

☆～☆～☆～☆～☆～☆

本文書は、全学からの依頼に基づいて英文化チームで翻訳したものであり、本学の最新版・正式文書でないことがあります。このことにご注意の上、翻訳支援のツールとしてご利用ください。最新版・正式文書が必要な場合は、必ずその文書を管理している担当部局に照会して入手してください。

This document has been translated by the English Translation Team on request by University members. The documents may not be current or official University documents. Please keep this in mind and use this database as a translation support tool. If you require the most recent or the official version of a document, please inquire with the department responsible for managing the document to acquire it.

☆～☆～☆～☆～☆～☆

東海国立大学機構名古屋大学に雇用される教授，准教授，講師，助教及び助手に係る年俸制適用教員給与規程（改正：令和２年１２月２３日機構規程第１７４号）

Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered Under the Annual Salary System Including Professors, Associate Professors, Lecturers, Assistant Professors and Research Associates (Revision: THERS Rule No. 174 of December 23, 2020)

翻訳年月日：令和５年１２月２２日

Translation Date: December 22, 2023

東海国立大学機構名古屋大学に雇用される教授，准教授，講師，助教及び助手に係る年俸制適用教員給与規程

Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered Under the Annual Salary System Including Professors, Associate Professors, Lecturers, Assistant Professors and Research Associates

（平成２６年１２月１６日規程第３９号）

(Rule No. 39 of December 16, 2014)

改正 平成２７年３月２３日規程第８９号

Revisions Rule No. 89 of March 23, 2015

平成２８年３月１日規程第１０３号

Rule No. 103 of March 1, 2016

平成２９年２月２１日規程第１０２号

Rule No. 102 of February 21, 2017

平成２９年３月２９日規程第１２５号

Rule No. 125 of March 29 of 2017

平成３０年２月２０日規程第１０４号

Rule No. 104 of February 20, 2018

平成３１年２月１９日規程第９３号

Rule No. 93 of February 19, 2019

平成３１年３月２８日規程第１３５号

Rule No. 135 of March 28, 2019

令和２年４月１日機構規程第１３０号

THERS Rule No. 130 of April 1, 2020

令和 2 年 1 2 月 2 3 日機構規程第 1 7 4 号

THERS Rule No. 174 of December 23, 2020

(趣旨)

(Purpose)

第 1 条 東海国立大学機構職員就業規則（令和 2 年度機構規則第 1 号。以下「職員就業規則」という。）第 2 5 条の規定に基づく名古屋大学に勤務する教授，准教授，講師，助教及び助手のうち年俸制の適用を受ける教員（東海国立大学機構名古屋大学年俸制適用教員給与規程（平成 3 0 年度規程第 1 3 1 号）の適用を受ける者を除く。以下「年俸制適用承継教員」という。）の給与に関する事項は，この規程の定めるところによる。

Article 1 These Rules prescribe matters regarding pay for faculty members who shall com under the annual salary system among the Professors, Associate Professors, Lecturers, Assistant Professors, and Research Associates (excluding persons covered by the Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered Under the Annual Salary System (Rule No. 131 of 2018); hereinafter referred to as "Annual Salary SHOKEI Faculty Members")) employed at Nagoya University pursuant to the provisions of Article 25 of the Tokai National Higher Education and Research System Employee Work Rules (THERS Rule No. 1 of 2020; hereinafter referred to as the "Employee Work Rules").

(対象者)

(Covered Persons)

第 2 条 年俸制適用承継教員は，教授，准教授，講師，助教及び助手のうち機構長が認めた者とする。

Article 2 Annual Salary SHOKEI Faculty Members shall be Professors, Associate Professors, Lecturers, Assistant Professors, and Research Associates approved by the Chancellor.

(給与)

(Pay)

第 3 条 年俸制適用承継教員の給与は，基本年俸，業績給及び諸手当とする。

Article 3 (1) Pay for Annual Salary SHOKEI Faculty Members shall consist of base annual salary, performance-based pay, and allowances.

2 前項の諸手当は，扶養手当，管理職手当，総長補佐等手当，住居手当，通勤手当，単身赴任手当，特殊勤務手当，超過勤務手当，休日給，夜勤手当，管理職員特別勤務手当，初任給調整手当，主任指導手当，学位論文審査手当，入試手当，教員免許状更新講習業務担当手当，安全衛生業務手当，クロス・アポイントメント手当，クロス・アポイントメント勤勉手当及び外部資金獲得手当とする。

(2) The allowances specified in the previous paragraph shall consist of: dependent allowance; managerial duties allowance; Presidential Adviser, etc., allowance; housing allowance; commuting allowance; unaccompanied posting allowance; special duties allowance; overtime allowance; holiday pay; night shift allowance; managerial personnel special duties allowance; starting pay adjustment allowance; head instructor allowance; thesis review allowance; entrance examination allowance; teacher license renewal lecture allowance; health and safety service allowance; cross-appointment allowance; cross-appointment diligence allowance; and external funds acquisition allowance.

3 年俸制適用承継教員の本給は、基本年俸及び業績給の1/2分の1の額とする。

(3) The base pay for Annual Salary SHOKEI Faculty Members shall be 1/12 of the base annual salary and the performance-based pay.

(基本年俸)

(Base Annual Salary)

第4条 基本年俸の額は、次の各号に定める額の合計額を基準として、別表第1に定める基本年俸額のうち直近上位の額とする。

Article 4 (1) The base annual salary amount shall be an amount among the base annual salary amounts prescribed in Appended Table 1 which is closest to and higher than the total of the amounts prescribed in the following items.

一 本給相当額 東海国立大学機構職員給与規程（令和2年度機構規程第54号。以下「職員給与規程」という。）に基づく教育職本給表（一）（以下「教育職本給表（一）」という。）に採用又は昇任（昇格及び降格を含む。以下同じ。）されたものとした場合に受けることとなる級号給の本給月額に12を乗じて得た額

(i) Base pay equivalent: The amount obtained by multiplying by 12 the base monthly pay amount of the grade& pay increment which would be received if hired or promoted (including grade increases and decreases; the same shall apply hereinafter) on Educational Personnel Base Pay Scale 1 (hereinafter referred to as "Educational Personnel Base Pay Scale 1") pursuant to the Tokai National Higher Education and Research System Employee Pay Rules (THERS Rule No. 54 of 2020; hereinafter referred to as the "Employee Pay Rules")

二 本給の調整額相当額 教育職本給表（一）に採用又は昇任されたものとした場合に受けることとなる、職員給与規程第10条に規定する本給の調整額（以下「本給の調整額」という。）の合計額に12を乗じて得た額

(ii) Base pay adjustment equivalent: The amount obtained by multiplying by 12 the total base pay adjustment (hereinafter referred to as the "base pay adjustment") prescribed in Article 10 of the Employee Pay Rules which would be received if hired or promoted on Educational Personnel Base Pay Scale 1

三 地域手当相当額 前2号の本給月額及び本給の調整額の合計額に職員給与規程第15条に規定する地域手当の支給割合を乗じて得た額に12を乗じて得た額

(iii) Regional allowance equivalent: The amount obtained by taking the sum of the base monthly pay and the base pay adjustment set forth in the preceding two items, multiplying it by the regional allowance payment rate prescribed in Article 15 of the Employee Pay Rules, and multiplying the result by 12

2 前項にかかわらず、教育職本給表（一）からこの規程の適用を受ける者となる場合（昇任を伴う場合を除く。）における基本年俸の額は、次の各号に定める額の合計額を基準として、別表第1に定める基本年俸額のうち直近上位の額とする。

(2) Notwithstanding the preceding paragraph, the base annual salary amount in the case of persons to whom these Rules apply from Educational Personnel Base Pay Scale 1 (excluding cases involving promotion) shall be the amount among the base annual salary amounts prescribed in Appended Table 1 which is closest to and higher than the total of the amounts prescribed in the following items.

一 本給相当額 当該教員が、この規程を適用する前に受けていた教育職本給表（一）の級号給の本給月額に12を乗じて得た額

(i) Base pay equivalent: The amount obtained by multiplying by 12 the base monthly pay amount of the grade & pay increment set forth in Educational Personnel Base Pay Scale 1 that the relevant Faculty Member was receiving before these Rules applied

二 本給の調整額相当額 当該教員が、この規程を適用する前に受けていた本給の調整額の合計額に 1 2 を乗じて得た額

(ii) Base pay adjustment equivalent: The amount obtained by multiplying by 12 the total base pay adjustment amount that the relevant Faculty Member was receiving before these Rules applied

三 地域手当相当額 前 2 号の本給月額及び本給の調整額の合計額に職員給与規程第 1 5 条に規定する地域手当の支給割合を乗じて得た額に 1 2 を乗じて得た額

(iii) Regional allowance equivalent: The amount obtained by taking the sum of the base monthly pay and the base pay adjustment set forth in the preceding two items, multiplying it by the regional allowance payment rate prescribed in Article 15 of the Employee Pay Rules, and multiplying the result by 12

3 基本年俸は、名古屋大学大学教員個人評価実施要項（令和 2 年 3 月 3 日役員会決定）により実施した前年度の年度評価結果（以下「年度評価結果」という。）に基づき次のとおり毎年 7 月 1 日に改定する。

(3) Base annual salaries shall be revised as follows on July 1 every year on the basis of the results of the previous fiscal year's performance evaluations (hereinafter referred to as "Performance Evaluation Results") carried out in accordance with the Nagoya University Guidelines for Conducting Individual Evaluations of University Faculty Members (approved by the Executive Board, March 3, 2020).

ただし、年度評価期間が 6 月に満たないとき、又は年度評価期間が 1 年に満たない場合で部局において評価対象となっていないときは、改定しない。

However, if the performance evaluation period is less than 6 months, or if the performance evaluation period is less than 1 year and the employee is not subject to evaluation by the department, the base annual salary shall not be revised.

一 極めて優秀な教員 現に受ける基本年俸額の号数に 2 号数を加える。

(i) Exceptionally Outstanding Faculty Members: Add 2 increments to the base annual salary increment currently received

二 特に優秀な教員 現に受ける基本年俸額の号数に 2 号数を加える。

(ii) Particularly Outstanding Faculty Members: Add 2 increments to the base annual salary increment currently received

三 優秀な教員 現に受ける基本年俸額の号数に 1 号数を加える。

(iii) Outstanding Faculty Members: Add 1 increment to the base annual salary increment currently received

四 良好な教員 現に受ける基本年俸額の号数に 1 号数を加える。

(iv) Good Faculty Members: Add 1 increment to the base annual salary increment currently received

五 標準な教員 改定しない。

(v) Standard Faculty Members: No revision

六 良好でない教員 改定しない。

(vi) Poor Faculty Members: No revision

七 特に良好でない教員 改定しない。

(vii) Particularly Poor Faculty Members: No revision

4 前項にかかわらず、7月1日に55歳を超える教員の基本年俸は、年度評価結果に基づき次のとおり毎年7月1日に改定する。

(4) Notwithstanding the preceding paragraph, the base annual salary of Faculty Members who are over the age of 55 on July 1 shall be revised every year on July 1 as follows on the basis of the Performance Evaluation Results. ただし、年度評価期間が6月に満たないとき、又は年度評価期間が1年に満たない場合で部局において評価対象となっていないときは、改定しない。

However, if the performance evaluation period is less than 6 months, or if the performance evaluation period is less than 1 year and the employee is not subject to evaluation by the department, the base annual salary shall not be revised.

