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東海国立大学機構名古屋大学年俸制適用教員給与規程（改正：令和5年8月3日機構規程第12号）

Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered Under the Annual Salary System (Revision: THERS Rule No. 12 of August 3, 2023)

翻訳年月日：令和5年12月22日

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東海国立大学機構名古屋大学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

（平成31年3月28日規程第131号）

(Rule No. 131 of March 28, 2019)

改正

Revisions:

令和2年2月18日規程第85号

Rule No. 85 of February 18, 2020

令和2年4月1日機構規程第131号

THERS Rule No. 131 of April 1, 2020

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THERS Rule No. 168 of November 11, 2020

令和4年1月7日機構規程第66号

THERS Rule No. 66 of January 7, 2022

令和4年9月21日機構規程第24号

THERS Rule No. 24 of September 21, 2022

令和4年12月6日機構規程第32号

THERS Rule No. 32 of December 6, 2022

令和4年12月7日機構規程第34号

THERS Rule No. 34 of December 7, 2022

令和5年2月17日機構規程第51号

THERS Rule No. 51 of February 17, 2023

令和5年2月27日機構規程第72号

THERS Rule No. 72 of February 27, 2023

令和5年8月3日機構規程第12号

THERS Rule No. 12 of August 3, 2023

（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25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職員給与規程（平成17年度規程第114号。以下「年俸制適用職員給与規程」という。）及び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（平成26年度規程第39号。以下「年俸制適用承継教員給与規程」という。）の適用を受ける者を除く。以下「年俸制適用教員」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 Professors, Associate Professors, Lecturers, Assistant Professors, and Research Associates employed at Nagoya University who are covered under the annual salary system as specified in Article 25 of the Tokai National Higher Education and Research System Employee Work

Rules (THERS Rule No. 1 of 2020; hereinafter referred to as “Employee Work Rules”) (excluding persons covered under the Tokai National Higher Education and Research System Nagoya University Pay Rules for Employees Covered Under the Annual Salary System (Rule No. 114 of 2005; hereinafter referred to as the “Pay Rules for Annual Salary Employees”) and the Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered by the Annual Salary System including Professors, Associate Professors, Lecturers, Assistant Professors and Research Associates (Rule No. 39 of 2014; hereinafter referred to as the “Pay Rules for Annual Salary SHOKEI Faculty Members”); hereinafter referred to as “Annual Salary Faculty Members”).

(定義)

(Definitions)

第2条 この規程において、次の各号に掲げる用語の意義は、当該各号に定めるところによる。

Article 2 In these Rules, the meanings of the terms set forth in the following items are as prescribed respectively in those items:

一 関門年齢 満35歳、満41歳、満47歳、満53歳及び満59歳の年齢をいう。

(i) “Gateway Age”: 35, 41, 47, 53, and 59 years of age.

二 改定対象関門年齢 前号に掲げる関門年齢のうち、教授にあつては満41歳、満47歳及び満53歳、准教授、講師、助教及び助手にあつては、満35歳、満41歳及び満47歳の年齢をいう。

(ii) “Revision-Eligible Gateway Age”: of the Gateway Ages listed in the previous item, 41, 47, and 53 years of age for Professors and 35, 41, and 47 for Associate Professors, Lecturers, Assistant Professors, and Research Associates.

三 総合評価期間 新たにこの規程の適用を受ける者となった日以後最初に迎える改定対象関門年齢に達する年度の年度末までの期間（在職者にあつては、改定対象関門年齢に達した年度の翌年度の4月1日から次の改定対象関門年齢に達する年度の年度末までの期間）をいう。

(iii) “Comprehensive Evaluation Period”: the period of time between the time a person begins being covered by these Rules and the end of the academic year during which that person first reaches a Revision-Eligible Gateway Age (for current employees, the period of time between the April 1 of the academic year following the academic year during which that person reaches a Revision-Eligible Gateway Age and the end of the academic year during which that person reaches the next Revision-Eligible Gateway Age).

四 決定時仮定級号給 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）の適用を受ける教員に採用したものとした場合又は昇任（昇格及び降格を含む。以下同じ。）させたものとした場合に受けることとなる級号給をいう。

(iv) “Assumed Grade & Pay Increment at Time of Decision”: the grade & pay increment a person receives upon being hired as a faculty member who is covered by Educational Personnel Base Pay Scale 1 under the Tokai National Higher Education and Research System Employee Pay Rules (THERS Rule No. 54 of 2020; hereinafter referred to as “Employee Pay Rules”) or promoted (including promotions and demotions; hereinafter the same).

五 決定時仮定到達号給 前号の決定時仮定級号給に採用又は昇任の日が属する年度の翌年度から採用又は昇任の日が属する年度後の最初に迎える改定対象関門年齢に達する年度までの年数（その年数が2年以下の場合で、かつ、第9号に規定する総合評価の対象となっていない場合は、次の改定対象関門年齢に達する年度までの年数）。

(v) “Assumed Reached Pay Increment at Time of Decision”: the pay increment value obtained adding the Assumed Grade & Pay Increment at Time of Decision referred to in the previous item to the amount obtained by multiplying 4 (3 for persons whose job grade is Grade 5) by the number of years from the academic year following the academic year that includes the day on which a faculty member was hired or promoted until the academic year during which the faculty member first reaches a Revision-Eligible Gateway Age after the academic year that includes the day on which that faculty member was hired or promoted (if that number of years is less than 2 years, and the faculty member is also not subject to Comprehensive Evaluation as prescribed in item (ix), this shall refer to the number of years until the academic year during which the faculty member reaches the next Revision-Eligible Gateway Age).

この場合において、最初に迎える改定対象関門年齢がその職名の最後の改定対象関門年齢のときは満50歳に達する年度（教授にあつては満55歳に達する年度）に達するまでの年数）に4（その者の属する職務の級が5級である者にあつては3）を乗じて得た号給数を加えて得た号給数をいう。

In this case, if the first reached Revision-Eligible Gateway Age is that job title’s final Revision-Eligible Gateway Age, this shall refer to the number of years until the academic year during which that faculty member reaches 50 years of age (55 years of age for a Professor).

六 仮定号給 現に受けている基本年俸の算定の基礎となった前号の決定時仮定到達号給（第11条第1項第5号の規定の適用を受ける者にあつては決定時仮定級号給）又は次号の仮定到達号給に、総合評価期間における総合評価結果により決定した次に掲げる区分の数を加えて得た号給数をいう。

(vi) “Assumed Pay Increment”: the pay increment value obtained by adding the appropriate number from among those listed in the following categories, determined based on the results of the Comprehensive Evaluation during the Comprehensive Evaluation Period, to the Assumed Reached Pay Increment at Time of Decision (Assumed Grade & Pay Increment at Time of Decision for those covered under the provisions of Article 11, paragraph (1), item (v)) referred to in the preceding item that was the basis for the calculation of the actually received base annual salary or the Assumed Reached Pay Increment referred to in the following item.

イ 極めて顕著・特に顕著 8

(a) Extremely Excellent / Very Excellent: 8

ロ 顕著 6

(b) Excellent: 6

ハ 良好 4（その者の属する職務の級が5級である者にあつては3）

(c) Satisfactory: 4 (3, if the faculty member's job grade is Grade 5)

ニ その他 0

(d) Other: 0

七 仮定到達号給 基本年俸の改定時において、仮定号給の号給数に総合評価期間における総合評価結果により決定した第6号イ、ロ及びハに規定する改定区分に応じた数に5を乗じて得た号給数を加えて得た号給数（別表第2の備考の規定の適用を受けた者にあつては、適用時において減じた号数を減じて得た号給数）をいう。

(vii) “Assumed Reached Pay Increment”: the pay increment value obtained by adding the pay increment value of the Assumed Pay Increment to the pay increment value obtained by multiplying 5 by the corresponding number from among those listed in categories prescribed in item (vi) (a), (b), and (c), as determined at the time of annual base salary revisions based on the results of the Comprehensive Evaluation during the Comprehensive Evaluation Period (for persons covered by the provisions of the Notes to Appended Table 2, the pay increment value obtained by subtracting the pay increment value reduced during the time covered).

八 テニユアトラック教員 東海国立大学機構名古屋大学テニユアトラック制に関する規程（平成26年度規程第4号。以下「テニユアトラック規程」という。）第2条第3号に規定するテニユアトラック教員をいう。

(viii) “Tenure Track Faculty Member”: Tenure Track Faculty Member as defined in Article 2, item (iii) of the Tokai National Higher Education and Research System Nagoya University Tenure Track System Rules (Rule No. 4 of 2014; hereinafter referred to as the “Tenure Track Rules”).

九 総合評価 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）第8に定める関門評価（以下「関門評価」という。）の対象となる年俸制適用教員に対して、改定対象関門年齢に達する年度の翌年度の1月1日より前に実施する総合評価期間における評価をいう。

(ix) “Comprehensive Evaluation”: An evaluation undertaken during the comprehensive evaluation period conducted for Annual Salary Faculty Members who are subject to the periodical assessment (hereinafter, referred to as “Periodical Assessment”) prescribed in Article 8 of the Nagoya University Guidelines for Conducting Individual Evaluations of University Faculty Members (Approved by Executive Board, March 3, 2020) before January 1 of the academic year after the academic year in which the Annual Salary Faculty Member reaches a Revision-Eligible Gateway Age.

（対象者）

(Covered Persons)

第3条 年俸制適用教員は、次の各号に掲げる者とする。

Article 3 Annual Salary Faculty Members shall be as follows:

一 助教

(i) Assistant Professors;

二 教授、准教授、講師及び助手のうち総長が認めた者

(ii) Persons whom the President has approved from among Professors, Associate Professors, Lecturers, and Research Associates.

（給与の支払）

(Payment of Salaries)

第4条 年俸制適用教員の給与は、職員給与規程第2条の規定に準じて支給する。

Article 4 Annual Salary Faculty Members shall be paid as prescribed in Article 2 of the Employee Pay Rules.

