Basic Salary Chart for Designated Positions [hereinafter referred to as the "Excluded Employees"]) and who are separately stipulated as requiring adjustment based on consideration of the relevant employee's pay increase under the provisions of Article 10 on January 1, 2007, January 1, 2008, or January 1, 2009, or consideration of other circumstances for determining gradational salary (hereinafter referred to as the "Matters for Consideration of Adjustment"), the gradational salary on April 1, 2012, shall be the gradational salary that is one gradational salary (for employees who are separately stipulated as requiring special adjustment based on consideration of the employees' Matters for Consideration of Adjustment, two gradational salaries) higher than the gradational salary that would be received on the same date in the event that the provisions of this clause shall not apply.
3. For employees who are younger than the age separately stipulated based on consideration of circumstances related to the basic salary under the provisions of supplementary provision clause 9 of the 2006 Revised Provisions after revision on April 1, 2013, (excluding people who are Excluded Employees on that date) and who are separately stipulated as requiring adjustment based on consideration of the relevant employee's Matters for Consideration of Adjustment and the circumstances of adjustment of gradational salary on April 1, 2012, the gradational salary on April 1, 2013 shall be the gradational salary that is one gradational salary (for employees who are separately stipulated as requiring special adjustment based on consideration of the employees' Matters for Consideration of Adjustment, two gradational salaries) higher than the gradational salary that would be received on the same date in the event that the provisions of this clause shall not apply.
4. For employees who are younger than the age separately stipulated based on consideration of circumstances related to the basic salary under the provisions of supplementary provision clause 9 of the 2006 Revised Provisions after revision on April 1, 2014, (excluding people who were Excluded Employees on that date) and who are separately stipulated as requiring adjustment based on consideration of the relevant employee's Matters for Consideration of Adjustment and the circumstances of adjustment of gradational salary on April 1, 2012, and April 1, 2013, the gradational salary on April 1, 2014, shall be the gradational salary that is one gradational salary (for employees who are separately stipulated as requiring special adjustment based on consideration of the

employees' Matters for Consideration of Adjustment, two gradational salaries) higher than the gradational salary that would be received on the same date in the event that the provisions of this clause shall not apply..

Supplementary provision

These Regulations shall come into effect on January 1, 2014.

Supplementary provision

These Regulations shall come into effect on July 1, 2014.

Supplementary provision

(Date of enforcement)

1. These Regulations shall come into effect on December 1, 2014, and the provisions of the Nara Institute of Science and Technology Employee Salary Regulations that were revised under these provisions shall be applicable beginning April 1, 2014.

(Exception related to salary increases in the period until March 31, 2015)

2. For application of the provisions of Article 9.1 of the Nara Institute of Science and Technology Employee Salary Regulations in the period until March 31, 2015, the "gradational salary 4" of that clause shall be "gradational salary 3," and the "gradational salary 3" shall be "gradational salary 2."

Supplementary provision

These Regulations shall come into effect on February 1, 2015.

Supplementary provision

(Date of enforcement)

1. These Regulations shall come into effect on April 1, 2015.

(Interim measures pursuant to conversion of basic salary)

2. In addition to the basic salary monthly amount, employees who will continue to receive application of the same basic salary chart beginning on the date before April 1, 2015, (hereinafter referred to as the "Conversion Date") and for whom the basic salary monthly amount they will receive will not reach the basic salary monthly amount they were receiving (excluding separately stipulated employees) shall be provided, during the period until March 31, 2018, the amount equivalent to that difference amount, as basic salary (for employees who receive application of a basic salary chart stated in the basic salary chart column of the chart of supplementary provision clause 6 of the Salary Regulations and whose class of duties is the class of duties stated in the class of duties column of the chart of that clause or higher (hereinafter in this clause referred to as the "Specific Employees"), on and after the first April 1 after the date the person turned 55 years old (in the event that a person other than a Specific Employee became a Specific Employee after the first April 1 after the date he or she turned 55 years old, the date he or she became a Specific Employee), the amount obtained by multiplying the relevant amount by 98.5/100).
3. For employees who will continue to receive application of a basic salary chart beginning on the date before the Conversion Date (excluding the employees stipulated in the previous clause), when it may be recognized as necessary for the purpose of balance with employees who are provided basic salary under the provisions of that clause, the relevant employee shall be provided basic salary according to the provisions of that clause, according to separate stipulations.
4. For employees who will newly receive application of a basic salary chart on or after the Conversion Date, when it may be recognized as necessary for the purpose of balance with employees who are

provided basic salary according to the provisions of the previous two clauses based on consideration of the circumstances of hiring, the relevant employee shall be provided basic salary according to the provisions of the previous two clauses, according to separate stipulations.

(Exceptions related to an allowance for a post unaccompanied by family members in the period up to March 31, 2018)

5. For application of the provisions of Article 19.2 of the Salary Regulations for Provision of an Allowance for a Post Unaccompanied by Family Members in the period from the Conversion Date until March 31, 2018, the “JPY 30,000” in that clause shall be “an amount separately stipulated within the scope that does not exceed JPY 30,000.”

(Exception related to a long-distance transfer allowance in the period until March 31, 2018)

6. For application of the provisions of Article 16-2.1 of the Salary Regulations for Provision of a Distant Transfer Allowance for a transfer for an employee of the national government or another national university corporation in the event such employee continued to be an employee of NAIST during the period from the Conversion Date until March 31, 2018, the “10/100” in that clause shall be “a ratio separately stipulated within the scope that does not exceed 10/100.”