一 極めて優秀な教員 現に受ける基本年俸額の号数に1号数を加える。

(i) Exceptionally Outstanding Faculty Members: Add 1 increment to the base annual salary increment currently received

二 特に優秀な教員 現に受ける基本年俸額の号数に1号数を加える。

(ii) Particularly Outstanding Faculty Members: Add 1 increment to the base annual salary increment currently received

三 優秀な教員 改定しない。

(iii) Outstanding Faculty Members: No revision

四 良好な教員 改定しない。

(iv) Good Faculty Members: No revision

五 標準な教員 改定しない。

(v) Standard Faculty Members: No revision

六 良好でない教員 改定しない。

(vi) Poor Faculty Members: No revision

七 特に良好でない教員 改定しない。

(vii) Particularly Poor Faculty Members: No revision

5 前2項にかかわらず、63歳年度末の翌日以降に在職する教員の基本年俸は、改定しない。

(5) Notwithstanding the provisions of the preceding two paragraphs, the base annual salary shall not be revised for Faculty Members who are in their positions on and after the day after the end of the fiscal year they turn the age of 63.

6 職名ごとの基本年俸の上限は、次に掲げるとおりとする。

(6) The limit for base annual salary by job title shall be as follows.

一 教授 56号数

(i) Professors: Increment 56

二 准教授 42号数

(ii) Associate Professors: Increment 42

三 講師 37号数

(iii) Lecturers: Increment 37

四 助教及び助手 28号数

(iv) Assistant Professors and Research Associates: Increment 28

7 第2項の変更時期は、4月1日とする。

(7) The changes set forth in Paragraph (2) shall come into effect on April 1.

8 基本年俸の額は、この規程の適用を受ける者となった後、職員給与規程の改正がある場合においても、見直しは行わないものとする。

(8) After a person becomes subject to the application of these Rules, their base annual salary shall not be revised even if the Employee Pay Rules are revised.

(業績給)

(Performance-Based Pay)

第5条 業績給の額は、年度評価結果に基づき、基本年俸に別表第2に定める評価に応じた支給割合を乗じて得た額により、機構長が決定する。

Article 5 (1) The amount of performance-based pay shall be determined by the Chancellor on the basis of the Performance Evaluation Results, in accordance with the amount obtained by multiplying the base annual salary by the payment rate corresponding to the evaluation prescribed in Appended Table 2.

2 前項にかかわらず、教育職本給表（一）からこの規程の適用を受ける者となる場合における業績給の額は、次に掲げる第1号で算出した額から第2号で算出した額を減じて得た額を、任期が付されていない教員（東海国立大学機構大学教員の任期に関する規程（令和2年度機構規程第42号）により任期が付されている教員で同規程別表2に規定する再任に関する事項のうち、再任後の任期を無しとしている教員（以下「再任後無期雇用教員」という。）を含む。以下同じ。）については63歳年度末又は10年以内の任期が付されている教員（再任後無期雇用教員を除く。以下同じ。）については任期満了日（再任が可能な場合は、任期が最長となる任期満了日とし、当該任期満了日が63歳年度末を超える場合は、63歳年度末とする。以下同じ。）までの予定在職年数で除して得た額（1円未満の端数を生じたときは、端数を切り捨てた額）及び第3号で算出した額の合計額により、機構長が決定する。

(2) Notwithstanding the provisions of the preceding paragraph, the amount of performance-based pay in the case of persons to whom these Rules apply from Educational Personnel Base Pay Scale 1 shall be determined by the Chancellor, in accordance with the total of the amount calculated in Item (iii) and the amount (after discarding the fraction of one yen if such fraction has arisen) obtained by deducting the amount calculated in Item (ii) below from the amount calculated in Item (i) below and dividing the result by the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit (including, with the same to apply hereinafter, Faculty Members who have a term limit in accordance with the Tokai National Higher Education and Research System Rules on the Term of Appointment of University Faculty (THERS Rule No. 42 of 2020) and, among the matters regarding reappointment prescribed in the Appended Table 2 of the same Rules, are Faculty Members who will have no term limit after reappointment (hereinafter referred to as "Post-reappointment Indefinite-term Faculty")), or, in the case of Faculty Members with a term limit of 10 years or less (excluding Post-reappointment Indefinite-term Faculty; the same shall apply hereinafter), until the term limit expiration date. (In cases where reappointment is possible, this shall be the term limit expiration date for which the

term limit is longest, and in cases where the relevant term limit expiration date is after the end of the fiscal year they turn 63, this shall be the end of the fiscal year they turn 63. The same shall apply hereinafter).

一 当該教員が、この規程を適用する前に受けていた教育職本給表（一）の級号給を基礎として、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期满了日までの予定在職年数1年につき別表第3に掲げる該当の年齢区分による号数値を加えて得た号給数（1未満の端数が生じた場合は、これを切り捨てた数）を受けて、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期满了日で退職するものと仮定して東海国立大学機構職員退職手当規程（平成16年度規程第70号。以下「退職手当規程」という。）に基づき算出した退職手当額

(i) The retirement allowance calculated on the basis of the Tokai National Higher Education and Research System Employee Retirement/Resignation/Severance Allowance Rules (Rule No. 70 of 2004; hereinafter referred to as the "Retirement Allowance Rules"), assuming that the relevant Faculty Member will retire on the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or on the term limit expiration date in the case of Faculty Members with a term limit of 10 years or less, having received the increment (after discarding the fraction of one increment if such fraction has arisen) obtained by adding the increment value for the relevant age classification set forth in Appended Table 3, for each year of the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or until the term limit expiration date in the case of Faculty Members with a term limit of ten years or less, using as a base the grade & pay increment in Educational Personnel Base Pay Scale 1 that the relevant Faculty Member was receiving before these Rules applied

二 当該教員が、この規程を適用する日の前日に自己都合退職したものとして退職手当規程に基づき算出した退職手当額

(ii) The retirement allowance that would have been calculated on the basis of the Retirement Allowance Rules if the relevant Faculty Member had taken voluntary retirement on the day before these Rules applied

三 前条第2項に規定する基本年俸額に、別表第2の業績給支給割合の63歳年度末の翌日以降に在職する教員欄の標準な教員の支給割合を乗じて得た額

(iii) The amount obtained by multiplying the base annual salary amount prescribed in Paragraph (2) of the preceding Article by the payment rate for a Standard Faculty Member in the column for Faculty employed on and after the day after the end of the fiscal year they turn 63 for performance-based pay rates in Appended Table 2

3 前項の規定は、東海国立大学機構（以下「機構」という。）に退職手当上の在職期間が通算できる国立大学法人等（以下「在職年数通算機関」という。）において教育職本給表（一）に相当する給与体系の適用を受ける教員が、機構に採用された後にこの規程を適用する場合においても準用する。

(3) The provisions of the preceding paragraph shall also apply in cases where a Faculty Member comes under these Rules after being hired by the Tokai National Higher Education and Research System (hereinafter referred to as "THERS") having come under a pay system equivalent to Educational Personnel Base Pay Scale 1 at a national university corporation, etc. (hereinafter referred to as "an Institution Where Employed for a Total Number of Years") the period employed at which can be added to that at THERS in relation to the retirement allowance.

4 在職年数通算機関において、この規程に相当する年俸制の適用を受ける教員が、機構に採用され、この規程を適用する場合における業績給は、前各項の規定にかかわらず、次に掲げる第1号の退職手当額から第2号の退職手当額及び第3号の退職手当相当額を減じ、当該教員が、任期が付されていない教員の場合は63歳年度末又は10年以内の任期が付されている教員の場合は任期満了日までの予定在職年数を除して得た額（1円未満の端数を生じたときは、端数を切り捨てた額）及び機構採用時の基本年俸額に別表第2の業績給支給割合の63歳年度末の翌日以降に在職する教員欄の標準な教員の支給割合を乗じて得た額の合計額により機構長が決定する。

(4) Notwithstanding the provisions in each of the preceding paragraphs, the performance-based pay in cases where a Faculty Member who has already come under an annual pay system that is equivalent to these Rules at an Institution Where Employed for a Total Number of Years is hired by THERS and comes under these Rules shall be determined by the Chancellor, in accordance with the total of the amount obtained by multiplying the base annual salary amount at the time they were hired by the THERS by the payment rate for a Standard Faculty Member in the column for Faculty employed on and after the day after the end of the fiscal year they turn 63 for performance-based pay rates in Appended Table 2, and the amount (after discarding the fraction of one yen if such fraction has arisen) obtained by deducting the retirement allowance in Item (ii) below and the retirement allowance equivalent in Item (iii) below from the retirement allowance in Item (i) below and dividing the result by the expected number of years of remaining employment until the end of the fiscal year they turn 63 if the relevant Faculty Member is a Faculty Member without a term limit, or until the term limit expiration date if they are a Faculty Member with a term limit of 10 years or less.

一 当該教員が定年退職又は任期満了する場合の本給について、教育職本給表（一）に採用されたものとする場合に受けることとなる級号給を基礎として、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日までの予定在職年数1年につき別表第3に掲げる該当の年齢区分による号数値を加えて得た号給数（1未満の端数が生じた場合は、これを切り捨てた数）を受けて、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日で退職するものと仮定して、退職手当規程に基づき算出した退職手当額

(i) The retirement allowance calculated on the basis of the Retirement Allowance Rules, assuming that the relevant Faculty Member will retire on the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or on the term limit expiration date in the case of Faculty Members with a term limit of 10 years or less, having received the increment (after discarding the fraction of one increment if such fraction has arisen) obtained by adding the increment value for the relevant age classification set forth in Appended Table 3, for each year of the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or until the term limit expiration date in the case of Faculty Members with a term limit of 10 years or less, using as a base the grade & pay increment that the relevant Faculty Member would receive if they had been hired on Educational Personnel Base Pay Scale 1 with regard to the base pay in the event of mandatory retirement or expiration of term limits

二 当該教員が在職年数通算機関で年俸制の適用を受けた際の自己都合退職の退職手当額



(ii) Any retirement allowance for voluntary retirement when the relevant Faculty Member came under an annual salary system at an Institution Where Employed for a Total Number of Years

三 当該教員が在職年数通算機関ですでに支給を受けた退職手当相当額

(iii) Any retirement allowance equivalent the relevant Faculty Member has already been paid at a an Institution Where Employed for a Total Number of Years

5 前3項の規定を適用した者が昇任する場合における業績給は、前各項の規定にかかわらず、次に掲げる第1号の退職手当額から第2号の退職手当額及び第3号の退職手当相当額を減じ、当該教員が、任期が付されていない教員の場合は63歳年度末又は10年以内の任期が付されている教員の場合は任期満了日までの予定在職年数を除して得た額（1円未満の端数を生じたときは、端数を切り捨てた額）及び教育職本給表（一）で昇格したものとする場合に受けることとなる級号給に準じて前条第1項に定める基本年俸に、別表第2の業績給支給割合の63歳年度末の翌日以降に在職する教員欄のうち昇任前に受けた年度評価結果に基づく評価に応じた支給割合を乗じて得た額の合計額とする。

(5) Notwithstanding the provisions in each of the preceding paragraphs, the performance-based pay in cases where a person who has come under the provisions of the preceding three paragraphs and is promoted shall be the total of the amount obtained by multiplying the base annual salary prescribed in Paragraph (1) of the preceding Article in accordance with the grade & pay increment that would be received if they had been promoted on Educational Personnel Base Pay Scale 1 by the payment rate corresponding to the evaluation based on the Performance Evaluation Results received before promotion in the column for Faculty employed on and after the day after the end of the fiscal year they turn 63 for performance-based pay rates in Appended Table 2, and the amount (after discarding the fraction of one yen if such fraction has arisen) obtained by deducting the retirement allowance in Item (ii) below and the retirement allowance equivalent in Item (iii) below from the retirement allowance in Item (i) below and dividing the result by the expected number of years of remaining employment until the end of the fiscal year they turn 63 if the relevant Faculty Member is a Faculty Member without a term limit, or until the term limit expiration date if they are a Faculty Member with a term limit of 10 years or less.