(給与)

(Pay)

第5条 年俸制適用教員の給与は、基本年俸、業績給及び諸手当とする。

Article 5 (1) Pay for Annual Salary 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、地域手当、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、宿日直手当、管理職員特別勤務手当、本給の調整額、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、安全衛生業務手当、教員免許状更新講習業務担当手当、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; regional allowance; housing allowance; commuting allowance; unaccompanied posting allowance; special duties allowance; overtime-work allowance; holiday pay; night shift allowance; night and day shift allowance; managerial personnel special duties allowance; base pay adjustment; starting pay adjustment allowance; head instructor allowance; thesis review allowance; entrance examination allowance; health and safety service allowance; teacher license renewal lecture allowance; cross-appointment allowance; cross-appointment diligence allowance; and external funding acquisition allowance.

3 年俸制適用教員の本給は、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 Faculty Members shall be 1/12 of the base annual salary and performance-based pay.

(給与の支給日)

(Payment Date)

第6条 年俸制適用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 6 The salary payment date for Annual Salary Faculty Members shall be as prescribed in Article 4 of the Employee Pay Rules.

(級別標準職務)

(Grade-by-Grade Standard Responsibilities)

第7条 別表第1に規定する職務の級の分類の基準となるべき標準的な職務の内容は、次の各号に掲げるとおりとし、職務の級を決定する場合に必要な資格は、東海国立大学機構職員本給細則（令和2年度機構細則第25号。以下「職員本給細則」という。）の規定を準用する。

Article 7 The standard job descriptions that are to be the standards for the job grade categories provided for in Appended Table 1 shall be as listed in each of the following items and the qualifications required for deciding job grades shall be governed by the Tokai National Higher Education and Research System Detailed Rules on Employee Base Pay (THERS Detailed Rule No. 25 of 2020; hereinafter referred to as “Detailed Rules on Employee Base Pay”) as applied mutatis mutandis.

一 5級 教授の職務

(i) Grade 5: Professor duties

二 4級 准教授の職務

(ii) Grade 4: Associate Professor duties

三 3級 講師の職務

(iii) Grade 3: Lecturer duties

四 2級 助教又は助手の職務

(iv) Grade 2: Assistant Professor and Research Associate duties

(初任給)

(Starting Pay)

第8条 新たに採用する年俸制適用教員の初任給は、その者の学歴、免許・資格、職務経験及び他の職員との均衡を考慮して、決定する。

Article 8 The starting pay of a new Annual Salary Faculty Member shall be determined based on consideration of that person's academic history, licenses and qualifications, professional experience, and balance with other employees.

(昇格)

(Promotions)

第9条 勤務成績が良好な年俸制適用教員で、職員給与規程に基づく教育職本給表（一）の適用を受けるものとした場合に職員本給細則に定める昇格基準に達した者は、その者の資格に応じて、上位の級に昇格させることができる。

Article 9 An Annual Salary Faculty Member who has a satisfactory work record and who, if covered under the Educational Personnel Base Pay Scale 1 under the Employee Pay Rules, fulfills the criteria for promotion as prescribed in the Detailed Rules on Employee Base Pay, may be promoted to a higher grade in accordance with that person's qualifications.

（降格）

(Demotions)

第10条 職員就業規則第10条の規定により降任したときは、下位の級に降格させることができる。

Article 10 An employee who has been demoted under the provisions of Article 10 of the Employee Work Rules may be demoted to a lower grade.

（基本年俸）

(Base Annual Salary)

第11条 年俸制適用教員の基本年俸は、次の各号に掲げる職員の区分に応じ、当該各号に定めるとおりとする。

Article 11 (1) The base annual salary for Annual Salary Faculty Members shall be as prescribed in each of the following items, in accordance with the employee categories listed in those items:

一 新たにこの規程の適用を受ける者（次号から第6号までに規定する者を除く。） 決定時仮定級号給に決定時仮定到達号給を加えて得た号給数を2で除した号給数から1を減じて得た号給数（その号給数に1未満の端数が生じたときは、それを切り上げた号給数）に応じ、別表第1に定める額

(i) Persons who are newly subject to these Rules (excluding persons specified in items (ii) through (vi) below): the amount prescribed in Appended Table 1 that corresponds to the pay increment value obtained by adding the Assumed Grade & Pay Increment at Time of Decision and the Assumed Reached Pay Increment at Time of Decision, dividing the resulting amount by 2, and then subtracting 1 from the resulting amount (if that pay increment value includes a fraction of one increment, the pay increment value shall be rounded up to the next full increment).

二 テニユアトラック教員としてこの規程の適用を受ける者（テニユアトラック規程第6条第1項ただし書の適用を受ける場合を含む。） 決定時仮定級号給にテニユアトラック教員としての任期の年数（その者の任期の末日の属する年度の年度末における年齢が満50歳を超える場合にあっては、テニユアトラック教員としてこの規程の適用を受けることとなった日の属する年度から満50歳に達する年度の年度末までの年数）から1を減じた年数（その年数に1年未満の端数が生じたときは、それを切り捨てた年数）に4を乗じて得た号給数に加えて得た号給数に決定時仮定級号給を加えて得た号給数を2で除した号給数から1を減じて得た号給数（その号給数に1未満の端数が生じたときは、それを切り上げた号給数）に応じ、別表第1に定める額

(ii) Persons subject to these Rules as Tenure Track Faculty Members (including if covered by the proviso to Article 6, paragraph (1) of the Tenure Track Rules): the amount prescribed in Appended Table 1 that corresponds to the pay increment value obtained by adding the Assumed Grade & Pay Increment at Time of Decision to the pay increment value obtained by multiplying 1 less than the number of years employed as Tenure Track Faculty Members by 4 (if the person will be 50 years or older at the end of the academic year that includes the final day of that person's term of employment, the number of years from the academic year that includes the day the person becomes subject to these Rules as Tenure Track Faculty Members until the end of the academic year during which the person turns 50 years of age) (fractions of a year shall be rounded down), then adding the resulting pay increment value and the Assumed Grade & Pay Increment at Time of Decision, and dividing the resulting pay increment value by 2, and then subtracting 1 from the resulting amount (if that pay increment value includes a fraction of one increment, the pay increment value shall be rounded up to the nearest full increment).

三 その職名における最後の改定対象関門年齢に達する年度以降に新たにこの規程の適用を受ける者（次号及び第6号に規定する者を除く。） 決定時仮定級号給に新たにこの規程の適用を受けることとなった日の属する年度の翌年度から満50歳に達する年度（教授にあっては満55歳に達する年度）までの年数に4（その者の属する職務の級が5級である者にあっては3）を乗じて得た号給数に加えて得た号給数に決定時仮定級号給を加えて得た号給数を2で除した号給数から1を減じて得た号給数（その号給数に1未満の端数が生じたときは、それを切り上げた号給数）に応じ、別表第1に定める額

(iii) Persons who are newly subject to these Rules after the academic year during which they reached the final Revision-Eligible Gateway Age of that job title (excluding persons specified in the following item and in item (vi)):

the amount prescribed in Appended Table 1 that corresponds to the pay increment value obtained by adding the Assumed Grade & Pay Increment at Time of Decision to the pay increment value obtained by multiplying 4 (3 for persons whose job grade is Grade 5) by the number of years from the year following the year containing the day from which that person becomes newly subject to these Rules until the academic year during which that person reaches 50 years of age (55 years for Professors), then adding the Assumed Grade & Pay Increment at Time of Decision to the resulting pay increment value, then dividing the resulting pay increment value by 2, and then subtracting 1 from the resulting pay increment value (if that pay increment value includes a fraction of one increment, the pay increment value shall be rounded up to the next full increment).

四 新たにこの規程の適用を受ける者のうち年度末年齢が55歳以上の教授並びに50歳以上の准教授、講師、助教及び助手（第6号に規定する者を除く。） 決定時仮定級号給の級号給に応じ、別表第1に定める額

(iv) Of those persons newly subject to these Rules, Professors who are 55 years of age or older and Associate Professors, Lecturers, Assistant Professors, and Research Associates (excluding those indicated in item (vi)) who are 50 years of age or older at the end of the academic year: the amount prescribed in Appended Table 1 corresponding to the Assumed Grade & Pay Increment at Time of Decision.

五 新たにこの規程の適用を受ける者のうち改定対象関門年齢に達する年度に新たにこの規程の適用を受け、かつ、当該年度に実施する関門評価の対象となる者（次号に規定する者を除く。） 決定時仮定級号給の級号給に応じ、別表第1に定める額

(v) Of those newly subject to these Rules, persons newly subject to these Rules during the academic year in which they reach the Revision-Eligible Gateway Age and also subject to the Periodical Assessment held in the same academic year (excluding those indicated in item (vi) below): the amount prescribed in Appended Table 1 corresponding to the Assumed Grade & Pay Increment at Time of Decision.

六 職員給与規程に定める指定職本給表の適用を受ける職員から引き続きこの規程の適用を受ける者（以下「指定職相当の年俸制適用教員」という。） この規程の適用を受ける前日に受けていた当該指定職本給表の号給に応じ、別表第1の2に定める額

(vi) Employees who are covered by the Specially Designated Personnel Base Pay Scale indicated in the Employee Pay Rules and will continue to be covered by these Rules (hereinafter, referred to as “Annual Salary Faculty Members Equivalent to Specially Designated Personnel”): the amount prescribed in Appended Table 1-2 corresponding to the pay increment of the Specially Designated Personnel Base Pay Scale received the day before the provisions of these Rules applied.

2 前項第1号、第3号、第4号及び第5号の規定は、昇任させる場合及び同項第2号の規定の適用を受けた者がテニユアを付与される場合における基本年俸について準用する。

(2) If a person is promoted or a person subject to the provisions of item (ii) of the previous paragraph is granted tenure, the provisions of items (i), (iii), (iv) and (v) of the same paragraph shall apply mutatis mutandis to that person's base annual salary.