Supplementary provisions

(Date of enforcement)

1. These Regulations shall come into effect on March 1, 2016, and the provisions of the Nara Institute of Science and Technology Employee Salary Regulations that were revised under these Regulations (hereinafter referred to as the “Revised Salary Regulations”) shall be applicable beginning April 1, 2015.

(Partial payment of salary)

2. In the case of application of the provisions of the Revised Salary Regulations, the salary that was provided based on the provisions of the Nara Institute of Science and Technology Employee Salary Regulations before they were revised (including basic salary that was provided based on the provisions of supplementary provision clause 2 of the Nara Institute of Science and Technology Employee Salary Regulations that were partially revised on April 1, 2015, [hereinafter referred to as the “April 2015 Revised Regulations”]) shall be deemed partial payment of the salary stipulated in the Revised Salary Regulations (including basic salary under the provisions of supplementary provision clause 2 of the April 2015 Revised Provisions).

Supplementary provisions

These Regulations shall come into effect on December 1, 2016.

Supplementary provisions

(Date of enforcement)

1. These Regulations shall come into effect on December 1, 2014, and the provisions under the revised Nara Institute of Science and Technology Employee Salary Regulations (Hereinafter referred to as the “Revised Salary Regulations”) shall be applicable from April 1, 2016. Provided, however, that the revised provisions of Article 15 of the Revised Regulations shall come into effect on April 1, 2017.

(Partial Payment of Salary)

2. In the case of application of the provisions of the Revised Salary Regulations, the salary that was provided based on the provisions of the Nara Institute of Science and Technology Salary Regulations before they were revised (including basic salary that was provided based on the provisions of

supplementary provision clause 2 of the Nara Institute of Science and Technology Employee Salary Regulations that were partially revised on April 1, 2015, [hereinafter referred to as the “April 2015 Revised Regulations”]) shall be deemed partial payment of the salary stipulated in the Revised Salary Regulations (including basic salary under the provisions of supplementary provision clause 2 of the April 2015 Revised Provisions).

(Special exceptions related to allowance for dependent family members until March 31, 2020)

3. For the period between April 1, 2017 and March 31, 2018, the provisions of the provisory clause of Article 15.1 of the Revised Salary Regulations shall not be applicable, and for the application of the provisions of Article 15.3 of the Revised Salary Regulations the “The monthly allowance for dependent family members shall be JPY 6,500 for a dependent spouse or parent (for employees to whom the Basic Salary Chart for General Positions is applied and whose class of duties is 8, or to whom the Basic Salary Chart for Education Positions and whose class of duties is 5, JPY 3,500) and JPY 10,000 for dependent family members that fall under item 2 of the previous clause. (Hereinafter referred to as the “Dependent Child”)” shall be “The monthly allowance shall be JPY 10,000 for dependent family members who fall under item 1 of the previous clause, JPY 8,000 for dependent family members who fall under item 2 of the same clause (hereinafter referred to as dependent children. In the event that the Employee does not have a spouse it shall be JPY 10,000 for one of these.), and JPY 6,500 for dependent family members who fall under items 3 to 6 of the same clause. In the event that the Employee does not have a spouse or Dependent Children it shall be JPY 9,000 for one of these.)
4. For the period between April 1, 2018 and March 31, 2019, the provisions of the provisory clause of Article 15.1 of the Revised Salary Regulations shall not be applicable, and for the application of the provisions of Article 15.3 of the Revised Salary Regulations the “dependent spouse or parent” shall be “dependent family members who fall under item 1 or item 3 to 6 of the previous clause” and “(for employees to whom the Basic Salary Chart for General Positions is applied and whose class of duties is 8, or to whom the Basic Salary Chart for Education Positions and whose class of duties is 5, JPY 3,500)... item 2 of the previous clause” shall be “item 2 of the same clause.”
5. For the period between April 1, 2019 and March 31, 2020, the provisions of the provisory clause of Article 15.1 of the Revised Salary Regulations shall not be applicable, and for the application of the provisions of Article 15.3 of the Revised Salary Regulations the “dependent spouse or parent”, “class of duties is 8”, “class of duties is 5” and “item 2 of the previous clause” shall be “dependent family members who fall under item 1 or item 3 to 6 of the previous clause”, “class of duties higher than 8”, “class of duties higher than 5”, and “item 2 of the same clause” respectively.



Appendix 1 Basic Salary Chart for Education Positions (related to Article 6)

Class of duties	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Gradational salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary
	JPY	JPY	JPY	JPY	JPY	JPY
1	168,800	211,700	272,600	320,000	404,100	533,600
2	170,900	214,000	275,600	322,900	406,400	536,600
3	172,900	216,200	278,400	326,000	408,800	539,700
4	174,900	218,400	281,200	329,000	411,300	542,800
5	176,900	220,500	284,100	332,200	413,700	545,800
6	179,400	222,700	286,600	335,000	416,200	548,200
7	181,900	224,900	288,800	337,600	418,600	550,700
8	184,400	227,000	291,200	340,300	421,100	553,100
9	186,900	229,300	293,900	343,300	422,900	555,400
10	189,700	231,700	296,400	346,300	425,400	557,200
11	192,400	234,100	298,800	349,400	427,800	559,100
12	195,100	236,500	301,400	352,700	430,100	561,000
13	197,800	238,800	303,800	355,600	431,700	562,700
14	199,700	241,200	305,800	357,700	433,900	564,100
15	201,600	243,600	307,900	360,000	436,100	565,400
16	203,600	246,000	309,800	362,600	438,400	566,600
17	205,600	248,100	312,000	365,100	440,700	567,900
18	207,400	251,200	314,200	367,300	443,100	568,700
19	209,200	254,300	316,200	369,600	445,400	569,400
20	210,900	257,400	318,200	371,700	447,800	570,100
21	212,700	260,300	320,300	373,800	449,900	570,900
22	214,600	263,300	322,800	375,900	452,200	
23	216,500	266,200	325,400	378,000	454,600	
24	218,400	269,100	328,200	380,000	456,900	
25	220,400	271,900	330,300	381,700	458,900	
26	222,500	274,500	332,500	383,500	461,100	
27	224,600	277,000	334,700	385,400	463,200	
28	226,700	279,700	337,200	387,300	465,400	
29	228,700	282,600	339,600	389,200	467,500	
30	230,900	285,000	341,800	390,900	469,800	
31	233,200	287,200	343,900	392,600	472,000	
32	235,500	289,600	345,800	394,300	474,100	
33	237,700	292,100	348,000	396,100	476,000	
34	239,500	294,300	350,300	397,900	478,100	
35	241,200	296,800	352,600	399,500	480,400	