一 当該教員が、定年退職又は任期満了する場合の本給について、教育職本給表（一）で昇任したものとする場合に受けることとなる級号給を基礎として、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日までの予定在職年数1年につき別表第3に掲げる該当の年齢区分による号数値を加えて得た号給数（1未満の端数が生じた場合は、これを切り捨てた数）を受けて、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日で退職するものと仮定して、退職手当規程に基づき算出した退職手当額

(i) The retirement allowance calculated on the basis of the Retirement Allowance Rules, assuming that the relevant Faculty Member will retire on the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or on the term limit expiration date in the case of Faculty Members with a term limit of ten years or less, having received the increment (after discarding the fraction of one increment if such fraction has arisen) obtained by adding the increment value for the relevant age classification set forth in Appended Table 3, for each year of the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or until the term limit expiration date in the case of Faculty Members with a

term limit of 10 years or less, using as a base the grade & pay increment that the relevant Faculty Member would receive if they had been promoted on Educational Personnel Base Pay Scale 1 with regard to the base pay in the event of mandatory retirement or expiration of term limits

二 当該教員が、年俸制の適用を受けた際の自己都合退職の退職手当額

(ii) Any retirement allowance for voluntary retirement when the relevant Faculty Member came under an annual salary system

三 当該教員が、すでに支給を受けた退職手当相当額

(iii) Any retirement allowance equivalent the relevant Faculty Member has already been paid

6 第2項から前項までに定める場合のほか、次の各号のいずれかに該当する場合は、退職手当相当額を再計算することとする。

(6) In addition to the cases prescribed in Paragraph (2) through to the preceding paragraph, where any of the following items applies, the retirement allowance equivalent shall be recalculated.

一 退職手当規程の改正があったとき

(i) When the Retirement Allowance Rules have been revised

二 任期が付されたとき若しくは任期の定めのない教員となったとき又は任期が変更されたとき

(ii) When a term limit has been assigned, or when the relevant person has become a Faculty Member with an indefinite term limit, or when the term limit has been changed

7 業績給は、年度評価結果に基づき、毎年7月1日に改定する。

(7) Performance-based pay shall be revised on July 1 every year based on the previous academic year's Performance Evaluation Results.

8 採用時、評価期間が6月に満たないとき、又は年度評価期間が1年に満たない場合で部局において評価対象となっていないときの評価は、標準な教員の支給割合を適用するものとする。

(8) At the time of hiring, if the evaluation period is less than 6 months, or if the performance evaluation period is less than 1 year and the employee is not subject to evaluation by the department, the payment rate for a Standard Faculty Member shall be applied.

ただし、採用時において、機構長が必要と認めた場合は、優秀な教員以上の支給割合を適用することができる。

However, at the time of hiring, where the Chancellor finds it necessary, the payment rate for Outstanding Faculty Members or higher may be applied.

(給与の支払)

(Payment of Salaries)

第6条 年俸制適用承継教員の給与は、職員給与規程第2条の規定に準じて支給する。

Article 6 Annual Salary SHOKEI Faculty Members shall be paid as prescribed in Article 2 of the Employee Pay Rules.

(給与の支給日)

(Payment Date)

第7条 年俸制適用承継教員の給与の支給日は、職員給与規程第4条の規定に準じて支給する。

Article 7 The salary payment date for Annual Salary SHOKEI Faculty Members shall be as prescribed in Article 4 of the Employee Pay Rules.

(扶養手当)

(Dependent Allowance)

第8条 年俸制適用承継教員の扶養手当は、職員給与規程第11条に規定する支給額に、職員給与規程第15条に規定する地域手当の支給割合に1を加えた数を乗じ、職員給与規程第34条に規定する期末手当の6月1日及び12月1日の該当する職員区分ごとの期別支給割合の合計を12で除した数（1未満の端数が生じた場合は、小数点以下第4位で切り上げた数）に1を加えた数を乗じて得た額とする。

Article 8 The dependent allowance for Annual Salary SHOKEI Faculty Members shall be the amount obtained by multiplying the payment amount prescribed in Article 11 of the Employee Pay Rules by the number obtained by adding 1 to the regional allowance payment rate prescribed in Article 15 of the same Rules, then multiplying the result by the number obtained by adding 1 to the number (after rounding up at the fourth decimal place if there is a fractional part) obtained by dividing by 12 the total of the June 1 and December 1 payment rates by term for each relevant employee classification for the end-of-term allowance prescribed in Article 34 of the same Rules.

(管理職手当)

(Managerial Duties Allowance)

第9条 年俸制適用承継教員の管理職手当は、職員給与規程第12条に規定する月額に、職員給与規程第15条に規定する地域手当の支給割合に1を加えた数を乗じて得た額とする。

Article 9 The managerial duties allowance for Annual Salary SHOKEI Faculty Members shall be the amount obtained by multiplying the monthly amount prescribed in Article 12 of the Employee Pay Rules by the number obtained by adding 1 to the regional allowance payment rate prescribed in Article 15 of the same Rules.

(総長補佐等手当)

(Presidential Advisor, etc., Allowance)

第10条 年俸制適用承継教員の総長補佐等手当は、職員給与規程第13条に規定する月額に、職員給与規程第15条に規定する地域手当の支給割合に1を加えた数を乗じて得た額とする。

Article 10 The Presidential Advisor, etc. allowance for Annual Salary SHOKEI Faculty Members shall be the amount obtained by multiplying the monthly amount prescribed in Article 13 of the Employee Pay Rules by the number obtained by adding 1 to the regional allowance payment rate prescribed in Article 15 of the same Rules.

(その他の諸手当)

(Other Allowances)

第11条 前3条に定める手当以外の諸手当の額は、職員給与規程に準ずる。

Article 11 (1) The amounts of allowances other than the allowances prescribed in the preceding three Articles shall be in accordance with the Employee Pay Rules.

2 前項の場合において、東海国立大学機構職員特殊勤務手当支給細則（令和2年度機構細則第37号。以下「特殊勤務手当支給細則」という。）第13条に定める極地観測手当については、次の表の左欄に掲げる当該規定中同表の中欄に掲げる字句は、それぞれ同表の右欄の字句に読み替えるものとする。

(2) In the cases set forth in the preceding paragraph, with regard to the polar observations allowance stipulated in Article 13 of the Tokai National Higher Education and Research System Detailed Rules on Payment of Employee Special Duties Allowances (THERS Detailed Rule No. 37 of 2020; hereinafter referred to as the "Detailed Rules on Special Duties Allowance"), the wording in the middle column of the following table pertaining to provisions stated in the left column shall be replaced with the corresponding wording in the right column of the same table.

特殊勤務手当支給細則中読み替えられる規定 Provisions to be replaced in the Detailed Rules on Special Duties Allowance	読み替えられる字句 Wording to Be Replaced	読み替える字句 Replacement Wording
第 13 条第 2 項の表中 In the table in Article 13, Paragraph (2)	教育職本給表（一） 5 級 Educational Personnel Base Pay Scale 1, Grade 5	教授の職 role of a Professor
	教育職本給表（一） 4 級及び 3 級 Educational Personnel Base Pay Scale 1, Grade 4 and Grade 3	准教授及び講師の職 role of an Associate Professor or Lecturer
	教育職本給表（一） 2 級 Educational Personnel Base Pay Scale 1, Grade 2	助教及び助手の職 role of an Assistant Professor or Research Associate

3 第 1 項の場合において、クロス・アポイントメント手当については、東海国立大学機構職員クロス・アポイントメント手当及びクロス・アポイントメント勤勉手当支給細則（令和 2 年度機構細則第 47 号）第 2 条第 1 項中「本給，本給の調整額，これに対する地域手当」とあるのは「基本年俸」と読み替えるものとする。

(3) In the case referred to in Paragraph (1), for matters regarding cross-appointment allowances, the term “base pay and the base pay adjustment, regional allowance corresponding to them” in Article 2, Paragraph (1) of the Tokai National Higher Education and Research System Detailed Rules on Payment of Employee Cross-Appointment Allowance and Cross-Appointment Diligence Allowance (THERS Detailed Rule No. 47 of 2020) shall be replaced by the term “base annual salary.”

（勤務 1 時間当たりの給与額の算出）

#### (Calculation of Hourly Pay Rates)

第 12 条 職員給与規程第 23 条から第 25 条までに規定する年俸制適用承継教員の勤務 1 時間当たりの給与額は、基本年俸，業績給，管理職手当，総長補佐等手当，初任給調整手当，安全衛生業務手当及びクロス・アポイントメント手当の月額合計額を一の年（1 月 1 日から 12 月 31 日までをいう。以下同じ。）における 1 月平均所定労働時間数（東海国立大学機構職員の育児休業等に関する規程（令和 2 年度規程第 36 号。以下「育児休業規程」という。）により育児時短勤務をしている年俸制適用承継教員（以下「育児短時間勤務教員」という。）にあっては、一の年における 1 月平均所定労働時間数に東海国立大学機構職員の勤務時間，休暇等に関する規程（令和 2 年度機構規程第 30 号。以下「職員勤務時間規程」という。）第 3 条第 3 項の規定により定められたその者の 1 週間当たりの勤務時間数を同

条第 1 項に規定する 1 週間の勤務時間数で除して得た数（以下「算出率」という。）を乗じて得た数）で除して得た額とする。

Article 12 (1) The hourly pay rate for Annual Salary SHOKEI Faculty Members prescribed in Articles 23 through 25 of the Employee Pay Rules shall be the amount obtained by dividing the monthly amount of the sum of base pay, performance-based pay, managerial duties allowance, Presidential Adviser, etc., allowance, starting pay adjustment allowance, health and safety service allowance, and cross-appointment allowance by the average monthly number of prescribed working hours in one year (meaning from January 1 to December 31; the same shall apply hereinafter). For Annual Salary SHOKEI Faculty Members who are working shorter hours while caring for children (hereinafter referred to as “Childcare Part-Time Faculty Members”) as provided for in the Tokai National Higher Education and Research System Employee Childcare Leave Rules (THERS Rule No. 36 of 2020; hereinafter referred to as the “Childcare Leave Rules”), that total amount shall be divided by the number obtained by multiplying the average monthly number of prescribed working hours in one year by the number obtained by dividing that person's number of working hours for one week as prescribed in Article 3, Paragraph (3) of the Tokai National Higher Education and Research System Employee Working Hours and Leave Rules (THERS Rule No. 30 of 2020; hereinafter referred to as the “Employee Working Hours Rules”) by the number of working hours for one week as prescribed in Paragraph (1) of the same Article (hereinafter referred to as the “Calculation Rate”).)