3 基本年俸の決定は、その者の属する職務の級における最高の号給を超えて行うことができない。

(3) The base annual salary may not be decided such that it exceeds the highest pay increment of that person's job grade.

4 前3項の規定にかかわらず、前3項の規定による場合には、著しく部内の他の職員との均衡を失すると認められるときは、機構長の定めるところにより、その者の基本年俸を決定することができる。

(4) Notwithstanding the provisions of the previous three paragraphs, if it is deemed that adherence to the previous three paragraphs would result in a marked imbalance with the other employees in the department, that person's base annual salary may be decided as prescribed by the Chancellor.

（基本年俸の改定）

(Base Annual Salary Revisions)

第12条 年俸制適用教員の基本年俸の改定は、総合評価期間における総合評価結果により決定する区分に応じて、改定対象関門年齢に達する年度の翌年度の1月1日に行うものとする。

Article 12 (1) Base annual salary revisions for Annual Salary Faculty Members shall be done in accordance with the category determined based on the results of the Comprehensive Evaluation in the Comprehensive Evaluation Period and shall take place on the January 1 of the academic year following the academic year during which that person reaches a Revision-Eligible Gateway Age.

2 基本年俸の改定は、現に受けている号給の基礎となった決定時仮定到達号給（第11条第1項第5号の規定の適用を受ける者にあつては決定時仮定級号給）又は仮定到達号給を基準として、別表第2のとおり行う。

(2) Base annual salary revisions shall be done in accordance with Appended Table 2, based on the Assumed Reached Pay Increment at Time of Decision (For those who are covered under the provisions of Article 11, paragraph (1), item (v), Assumed Grade & Pay Increment at Time of Decision) or the Assumed Reached Pay Increment that was the basis for the actually received pay increment.

3 要努力の総合評価結果を受けた者は、基本年俸を改定しない。

(3) Base annual salary revisions shall not be conducted for persons whose Comprehensive Evaluation result is “Needs Improvement.”

ただし、当該者の所属する部局の長による改善指導の結果、改善があったと認められる場合は、当該総合評価結果を受けた年度の翌年度の1月1日に良好の総合評価結果を受けたものとして基本年俸を改定する。

However, if, as a result of receiving guidance for improvement from the director of the department, the faculty member is deemed to have made improvements, the base annual salary shall be revised on January 1 of the academic year following the academic year that the Comprehensive Evaluation results were received, with the faculty member being considered as having received satisfactory Comprehensive Evaluation results.

4 基本年俸の改定は、その者の属する職務の級における最高の号給を超えて行うことができない。

(4) The base annual salary revision may not be decided such that it exceeds the highest pay increment of that person's job grade.

5 前各項の規定にかかわらず、その者の属する職務の級における最高の号給を受けている者、テニユアトラック教員及び指定職相当の年俸制適用教員は、基本年俸を改定しない。

(5) Notwithstanding the provisions of each of the previous paragraphs, the base annual salary of persons receiving the highest pay increment in the job grade to which that person belongs, Tenure Track Faculty Members, and Annual Salary Faculty Members Equivalent to Specially Designated Personnel shall not be revised.

6 総合評価期間における業績評価の実施が2回未満の者及び総合評価期間における業績評価の実施が2回以上の者のうち、総合評価期間において職員就業規則第15条に規定する休職、職員就業規則第40条に規定する育児休業、職員就業規則第41条に規定する介護休業及び職員就業規則第42条に規定する配偶者同行休業の期間がある者の基本年俸の改定については、別に定める。

(6) Separately prescribed rules shall govern base annual salary revisions for persons who undergo fewer than two performance evaluations during the Comprehensive Evaluation Period and persons who, of those persons who undergo two or more performance evaluations during the Comprehensive Evaluation Period, have a period of leave of absence as specified in Article 15 of the Employee Work Rules, childcare leave as specified in Article 40 of the Employee Work Rules, family care leave as specified in Article 41 of the Employee Work Rules, and spouse accompaniment leave as specified in Article 42 of the Employee Work Rules that falls in the Comprehensive Evaluation Period.

7 前各項に規定するもののほか、基本年俸の改定に関し必要な事項は、別に定める。

(7) In addition to the provisions of each of the preceding paragraphs, necessary matters regarding base annual salary revision shall be separately prescribed.

(業績給)

(Performance-Based Pay)

第13条 年俸制適用教員の業績給の額は、各年度の業績評価結果に基づき、基本年俸に別表第3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 13 (1) The amount of performance-based pay for Annual Salary Faculty Members shall be determined by the Chancellor based on performance evaluation results in each academic year, in accordance with the amount obtained by multiplying the base annual salary by the payment rate that corresponds to the evaluation as prescribed in Appended Table 3.

2 業績給は、前年度の業績評価結果に基づき、毎年1月1日に改定する。

(2) Performance-based pay shall be revised on January 1 every year based on the previous academic year's performance evaluation results.

3 採用時、業績評価期間が6月に満たないとき又は業績評価期間が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支給割合は、良好な教員の支給割合を適用するものとする。

(3) At time of hiring, when the performance evaluation period is less than 6 months, or when 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 satisfactory faculty member shall be applied.

4 テニユアトラック教員として在職するときの支給割合は、良好な教員の支給割合を適用するものとする。

(4) The payment rate for those employed as Tenure Track Faculty Members shall be the payment rate for satisfactory faculty members.

5 前各項の規定にかかわらず、東海国立大学機構における卓越教授に関する規程（令和4年度機構規程第33号）に定める卓越教授の称号を付与される者及び業績評価期間の全部又は一部を勤務しなかった者の業績給については、機構長の定めるところにより、その者の支給割合を決定することができる。

(5) Notwithstanding the provisions of each of the previous paragraphs, the payment rate for the performance-based pay of persons who have been granted the title of Distinguished Professor of Research Excellence (Takuetsu Professor) as outlined in the Tokai National Higher Education Research System Rules for Distinguished Professors of Research Excellence (Takuetsu Professors) (THERS Rule No. 33 of 2022), and persons who did not work for all or part of the performance evaluation period may be determined as prescribed by the Chancellor.

6 前各項に規定するもののほか、業績給の支給に関し必要な事項は、別に定める。

(6) In addition to the provisions of each of the preceding paragraphs, all other matters required for the payment of performance-based pay shall be separately prescribed.

#### 第14条 削除

#### Article 14: Deleted

（扶養手当）

#### (Dependent Allowance)

第15条 年俸制適用教員の扶養手当の月額、職員給与規程第11条に規定する支給額に、次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該当する職員区分ごとの年間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 15 The monthly amount of dependent allowance for Annual Salary 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 pay rate prescribed in the following Article, then multiplying the resulting amount 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 payment rates by term for each relevant employee classification for the end-of-term allowance prescribed in Article 34 of the Employee Pay Rules.

ただし、指定職相当の年俸制適用教員には支給しない。

However, this shall not be paid out to Annual Salary Faculty Members Equivalent to Specially Designated Personnel.

（地域手当）

#### (Regional Allowance)

第16条 年俸制適用教員の地域手当の月額、本給、管理職手当、総長補佐等手当及び本給の調整額の月額の合計額に、100分の15を乗じて得た額とする。

Article 16 The monthly amount of regional allowance for Annual Salary Faculty Members shall be 15% of the monthly amount of the total sum of: base pay; managerial duties allowance; Presidential Adviser, etc., allowance; and base pay adjustment.

（その他の諸手当）

#### (Other Allowances)

第17条 前2条に定めるもののほか、諸手当の決定、支給等に関する事項は、職員給与規程を準用する。

Article 17 (1) Beyond what is provided for in the preceding two Articles, the provisions of the Employee Pay Rules shall apply mutatis mutandis to other necessary matters pertaining to the setting and payment, etc., of other allowances.

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 1 3 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	年俸制適用教員基本年俸表 5 級 Base Annual Salary Scale for Annual Salary Faculty Members: Grade 5
	教育職本給表（一） 4 級及び 3 級 Educational Personnel Base Pay Scale 1: Grade 4 and Grade 3	年俸制適用教員基本年俸表 4 級及び 3 級 Base Annual Salary Scale for Annual Salary Faculty Members: Grade 4 and Grade 3
	教育職本給表（一） 2 級 Educational Personnel Base Pay Scale 1: Grade 2	年俸制適用教員基本年俸表 2 級 Base Annual Salary Scale for Annual Salary Faculty Members: Grade 2

3 第 1 項の規定にかかわらず、東海国立大学機構職員本給の調整額支給細則（令和 2 年度機構細則第 2 7 号）第 2 条に定める適用区分表の区分二及び三に係る本給の調整額は支給しない。

(3) Notwithstanding the provisions of paragraph (1), base pay adjustments related to Categories 2 and 3 of the Applicable Categories Table prescribed in Article 2 of the Tokai National Higher Education and Research System Detailed Rules on Payment of Employee Base Pay Adjustments (THERS Detailed Rule No. 27 of 2020) shall not be paid.

この場合において、同条に定める調整基本額表の「教育職本給表（一）」とあるのは「年俸制適用教員基本年俸表」と読み替えるものとする。

In this case, the term “Educational Personnel Base Pay Scale 1” in the Basic Adjustment Amount Table prescribed in the same Article shall be replaced by the term “Base Annual Salary Scale for Annual Salary Faculty Members.”

4 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 4 7 号）第 2 条第 1 項中「職員給与規程」とあるのは「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 1 年度規程第 1 3 1 号）」と読み替えるものとする。

(4) In the case referred to in paragraph (1), for matters regarding cross-appointment allowances, the term “Employee Pay Rules” 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 “Tokai National Higher Education and Research System Nagoya University Pay Rules for Faculty Members Covered Under the Annual Salary System (Rule No. 131 of 2019).”