36	242,900	299,100	354,800	401,300	482,600	
37	244,600	301,600	356,700	402,500	484,700	
38	246,300	303,300	358,700	404,100	486,700	
39	247,700	305,000	360,800	405,700	488,600	
40	249,300	306,700	362,700	407,200	490,500	
41	251,400	308,600	364,600	408,400	492,500	
42	253,100	309,400	366,500	410,000	494,400	
43	254,500	310,300	368,300	411,500	496,100	
44	256,100	311,200	370,100	413,100	498,000	
45	257,600	312,100	372,100	414,500	499,900	
46	259,100	313,200	373,900	416,100	501,700	
47	260,800	314,100	375,500	417,500	503,500	
48	262,200	315,200	377,300	419,100	505,400	
49	263,600	316,200	379,000	420,500	507,100	
50	264,400	317,300	380,600	421,800	508,800	
51	265,000	318,200	382,400	423,100	510,600	
52	265,900	319,100	384,100	424,400	512,500	
53	266,600	320,300	385,300	425,100	514,100	
54	267,500	321,300	386,800	426,100	515,700	
55	268,200	322,400	388,200	427,000	517,400	
56	269,100	323,400	389,800	427,900	519,000	
57	269,900	324,400	391,200	428,800	520,600	
58	271,100	325,500	392,600	429,700	521,900	
59	272,100	326,600	393,900	430,600	523,200	
60	273,200	327,600	395,400	431,500	524,400	
61	274,200	328,600	396,700	432,400	525,600	
62	275,300	329,600	398,100	433,300	526,600	
63	276,300	330,700	399,600	434,300	527,600	
64	277,300	331,800	401,100	435,400	528,600	
65	278,200	332,700	402,100	436,300	529,200	
66	279,100	333,800	403,200	437,300	530,100	
67	280,200	334,600	404,200	438,300	531,000	
68	281,300	335,700	405,300	439,200	531,900	
69	282,300	336,500	406,300	440,200	532,800	
70	283,400	337,600	407,200	441,200	533,600	
71	284,400	338,600	408,000	442,100	534,300	
72	285,500	339,700	408,800	443,100	534,800	
73	286,300	340,200	409,600	444,100	535,500	
74	287,400	341,200	410,500	445,000	536,000	
75	288,500	342,200	411,300	445,900	536,800	
76	289,500	343,200	412,100	446,900	537,400	

77	290,200	344,200	412,800	447,700	537,900	
78	291,200	345,200	413,300	448,200	538,500	
79	292,200	346,100	413,700	448,900	539,100	
80	293,100	347,000	414,100	449,500	539,700	
81	294,100	348,000	414,400	450,300	540,300	
82	295,000	349,000	414,800	451,000		
83	295,900	350,000	415,100	451,300		
84	296,800	351,000	415,500	451,900		
85	297,500	351,600	415,800	452,300		
86	298,300	352,200	416,200	452,700		
87	299,100	352,800	416,600	453,100		
88	300,000	353,400	417,000	453,400		
89	300,600	354,000	417,300	453,700		
90	301,200	354,400	417,700	454,100		
91	301,900	354,800	418,100	454,500		
92	302,500	355,300	418,400	454,800		
93	303,200	355,800	418,700	455,100		
94	303,800	356,200	419,100	455,500		
95	304,400	356,700	419,400	455,800		
96	305,000	357,200	419,700	456,100		
97	305,700	357,800	420,000	456,400		
98	306,300	358,300	420,400	456,800		
99	306,900	358,700	420,700	457,100		
100	307,500	359,200	421,000	457,400		
101	307,900	359,600	421,300	457,700		
102	308,200	360,100	421,700			
103	308,500	360,400	422,000			
104	308,900	360,900	422,300			
105	309,200	361,400	422,600			
106	309,600	361,800	423,000			
107	309,900	362,300	423,300			
108	310,200	362,800	423,600			
109	310,600	363,200	423,900			
110	310,900	363,700	424,200			
111	311,300	364,200	424,500			
112	311,700	364,600	424,800			
113	312,000	365,000	425,100			
114	312,400	365,400	425,400			
115	312,700	365,900	425,700			
116	313,000	366,300	426,000			
117	313,200	366,700	426,200			

118	313,500	367,100				
119	313,900	367,600				
120	314,300	368,000				
121	314,500	368,300				
122	314,800	368,700				
123	315,200	369,200				
124	315,600	369,500				
125	315,800	369,900				
126	316,000	370,400				
127	316,300	370,900				
128	316,700	371,300				
129	316,900	371,700				
130	317,200	372,200				
131	317,600	372,700				
132	317,800	373,200				
133	318,000	373,700				
134	318,300	374,200				
135	318,700	374,700				
136	318,900	375,200				
137	319,000	375,700				
138	319,200	376,200				
139	319,500	376,700				
140	319,800	377,200				
141	320,200	377,700				
142	320,500					
143	320,800					
144	321,100					
145	321,500					
146	321,800					
147	322,000					
148	322,300					
149	322,700					
150	323,000					
151	323,300					
152	323,500					
153	323,800					
154	324,100					
155	324,400					
156	324,700					
157	324,900					

Note: This chart shall be applicable to faculty members and education employees.