2 前項の規定にかかわらず、職員給与規程第 23 条及び第 24 条に規定する勤務 1 時間当たりの給与額は、当該勤務が、職員給与規程第 20 条に規定する特殊勤務手当（ただし、夜間看護等手当、夜間業務手当、夜間診療業務手当及び休診日診療業務手当を除く。）を受ける勤務に従事した場合には、当該勤務に係る勤務 1 時間当たりの手当の額（1 日単位で支給されるものにあつては、その額を 7.75 で除した額又は月単位で支給されるものにあつては、その額を一の年における 1 月平均所定労働時間数で除した額）を、前項の規定による額に加算した額とする。

(2) Notwithstanding the provisions of the preceding paragraph, where employees are engaged in work for which they will receive a special duties allowance prescribed in Article 20 of the Employee Pay Rules (excluding night nursing allowance, night work allowance, night medical work allowance, and holiday medical work allowance), the hourly pay rates for the work stated in Articles 23 and 24 of the Employee Pay Rules shall be obtained by adding to the amount set forth in the preceding paragraph the hourly rate of the allowance pertaining to said work (for allowances paid per day, the amount obtained by dividing the daily amount by 7.75, and for allowances paid per month, the amount obtained by dividing the monthly amount by the average monthly number of prescribed working hours in one year).

（休職者の給与）

(Pay for Employees on Administrative Leave)

第 13 条 年俸制適用承継教員が業務上の傷病又は通勤（労働者災害補償保険法（昭和 22 年法律第 50 号）第 7 条第 2 項に規定する通勤をいう。以下同じ。）による傷病により職員就業規則第 15 条第 1 項第 1 号又は第 2 号により、長期休養を要する場合に該当して休職となったときには、その休職の期間中、給与の全額を支給する。

Article 13 (1) Where an Annual Salary SHOKEI Faculty Member requires long-term recuperation due to a work- or commuting-related (refers to commuting as set forth in Article 7, Paragraph (2) of the Industrial Accident

Compensation Insurance Act (Act No. 50 of 1947); the same shall apply hereinafter) injury or illness under the provisions of Article 15, Paragraph (1), Item (i) or (ii) of the Employee Work Rules, when the Annual Salary SHOKEI Faculty Member is on administrative leave, the full amount of pay for the period of leave shall be paid.

ただし、労働者災害補償保険法の定めるところに従い、休業（補償）給付又は傷病（補償）年金がある場合には、給与の額からその補償の額を控除した残額を支給する。

Provided, however, that when leave (compensation) benefits are, or an injury or illness (compensation) pension is, paid pursuant to the Industrial Accident Compensation Insurance Act, the amount to be paid shall be the remaining balance after the amount of compensation is deducted.

2 年俸制適用承継教員が前項の傷病以外の傷病により職員就業規則第15条第1項第2号の長期休養を要する場合に該当して休職となったときには、その休職期間が1年（結核性疾患にあつては2年）に達するまでは、本給、扶養手当及び住居手当のそれぞれ100分の80を支給することができる。

(2) If an Annual Salary SHOKEI Faculty Member falls under cases requiring long-term recuperation as provided for in Article 15, Paragraph (1), Item (ii) of the Employee Work Rules for an injury or illness other than an injury or illness provided for in the preceding paragraph and is on administrative leave, that Annual Salary SHOKEI Faculty Member may be paid 80% each of base pay, dependent allowance, and housing allowance until that period of leave reaches one year (two years in the case of tuberculosis).

3 年俸制適用承継教員が職員就業規則第15条第1項第3号による刑事事件に関し起訴され休職となった場合には、その休職期間中、本給、扶養手当及び住居手当のそれぞれ100分の60以内を支給することができる。

(3) Where an Annual Salary SHOKEI Faculty Member has been placed on administrative leave pursuant to Article 15, Paragraph (1), Item (iii) of the Employee Work Rules as a result of having been prosecuted in relation to a criminal case, they may be paid up to 60% each of their base pay, dependent allowance, and housing allowance during said period of administrative leave.

4 年俸制適用承継教員が職員就業規則第15条第1項第4号による休職（東海国立大学機構クロス・アポイントメント制度に関する規程（令和2年度機構規程第52号）第3条第6項に基づく休職に限る。）又は職員就業規則第15条第1項第5号若しくは第10号による休職となった場合には、その休職期間中、本給、扶養手当及び住居手当のそれぞれ100分の70以内を支給することができる。

(4) If an Annual Salary SHOKEI Faculty Member is placed on administrative leave under Article 15, Paragraph (1), Item (iv) of the Employee Work Rules (limited to administrative leave as provided for in Article 3, Paragraph (6) of the Tokai National Higher Education and Research System Rules on the Cross-Appointment System (THERS Rule No. 52 of 2020)) or Article 15, Paragraph (1), Item (v) or Item (x) of the Employee Work Rules, that Annual Salary SHOKEI Faculty Member may be paid up to 70% each of base pay, dependent allowance, and housing allowance during that period of leave.

ただし、同項第10号の規定に該当して休職となった場合で、当該休職に係る生死不明若しくは所在不明の原因である災害によるものが業務上の災害又は通勤による災害と認められるときは、100分の100以内を支給することができる。

Provided, however, that if that administrative leave falls under the provisions of Item (x) of the same paragraph and the disaster pertaining to that administrative leave that caused that person's fate or whereabouts to be unknown is recognized as a work- or commuting-related disaster, up to 100% may be paid.

5 年俸制適用承継教員が職員就業規則第15条第1項第7号による休職となった場合には、その派遣の期間中、本給、扶養手当及び住居手当（この項において、「本給等」という。）のそれぞれ100分の70を支給することができる。

(5) Where an Annual Salary SHOKEI Faculty Member has been placed on administrative leave pursuant to Article 15, Paragraph (1), Item (vii) of the Employee Work Rules, they may be paid 70% each of their base pay, dependent allowance, and housing allowance (referred to in this paragraph as "Base Pay, Etc.") during the period for which they are on dispatch.

ただし、派遣教員の派遣先の勤務に対して支給される報酬の額が低いと認められるときは、別に定めるところにより、あらかじめ機構長の承認を得て、本給等のそれぞれ100分の70を超え100分の100以内を支給することができる。

Provided, however, when the remuneration for the work performed by a dispatched Faculty Member at the place of dispatch is found to be insufficient, they may be paid from 70% to 100% of each of their Base Pay, Etc. in accordance with matters separately prescribed, after obtaining the approval of the Chancellor in advance.

6 第2項から前項までの規定による本給に1円未満の端数を生じたときは、端数を切り捨てた額をもって当該給与とする。

(6) If the base pay referred to in Paragraphs (2) through (5) ends in a fraction of one yen, the amount paid shall be rounded down to the nearest yen.

7 休職となった年俸制適用承継教員には、他の規程に別段の定めがない限り、前各項に定める給与を除くほか、他のいかなる給与も支給しない。

(7) Provided that it is not otherwise provided for in other Rules, Annual Salary SHOKEI Faculty Members who have been placed on administrative leave shall not be paid any pay other than the pay prescribed in each of the preceding paragraphs.

（育児休業等の給与）

(Pay for Childcare Leave, Etc.)

第14条 育児休業規程により育児休業等をする年俸制適用承継教員の給与の支給については、次に定めるとおりとする。

Article 14 (1) Annual Salary SHOKEI Faculty Members who are on childcare leave, etc. under the Childcare Leave Rules shall be paid as follows:

一 育児休業をしている期間については、給与を支給しないこと。ただし、育児休業規程第13条第2項に基づき勤務した者の給与については、その勤務する1時間につき、第12条に規定する勤務1時間当たりの給与額を支給することができるものとし、当該給与の支給以外については、勤務した期間として取り扱わないものとする。

(i) There shall be no pay for the period of childcare leave; provided, however, that regarding payment to persons working under Article 13, Paragraph (2) of the Childcare Leave Rules, for every hour worked, the person may be

paid the hourly pay rate prescribed in Article 12, and it shall not be treated as a working period other than for the payment of that pay

二 年俸制適用承継教員が育児部分休業の承認を受けて勤務しない場合には、第 17 条の規定にかかわらず、その勤務しない 1 時間につき、第 12 条に規定する勤務 1 時間当たりの給与額を減額して給与を支給すること。

(ii) Notwithstanding the provisions of Article 17, where an Annual Salary SHOKEI Faculty Member does not work as a result of having received approval for partial childcare leave, then for each hour not worked, their pay shall be reduced by the hourly pay rate prescribed in Article 12

三 育児短時間勤務をしている期間における本給は、第 4 条及び第 5 条の規定により算出した額に算出率を乗じて得た額とすること。

(iii) The base pay for periods spent working shorter childcare hours shall be the amounts obtained by multiplying the amounts calculated in accordance with the provisions of Articles 4 and 5 by the Calculation Rate

2 前項に規定するもののほか、育児休業等の給与に関し必要な事項は、別に定める。

(2) In addition to the provisions of the preceding paragraph, other necessary matters regarding pay for childcare leave, etc., shall be separately prescribed.

(介護休業者の給与)

(Pay for Employees on Family Care Leave)

第 15 条 東海国立大学機構職員の介護休業等に関する規程（令和 2 年度機構規程第 37 号）により介護休業をする年俸制適用承継教員の給与については、第 17 条の規定にかかわらず、その期間の勤務しない 1 時間について第 12 条に規定する勤務 1 時間当たりの給与額を減額して給与を支給する。

Article 15 (1) Notwithstanding the provisions of Article 17, the pay for an Annual Salary SHOKEI Faculty Member on family care leave as provided for in the Tokai National Higher Education and Research System Employee Family Care Leave Rules (THERS Rule No. 37 of 2020) shall be reduced by the hourly pay rate prescribed in Article 12 for each hour not worked during that period of leave.

2 前項に規定するもののほか、介護休業者の給与に関し必要な事項は、別に定める。

(2) In addition to the provisions of the preceding paragraph, other necessary matters regarding pay for family care leave shall be separately prescribed.

(配偶者同行休業者の給与)

(Pay for Spouse Accompaniment Leave)

第 16 条 東海国立大学機構職員の配偶者同行休業に関する規程（令和 2 年度機構規程第 40 号）により配偶者同行休業をしている期間については、給与を支給しない。

Article 16 (1) Persons who are on spouse accompaniment leave under the Tokai National Higher Education and Research System Employee Spouse Accompaniment Leave Rules (THERS Rule No. 40 of 2020) shall not be paid for the period of spouse accompaniment leave.

2 前項に規定するもののほか、配偶者同行休業者の給与に関し必要な事項は、別に定める。

(2) In addition to the provisions of the preceding paragraph, other necessary matters regarding pay for spouse accompaniment leave shall be separately prescribed.