5 第 1 項の場合において、職員給与規程第 1 0 条第 1 項ただし書、第 1 2 条第 1 項ただし書、第 1 7 条第 1 項ただし書、第 2 0 条第 1 項ただし書、第 2 3 条第 1 項ただし書、第 2 9 条第 1 項ただし書及び第 3 7 条第 1 項ただし書中「指定職本給表の適用を受ける職員」並びに同規程第 2 8 条第 3 項第 2 号ただし書及び第 4 号ただし書中「指定職本給表の適用職員」とあるのは、「指定職相当の年俸制適用教員」と読み替えるものとする。

(5) In the case referred to in paragraph (1), “employees to whom the Specially Designated Personnel Base Pay Scale is applicable” in the proviso of Employee Works Rule Article 10, paragraph (1), proviso to Article 12, paragraph (1), proviso to Article 17, paragraph (1), proviso to Article 20, paragraph (1), proviso to Article 23, paragraph (1), proviso to Article 29, paragraph (1), and proviso to Article 37, paragraph (1), as well as “employees covered by the Specially Designated Personnel Base Pay Scale” in proviso to Article 28, paragraph (3), item (ii) and (iv) of the same rules shall be read as “Annual Salary Faculty Members Equivalent to Specially Designated Personnel.”

（勤務 1 時間当たりの給与額の算出）

(Calculation of Hourly Pay Rates)

第 1 8 条 職員給与規程第 2 3 条から第 2 5 条までに規定する年俸制適用教員の勤務 1 時間当たりの給与額は、本給及び本給の調整額、これに対する地域手当、管理職手当、総長補佐等手当、初任給調整手当、安全衛生業務手当並びにクロス・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 1

2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年度機構規程第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教員(以下「育児短時間勤務教員」という。))にあつては、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 18 (1) The hourly pay rate for Annual Salary 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 total sum of base pay and base pay adjustment and the corresponding regional allowance, 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 1 year (meaning from January 1 to December 31; the same shall apply hereinafter). For Annual Salary 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 “Childcare Leave Rules”), the total monthly amount shall be divided by the number obtained by multiplying the average monthly number of prescribed working hours in 1 year by the number obtained by dividing that person’s number of working hours for 1 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 “Employee Working Hours Rules”) by the number of working hours for 1 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、休診日診療業務手当及び分娩待機手当を除く。)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, if employees are engaged in work for which they will receive special duties allowance pursuant to Article 20 of the Employee Pay Rules (excluding night-shift nursing allowance, night work allowance, night medical work allowance, holiday medical work allowance, and childbirth delivery waiting allowance), the hourly pay rate for the work stated in Articles 23 and 24 of the Employee Pay Rules shall be the amount obtained by adding the hourly rate of the allowance pertaining to that 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 1 year) to the amount prescribed in the preceding paragraph.

(休職者の給与)

(Pay for Employees on Administrative Leave)

第19条 年俸制適用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。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。

Article 19 (1) If an Annual Salary Faculty Member falls under cases requiring long-term recuperation pursuant to the provisions of Article 15, paragraph (1), item (i) or (ii) of the Employee Work Rules due to work- or commuting-related injury or illness (as prescribed in Article 7, paragraph (2) of the Industrial Accident Compensation Insurance Act (Act No. 50 of 1947); hereinafter the same) and is on administrative leave, that Annual Salary Faculty Member shall be paid full salary during that period of leave; 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、地域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 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 Faculty Member may be paid 80% each of base pay, dependent allowance, regional allowance, and housing allowance until that period of leave reaches 1 year (2 years in the case of tuberculosis).

3 年俸制適用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、地域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) If an Annual Salary Faculty Member is 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, that Annual Salary Faculty Member may be paid up to 60% each of base pay, dependent allowance, regional allowance, and housing allowance during that period of leave.

4 年俸制適用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、地域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。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。

(4) If an Annual Salary 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 Faculty Member may be paid up to 70% each of base pay, dependent allowance, regional allowance, and housing allowance during that period of leave; 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、地域手当及び住居手当（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。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、あらかじめ総長の承認を得て、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。

(5) If an Annual Salary Faculty Member is placed on administrative leave under Article 15, paragraph (1), item (vii) of the Employee Work Rules, that person may be paid 70% each of their base pay, dependent allowance, regional allowance, and housing allowance (referred to in this paragraph as "Base Pay, Etc.") during that dispatch period; provided, however, that if the remuneration for the work performed by a dispatched faculty member at the dispatch destination is deemed insufficient, that person 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 President 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 1 yen, the amount paid shall be rounded down to the nearest yen.

7 休職となった年俸制適用教員には、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 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20条 育児休業規程により育児休業等をする年俸制適用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 20 (1) Annual Salary 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項の規定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18条に規定する勤務1時間当たりの給与額（1日の勤務が7時間45分を超える勤務にあつては、当該給与額に100分の125を乗じて得た額）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。

(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 18 (For work that exceeds 7 hours and 45 minutes over the course of 1 day, the hourly rate shall be multiplied by 125%), and it shall not be treated as a working period other than for the payment of that pay.

二 育児休業をしていた年俸制適用教員が職務に復帰した場合におけるその者の基本年俸については、部内の他の職員との権衡上必要と認められる範囲内において、別に定めるところにより、基本年俸を調整することができること。

(ii) Regarding the base annual salary of Annual Salary Faculty Members who return to work from childcare leave, the base annual salary may be adjusted as separately specified within the range regarded as necessary to keep the balance between employees in the department.

三 年俸制適用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23条の規定にかかわらず、その勤務しない1時間につき、第18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。

(iii) Notwithstanding the provisions of Article 23, if an Annual Salary Faculty Member does not work as a result of having received approval for partial childcare leave, then for each hour not worked, that person's pay shall be reduced by the hourly pay rate prescribed in Article 18.

四 年俸制適用教員が育児短時間勤務をしている期間における次に掲げる給与の月額、それぞれこの規程において定められた額又はこの規程の定めるところにより算出した額に算出率を乗じて得た額とすること。

(iv) The monthly amounts of the below-listed pay for periods during which an Annual Salary Faculty Member performs childcare part-time work shall be the amounts obtained by multiplying either the amounts respectively prescribed in these Rules or the amounts calculated pursuant to the provisions of these Rules by the Calculation Rate.

イ 本給

(a) Base pay

ロ 管理職手当

(b) Managerial duties allowance

ハ 総長補佐等手当

(c) President's Adviser, etc. allowance

ニ 本給の調整額

(d) Base pay adjustment

ホ 初任給調整手当

(e) Starting pay adjustment allowance

ヘ 安全衛生業務手当

(f) Health and safety service allowance

五 年俸制適用教員が育児短時間勤務をしている期間における地域手当の支給額は、前号の規定による本給を用いて算定した額とすること。

(v) The payment amount for regional allowance for periods during which an Annual Salary Faculty Member performs childcare part-time work shall be the amount calculated using the base pay determined according to the provisions of the preceding item.

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, all other matters required for 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21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）により介護休業及び介護部分休業をする年俸制適用教員の給与については、第23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18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 21 (1) Notwithstanding the provisions of Article 23, the pay for an Annual Salary Faculty Member on family care leave or partial family care leave as provided for in the Tokai National Higher Education and Research System Rules on Employee Family Care Leave (THERS Rule No. 37 of 2020) shall be reduced by the hourly pay rate prescribed in Article 18 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, all other matters required for 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22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 22 (1) Persons who are on spouse accompaniment leave under the Tokai National Higher Education and Research System Rules on Employee Spouse Accompaniment Leave (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, all other matters required for pay for spouse accompaniment leave shall be separately prescribed.

(給与の減額)

(Pay Reductions)

第23条 年俸制適用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（職員勤務時間規程第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教員にあつては、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つた場合を除き、第18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 23 (1) If an Annual Salary 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 18 by the number of hours not worked, excluding holidays provided for in Article 12 of the Employee Working Hours Rules (for Annual Salary 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 1 hour, that number shall be rounded down to the nearest hour.

(本給の半減)

(Half Pay)

第24条 前条の規定にかかわらず、年俸制適用教員が疾病（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（結核性疾患にあつては、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 24 (1) Notwithstanding the provisions of the preceding Article, if, due to a work prohibition measure (limited to measures separately prescribed) pertaining to illness (excluding work-related illness and commuting-related illness), an Annual Salary Faculty Member does not work for a continuous period of more than 90 days (in the case of tuberculosis, more than 1 year) counting from the start date of that measure, that person's 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25条 新たに年俸制適用教員となった者には、その日から給与を支給し、昇任等により、本給に異動を生じた者（第20条第1項第4号の規定により本給に変更を生じた育児短時間勤務職員を含む。）には、その日から新たに定められた給与を支給する。

Article 25 (1) A person who newly becomes an Annual Salary Faculty Member shall be paid from that day, and a person whose base pay has changed due to promotion, etc. (including childcare-track part-time employees whose base pay has changed under the provisions of Article 20, paragraph (1), item (iv)) shall from that day be paid the newly prescribed pay.

2 年俸制適用教員が退職し、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 Faculty Member resigns or is dismissed, that person's salary shall be paid up to that day.

3 年俸制適用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 Faculty Member resigns due to death, that person's salary 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って、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、地域手当、本給の調整額、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 Adviser, etc., allowance, regional allowance, base pay adjustment, starting pay adjustment allowance, and health and safety service allowance.

(端数計算)

(Calculation of Fractions)

第26条 第18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 26 When calculating the amount of pay for 1 hour of work pursuant to Article 18, if the amount ends in a fraction of 1 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27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 27 If a fixed payment amount calculated pursuant to these Rules contains a fraction of 1 yen, that amount shall be rounded down to the nearest yen.