Appendix 2 Basic Salary Chart for General Positions (related to Article 6)

Class of duties	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9	Class 10
Gradational salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary
	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY
1	141,600	191,700	227,900	261,100	287,100	317,700	361,800	407,300	457,600	520,900
2	142,700	193,500	229,500	263,000	289,300	319,900	364,400	409,700	460,700	523,800
3	143,900	195,300	231,000	264,800	291,600	322,200	366,900	412,200	463,700	526,900
4	145,000	197,100	232,600	266,900	293,700	324,400	369,500	414,600	466,700	530,000
5	146,100	198,700	234,100	268,700	295,700	326,600	371,500	416,500	469,700	533,100
6	147,200	200,500	235,800	270,600	298,000	328,600	374,000	418,800	472,700	535,400
7	148,300	202,300	237,300	272,500	300,300	330,800	376,300	420,900	475,700	537,900
8	149,400	204,100	238,900	274,600	302,500	333,000	378,800	423,100	478,800	540,300
9	150,500	205,800	240,300	276,700	304,600	335,100	381,300	425,100	481,500	542,700
10	151,900	207,600	241,800	278,700	306,900	337,300	384,000	427,200	484,600	544,500
11	153,200	209,400	243,400	280,800	309,100	339,400	386,600	429,300	487,600	546,300
12	154,500	211,200	244,800	282,800	311,400	341,600	389,300	431,400	490,700	548,200
13	155,800	212,600	246,300	284,800	313,500	343,500	391,700	433,100	493,400	549,900
14	157,300	214,400	247,800	286,900	315,600	345,500	394,000	434,900	495,700	551,300
15	158,800	216,100	249,100	288,900	317,800	347,600	396,200	436,900	498,000	552,600
16	160,400	217,900	250,500	290,900	319,900	349,600	398,600	438,900	500,300	553,700
17	161,700	219,600	252,000	292,900	322,000	351,400	400,400	440,800	502,400	555,000
18	163,200	221,300	253,700	294,900	324,000	353,400	402,400	442,600	503,800	556,000
19	164,700	222,900	255,400	297,000	326,100	355,200	404,300	444,400	505,300	556,900
20	166,200	224,500	257,200	299,000	328,100	357,100	406,100	446,100	506,700	557,800
21	167,600	226,000	258,800	301,000	330,000	359,100	408,000	447,900	507,900	558,700
22	170,300	227,700	260,600	303,100	332,100	361,000	409,800	449,400	509,300	
23	172,900	229,300	262,300	305,100	334,100	363,000	411,600	450,800	510,800	
24	175,500	230,900	264,000	307,200	336,200	364,900	413,500	452,300	512,300	
25	178,200	232,200	266,000	309,000	337,700	366,900	415,300	453,700	513,400	
26	179,900	233,700	267,900	311,100	339,600	368,800	416,800	455,000	514,500	
27	181,600	235,100	269,700	313,200	341,500	370,800	418,300	456,300	515,700	
28	183,300	236,400	271,500	315,200	343,400	372,800	419,900	457,500	516,900	
29	184,800	237,700	273,200	317,100	345,100	374,300	421,500	458,500	517,900	
30	186,600	238,900	275,100	319,100	347,000	376,100	422,800	459,200	518,800	
31	188,400	239,900	277,000	321,200	348,900	377,900	424,100	460,000	519,700	
32	190,100	241,100	278,700	323,300	350,700	379,500	425,300	460,700	520,600	