(給与の減額)



#### (Pay Reductions)

第 17 条 年俸制適用承継教員が勤務しないときは、職員勤務時間規程第 12 条の規定による休日（同規程第 13 条第 1 項の規定により代休日を指定されて、当該休日に割り振られた勤務時間の全部を勤務した年俸制適用承継教員にあっては、当該休日に代わる代休日）である場合又は休暇による場合その他その勤務しないことにつき特に承認があった場合を除き、第 12 条に規定する勤務 1 時間当たりの給与額にその勤務しない時間数を乗じて得た額を減額して支給する。

Article 17 (1) If an Annual Salary SHOKEI Faculty Member does not work, that person's pay shall be paid after deducting the amount obtained by multiplying the hourly pay rate prescribed in Article 12 by the number of hours not worked, excluding holidays provided for in Article 12 of the Employee Working Hours Rules (for Annual Salary SHOKEI Faculty Members for whom a substitute holiday is designated under the provisions of Article 13, Paragraph (1) of the Employee Working Hours Rules who have worked all of the working hours assigned on that holiday, the substitute holiday for the that holiday), leave, or if special approval has been given for the time spent not working.

2 前項の規定により減額の対象となる時間数は、その給与期間における欠勤の時間数及び育児部分休業等の時間数の合計とし、その合計時間数に 1 時間未満の端数が生じたときは、切り捨てる。

(2) The number of hours subject to the reduction referred to in the preceding paragraph shall be the sum of the number of hours absent from work and the number of hours on partial childcare leave during that pay period, and if that total number of hours ends in a fraction of one hour, that number shall be rounded down to the nearest hour.

（本給の半減）

#### (Half Pay)

第 18 条 前条の規定にかかわらず、年俸制適用承継教員が疾病（業務上の疾病及び通勤の関連による疾病を除く。）に係る就業禁止の措置（別に定めるものに限る。）により、当該措置の開始の日から起算して 90 日（結核性疾患にあっては、1 年）を超えて引き続き勤務しないときは、その期間経過後の当該措置に係る日につき、本給の半額を減ずる。

Article 18 (1) Notwithstanding the provisions of the preceding article, when an Annual Salary SHOKEI Faculty Member does not work due to a measure (limited to where separately prescribed) prohibiting work, related to a disease (excluding a work-related or commuting-related disease), for more than 90 days (for tuberculosis, one year) continuously, counting from the day on which the measure commenced, the base pay shall be reduced by half for the days subject to that measure after that period has elapsed.

2 前項に規定するもののほか、同項の勤務しない期間の範囲、本給の計算その他本給の半減に関し必要な事項は、東海国立大学機構職員本給の半減に関する細則（令和 2 年度機構細則第 50 号）を準用する。

(2) In addition to the provisions of the preceding paragraph, the Tokai National Higher Education and Research System Detailed Rules on Reducing Employee Base Pay by Half (THERS Detailed Rule No. 50 of 2020) shall apply mutatis mutandis to necessary matters regarding the scope of the period not worked referred to in the preceding paragraph, the calculation of base pay, and other necessary matters pertaining to the reduction of base pay by half.

（日割計算）

(Pro Rata Calculation)

第 19 条 新たに年俸制適用承継教員になった者（第 14 条第 1 項第 3 号の規定により本給に変更を生じた育児短時間勤務教員を含む。）には、その日から給与（育児短時間勤務教員にあつては、変更後の給与）を支給する。

Article 19 (1) Persons who have newly become an Annual Salary SHOKEI Faculty Member (including Childcare-track Part-time Faculty Members for whom an alteration in base pay has arisen in accordance with the provisions of Article 14, Paragraph (1), Item (iii)) shall be paid their salary (for Childcare-track Part-time Faculty Members, their salary after alteration) from that day.

2 年俸制適用承継教員が退職し、又は解雇された場合には、その日までの給与を支給する。

(2) If an Annual Salary SHOKEI Faculty Member resigns or is dismissed, that person's salary shall be paid up to that day.

3 年俸制適用承継教員が死亡により退職した場合には、その月までの給与を支給する。

(3) If an Annual Salary SHOKEI Faculty Member resigns due to death, that person's salary shall be paid up to that month.

4 第 1 項又は第 2 項の規定により、給与を支給する場合であつて、その月の初日から支給するとき以外のとき、又はその月の末日まで支給するとき以外のときは、その給与額は、その月の現日数から職員勤務時間規程第 10 条及び第 11 条の規定に基づく週休日（育児短時間勤務教員にあつては、正規の勤務時間を割り振られていない日）の日数を差し引いた日数を基礎として日割りによって計算する。

(4) If a payment is to be made under the provisions of Paragraph (1) or (2) and the payment period does not begin on the first day of the month or does not end on the last day of the month, that payment shall be calculated pro rata based on the number of actual days in that month minus the number of weekly holidays prescribed in Articles 10 and 11 of the Employee Working Hours Rules (for Childcare-track Part-time Faculty Members, days on which regular working hours have not been assigned).

5 前各項の規定は、管理職手当、総長補佐等手当、初任給調整手当及び安全衛生業務手当の支給について準用する。

(5) The provisions of each of the preceding paragraphs shall be applied mutatis mutandis to the payment of the managerial duties allowance, Presidential Advisor, etc., allowance, starting pay adjustment allowance, and health and safety service allowance.

(端数計算)

(Calculation of Fractions)

第 20 条 第 12 条に規定する勤務 1 時間当たりの給与の額を算定する場合において、その額に 50 銭未満の端数を生じたときは、これを切り捨て、50 銭以上 1 円未満の端数を生じたときは、これを 1 円に切り上げるものとする。

Article 20 When calculating the amount of pay for one hour of work pursuant to Article 12, if the amount ends in a fraction of one yen, that payment amount shall be rounded down to the nearest yen if less than 0.50 yen and rounded up to the nearest yen if equal to or greater than 0.50 yen.

(端数の処理)

(Handling of Fractions)

第21条 この規程により計算した給与の確定金額に1円未満の端数を生じたときは、これを切り捨てるものとする。

Article 21 If a fixed payment amount calculated pursuant to these Rules contains a fraction of one yen, that amount shall be rounded down to the nearest yen.

(平成29年7月1日から平成30年6月30日までの間における業績給支給割合に係る特例)

(Exceptions to Performance-based Pay Rates in the Period from July 1, 2017 to June 30, 2018)

第22条 平成29年7月1日から平成30年6月30日までの間における業績給支給割合は、別表第2の規定にかかわらず、次の表を適用する。

Article 22 Notwithstanding the provisions of Appended Table 2, performance-based pay rates in the period from July 1, 2017 to June 30, 2018 shall be as described in the following table.

評価 Evaluation	任期が付されていない 教員（63歳年度末の翌 日以降に在職する教員 を除く。） Faculty without term limits (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)		10年以内の任期を付 されている教員（63歳 年度末の翌日以降に在 職する教員を除く。） Faculty with a term limit of 10 years or less (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)		助教 助手 Assistant Professors, Research Associates	63歳年度末の翌日以降に在職 する教員 Faculty who are employed on and after the day after the end of the fiscal year they turn 63		
	部局長（管 理職Ⅰ種） Deans and Directors (Manage- ment I)	教授 准教授 講師 Professor / Associate Professor / Lecturer	部局長（管 理職Ⅰ種） Deans and Directors (Manage- ment I)	教授 准教授 講師 Professor / Associate Professor / Lecturer		部局長（管 理職Ⅰ種） Deans and Directors (Manage- ment I)	教授 准教授 講師 Professor / Associate Professor / Lecturer	助教 助手 Assistant Professors, Research Associates
極めて優 秀な教員 Exception- ally Outstanding Faculty	100分の 81.2以上 81.2% and over	100分の 73.2以上 73.2% and over	100分の 75.5以上 75.5% and over	100分の 67.5以上 67.5% and over	100分の 61.5以上 61.5% and over	100分の 68.9以上 68.9% and over	100分の 60.9以上 60.9% and over	100分の 54.9以上 54.9% and over
特に優 秀な教員 Particularly Outstanding Faculty	100分の 71.7 71.7%	100分の 63.5 63.5%	100分の 66.6 66.6%	100分の 58.4 58.4%	100分の 52.0 52.0%	100分の 59.7 59.7%	100分の 51.5 51.5%	100分の 45.1 45.1%

優秀な教員 Outstanding Faculty	100分の62.7 62.7%	100分の57.0 57.0%	100分の57.6 57.6%	100分の51.9 51.9%	100分の46.3 46.3%	100分の50.7 50.7%	100分の45.0 45.0%	100分の39.4 39.4%
良好な教員 Satisfactory Faculty	100分の56.6 56.6%	100分の51.9 51.9%	100分の51.5 51.5%	100分の46.8 46.8%	100分の45.0 45.0%	100分の44.6 44.6%	100分の39.9 39.9%	100分の38.1 38.1%
標準な教員 Standard Faculty	100分の55.8 55.8%	100分の51.4 51.4%	100分の50.7 50.7%	100分の46.3 46.3%	100分の44.5 44.5%	100分の43.8 43.8%	100分の39.4 39.4%	100分の37.6 37.6%
良好でない教員 Poor Faculty	100分の55.5 55.5%	100分の50.5 50.5%	100分の50.4 50.4%	100分の45.4 45.4%	100分の43.7 43.7%	100分の43.5 43.5%	100分の38.5 38.5%	100分の36.8 36.8%
特に良好でない教員 Particularly Poor Faculty	100分の47.4以下 47.4% and under	100分の46.8以下 46.8% and under	100分の42.3以下 42.3% and under	100分の41.7以下 41.7% and under	100分の40.2以下 40.2% and under	100分の35.4以下 35.4% and under	100分の34.8以下 34.8% and under	100分の33.3以下 33.3% and under

(平成30年7月1日から平成31年6月30日までの間における業績給支給割合に係る特例)

(Exceptions to Performance-based Pay Rates in the Period from July 1, 2018 to June 30, 2019)

第23条 平成30年7月1日から平成31年6月30日までの間における業績給支給割合は、別表第2の規定にかかわらず、次の表を適用する。

評価 Evaluation	任期が付されていない教員（63歳年度末の翌日以降に在職する教員を除く。） Faculty without term limits (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)	10年以内の任期を付されている教員（63歳年度末の翌日以降に在職する教員を除く。） Faculty with a term limit of 10 years or less (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)	助教 助手 Assistant Professors, Research Associates	63歳年度末の翌日以降に在職する教員 Faculty who are employed on and after the day after the end of the fiscal year they turn 63
------------------	---	--	--	---