(雑則)

(Miscellaneous Provisions)

第28条 この規程に定めるもののほか、年俸制適用教員の給与に関し必要な事項は、機構長が定める。

Article 28 Beyond what is provided for in these Rules, all other matters required for pay for Annual Salary Faculty Members shall be prescribed by the Chancellor.

(この規程により難しい場合の措置)

(Matters Not Covered by These Rules)

第29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 29 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 31 年 4 月 1 日から施行する。

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

(対象者からの除外)

(Exclusions from Being a Person Covered by These Rules)

第 2 条 この規程の施行前にすでに在職している教員の給与は、第 3 条各号の規定にかかわらず、なお従前のとおりとする。

Article 2 (1) Notwithstanding the provisions of each item in Article 3, the pay for faculty members who were already employed before these Rules came into effect shall be carried out as before.

2 前項の規定にかかわらず、この規程の施行前にすでに在職している教員のうち、施行日の前日において職員給与規程又は年俸制適用承継教員給与規程の適用を受ける教員として在職し、かつ、新たにこの規程の適用を受けることとなる教員については、この限りでない。

(2) Notwithstanding the provisions of the previous paragraph, of those faculty members who were already employed before these Rules came into effect, this does not apply to faculty members who were as of the day before the effective date of these Rules employed as faculty members covered under the Employee Pay Rules or the Pay Rules for Annual Salary SHOKEI Faculty Members and who become newly subject to these Rules.

(評価結果の活用)

(Use of Evaluation Results)

第 3 条 新たにこの規程の適用を受けることとなる日の前日において職員給与規程又は年俸制適用承継教員給与規程の適用を受ける教員として在職していた者に係る最初の基本年俸の改定に用いる総合評価結果及び業績給の改定に用いる業績評価結果については、当分の間、年俸制適用教員の業績評価に関する基本方針（平成 27 年 2 月 17 日教育研究評議会了承）の下に各部局が定めた年俸制適用教員業績評価実施要項により実施した業績評価（以下「年俸制適用教員業績評価」という。）の結果及び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）の下に各部局が定めた教員個人評価実施要項により実施した業績評価（以下「教員個人評価」という。）の結果を活用することができるものとする。

Article 3 (1) For the time being, the results of performance evaluations carried out in accordance with the Guidelines on the Implementation of Performance Evaluations for Annual Salary Faculty Members as prescribed by each department under the Basic Policy on Performance Evaluations for Annual Salary Faculty Members (approved by the Education and Research Council on February 17, 2015) (hereinafter referred to as “Performance Evaluations for Annual Salary Faculty Members”) and the results of performance evaluations carried out in accordance with the Guidelines on the Implementation of Individual Faculty Evaluations as prescribed by each department under the Basic Policy on Individual Faculty Evaluations (approved by the Education and Research Council on February 19, 2008) (hereinafter referred to as “Individual Faculty Evaluations”) may be utilized for the comprehensive evaluation results used for first base annual salary revisions and the performance evaluation results used for performance-based pay revisions for persons who were employed as faculty members covered under the Employee Pay Rules or the Pay Rules for Annual Salary SHOKEI Faculty Members as of the day before the date they became newly subject to these Rules.

2 新たにこの規程の適用を受けることとなる日の前日において名古屋大学年俸制適用職員給与規程（平成 17 年度規程第 114 号）の適用を受ける教員として在職していた者に係る総合評価結果及び業績評価結果の取扱いについては、別に定める。

(2) The handling of Comprehensive Evaluation results and performance evaluation results for persons who were employed as faculty members covered under the Nagoya University Pay Rules for Employees Covered Under the Annual Salary System (Rule No. 114 of 2005) as of the day before the date they became newly subject to these Rules shall be separately prescribed.

(社会状況等に伴う見直し)

(Reviews Due to Social Conditions, Etc.)

第 4 条 この規程の施行後、社会状況等を勘案し、年俸制適用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 4 After these Rules come into effect, the pay of Annual Salary Faculty Members shall be subjected to comprehensive review, taking into consideration the social situation, etc., and if it is deemed necessary, necessary measures shall be taken on the basis of the results.

附 則（令和 2 年 2 月 1 8 日規程第 8 5 号）

Supplementary Provisions (Rule No. 85 of February 18, 2020)

（施行期日等）

(Effective Date, Etc.)

第 1 条 この規程は、令和 2 年 2 月 1 8 日から施行し、令和 2 年 1 月 1 日から適用する。

Article 1 These Rules shall come into effect from February 18, 2020, and shall apply from January 1, 2020.

（給与の内払）

(Partial Payment of Salary)

第 2 条 改正後の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。以下この条において「年俸制適用教員給与規程」という。）を適用する場合においては、改正前の年俸制適用教員給与規程に基づいて支給された給与は、改正後の年俸制適用教員給与規程による給与の内払とみなし、令和 2 年 3 月の給与支給日にその差額を支給する。

Article 2 When the Nagoya University Pay Rules for Faculty Members Covered by the Annual Salary System (Rule No. 131 of 2018; hereinafter, referred to as “Annual Salary Faculty Member Pay Rules”) after the revisions apply, the salary paid based on the Annual Salary Faculty Member Pay Rules before the revisions shall be considered as partial payment of the salary according to the Annual Salary Faculty Member Pay Rules after the revisions, and the difference shall be paid on the payday in March 2020.

附 則（令和 2 年 4 月 1 日機構規程第 1 3 1 号）

Supplementary Provisions (THERS Rule No. 131 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 1 1 月 1 1 日機構規程第 1 6 8 号）

Supplementary Provisions (THERS Rule No. 168 of November 11, 2020)

この規程は、令和 3 年 1 月 1 日から施行する。

These Rules shall come into effect from January 1, 2021.

附 則（令和 4 年 1 月 7 日機構規程第 6 6 号）

Supplementary Provisions (THERS Rule No. 66 of January 7, 2022)

1 この規程は、令和 4 年 1 月 7 日から施行し、令和 2 年 4 月 1 日から適用する。

(1) These Rules shall come into effect from January 7, 2022, and shall apply from April 1, 2020.

2 この規程の施行日前において在職している教員のうち、この規程の施行日前に改正後の第 1 1 条第 1 項第 5 号に該当することとなった者の基本年俸については、改正後の第 1 1 条第 1 項第 5 号の規定にかかわらず、なお従前の例による。

(2) The base annual salary for faculty members employed before these Rules come into effect and who fall under Article 11, paragraph (1), item (v) after revisions before these Rules come into effect, notwithstanding the provisions of Article 11, paragraph (1), item (v) after revisions, the provisions then in force shall remain applicable.

附 則（令和 4 年 9 月 2 1 日機構規程第 2 4 号）

Supplementary Provisions (THERS No. Rule 24 of September 21, 2022)

この規程は、令和 4 年 1 0 月 1 日から施行する。

These Rules shall come into effect from October 1, 2022.

附 則（令和 4 年 1 2 月 6 日機構規程第 3 2 号）

Supplementary Provisions (THERS Rule No. 32 of December 6, 2022)

この規程は、令和 5 年 1 月 1 日から施行する。

These Rules shall come into effect from January 1, 2023.

附 則（令和 4 年 1 2 月 7 日機構規程第 3 4 号）

Supplementary Provisions (THERS Rule No. 34 of December 7, 2022)

この規程は、令和 4 年 1 2 月 7 日から施行する。

These Rules shall come into effect from December 7, 2022.

附 則（令和 5 年 2 月 1 7 日機構規程第 5 1 号）

Supplementary Provisions (THERS Rule No. 51 of February 17, 2023)

1 この規程は、令和 5 年 2 月 1 7 日から施行し、令和 5 年 1 月 1 日から適用する。

(1) These Rules shall come into effect from February 17, 2023, and shall apply from January 1, 2023.



2 改正後の東海国立大学機構名古屋大学年俸制適用教員給与規程（以下「年俸制適用教員給与規程」という。）の規定を適用する場合には、改正前の年俸制適用教員給与規程の規定に基づいて支給された給与は、改正後の年俸制適用教員給与規程による給与の内払とみなし、令和5年3月の給与支給日にその差額を支給する。

(2) When the provisions of the Tokai National Higher Education and Research System Nagoya University Pay Rules For Faculty Members Covered Under the Annual Salary System (hereinafter, referred to as “Annual Salary Faculty Member Pay Rules”) after the revisions apply, the salary paid based on the Annual Salary Faculty Member Pay Rules before the revisions shall be considered as partial payment of the salary according to the Annual Salary Faculty Member Pay Rules after the revisions, and the difference shall be paid on the payment date in March 2023.

附 則（令和5年2月27日機構規程第72号）

Supplementary Provisions (THERS Rule No. 72 of February 27, 2023)

この規程は、令和5年4月1日から施行する。

These Rules shall come into effect from April 1, 2023.

附 則（令和5年8月3日機構規程第12号）

Supplementary Provisions (THERS Rule No. 12 of August 3, 2023)

この規程は、令和5年10月1日から施行する。

These Rules shall come into effect from October 1, 2023.