33	191,700	242,400	280,400	324,700	352,600	381,300	426,500	461,400	521,400	
34	193,200	243,600	282,300	326,700	354,400	382,700	427,800	462,200	522,300	
35	194,700	244,800	284,100	328,600	356,200	384,200	429,100	462,900	523,000	
36	196,200	246,100	286,000	330,700	357,900	385,800	430,300	463,500	523,500	
37	197,500	247,000	287,600	332,600	359,300	387,200	431,500	464,000	524,200	
38	198,800	248,400	289,300	334,500	360,600	388,400	432,300	464,600	524,800	
39	200,100	249,800	291,100	336,500	362,000	389,600	433,100	465,200	525,600	
40	201,400	251,300	292,900	338,400	363,400	390,700	433,900	465,800	526,200	
41	202,700	252,700	294,600	340,300	364,700	391,800	434,500	466,300	526,700	
42	204,000	254,100	296,300	342,200	365,600	393,000	435,200	466,800		
43	205,300	255,500	297,900	344,000	366,700	394,200	435,900	467,200		
44	206,600	256,800	299,500	345,900	367,800	395,300	436,600	467,500		
45	207,800	258,000	301,200	347,400	368,600	396,000	437,400	467,800		
46	209,100	259,300	302,900	348,800	369,500	396,700	438,200			
47	210,400	260,700	304,500	350,300	370,400	397,400	438,600			
48	211,700	262,000	306,200	351,800	371,300	398,100	439,300			
49	212,800	263,300	307,300	353,400	372,200	398,700	439,800			
50	213,900	264,400	308,800	354,200	373,000	399,300	440,200			
51	214,900	265,700	310,300	355,400	373,800	399,800	440,600			
52	216,000	267,000	311,900	356,400	374,600	400,200	441,000			
53	217,100	268,000	313,500	357,300	375,300	400,600	441,400			
54	218,100	269,100	315,100	358,400	376,000	400,900	441,800			
55	219,000	270,400	316,700	359,300	376,700	401,200	442,200			
56	220,000	271,700	318,200	360,400	377,400	401,500	442,500			
57	220,600	272,800	319,700	361,300	377,900	401,800	442,800			
58	221,500	273,800	320,900	362,000	378,500	402,100	443,200			
59	222,300	274,800	322,100	362,700	379,100	402,400	443,500			
60	223,200	275,900	323,300	363,400	379,800	402,700	443,800			
61	223,900	277,100	324,000	363,800	380,200	403,000	444,100			
62	224,900	278,100	324,900	364,400	380,900	403,300				
63	225,700	279,000	325,700	365,100	381,500	403,600				
64	226,600	280,000	326,500	365,800	382,100	403,900				
65	227,300	280,700	327,400	366,100	382,500	404,200				
66	228,100	281,600	327,800	366,800	383,100	404,500				
67	229,000	282,300	328,500	367,500	383,700	404,800				
68	230,100	283,200	329,300	368,200	384,300	405,100				
69	230,800	284,200	330,100	368,500	384,700	405,300				
70	231,500	285,000	330,800	369,100	385,200	405,600				
71	232,100	285,800	331,500	369,800	385,700	405,900				
72	232,900	286,600	332,200	370,400	386,300	406,200				
73	233,700	287,400	332,700	370,700	386,600	406,400				

74	234,400	287,900	333,300	371,300	387,000	406,700				
75	235,100	288,300	333,800	372,000	387,400	407,000				
76	235,700	288,800	334,400	372,600	387,800	407,200				
77	236,400	288,900	334,700	373,000	388,100	407,400				
78	237,200	289,300	335,200	373,500	388,400	407,700				
79	238,000	289,500	335,600	374,100	388,700	408,000				
80	238,700	289,900	336,100	374,600	389,000	408,200				
81	239,400	290,100	336,500	375,100	389,200	408,400				
82	240,100	290,300	337,000	375,700	389,500	408,700				
83	240,800	290,700	337,500	376,200	389,800	409,000				
84	241,500	291,000	338,000	376,500	390,000	409,200				
85	242,100	291,300	338,300	376,900	390,200	409,400				
86	242,800	291,600	338,700	377,400	390,500					
87	243,500	291,900	339,200	377,800	390,800					
88	244,200	292,300	339,600	378,200	391,000					
89	244,900	292,600	339,900	378,600	391,200					
90	245,400	293,000	340,300	379,100	391,500					
91	245,800	293,300	340,800	379,500	391,800					
92	246,300	293,700	341,200	379,900	392,000					
93	246,600	293,800	341,400	380,200	392,200					
94		294,000	341,800							
95		294,400	342,300							
96		294,800	342,700							
97		295,000	342,800							
98		295,300	343,300							
99		295,700	343,700							
100		296,100	344,000							
101		296,300	344,300							
102		296,600	344,700							
103		297,000	345,100							
104		297,300	345,500							
105		297,500	346,000							
106		297,800	346,400							
107		298,200	346,800							
108		298,500	347,200							
109		298,700	347,700							
110		299,100	348,100							
111		299,500	348,400							
112		299,800	348,700							
113		299,900	349,200							
114		300,200								

115		300,500								
116		300,900								
117		301,100								
118		301,300								
119		301,600								
120		301,900								
121		302,300								
122		302,500								
123		302,800								
124		303,100								
125		303,400								

Note: This chart shall be applicable to clerical employees and technical employees.

Appendix 3 Basic Salary Chart for Medical Positions (related to Article 6)

Class of duties	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
Gradational salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary
	JPY	JPY	JPY	JPY	JPY	JPY	JPY
1	160,100	187,600	236,000	258,900	284,100	328,800	373,300
2	161,500	189,700	237,800	259,900	285,900	330,900	375,900
3	163,000	191,800	239,600	260,800	287,700	333,000	378,600
4	164,400	193,800	241,400	261,900	289,600	335,200	381,200
5	165,900	195,900	242,800	262,700	291,400	337,300	383,400
6	167,400	198,200	244,100	263,700	293,200	339,400	385,800
7	168,900	200,500	245,300	264,500	295,100	341,600	388,100
8	170,400	202,800	246,600	265,500	296,900	343,700	390,400
9	171,700	205,200	247,700	266,600	298,800	345,300	392,400
10	173,400	206,600	248,800	267,400	300,700	347,300	394,500
11	175,000	208,000	249,700	268,500	302,500	349,200	396,700
12	176,600	209,400	250,600	269,700	304,400	351,200	399,000
13	178,100	210,800	251,900	271,000	306,100	353,200	400,900
14	180,100	212,300	253,000	272,300	307,700	355,300	402,900
15	182,100	213,800	253,800	273,500	309,500	357,400	405,100
16	184,100	215,000	254,800	275,000	311,300	359,400	407,300
17	186,300	216,400	255,600	276,300	313,100	361,400	409,300
18	188,400	217,900	256,500	277,700	314,700	363,400	411,500
19	190,500	219,400	257,500	278,900	316,400	365,500	413,700
20	192,600	220,900	258,400	280,300	318,100	367,600	415,800
21	194,700	222,300	259,300	281,900	319,600	369,300	417,700