	部局長（管理職Ⅰ種） Deans and Directors (Management I)	教授 准教授 講師 Professor / Associate Professor / Lecturer	部局長（管理職Ⅰ種） Deans and Directors (Management I)	教授 准教授 講師 Professor / Associate Professor / Lecturer		部局長（管理職Ⅰ種） Deans and Directors (Management I)	教授 准教授 講師 Professor / Associate Professor / Lecturer	助教 助手 Assistant Professors, Research Associates
極めて優秀な 教員 Exception-ally Outstanding Faculty	100分の 82.9以上 82.9% and over	100分の 74.6以上 74.6% and over	100分の 77.3以上 77.3% and over	100分の 69.0以上 69.0% and over	100分の 62.6以上 62.6% and over	100分の 71.0以上 71.0% and over	100分の 62.6以上 62.6% and over	100分の 56.3以上 56.3% and over
特に優秀な教 員 Particularly Outstanding Faculty	100分の 72.8 72.8%	100分の 64.5 64.5%	100分の 67.7 67.7%	100分の 59.4 59.4%	100分の 52.8 52.8%	100分の 60.8 60.8%	100分の 52.5 52.5%	100分の 45.9 45.9%
優秀な教員 Outstanding Faculty	100分の 63.8 63.8%	100分の 58.0 58.0%	100分の 58.7 58.7%	100分の 52.9 52.9%	100分の 47.2 47.2%	100分の 51.8 51.8%	100分の 46.0 46.0%	100分の 40.3 40.3%
良好な教員 Satisfactory Faculty	100分の 57.6 57.6%	100分の 52.8 52.8%	100分の 52.5 52.5%	100分の 47.7 47.7%	100分の 45.8 45.8%	100分の 45.6 45.6%	100分の 40.8 40.8%	100分の 38.9 38.9%
標準な教員 Standard Faculty	100分の 56.9 56.9%	100分の 52.3 52.3%	100分の 51.8 51.8%	100分の 47.2 47.2%	100分の 45.4 45.4%	100分の 44.9 44.9%	100分の 40.3 40.3%	100分の 38.5 38.5%
良好でない教 員 Poor Faculty	100分の 56.5 56.5%	100分の 51.4 51.4%	100分の 51.4 51.4%	100分の 46.3 46.3%	100分の 44.5 44.5%	100分の 44.5 44.5%	100分の 39.4 39.4%	100分の 37.6 37.6%
特に良好でな い教員 Particularly Poor Faculty	100分の 48.4以下 48.4% and under	100分の 47.8以下 47.8% and under	100分の 43.3以下 43.3% and under	100分の 42.7以下 42.7% and under	100分の 41.0以下 41.0% and under	100分の 36.4以下 36.4% and under	100分の 35.8以下 35.8% and under	100分の 34.1以下 34.1% and under

（令和元年7月1日から令和2年6月30日までの間における業績給支給割合に係る特例）

(Exceptions to Performance-based Pay Rates in the Period from July 1, 2019 to June 30, 2020)

第 2 4 条 令和元年 7 月 1 日から令和 2 年 6 月 3 0 日までの間における業績給支給割合は、別表第 2 の規定にかかわらず、次の表を適用する。

Article 24 Notwithstanding the provisions of Appended Table 2, performance-based pay rates in the period from July 1, 2019 to June 30, 2020 shall be as described in the following table.

評価 Evaluation	任期が付されていない 教員（63 歳年度末の 翌日以降に在職する教 員を除く。） Faculty without term limits (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)		10 年以内の任期を付 されている教員（63 歳年度末の翌日以降に 在職する教員を除 く。） Faculty with a term limit of 10 years or less (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)		助教 助手 Assistant Professors, Research Associates	63 歳年度末の翌日以降に在職 する教員 Faculty who are employed on and after the day after the end of the fiscal year they turn 63		
	部局長（管 理職 I 種） Deans and Directors (Manage- ment I)	教授 准教授 講師 Professor / Associate Professor / Lecturer	部局長（管 理職 I 種） Deans and Directors (Manage- ment I)	教授 准教授 講師 Professor / Associate Professor / Lecturer		部局長 （管理職 I 種） Deans and Directors (Manage- ment I)	教授 准教授 講師 Professor / Associate Professor / Lecturer	助教 助手 Assistant Professors, Research Associates
極めて優秀 な教員 Exceptionally Outstanding Faculty	100 分の 83.7 以 上 83.7% and over	100 分の 75.3 以 上 75.3% and over	100 分の 78.1 以 上 78.1% and over	100 分の 69.7 以 上 69.7% and over	100 分の 63.3 以 上 63.3% and over	100 分 の 71.9 以 上 71.9% and over	100 分 の 63.4 以 上 63.4% and over	100 分 の 57.0 以 上 57.0% and over
特に優秀な 教員 Particularly Outstanding Faculty	100 分の 73.3 73.3%	100 分の 65.0 65.0%	100 分の 68.2 68.2%	100 分の 59.9 59.9%	100 分の 53.3 53.3%	100 分 の 61.3 61.3%	100 分 の 53.0 53.0%	100 分 の 46.4 46.4%
優秀な教員 Outstanding Faculty	100 分の 64.4 64.4%	100 分の 58.5 58.5%	100 分の 59.3 59.3%	100 分の 53.4 53.4%	100 分の 47.6 47.6%	100 分 の 52.4 52.4%	100 分 の 46.5 46.5%	100 分 の 40.7 40.7%

良好な教員 Satisfactory Faculty	1 0 0 分の 5 8 . 1 58.1%	1 0 0 分の 5 3 . 3 53.3%	1 0 0 分の 5 3 . 0 53.0%	1 0 0 分の 4 8 . 2 48.2%	1 0 0 分の 4 6 . 3 46.3%	1 0 0 分の の 4 6 . 1 46.1%	1 0 0 分の の 4 1 . 3 41.3%	1 0 0 分の の 3 9 . 4 39.4%
標準な教員 Standard Faculty	1 0 0 分の 5 7 . 4 57.4%	1 0 0 分の 5 2 . 8 52.8%	1 0 0 分の 5 2 . 3 52.3%	1 0 0 分の 4 7 . 7 47.7%	1 0 0 分の 4 5 . 8 45.8%	1 0 0 分の の 4 5 . 4 45.4%	1 0 0 分の の 4 0 . 8 40.8%	1 0 0 分の の 3 8 . 9 38.9%
良好でない 教員 Poor Faculty	1 0 0 分の 5 7 . 1 57.1%	1 0 0 分の 5 1 . 9 51.9%	1 0 0 分の 5 2 . 0 52.0%	1 0 0 分の 4 6 . 8 46.8%	1 0 0 分の 4 5 . 0 45.0%	1 0 0 分の の 4 5 . 1 45.1%	1 0 0 分の の 3 9 . 9 39.9%	1 0 0 分の の 3 8 . 1 38.1%
特に良好で ない教員 Particularly Poor Faculty	1 0 0 分の 4 8 . 9 以 下 48.9% and under	1 0 0 分の 4 8 . 2 以 下 48.2% and under	1 0 0 分の 4 3 . 8 以 下 43.8% and under	1 0 0 分の 4 3 . 1 以 下 43.1% and under	1 0 0 分の 4 1 . 5 以 下 41.5% and under	1 0 0 分の の 3 6 . 9 以下 36.9% and under	1 0 0 分の の 3 6 . 2 以下 36.2% and under	1 0 0 分の の 3 4 . 6 以下 34.6% and under

(雑則)

#### (Miscellaneous Provisions)

第 2 5 条 この規程に定めるもののほか、年俸制適用承継教員の給与に関し必要な事項は、機構長が定める。

Article 25 Beyond what is provided for in these Rules, other necessary matters regarding pay for Annual Salary SHOKEI Faculty Member shall be prescribed by the Chancellor.

(この規程により難い場合の措置)

#### (Matters Not Covered by These Rules)

第 2 6 条 特別の事情によりこの規程によることができない場合又はこの規程によることが著しく不適当であると機構長が認める場合は、別段の取扱いをすることができる。

Article 26 Cases that cannot be governed by these Rules owing to special circumstances, or where the Chancellor recognizes that the application of these Rules would be highly inappropriate, may be given special treatment.

附則

#### Supplementary Provisions

(施行期日)

#### (Effective Date)

第 1 条 この規程は、平成 2 7 年 4 月 1 日から施行する。

Article 1 These Rules shall come into effect from April 1, 2015.

(内規の廃止等)

#### (Abolishment, etc. of Internal Rules)

第 2 条 名古屋大学に雇用される助教の基本年俸に係る取扱内規（以下「助教年俸取扱内規」という。）は、廃止し、この規程の施行前にすでに助教年俸取扱内規を適用している助教は、平成 2 7 年 4 月 1 日からこの規程を適用するものとする。

Article 2 The Internal Rules on the Handling of the Base Annual Salary of Assistant Professors Employed by Nagoya University (hereinafter referred to as the "Internal Rules on the Annual Salary of Assistant Professors") are abolished, and Assistant Professors who already came under the Internal Rules on the Annual Salary of Assistant Professors before these Rules came into effect shall come under these Rules from April 1, 2015.

(対象者からの除外)

(Exclusions from Being a Person Covered by These Rules)

第3条 この規程の施行前にすでに在職している助教の給与は、次条を適用する場合を除き、本則の第2条第1号の規定にかかわらず、なお従前のとおりとする。

Article 3 Notwithstanding the provisions of Article 2, Paragraph (1) of these Rules, pay of Assistant Professors who were already employed before these Rules came into effect shall be the same as before, except in cases where the following Article applies.

(在職者の経過措置)

(Transitional Measures for Employees)

第4条 教育職本給表（一）からこの規程の適用を受ける者となる場合における基本年俸の額は、本則の第4条第1項、第2項及び第6項にかかわらず、次の各号に定める額の合計額に90,000円を加えた額を基準として、別表第1に定める基本年俸額のうち直近上位の額（別表第1の基本年俸表の56号数を超える場合は、56号数に90,000円ごとを加算した基本年俸額額を適用することができる。）とする。

Article 4 (1) Notwithstanding the provisions of Article 4, Paragraphs (1), (2), and (6) of these Rules, the base annual salary in cases where a Faculty Member who was already receiving pay on Educational Personnel Base Pay Scale 1 before these Rules came into effect comes under these Rules shall be the amount among the base annual salaries prescribed in Appended Table 1 which is closest to and higher than the amount obtained by adding 90,000 yen to the total of the amounts prescribed in each of the following items. (In cases where increment 56 of the base annual salary set forth in Appended Table 1 will be exceeded, a base annual salary amount can be applied in which for each increment exceeding increment 56, 90,000 yen is added to increment 56).

ただし、この規程を適用する日が63歳年度末の翌日以降となる教員は、当該合計額に90,000円の加算はしない。

However, for Faculty Members who will come under these Rules on or after the end of the fiscal year they turn 63, 90,000 yen shall not be added to the relevant total.