別表第1（第11条第1項第1号から第5号まで関係）

Appended Table 1 (Re: Article 11, paragraph (1), items (i) through (v))

年俸制適用教員（指定職相当の年俸制適用教員を除く。）基本年俸表

Base Annual Salary Scale for Annual Salary Faculty Members (excluding Annual Salary Faculty Members

Equivalent to Specially Designated Personnel)

職務の級号 給 Job Grade / Pay Increment	1 級 Grade 1	2 級 Grade 2	3 級 Grade 3	4 級 Grade 4	5 級 Grade 5	6 級 Grade 6
1	2, 1 3 4, 8 0 0	2, 6 4 1, 2 0 0	3, 3 7 2, 0 0 0	3, 9 3 1, 2 0 0	4, 8 7 2, 0 0 0	6, 4 1 2, 8 0 0
2	2, 1 6 0, 0 0 0	2, 6 6 8, 8 0 0	3, 4 0 8, 0 0 0	3, 9 6 6, 0 0 0	4, 8 9 9, 6 0 0	6, 4 4 8, 8 0 0
3	2, 1 8 4, 0 0 0	2, 6 9 5, 2 0 0	3, 4 4 1, 6 0 0	4, 0 0 2, 0 0 0	4, 9 2 8, 4 0 0	6, 4 8 6, 0 0 0
4	2, 2 0 8, 0 0 0	2, 7 2 1, 6 0 0	3, 4 7 5, 2 0 0	4, 0 3 8, 0 0 0	4, 9 5 8, 4 0 0	6, 5 2 3, 2 0 0
5	2, 2 2 9, 6 0 0	2, 7 4 6, 8 0 0	3, 5 0 6, 4 0 0	4, 0 7 6, 4 0 0	4, 9 8 3, 6 0 0	6, 5 5 9, 2 0 0
6	2, 2 5 8, 4 0 0	2, 7 7 2, 0 0 0	3, 5 3 5, 2 0 0	4, 1 0 5, 2 0 0	5, 0 1 3, 6 0 0	6, 5 8 8, 0 0 0
7	2, 2 8 7, 2 0 0	2, 7 9 8, 4 0 0	3, 5 6 1, 6 0 0	4, 1 3 6, 4 0 0	5, 0 4 0, 0 0 0	6, 6 1 8, 0 0 0
8	2, 3 1 6, 0 0 0	2, 8 2 3, 6 0 0	3, 5 8 9, 2 0 0	4, 1 6 5, 2 0 0	5, 0 7 0, 0 0 0	6, 6 4 6, 8 0 0
9	2, 3 4 7, 2 0 0	2, 8 5 1, 2 0 0	3, 6 1 9, 2 0 0	4, 1 9 7, 6 0 0	5, 0 9 0, 4 0 0	6, 6 7 4, 4 0 0
1 0	2, 3 7 7, 2 0 0	2, 8 8 0, 0 0 0	3, 6 4 8, 0 0 0	4, 2 3 0, 0 0 0	5, 1 2 0, 4 0 0	6, 6 9 6, 0 0 0
1 1	2, 4 0 9, 6 0 0	2, 9 0 8, 8 0 0	3, 6 7 6, 8 0 0	4, 2 6 2, 4 0 0	5, 1 4 8, 0 0 0	6, 7 1 8, 8 0 0
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1 3	2, 4 6 8, 4 0 0	2, 9 6 2, 8 0 0	3, 7 3 4, 4 0 0	4, 3 3 2, 0 0 0	5, 1 9 2, 4 0 0	6, 7 6 2, 0 0 0
1 4	2, 4 9 1, 2 0 0	2, 9 9 1, 6 0 0	3, 7 5 8, 4 0 0	4, 3 5 4, 8 0 0	5, 2 1 8, 8 0 0	6, 7 7 8, 8 0 0
1 5	2, 5 1 2, 8 0 0	3, 0 2 0, 4 0 0	3, 7 8 2, 4 0 0	4, 3 8 1, 2 0 0	5, 2 4 5, 2 0 0	6, 7 9 4, 4 0 0
1 6	2, 5 3 6, 8 0 0	3, 0 4 9, 2 0 0	3, 8 0 2, 8 0 0	4, 4 1 1, 2 0 0	5, 2 7 2, 8 0 0	6, 8 0 8, 8 0 0
1 7	2, 5 6 0, 8 0 0	3, 0 7 3, 2 0 0	3, 8 2 9, 2 0 0	4, 4 3 5, 2 0 0	5, 2 9 8, 0 0 0	6, 8 2 4, 4 0 0
1 8	2, 5 8 1, 2 0 0	3, 1 1 0, 4 0 0	3, 8 5 0, 8 0 0	4, 4 6 1, 6 0 0	5, 3 2 6, 8 0 0	6, 8 3 4, 0 0 0
1 9	2, 6 0 2, 8 0 0	3, 1 4 7, 6 0 0	3, 8 7 4, 8 0 0	4, 4 8 6, 8 0 0	5, 3 5 4, 4 0 0	6, 8 4 2, 4 0 0
2 0	2, 6 2 3, 2 0 0	3, 1 8 4, 8 0 0	3, 8 9 5, 2 0 0	4, 5 0 9, 6 0 0	5, 3 8 3, 2 0 0	6, 8 5 0, 8 0 0

2 1	2, 6 4 6, 0 0 0	3, 2 1 9, 6 0 0	3, 9 1 5, 6 0 0	4, 5 3 1, 2 0 0	5, 4 0 8, 4 0 0	6, 8 6 0, 4 0 0
2 2	2, 6 6 8, 8 0 0	3, 2 5 5, 6 0 0	3, 9 4 4, 4 0 0	4, 5 5 2, 8 0 0	5, 4 3 6, 0 0 0	
2 3	2, 6 9 1, 6 0 0	3, 2 9 0, 4 0 0	3, 9 7 0, 8 0 0	4, 5 7 0, 8 0 0	5, 4 6 4, 8 0 0	
2 4	2, 7 1 4, 4 0 0	3, 3 2 5, 2 0 0	3, 9 9 9, 6 0 0	4, 5 8 5, 2 0 0	5, 4 9 2, 4 0 0	
2 5	2, 7 3 6, 0 0 0	3, 3 5 6, 4 0 0	4, 0 2 3, 6 0 0	4, 6 0 2, 0 0 0	5, 5 1 6, 4 0 0	
2 6	2, 7 6 1, 2 0 0	3, 3 8 7, 6 0 0	4, 0 4 7, 6 0 0	4, 6 2 3, 6 0 0	5, 5 4 2, 8 0 0	
2 7	2, 7 8 6, 4 0 0	3, 4 1 7, 6 0 0	4, 0 7 2, 8 0 0	4, 6 4 5, 2 0 0	5, 5 6 8, 0 0 0	
2 8	2, 8 1 1, 6 0 0	3, 4 4 8, 8 0 0	4, 1 0 1, 6 0 0	4, 6 6 8, 0 0 0	5, 5 9 4, 4 0 0	
2 9	2, 8 3 3, 2 0 0	3, 4 8 0, 0 0 0	4, 1 2 8, 0 0 0	4, 6 9 0, 8 0 0	5, 6 1 9, 6 0 0	
3 0	2, 8 5 9, 6 0 0	3, 5 0 7, 6 0 0	4, 1 5 3, 2 0 0	4, 7 1 1, 2 0 0	5, 6 4 7, 2 0 0	
3 1	2, 8 8 7, 2 0 0	3, 5 3 4, 0 0 0	4, 1 7 6, 0 0 0	4, 7 3 1, 6 0 0	5, 6 7 3, 6 0 0	
3 2	2, 9 1 4, 8 0 0	3, 5 6 1, 6 0 0	4, 1 9 7, 6 0 0	4, 7 5 2, 0 0 0	5, 6 9 8, 8 0 0	
3 3	2, 9 4 1, 2 0 0	3, 5 8 8, 0 0 0	4, 2 2 0, 4 0 0	4, 7 7 1, 2 0 0	5, 7 2 1, 6 0 0	
3 4	2, 9 6 2, 8 0 0	3, 6 1 4, 4 0 0	4, 2 4 3, 2 0 0	4, 7 9 2, 8 0 0	5, 7 4 6, 8 0 0	
3 5	2, 9 8 3, 2 0 0	3, 6 4 4, 4 0 0	4, 2 6 3, 6 0 0	4, 8 1 0, 8 0 0	5, 7 7 4, 4 0 0	
3 6	3, 0 0 3, 6 0 0	3, 6 7 0, 8 0 0	4, 2 8 1, 6 0 0	4, 8 3 2, 4 0 0	5, 8 0 0, 8 0 0	
3 7	3, 0 2 1, 6 0 0	3, 7 0 0, 8 0 0	4, 3 0 0, 8 0 0	4, 8 4 5, 6 0 0	5, 8 2 6, 0 0 0	
3 8	3, 0 3 9, 6 0 0	3, 7 1 6, 4 0 0	4, 3 2 4, 8 0 0	4, 8 6 4, 8 0 0	5, 8 5 0, 0 0 0	
3 9	3, 0 5 7, 6 0 0	3, 7 3 6, 8 0 0	4, 3 5 0, 0 0 0	4, 8 8 2, 8 0 0	5, 8 7 2, 8 0 0	
4 0	3, 0 7 6, 8 0 0	3, 7 5 3, 6 0 0	4, 3 7 2, 8 0 0	4, 9 0 0, 8 0 0	5, 8 9 5, 6 0 0	
4 1	3, 0 9 7, 2 0 0	3, 7 7 4, 0 0 0	4, 3 9 5, 6 0 0	4, 9 1 1, 6 0 0	5, 9 1 9, 6 0 0	
4 2	3, 1 1 6, 4 0 0	3, 7 8 0, 0 0 0	4, 4 1 8, 4 0 0	4, 9 3 0, 8 0 0	5, 9 4 2, 4 0 0	
4 3	3, 1 3 3, 2 0 0	3, 7 8 6, 0 0 0	4, 4 4 0, 0 0 0	4, 9 4 8, 8 0 0	5, 9 6 2, 8 0 0	
4 4	3, 1 5 1, 2 0 0	3, 7 9 2, 0 0 0	4, 4 6 1, 6 0 0	4, 9 6 8, 0 0 0	5, 9 8 5, 6 0 0	