22	196,900	224,000	260,300	283,500	321,100	371,400	419,600
23	199,100	225,700	261,200	285,000	322,700	373,500	421,400
24	201,300	227,400	262,200	286,400	324,200	375,500	423,300
25	203,300	228,800	263,400	287,700	325,800	377,500	425,000
26	204,600	230,500	264,700	289,500	327,200	379,100	426,600
27	205,900	232,200	265,900	291,300	328,700	381,000	428,300
28	207,200	233,900	267,200	293,000	330,300	382,900	429,900
29	208,400	235,500	268,400	294,600	331,600	384,700	431,200
30	209,600	236,900	269,900	296,200	333,100	386,400	432,500
31	210,900	238,200	271,500	297,800	334,500	388,300	434,100
32	212,100	239,300	272,900	299,500	336,000	390,100	435,600
33	213,400	240,600	274,500	300,900	337,600	391,800	437,300
34	214,700	241,700	276,000	302,400	339,100	393,500	438,900
35	216,000	242,600	277,300	304,000	340,700	395,300	440,300
36	217,300	243,700	278,600	305,600	342,200	397,000	441,700
37	218,700	244,800	280,200	307,100	343,900	398,600	442,800
38	220,100	245,900	281,600	308,500	345,500	400,300	444,100
39	221,400	246,800	283,100	310,000	347,000	402,100	445,400
40	222,800	247,900	284,500	311,600	348,600	403,900	446,800
41	223,800	248,600	286,100	313,200	349,800	405,400	447,800
42	225,200	249,500	287,600	314,600	351,300	406,900	448,500
43	226,600	250,400	289,100	316,000	352,800	408,400	449,300
44	228,000	251,300	290,700	317,500	354,200	409,700	449,900
45	229,200	252,100	292,000	318,500	355,800	410,800	450,800
46	230,600	253,100	293,400	319,900	356,800	411,900	451,500
47	231,900	254,000	294,900	321,300	358,300	413,000	452,300
48	233,200	255,000	296,400	322,800	359,600	414,200	453,100
49	234,300	256,000	297,700	323,900	361,000	415,500	453,800
50	235,400	257,200	299,000	325,300	362,400	416,600	454,500
51	236,400	258,400	300,300	326,600	363,700	417,800	455,200
52	237,500	259,600	301,700	327,900	365,100	418,900	456,000
53	238,600	260,700	303,200	329,300	366,600	420,100	456,800
54	239,700	262,200	304,500	330,700	367,800	421,100	457,600
55	240,700	263,600	305,900	332,100	368,900	422,200	458,300
56	241,700	265,000	307,300	333,400	370,100	423,300	459,000
57	242,600	266,600	308,300	334,300	371,200	424,400	459,800
58	243,600	268,200	309,500	335,600	372,100	424,900	
59	244,300	269,700	310,700	336,800	373,100	425,500	
60	245,300	271,200	312,100	338,100	374,100	425,900	
61	246,200	272,600	313,200	339,200	374,700	426,500	
62	247,200	274,100	314,500	340,100	375,500	427,000	

63	248,000	275,600	315,800	341,300	376,300	427,400	
64	249,000	276,900	317,000	342,600	377,100	427,900	
65	249,900	278,500	318,300	343,700	377,800	428,500	
66	250,900	280,000	319,600	344,900	378,500	428,900	
67	252,000	281,500	320,900	346,100	379,300	429,200	
68	252,900	283,000	322,200	347,200	380,000	429,500	
69	253,700	284,100	322,900	348,200	380,600	429,900	
70	254,800	285,600	324,000	349,200	381,200		
71	255,900	287,100	325,100	350,300	381,900		
72	257,100	288,500	326,000	351,400	382,500		
73	258,500	289,700	327,300	352,200	383,200		
74	259,800	291,100	328,000	353,300	383,700		
75	261,100	292,400	329,100	354,400	384,300		
76	262,300	293,700	330,300	355,500	384,800		
77	263,300	295,200	331,400	356,200	385,200		
78	264,400	296,500	332,600	357,000	385,800		
79	265,700	297,700	333,700	357,800	386,300		
80	266,900	299,000	334,900	358,500	386,600		
81	268,000	299,700	336,000	359,100	386,900		
82	269,000	300,900	337,100	359,600	387,400		
83	270,100	302,000	338,100	360,200	387,800		
84	271,200	303,200	339,200	360,700	388,100		
85	272,000	304,300	340,100	361,300	388,400		
86	272,900	305,500	341,100	361,800	388,900		
87	274,000	306,700	342,000	362,400	389,400		
88	275,100	307,800	343,000	362,900	389,800		
89	276,100	309,100	344,000	363,300	390,100		
90	277,000	310,300	344,800	363,700	390,500		
91	277,900	311,500	345,600	364,300	391,000		
92	278,900	312,700	346,400	364,800	391,400		
93	279,900	313,500	347,000	365,100	391,800		
94	280,900	314,200	347,600	365,600			
95	281,800	314,900	348,300	366,000			
96	282,800	315,500	348,900	366,300			
97	283,600	316,200	349,300	366,900			
98	284,400	316,500	349,700	367,400			
99	285,000	317,100	350,200	367,900			
100	285,900	317,800	350,600	368,400			
101	286,700	318,200	351,100	369,000			
102	287,500	318,800	351,500	369,500			
103	288,300	319,400	352,000	370,000			