一 本給相当額 当該教員が、この規程を適用する前に受けていた教育職本給表（一）の級号給の本給月額に12を乗じて得た額

(i) Base pay equivalent: The amount obtained by multiplying by 12 the base monthly pay set forth in Educational Personnel Base Pay Scale 1 that the relevant Faculty Member was receiving before these Rules applied

二 本給の調整額相当額 当該教員が、この規程を適用する前に受けていた本給の調整額の合計額に12を乗じて得た額

(ii) Base pay adjustment equivalent: The amount obtained by multiplying by 12 the total base pay adjustment amount that the relevant Faculty Member was receiving before these Rules applied



三 地域手当相当額 前2号の本給月額及び本給の調整額の合計額に職員給与規程第14条に規定する地域手当の支給割合を乗じて得た額に12を乗じて得た額

(iii) Regional allowance equivalent: The amount obtained by taking the sum of the base monthly pay and the base pay adjustment set forth in the preceding two items, multiplying it by the regional allowance payment rate prescribed in Article 14 of the Employee Pay Rules, and multiplying the result by 12

2 教育職本給表（一）からこの規程の適用を受ける者となる場合における業績給の額は、本則の第5条の規定にかかわらず、次に掲げる第1号で算出した額から第2号で算出した額を減じて得た額を、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日までの予定在職年数で除して得た額（1円未満の端数を生じたときは、端数を切り捨てた額）及び第3号で算出した額の合計額とする。

(2) Notwithstanding the provisions of Article 5 of these Rules, the amount of performance-based pay in cases where a Faculty Member who was already receiving pay on Educational Personnel Base Pay Scale 1 before these Rules came into effect comes under these Rules shall be the total of the amount calculated in Item (iii) and the amount (after discarding the fraction of one yen if such fraction has arisen) obtained by deducting the amount calculated in Item (ii) below from the amount calculated in Item (i) below and dividing the result by the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or, in the case of Faculty Members with a term limit of ten years or less, until the term limit expiration date.

一 当該教員がこの規程の適用する前に受けていた教育職本給表（一）の級号給を基礎として、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日までの予定在職年数1年につき別表第3に掲げる該当の年齢区分による号数値を加えて得た号給数（1未満の端数が生じた場合は、これを切り捨てた数）を受けて、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日で退職するものと仮定して退職手当規程に基づき算出した退職手当額

(i) The retirement allowance calculated on the basis of the Retirement Allowance Rules, assuming that the relevant Faculty Member will retire on the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or on the term limit expiration date in the case of Faculty Members with a term limit of ten years or less, having received the increment (after discarding the fraction of one increment if such fraction has arisen) obtained by adding the increment value for the relevant age classification set forth in Appended Table 3, for each year of the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or until the term limit expiration date in the case of Faculty Members with a term limit of ten years or less, using as a base the grade & pay increment in Educational Personnel Base Pay Scale 1 that the relevant Faculty Member was receiving before these Rules applied

二 当該教員が、この規程を適用する日の前日に自己都合退職したものとして退職手当規程に基づき算出した退職手当額

(ii) The retirement allowance that would have been calculated on the basis of the Retirement Allowance Rules if the relevant Faculty Member had taken voluntary retirement on the day before these Rules applied

三 前項の基本年俸額に、別表第2の業績給支給割合の63歳年度末の翌日以降に在職する教員欄の標準な教員の支給割合を乗じて得た額

(iii) The amount obtained by multiplying the base annual salary amount indicated in the preceding paragraph by the performance-based pay rate for Standard Faculty in the column for Faculty employed on or after the end of the fiscal year they turn 63 in Appended Table 2.

3 前2項の規定は、在職年数通算機関において教育職本給表（一）に相当する給与体系の適用を受ける教員が、名古屋大学に採用される際にこの規程を適用する場合においても適用する。

(3) The provisions of the preceding two paragraphs shall also apply in cases where a Faculty Member comes under these Rules after being hired by Nagoya University having come under a pay system equivalent to Educational Personnel Base Pay Scale 1 at an Institution Where Employed for a Total Number of Years.

4 基本年俸の改定及び上限（この規程を適用する際にすでに上限を超える基本年俸額の場合は、当該基本年俸額を上限とする。以下同じ。）並びに業績給の改定は、本則に定めるとおりとする。

(4) Revisions to and upper limits for the base annual salary (in the case of a base annual salary amount which is already above the upper limit when these Rules come into effect, this shall be the upper limit for the relevant basic annual salary amount, with the same to apply hereinafter) and revisions to performance-based pay shall be governed by the provisions of these Rules.

5 教育職本給表（一）からこの規程の適用を受ける者となる場合における最初の業績評価は、所属の部局長が定めるところにより、教員の個人評価に関する基本方針（平成20年2月19日教育研究評議会了承）の下に各部局において定めた教員評価実施要項により実施した業績評価結果を活用し、又は業績評価実施要項を準用して行うことができるものとする。

(5) The first performance evaluation when a Faculty Member who was already receiving pay on Educational Personnel Base Pay Scale 1 before these Rules came into effect comes under these Rules may, as prescribed by the Dean or Director of the school or department to which they belongs, be conducted using Performance Evaluation Results obtained from implementing the Guidelines on the Implementation of Faculty Evaluations prescribed in each school or department under the Basic Policy on Individual Faculty Evaluations (approved by the Education and Research Council on February 19, 2008), or may be conducted by applying, mutatis mutandis, the Guidelines on the Implementation of Performance Evaluations.

（在職者の昇格）

(Promotion of Employees)

第5条 前条の規定を適用した者が昇格する場合における業績給は、前条第2項の規定にかかわらず、次に掲げる第1号の退職手当額から第2号の退職手当額及び第3号の退職手当相当額を減じ、当該教員が、任期が付されていない教員の場合は63歳年度末又は10年以内の任期が付されている教員の場合は任期満了日までの予定在職年数を除して得た額（1円未満の端数を生じたときは、端数を切り捨てた額）及び教育職本給表（一）で昇格したものとする場合に受けることとなる級号給に準じて本則第4条第1項に定める基本年俸に、別表第2の業績給支給割合の63歳年度末の翌日以降に在職する教員欄のうち昇格前に受けた業績評価結果に基づく評価に応じた支給割合を乗じて得た額の合計額とする。

Article 5 (1) Notwithstanding the provisions of Paragraph (2) of the preceding Article, the performance-based pay in cases where a person who has come under the provisions of the preceding Article is promoted shall be the total

of the amount obtained by multiplying the base annual salary prescribed in Article 4, Paragraph (1) in accordance with the grade & pay increment that would be received if they had been promoted on Educational Personnel Base Pay Scale 1 by the payment rate corresponding to the evaluation based on the Performance Evaluation Results received before promotion in the column for Faculty employed on and after the day after the end of the fiscal year they turn 63 for performance-based pay rates in Appended Table 2, and the amount (after discarding the fraction of one yen if such fraction has arisen) obtained by deducting the retirement allowance in Item (ii) below and the retirement allowance equivalent in Item (iii) below from the retirement allowance in Item (i) below and dividing the result by the expected number of years of remaining employment until the end of the fiscal year they turn 63 if the relevant Faculty Member is a Faculty Member without a term limit, or until the term limit expiration date if they are a Faculty Member with a term limit of ten years or less.

一 当該教員が、定年退職又は任期満了する場合の本給について、教育職本給表（一）で昇格したものとする場合に受けることとなる級号給を基礎として、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日までの予定在職年数1年につき別表第3に掲げる該当の年齢区分による号数値を加えて得た号給数（1未満の端数が生じた場合は、これを切り捨てた数）を受けて、任期が付されていない教員については63歳年度末又は10年以内の任期が付されている教員については任期満了日で退職するものと仮定して、退職手当規程に基づき算出した退職手当額

(i) The retirement allowance calculated on the basis of the Retirement Allowance Rules, assuming that the relevant Faculty Member will retire on the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or on the term limit expiration date in the case of Faculty Members with a term limit of ten years or less, having received the increment (after discarding the fraction of one increment if such fraction has arisen) obtained by adding the increment value for the relevant age classification set forth in Appended Table 3, for each year of the expected number of years of remaining employment until the end of the fiscal year they turn 63 in the case of Faculty Members without a term limit, or until the term limit expiration date in the case of Faculty Members with a term limit of ten years or less, using as a base the grade & pay increment that the relevant Faculty Member would receive if they had been promoted on Educational Personnel Base Pay Scale 1 with regard to the base pay in the event of mandatory retirement or expiration of term limits

二 当該教員が、年俸制の適用を受けた際の自己都合退職の退職手当額

(ii) Any retirement allowance for voluntary retirement when the relevant Faculty Member came under an annual salary system

三 当該教員が、すでに支給を受けた退職手当相当額

(iii) Any retirement allowance equivalent the relevant Faculty Member has already been paid

2 基本年俸の改定及び上限並びに業績給の改定は、本則に定めるとおりとする。

(2) Revisions to and upper limits for the base annual salary and revisions to performance-based pay shall be governed by the provisions of these Rules.

（退職手当額の再計算）

(Recalculating Retirement Allowances)

第6条 前2条の規定において、次の各号のいずれかに該当する場合は、退職手当額を再計算することとする。

Article 6 The retirement allowance shall be recalculated when either of the following items applies with regards to the provisions of the two preceding Articles.

一 退職手当規程の改正があったとき

(i) When the Retirement Allowance Rules have been revised

二 任期が付されたとき若しくは任期の定めのない教員となったとき又は任期が変更されたとき

(ii) When a term limit has been assigned, or when the relevant person has become a Faculty Member with an indefinite term limit, or when the term limit has been changed

(経過措置期間等)

(Periods for Transitional Measures, Etc.)

第7条 附則第4条の規定は、平成28年度までの措置とし、同条第1項及び第2項に規定する在職者の変更時期は、4月1日とする。

Article 7 The provisions of Article 4 of the Supplementary Provisions shall be measures for until FY2016, and the changes for employees prescribed in Paragraphs (1) and (2) of the same Article shall take effect on April 1.

(社会状況等に伴う見直し)

(Reviews Accompanying Social Conditions, Etc.)

第8条 この規程の施行後、社会状況等を勘案し、年俸制適用承継教員の給与について、総合的な検討が加えられ、必要があると認められる場合は、その結果に基づいて必要な措置が講ぜられるものとする。

Article 8 After these Rules come into effect, the pay of Annual Salary SHOKEI Faculty Members shall be subjected to further comprehensive examination, taking into consideration the social situation, etc., and where it is found to be required, necessary measures shall be taken on the basis of the results.

附則（平成27年3月23日規程第89号）

Supplementary Provisions (Rules No. 89 of March 23, 2015)

この規程は、平成27年4月1日から施行する。

These Rules shall come into effect from April 1, 2015.

附則（平成28年3月1日規程第103号）

Supplementary Provisions (Rule No. 103 of March 1, 2016)

この規程は、平成28年4月1日から施行する。

These Rules shall come into effect from April 1, 2016.

ただし、改正後の別表第2の規定は、平成28年7月1日から施行する。

However, the amended provisions given in Appended Table 2 shall come into effect from July 1, 2016.

附則（平成29年2月21日規程第102号）

Supplementary Provisions (Rule No. 102 of February 21, 2017)

この規程は、平成29年7月1日から施行する。

These Rules shall come into effect from July 1, 2017.

附則（平成29年3月29日規程第125号）

Supplementary Provisions (Rule No. 125 of March 29, 2017)

この規程は、平成 29 年 4 月 1 日から施行する。

These Rules shall come into effect from April 1, 2017.

附則（平成 30 年 2 月 20 日規程第 104 号）

Supplementary Provisions (Rule No. 104 of February 20, 2018)

1 この規程は、平成 30 年 3 月 1 日から施行する。

(1) These Rules shall come into effect from March 1, 2018.