4 5	3, 1 6 2, 0 0 0	3, 8 0 1, 6 0 0	4, 4 8 3, 2 0 0	4, 9 8 3, 6 0 0	6, 0 0 8, 4 0 0	
4 6	3, 1 8 0, 0 0 0	3, 8 1 3, 6 0 0	4, 5 0 4, 8 0 0	5, 0 0 2, 8 0 0	6, 0 3 0, 0 0 0	
4 7	3, 1 9 8, 0 0 0	3, 8 2 3, 2 0 0	4, 5 2 2, 8 0 0	5, 0 1 9, 6 0 0	6, 0 5 1, 6 0 0	
4 8	3, 2 1 3, 6 0 0	3, 8 3 5, 2 0 0	4, 5 4 4, 4 0 0	5, 0 3 8, 8 0 0	6, 0 7 4, 4 0 0	
4 9	3, 2 3 1, 6 0 0	3, 8 4 4, 8 0 0	4, 5 6 2, 4 0 0	5, 0 5 5, 6 0 0	6, 0 9 4, 8 0 0	
5 0	3, 2 3 7, 6 0 0	3, 8 5 5, 6 0 0	4, 5 8 1, 6 0 0	5, 0 7 1, 2 0 0	6, 1 1 5, 2 0 0	
5 1	3, 2 4 4, 8 0 0	3, 8 6 5, 2 0 0	4, 6 0 0, 8 0 0	5, 0 8 6, 8 0 0	6, 1 3 6, 8 0 0	
5 2	3, 2 5 3, 2 0 0	3, 8 7 4, 8 0 0	4, 6 2 1, 2 0 0	5, 1 0 2, 4 0 0	6, 1 5 9, 6 0 0	
5 3	3, 2 6 0, 4 0 0	3, 8 8 8, 0 0 0	4, 6 3 4, 4 0 0	5, 1 1 0, 8 0 0	6, 1 7 8, 8 0 0	
5 4	3, 2 6 7, 6 0 0	3, 8 9 7, 6 0 0	4, 6 5 2, 4 0 0	5, 1 2 2, 8 0 0	6, 1 9 8, 0 0 0	
5 5	3, 2 7 3, 6 0 0	3, 9 0 6, 0 0 0	4, 6 6 9, 2 0 0	5, 1 3 3, 6 0 0	6, 2 1 8, 4 0 0	
5 6	3, 2 7 9, 6 0 0	3, 9 1 5, 6 0 0	4, 6 8 8, 4 0 0	5, 1 4 4, 4 0 0	6, 2 3 7, 6 0 0	
5 7	3, 2 8 5, 6 0 0	3, 9 2 1, 6 0 0	4, 7 0 4, 0 0 0	5, 1 5 5, 2 0 0	6, 2 5 6, 8 0 0	
5 8	3, 2 9 8, 8 0 0	3, 9 3 0, 0 0 0	4, 7 2 0, 8 0 0	5, 1 6 6, 0 0 0	6, 2 7 2, 4 0 0	
5 9	3, 3 0 9, 6 0 0	3, 9 4 0, 8 0 0	4, 7 3 6, 4 0 0	5, 1 7 6, 8 0 0	6, 2 8 8, 0 0 0	
6 0	3, 3 2 1, 6 0 0	3, 9 5 0, 4 0 0	4, 7 5 4, 4 0 0	5, 1 8 7, 6 0 0	6, 3 0 2, 4 0 0	
6 1	3, 3 3 3, 6 0 0	3, 9 6 2, 4 0 0	4, 7 7 0, 0 0 0	5, 1 9 8, 4 0 0	6, 3 1 6, 8 0 0	
6 2	3, 3 4 4, 4 0 0	3, 9 7 4, 4 0 0	4, 7 8 6, 8 0 0	5, 2 0 9, 2 0 0	6, 3 2 8, 8 0 0	
6 3	3, 3 5 4, 0 0 0	3, 9 8 7, 6 0 0	4, 8 0 4, 8 0 0	5, 2 2 1, 2 0 0	6, 3 4 0, 8 0 0	
6 4	3, 3 6 3, 6 0 0	4, 0 0 0, 8 0 0	4, 8 2 2, 8 0 0	5, 2 3 4, 4 0 0	6, 3 5 2, 8 0 0	
6 5	3, 3 7 4, 4 0 0	4, 0 0 9, 2 0 0	4, 8 3 4, 8 0 0	5, 2 4 5, 2 0 0	6, 3 6 0, 0 0 0	
6 6	3, 3 8 2, 8 0 0	4, 0 2 2, 4 0 0	4, 8 4 8, 0 0 0	5, 2 5 7, 2 0 0	6, 3 7 0, 8 0 0	
6 7	3, 3 9 4, 8 0 0	4, 0 3 0, 8 0 0	4, 8 6 0, 0 0 0	5, 2 6 9, 2 0 0	6, 3 8 1, 6 0 0	
6 8	3, 4 0 5, 6 0 0	4, 0 4 4, 0 0 0	4, 8 7 3, 2 0 0	5, 2 8 0, 0 0 0	6, 3 9 2, 4 0 0	

6 9	3, 4 1 2, 8 0 0	4, 0 5 1, 2 0 0	4, 8 8 5, 2 0 0	5, 2 9 2, 0 0 0	6, 4 0 3, 2 0 0	
7 0	3, 4 2 2, 4 0 0	4, 0 6 4, 4 0 0	4, 8 9 6, 0 0 0	5, 3 0 4, 0 0 0	6, 4 1 2, 8 0 0	
7 1	3, 4 3 2, 0 0 0	4, 0 7 5, 2 0 0	4, 9 0 5, 6 0 0	5, 3 1 4, 8 0 0	6, 4 2 1, 2 0 0	
7 2	3, 4 4 2, 8 0 0	4, 0 8 8, 4 0 0	4, 9 1 5, 2 0 0	5, 3 2 6, 8 0 0	6, 4 2 7, 2 0 0	
7 3	3, 4 5 3, 6 0 0	4, 0 9 2, 0 0 0	4, 9 2 4, 8 0 0	5, 3 3 8, 8 0 0	6, 4 3 5, 6 0 0	
7 4	3, 4 6 6, 8 0 0	4, 1 0 4, 0 0 0	4, 9 3 5, 6 0 0	5, 3 4 9, 6 0 0	6, 4 4 1, 6 0 0	
7 5	3, 4 7 8, 8 0 0	4, 1 1 6, 0 0 0	4, 9 4 5, 2 0 0	5, 3 6 0, 4 0 0	6, 4 5 1, 2 0 0	
7 6	3, 4 9 2, 0 0 0	4, 1 2 8, 0 0 0	4, 9 5 4, 8 0 0	5, 3 7 2, 4 0 0	6, 4 5 8, 4 0 0	
7 7	3, 4 9 8, 0 0 0	4, 1 4 0, 0 0 0	4, 9 6 3, 2 0 0	5, 3 8 2, 0 0 0	6, 4 6 4, 4 0 0	
7 8	3, 5 1 0, 0 0 0	4, 1 5 2, 0 0 0	4, 9 6 9, 2 0 0	5, 3 8 8, 0 0 0	6, 4 7 1, 6 0 0	
7 9	3, 5 2 0, 8 0 0	4, 1 6 2, 8 0 0	4, 9 7 4, 0 0 0	5, 3 9 6, 4 0 0	6, 4 7 8, 8 0 0	
8 0	3, 5 3 1, 6 0 0	4, 1 7 3, 6 0 0	4, 9 7 8, 8 0 0	5, 4 0 3, 6 0 0	6, 4 8 6, 0 0 0	
8 1	3, 5 4 2, 4 0 0	4, 1 8 5, 6 0 0	4, 9 8 2, 4 0 0	5, 4 1 3, 2 0 0	6, 4 9 3, 2 0 0	
8 2	3, 5 5 3, 2 0 0	4, 1 9 7, 6 0 0	4, 9 8 7, 2 0 0	5, 4 2 1, 6 0 0		
8 3	3, 5 6 4, 0 0 0	4, 2 0 9, 6 0 0	4, 9 9 0, 8 0 0	5, 4 2 5, 2 0 0		
8 4	3, 5 7 3, 6 0 0	4, 2 2 1, 6 0 0	4, 9 9 5, 6 0 0	5, 4 3 2, 4 0 0		
8 5	3, 5 7 7, 2 0 0	4, 2 2 8, 8 0 0	4, 9 9 9, 2 0 0	5, 4 3 7, 2 0 0		
8 6	3, 5 8 6, 8 0 0	4, 2 3 6, 0 0 0	5, 0 0 4, 0 0 0	5, 4 4 2, 0 0 0		
8 7	3, 5 9 6, 4 0 0	4, 2 4 3, 2 0 0	5, 0 0 8, 8 0 0	5, 4 4 6, 8 0 0		
8 8	3, 6 0 7, 2 0 0	4, 2 5 0, 4 0 0	5, 0 1 3, 6 0 0	5, 4 5 0, 4 0 0		
8 9	3, 6 1 8, 0 0 0	4, 2 5 7, 6 0 0	5, 0 1 7, 2 0 0	5, 4 5 4, 0 0 0		
9 0	3, 6 2 5, 2 0 0	4, 2 6 2, 4 0 0	5, 0 2 2, 0 0 0	5, 4 5 7, 6 0 0		
9 1	3, 6 3 3, 6 0 0	4, 2 6 7, 2 0 0	5, 0 2 6, 8 0 0	5, 4 6 3, 6 0 0		
9 2	3, 6 4 0, 8 0 0	4, 2 7 3, 2 0 0	5, 0 3 0, 4 0 0	5, 4 6 7, 2 0 0		