104	289,100	320,000	352,400	370,400			
105	289,800	320,400	352,700	371,000			
106	290,300	320,900	353,200	371,500			
107	290,800	321,400	353,600	372,000			
108	291,300	321,900	353,900	372,500			
109	291,500	322,300	354,400	373,100			
110	291,800	322,700	354,900	373,500			
111	292,000	323,000	355,400	374,000			
112	292,400	323,300	355,900	374,500			
113	292,700	323,700	356,400	375,100			
114	292,900	324,100	356,900				
115	293,300	324,500	357,400				
116	293,600	324,800	357,800				
117	293,900	325,000	358,200				
118	294,200	325,300	358,600				
119	294,500	325,700	359,100				
120	294,900	325,900	359,600				
121	295,200	326,100	360,000				
122	295,600	326,400	360,500				
123	295,900	326,700	361,000				
124	296,300	327,000	361,500				
125	296,500	327,200	361,800				
126	296,700	327,500					
127	297,000	327,900					
128	297,400	328,100					
129	297,600	328,200					
130	297,900	328,500					
131	298,300	328,900					
132	298,700	329,100					
133	298,900	329,400					
134	299,200	329,800					
135	299,600	330,200					
136	299,900	330,600					
137	300,100	330,900					
138	300,400	331,300					
139	300,800	331,700					
140	301,100	332,100					
141	301,300	332,400					
142	301,700	332,800					
143	302,100	333,100					
144	302,400	333,500					

145	302,500	333,800					
146	302,800	334,200					
147	303,100	334,600					
148	303,500	335,000					
149	303,700	335,300					
150	303,900	335,700					
151	304,200	336,100					
152	304,500	336,500					
153	304,900	336,800					
154	305,100						
155	305,300						
156	305,600						
157	305,900						
158	306,200						
159	306,500						
160	306,800						
161	307,200						
162	307,500						
163	307,800						
164	308,100						
165	308,500						
166	308,800						
167	309,100						
168	309,400						
169	309,800						

Note: This chart shall be applicable to nursing staff employees.

Appendix 4 Basic Salary Chart for Designated Positions (related to Article 6)

Gradational salary	Basic monthly salary
1	JPY 634,000
2	JPY 706,000
3	JPY 761,000
4	JPY 818,000
5	JPY 895,000
6	JPY 965,000
7	JPY 1,035,000
8	JPY 1,107,000
9	JPY 1,175,000

Note: This chart shall be applicable to employees designated by NAIST.

Appendix 5 Basic Salary chart for Specialized Duties Positions (related to Article 6)

Class of Duties	Class 1	Class 2	Class 3	Class 4
Gradational salary	Basic monthly salary	Basic monthly salary	Basic monthly salary	Basic monthly salary
	JPY	JPY	JPY	JPY
1	227,900	261,100	287,100	317,700
2	229,500	263,000	289,300	319,900
3	231,000	264,800	291,600	322,200
4	232,600	266,900	293,700	324,400
5	234,100	268,700	295,700	326,600
6	235,800	270,600	298,000	328,600
7	237,300	272,500	300,300	330,800
8	238,900	274,600	302,500	333,000
9	240,300	276,700	304,600	335,100
10	241,800	278,700	306,900	337,300
11	243,400	280,800	309,100	339,400
12	244,800	282,800	311,400	341,600
13	246,300	284,800	313,500	343,500
14	247,800	286,900	315,600	345,500
15	249,100	288,900	317,800	347,600
16	250,500	290,900	319,900	349,600
17	252,000	292,900	322,000	351,400
18	253,700	294,900	324,000	353,400
19	255,400	297,000	326,100	355,200
20	257,200	299,000	328,100	357,100
21	258,800	301,000	330,000	359,100
22	260,600	303,100	332,100	361,000
23	262,300	305,100	334,100	363,000
24	264,000	307,200	336,200	364,900
25	266,000	309,000	337,700	366,900
26	267,900	311,100	339,600	368,800
27	269,700	313,200	341,500	370,800
28	271,500	315,200	343,400	372,800
29	273,200	317,100	345,100	374,300
30	275,100	319,100	347,000	376,100
31	277,000	321,200	348,900	377,900
32	278,700	323,300	350,700	379,500
33	280,400	324,700	352,600	381,300
34	282,300	326,700	354,400	382,700
35	284,100	328,600	356,200	384,200
36	286,000	330,700	357,900	385,800

37	287,600	332,600	359,300	387,200
38	289,300	334,500	360,600	388,400
39	291,100	336,500	362,000	389,600
40	292,900	338,400	363,400	390,700
41	294,600	340,300	364,700	391,800
42	296,300	342,200	365,600	393,000
43	297,900	344,000	366,700	394,200
44	299,500	345,900	367,800	395,300
45	301,200	347,400	368,600	396,000
46	302,900	348,800	369,500	396,700
47	304,500	350,300	370,400	397,400
48	306,200	351,800	371,300	398,100
49	307,300	353,400	372,200	398,700
50	308,800	354,200	373,000	399,300
51	310,300	355,400	373,800	399,800
52	311,900	356,400	374,600	400,200
53	313,500	357,300	375,300	400,600
54	315,100	358,400	376,000	400,900
55	316,700	359,300	376,700	401,200
56	318,200	360,400	377,400	401,500
57	319,700	361,300	377,900	401,800
58	320,900	362,000	378,500	402,100
59	322,100	362,700	379,100	402,400
60	323,300	363,400	379,800	402,700
61	324,000	363,800	380,200	403,000
62	324,900	364,400	380,900	403,300
63	325,700	365,100	381,500	403,600
64	326,500	365,800	382,100	403,900
65	327,400	366,100	382,500	404,200
66	327,800	366,800	383,100	404,500
67	328,500	367,500	383,700	404,800
68	329,300	368,200	384,300	405,100
69	330,100	368,500	384,700	405,300
70	330,800	369,100	385,200	405,600
71	331,500	369,800	385,700	405,900
72	332,200	370,400	386,300	406,200
73	332,700	370,700	386,600	406,400
74	333,300	371,300	387,000	406,700
75	333,800	372,000	387,400	407,000
76	334,400	372,600	387,800	407,200
77	334,700	373,000	388,100	407,400