2 前項の規定にかかわらず、この規程の施行日の前日から引き続き名古屋大学に雇用される教授、准教授、講師、助教及び助手に係る年俸制適用教員給与規程の適用を受ける教員に係る第 21 条の規定の適用については、なお従前の例による。

(2) Notwithstanding the provisions of the preceding paragraph, the provisions of Article 21 then in force shall remain applicable for faculty members who are continuously covered, from the day before the effective date of these Rules, by the Nagoya University Pay Rules for Faculty Members Covered by the Annual Salary System including Professors, Associate Professors, Lecturers, Assistant Professors, and Research Associates.

附則（平成 31 年 2 月 19 日規程第 93 号）

Supplementary Provisions (Rule No. 93 of February 19, 2019)

この規程は、平成 31 年 7 月 1 日から施行する。

These Rules shall come into effect from July 1, 2019.

附則（平成 31 年 3 月 28 日規程第 135 号）

Supplementary Provisions (Rule No. 135 of March 28, 2019)

この規程は、平成 31 年 4 月 1 日から施行する。

These Rules shall come into effect from April 1, 2019.

ただし、この規程の施行日以後において新たに年俸制適用承継教員とする者は、本則の第 2 条第 2 号に掲げる者に限るものとする。

However, only persons listed in Article 2, Item (ii) of these Rules can newly become an Annual Salary SHOKEI Faculty Member after these Rules come into effect.

附則（令和 2 年 4 月 1 日機構規程第 130 号）

Supplementary Provisions (THERS Rule No. 130 of April 1, 2020)

この規程は、令和 2 年 4 月 1 日から施行する。

These Rules shall come into effect from April 1, 2020.

附則（令和 2 年 12 月 23 日機構規程第 174 号）

Supplementary Provisions (THERS Rule No. 174 of December 23, 2020)

この規程は、令和 2 年 12 月 23 日から施行する。

These Rules shall come into effect from December 23, 2020.

別表第 1（第 4 条関係）

Appended Table 1 (relating to Article 4)

基本年俸表

Base Annual Salary Table

号数 Increment	基本年俸額（円） Base annual salary (yen)	対象者 Target individuals
1 1	3, 0 0 0, 0 0 0 3,000,000	助手, 助教 Research Associate, Assistant Professor
2 2	3, 0 9 0, 0 0 0 3,090,000	助手, 助教 Research Associate, Assistant Professor
3 3	3, 1 8 0, 0 0 0 3,180,000	助手, 助教 Research Associate, Assistant Professor
4 4	3, 2 7 0, 0 0 0 3,270,000	助手, 助教 Research Associate, Assistant Professor
5 5	3, 3 6 0, 0 0 0 3,360,000	助手, 助教 Research Associate, Assistant Professor
6 6	3, 4 5 0, 0 0 0 3,450,000	助手, 助教 Research Associate, Assistant Professor
7 7	3, 5 4 0, 0 0 0 3,540,000	助手, 助教 Research Associate, Assistant Professor
8 8	3, 6 3 0, 0 0 0 3,630,000	助手, 助教 Research Associate, Assistant Professor
9 9	3, 7 2 0, 0 0 0 3,720,000	助手, 助教 Research Associate, Assistant Professor
1 0 10	3, 8 1 0, 0 0 0 3,810,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 1 11	3, 9 0 0, 0 0 0 3,900,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 2 12	3, 9 9 0, 0 0 0 3,990,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 3 13	4, 0 8 0, 0 0 0 4,080,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 4 14	4, 1 7 0, 0 0 0 4,170,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 5 15	4, 2 6 0, 0 0 0 4,260,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 6 16	4, 3 5 0, 0 0 0 4,350,000	助手, 助教, 講師 Research Associate, Assistant Professor, Lecturer
1 7 17	4, 4 4 0, 0 0 0 4,440,000	助手, 助教, 講師, 准教授

		Research Associate, Assistant Professor, Lecturer, Associate Professor
1 8 18	4, 5 3 0, 0 0 0 4,530,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
1 9 19	4, 6 2 0, 0 0 0 4,620,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 0 20	4, 7 1 0, 0 0 0 4,710,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 1 21	4, 8 0 0, 0 0 0 4,800,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 2 22	4, 8 9 0, 0 0 0 4,890,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 3 23	4, 9 8 0, 0 0 0 4,980,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 4 24	5, 0 7 0, 0 0 0 5,070,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 5 25	5, 1 6 0, 0 0 0 5,160,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 6 26	5, 2 5 0, 0 0 0 5,250,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 7 27	5, 3 4 0, 0 0 0 5,340,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 8 28	5, 4 3 0, 0 0 0 5,430,000	助手, 助教, 講師, 准教授 Research Associate, Assistant Professor, Lecturer, Associate Professor
2 9 29	5, 5 2 0, 0 0 0 5,520,000	講師, 准教授 Lecturer, Associate Professor

3 0 30	5, 6 1 0, 0 0 0 5,610,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 1 31	5, 7 0 0, 0 0 0 5,700,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 2 32	5, 7 9 0, 0 0 0 5,790,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 3 33	5, 8 8 0, 0 0 0 5,880,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 4 34	5, 9 7 0, 0 0 0 5,970,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 5 35	6, 0 6 0, 0 0 0 6,060,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 6 36	6, 1 5 0, 0 0 0 6,150,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 7 37	6, 2 4 0, 0 0 0 6,240,000	講師, 准教授, 教授 Lecturer, Associate Professor
3 8 38	6, 3 3 0, 0 0 0 6,330,000	准教授, 教授 Associate Professor, Professor
3 9 39	6, 4 2 0, 0 0 0 6,420,000	准教授, 教授 Associate Professor, Professor
4 0 40	6, 5 1 0, 0 0 0 6,510,000	准教授, 教授 Associate Professor, Professor
4 1 41	6, 6 0 0, 0 0 0 6,600,000	准教授, 教授 Associate Professor, Professor
4 2 42	6, 6 9 0, 0 0 0 6,690,000	准教授, 教授 Associate Professor, Professor
4 3 43	6, 7 8 0, 0 0 0 6,780,000	教授 Professor
4 4 44	6, 8 7 0, 0 0 0 6,870,000	教授 Professor
4 5 45	6, 9 6 0, 0 0 0 6,960,000	教授 Professor
4 6 46	7, 0 5 0, 0 0 0 7,050,000	教授 Professor
4 7 47	7, 1 4 0, 0 0 0 7,140,000	教授 Professor



4 8 48	7, 2 3 0, 0 0 0 7,230,000	教授 Professor
4 9 49	7, 3 2 0, 0 0 0 7,320,000	教授 Professor
5 0 50	7, 4 1 0, 0 0 0 7,410,000	教授 Professor
5 1 51	7, 5 0 0, 0 0 0 7,500,000	教授 Professor
5 2 52	7, 5 9 0, 0 0 0 7,590,000	教授 Professor
5 3 53	7, 6 8 0, 0 0 0 7,680,000	教授 Professor
5 4 54	7, 7 7 0, 0 0 0 7,770,000	教授 Professor
5 5 55	7, 8 6 0, 0 0 0 7,860,000	教授 Professor
5 6 56	7, 9 5 0, 0 0 0 7,950,000	教授 Professor

別表第2（第5条関係）

Appended Table 2 (relating to Article 5)

業績給支給割合

Performance-Based Pay Rate

評価 Evaluation	任期が付されていない 教員（63歳年度末の翌 日以降に在職する教員 を除く。） Faculty without term limits (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)		10年以内の任期を付 されている教員（63歳 年度末の翌日以降に在 職する教員を除く。） Faculty with a term limit of 10 years or less (excluding Faculty who are employed on and after the day after the end of the fiscal year they turn 63)		助教 助手 Assistant Professors, Research Associates	63歳年度末の翌日以降に在職 する教員 Faculty who are employed on and after the day after the end of the fiscal year they turn 63		
	部局長（管 理職Ⅰ種） Deans and Directors	教授 准教授 講師 Professor / Associate	部局長（管 理職Ⅰ種） Deans and Directors	教授 准教授 講師 Professor / Associate		部局長 （管理職 Ⅰ種） Deans and Directors	教授 准教授 講師 Professor / Associate	助教 助手 Assistant Professors,

	(Management I)	Professor / Lecturer	(Management I)	Professor / Lecturer		(Management I)	Professor / Lecturer	Research Associates
極めて優秀 な教員 Exceptionally Outstanding Faculty	100分の 84.5以上 84.5% and over	100分の 75.9以上 75.9% and over	100分の 78.8以上 78.8% and over	100分の 70.3以上 70.3% and over	100分の 63.9以上 63.9% and over	100分の 72.6以上 72.6% and over	100分の 64.0以上 64.0% and over	100分の 57.6以上 57.6% and over
特に優秀な 教員 Particularly Outstanding Faculty	100分の 73.9 73.9%	100分の 65.5 65.5%	100分の 68.8 68.8%	100分の 60.4 60.4%	100分の 53.7 53.7%	100分の 61.9 61.9%	100分の 53.5 53.5%	100分の 46.8 46.8%
優秀な教員 Outstanding Faculty	100分の 64.9 64.9%	100分の 59.0 59.0%	100分の 59.8 59.8%	100分の 53.9 53.9%	100分の 48.0 48.0%	100分の 52.9 52.9%	100分の 47.0 47.0%	100分の 41.1 41.1%
良好な教員 Satisfactory Faculty	100分の 58.6 58.6%	100分の 53.7 53.7%	100分の 53.5 53.5%	100分の 48.6 48.6%	100分の 46.7 46.7%	100分の 46.6 46.6%	100分の 41.7 41.7%	100分の 39.8 39.8%
標準な教員 Standard Faculty	100分の 57.9 57.9%	100分の 53.3 53.3%	100分の 52.8 52.8%	100分の 48.2 48.2%	100分の 46.3 46.3%	100分の 45.9 45.9%	100分の 41.3 41.3%	100分の 39.4 39.4%
良好でない 教員 Poor Faculty	100分の 57.6 57.6%	100分の 52.3 52.3%	100分の 52.5 52.5%	100分の 47.2 47.2%	100分の 45.4 45.4%	100分の 45.6 45.6%	100分の 40.3 40.3%	100分の 38.5 38.5%
特に良好で ない教員 Particularly Poor Faculty	100分の 49.4以下 49.4% and under	100分の 48.7以下 48.7% and under	100分の 44.3以下 44.3% and under	100分の 43.6以下 43.6% and under	100分の 41.9以下 41.9% and under	100分の 37.4以下 37.4% and under	100分の 36.7以下 36.7% and under	100分の 35.0以下 35.0% and under

別表第3（第5条関係）

Appended Table 3 (relating to Article 5)

年齢区分による仮定昇給号数値表

Table of Increment Values for Tentative Pay Rises According to Age Classifications

この規程を適用する前に受けていた級又は昇格したものとする場合に受けることとなる	毎年1月1日現在の年齢区分による号数値
Grade that was received before coming under these Rules or grade that would be received if promoted	Increment value according to age classification as of January 1 each year

	55 歲以下 55 and under	55 歲超 Over 55
教育職（一） 5 級 Educational Personnel Base Pay Scale 1, Grade 5	4.4 4.4	0.5 0.5
教育職（一） 4 級・3 級 Educational Personnel Base Pay Scale 1, Grades 4 and 3	4.6 4.6	0.3 0.3
教育職（一） 2 級 Educational Personnel Base Pay Scale 1, Grade 2	4.5 4.5	0.25 0.25