78	335,200	373,500	388,400	407,700
79	335,600	374,100	388,700	408,000
80	336,100	374,600	389,000	408,200
81	336,500	375,100	389,200	408,400
82	337,000	375,700	389,500	408,700
83	337,500	376,200	389,800	409,000
84	338,000	376,500	390,000	409,200
85	338,300	376,900	390,200	409,400
86	338,700	377,400	390,500	
87	339,200	377,800	390,800	
88	339,600	378,200	391,000	
89	339,900	378,600	391,200	
90	340,300	379,100	391,500	
91	340,800	379,500	391,800	
92	341,200	379,900	392,000	
93	341,400	380,200	392,200	
94	341,800			
95	342,300			
96	342,700			
97	342,800			
98	343,300			
99	343,700			
100	344,000			
101	344,300			
102	344,700			
103	345,100			
104	345,500			
105	346,000			
106	346,400			
107	346,800			
108	347,200			
109	347,700			
110	348,100			
111	348,400			
112	348,700			
113	349,200			

Note: This chart shall be applicable to Research Administrators

Appendix 6 Basic adjustment amount (related to Article 12)

Basic Salary Chart for Education Positions

Class of duties	Gradational salary	Basic adjustment amount
Class 2	Gradational salary 1	JPY 9,526
	Gradational salary 2	JPY 9,630
	Gradational salary 3	JPY 9,729
	Gradational salary 4	JPY 9,828
	Gradational salary 5	JPY 9,922
	Gradational salary 6	JPY 10,021
	Gradational salary 7	JPY 10,120
	Gradational salary 8	JPY 10,215
	Gradational salary 9	JPY 10,318
	Gradational salary 10	JPY 10,426
	Gradational salary 11 or higher	JPY 10,500
Class 3		JPY 11,900
Class 4		JPY 12,700
Class 5		JPY 15,000
Class 6		JPY 16,300

Appendix 7 Management position allowances (related to Article 13)

(1) Basic Salary Chart for Education Positions

Class of duties	Responsibilities classification	Amount of allowance for a management position allowance
Class 5	Variety II	JPY 106,900
	Variety III	JPY 93,500
	Variety IV	JPY 80,200
	Variety V	JPY 66,800

(2) Basic Salary Chart for General Positions

Class of duties	Responsibility classification	Management position allowance
Class 10	Variety I	JPY 139,300
Class 9	Variety I	JPY 130,300
	Variety II	JPY 104,200
Class 8	Variety I	JPY 116,800
	Variety II	JPY 94,000
	Variety III	JPY 82,200
Class 7	Variety II	JPY 88,500
	Variety III	JPY 77,400
	Variety IV	JPY 66,400
Class 6	Variety III	JPY 72,700



	Variety IV	JPY 62,300
	Variety V	JPY 51,900
Class 5	Variety IV	JPY 59,500
	Variety V	JPY 49,600
Class 4	Variety IV	JPY 55,500
	Variety V	JPY 46,300

(3) Basic Salary Chart for Specialized Duties Position

Class of duties	Responsibility classification	Management position allowance
Class 4	Variety V	JPY 51,900
Class 3	Variety V	JPY 49,600

Appendix 8 Initial salary adjustment allowance (related to Article 14)

Period classification	Initial salary adjustment allowance amount
Less than 1 year	JPY 50,600
1 year or more and less than 2 years	JPY 50,600
2 years or more and less than 3 years	JPY 50,600
3 years or more and less than 4 years	JPY 50,600
4 years or more and less than 5 years	JPY 50,600
5 years or more and less than 6 years	JPY 50,600
6 years or more and less than 7 years	JPY 48,800
7 years or more and less than 8 years	JPY 47,000
8 years or more and less than 9 years	JPY 45,200
9 years or more and less than 10 years	JPY 43,400
10 years or more and less than 11 years	JPY 41,600
11 years or more and less than 12 years	JPY 39,800
12 years or more and less than 13 years	JPY 38,000
13 years or more and less than 14 years	JPY 36,200
14 years or more and less than 15 years	JPY 34,800
15 years or more and less than 16 years	JPY 33,400
16 years or more and less than 17 years	JPY 32,000
17 years or more and less than 18 years	JPY 30,600
18 years or more and less than 19 years	JPY 29,200
19 years or more and less than 20 years	JPY 27,800
20 years or more and less than 21 years	JPY 26,400
21 years or more and less than 22 years	JPY 25,800
22 years or more and less than 23 years	JPY 25,200
23 years or more and less than 24 years	JPY 24,200
24 years or more and less than 25 years	JPY 23,600

25 years or more and less than 26 years	JPY 23,000
26 years or more and less than 27 years	JPY 22,400
27 years or more and less than 28 years	JPY 21,800
28 years or more and less than 29 years	JPY 21,000
29 years or more and less than 30 years	JPY 20,700
30 years or more and less than 31 years	JPY 20,300
31 years or more and less than 32 years	JPY 19,700
32 years or more and less than 33 years	JPY 18,800
33 years or more and less than 34 years	JPY 17,900
34 years or more and less than 35 years	JPY 17,200