9 3	3, 6 4 8, 0 0 0	4, 2 7 9, 2 0 0	5, 0 3 4, 0 0 0	5, 4 7 0, 8 0 0		
9 4	3, 6 5 6, 4 0 0	4, 2 8 4, 0 0 0	5, 0 3 8, 8 0 0	5, 4 7 4, 4 0 0		
9 5	3, 6 6 4, 8 0 0	4, 2 9 0, 0 0 0	5, 0 4 2, 4 0 0	5, 4 7 8, 0 0 0		
9 6	3, 6 7 3, 2 0 0	4, 2 9 6, 0 0 0	5, 0 4 6, 0 0 0	5, 4 8 1, 6 0 0		
9 7	3, 6 7 5, 6 0 0	4, 3 0 3, 2 0 0	5, 0 4 9, 6 0 0	5, 4 8 5, 2 0 0		
9 8	3, 6 8 1, 6 0 0	4, 3 0 9, 2 0 0	5, 0 5 4, 4 0 0	5, 4 9 1, 2 0 0		
9 9	3, 6 8 7, 6 0 0	4, 3 1 4, 0 0 0	5, 0 5 8, 0 0 0	5, 4 9 4, 8 0 0		
1 0 0	3, 6 9 3, 6 0 0	4, 3 2 0, 0 0 0	5, 0 6 1, 6 0 0	5, 4 9 8, 4 0 0		
1 0 1	3, 6 9 7, 2 0 0	4, 3 2 4, 8 0 0	5, 0 6 5, 2 0 0	5, 5 0 2, 0 0 0		
1 0 2	3, 7 0 2, 0 0 0	4, 3 3 0, 8 0 0	5, 0 7 0, 0 0 0			
1 0 3	3, 7 0 5, 6 0 0	4, 3 3 4, 4 0 0	5, 0 7 3, 6 0 0			
1 0 4	3, 7 1 2, 8 0 0	4, 3 4 0, 4 0 0	5, 0 7 7, 2 0 0			
1 0 5	3, 7 1 7, 6 0 0	4, 3 4 6, 4 0 0	5, 0 8 0, 8 0 0			
1 0 6	3, 7 2 2, 4 0 0	4, 3 5 1, 2 0 0	5, 0 8 5, 6 0 0			
1 0 7	3, 7 2 6, 0 0 0	4, 3 5 7, 2 0 0	5, 0 8 9, 2 0 0			
1 0 8	3, 7 3 0, 8 0 0	4, 3 6 3, 2 0 0	5, 0 9 2, 8 0 0			
1 0 9	3, 7 3 3, 2 0 0	4, 3 6 8, 0 0 0	5, 0 9 6, 4 0 0			
1 1 0	3, 7 3 8, 0 0 0	4, 3 7 4, 0 0 0	5, 1 0 0, 0 0 0			
1 1 1	3, 7 4 2, 8 0 0	4, 3 8 0, 0 0 0	5, 1 0 3, 6 0 0			
1 1 2	3, 7 4 7, 6 0 0	4, 3 8 4, 8 0 0	5, 1 0 7, 2 0 0			
1 1 3	3, 7 5 1, 2 0 0	4, 3 8 9, 6 0 0	5, 1 1 0, 8 0 0			
1 1 4	3, 7 5 6, 0 0 0	4, 3 9 4, 4 0 0	5, 1 1 4, 4 0 0			
1 1 5	3, 7 5 9, 6 0 0	4, 4 0 0, 4 0 0	5, 1 1 8, 0 0 0			
1 1 6	3, 7 6 3, 2 0 0	4, 4 0 5, 2 0 0	5, 1 2 1, 6 0 0			

1 1 7	3, 7 6 6, 8 0 0	4, 4 1 0, 0 0 0	5, 1 2 4, 0 0 0			
1 1 8	3, 7 7 1, 6 0 0	4, 4 1 4, 8 0 0				
1 1 9	3, 7 7 6, 4 0 0	4, 4 2 0, 8 0 0				
1 2 0	3, 7 8 1, 2 0 0	4, 4 2 5, 6 0 0				
1 2 1	3, 7 8 3, 6 0 0	4, 4 2 9, 2 0 0				
1 2 2	3, 7 8 6, 0 0 0	4, 4 3 4, 0 0 0				
1 2 3	3, 7 8 9, 6 0 0	4, 4 4 0, 0 0 0				
1 2 4	3, 7 9 3, 2 0 0	4, 4 4 3, 6 0 0				
1 2 5	3, 7 9 6, 8 0 0	4, 4 4 8, 4 0 0				
1 2 6	3, 7 9 9, 2 0 0	4, 4 5 4, 4 0 0				
1 2 7	3, 8 0 2, 8 0 0	4, 4 6 0, 4 0 0				
1 2 8	3, 8 0 7, 6 0 0	4, 4 6 5, 2 0 0				
1 2 9	3, 8 1 1, 2 0 0	4, 4 7 0, 0 0 0				
1 3 0	3, 8 1 4, 8 0 0	4, 4 7 6, 0 0 0				
1 3 1	3, 8 1 9, 6 0 0	4, 4 8 2, 0 0 0				
1 3 2	3, 8 2 2, 0 0 0	4, 4 8 8, 0 0 0				
1 3 3	3, 8 2 4, 4 0 0	4, 4 9 4, 0 0 0				
1 3 4	3, 8 2 8, 0 0 0	4, 5 0 0, 0 0 0				
1 3 5	3, 8 3 1, 6 0 0	4, 5 0 6, 0 0 0				
1 3 6	3, 8 3 4, 0 0 0	4, 5 1 2, 0 0 0				
1 3 7	3, 8 3 7, 6 0 0	4, 5 1 8, 0 0 0				
1 3 8	3, 8 4 0, 0 0 0	4, 5 2 4, 0 0 0				
1 3 9	3, 8 4 3, 6 0 0	4, 5 3 0, 0 0 0				
1 4 0	3, 8 4 7, 2 0 0	4, 5 3 6, 0 0 0				

1 4 1	3, 8 5 0, 8 0 0	4, 5 4 2, 0 0 0				
1 4 2	3, 8 5 5, 6 0 0					
1 4 3	3, 8 6 0, 4 0 0					
1 4 4	3, 8 6 5, 2 0 0					
1 4 5	3, 8 6 7, 6 0 0					
1 4 6	3, 8 7 2, 4 0 0					
1 4 7	3, 8 7 6, 0 0 0					
1 4 8	3, 8 8 0, 8 0 0					
1 4 9	3, 8 8 3, 2 0 0					
1 5 0	3, 8 8 8, 0 0 0					
1 5 1	3, 8 9 1, 6 0 0					
1 5 2	3, 8 9 6, 4 0 0					
1 5 3	3, 8 9 8, 8 0 0					
1 5 4	3, 9 0 3, 6 0 0					
1 5 5	3, 9 0 8, 4 0 0					
1 5 6	3, 9 1 3, 2 0 0					
1 5 7	3, 9 1 5, 6 0 0					



別表第 1 の 2 (第 1 1 条第 1 項第 6 号関係)

Appended Table 1-2 (Re: Article 11, paragraph (1), item (vi))

指定職相当の年俸制適用教員基本年俸表

Base Annual Salary Scale for Annual Salary Faculty Members Equivalent to Specially Designated Personnel

号給 Pay Increment	基本年俸額 Base Annual Salary Amounts
1	8, 4 7 2, 0 0 0
2	9, 1 3 2, 0 0 0
3	9, 8 1 6, 0 0 0
4	1 0, 7 4 0, 0 0 0
5	1 1, 5 8 0, 0 0 0
6	1 2, 4 2 0, 0 0 0
7	1 3, 2 8 4, 0 0 0
8	1 4, 1 0 0, 0 0 0

別表第 2 (第 1 2 条第 2 項関係)

Appended Table 2 (Re: Article 12, paragraph (2))

年俸制適用教員基本年俸改定表

Base Annual Salary Scale for Annual Salary Faculty Members, Revision Table

	改定を実施する 時期／総合評価 結果による区分 Time of revision/ Categorization based on Comprehensive Evaluation results	満 3 6 歳に達 する年度 Academic year during which the faculty member reaches 36 years of age	満 4 2 歳に達 する年度 Academic year during which the faculty member reaches 42 years of age	満 4 8 歳に達 する年度 Academic year during which the faculty member reaches 48 years of age	満 5 4 歳に達 する年度 Academic year during which the faculty member reaches 54 years of age
その者の属 する職務の 級が 5 級 である職員 Employees whose job grade is Grade 5	極めて顕著／特 に顕著 Extremely Excellent, Very Excellent	—	2 7 給上位の 号給 Pay increment of 27 or higher	2 7 号給上位 の号給 Pay increment of 27 or higher	1 5 号給上位 の号給 Pay increment of 15 or higher
	顕著 Excellent	—	2 0 号給上位 の号給 Pay increment of 20 or higher	2 0 号給上位 の号給 Pay increment of 20 or higher	1 0 号給上位 の号給 Pay increment of 10 or higher
	良好 Satisfactory	—	1 0 号給上位 の号給 Pay increment of 10 or higher	1 0 号給上位 の号給 Pay increment of 10 or higher	4 号給上位の 号給 Pay increment of 4 or higher
	要努力 Needs Improvement	—	改定しない No revision	改定しない No revision	改定しない No revision
その者の属 する職務の 級が 4 級 以下である 職員 Employees whose job grade is Grade 4 or below	極めて顕著／特 に顕著 Extremely Excellent, Very Excellent	2 7 号給上位 の号給 Pay increment of 27 or higher	2 7 号給上位 の号給 Pay increment of 27 or higher	2 7 号給上位 の号給 Pay increment of 27 or higher	—
	顕著 Excellent	2 0 号給上位 の号給 Pay increment of 20 or higher	2 0 号給上位 の号給 Pay increment of 20 or higher	2 0 号給上位 の号給 Pay increment of 20 or higher	—
	良好 Satisfactory	1 3 号給上位 の号給 Pay increment of 13 or higher	1 3 号給上位 の号給 Pay increment of 13 or higher	1 3 号給上位 の号給 Pay increment of 13 or higher	—
	要努力 Needs Improvement	改定しない No revision	改定しない No revision	改定しない No revision	—

備考 総合評価期間において職員就業規則第 4 6 条に規定する懲戒処分を受けた者等で総長が別に定める者のこの表の適用については、この表に定める号給数から総長が別に定める号数を減じて得た号給数をもってその者の改定号給数とする。

Note: Regarding the application of this Table to persons who have been disciplined under Article 46 of the Employee Work Rules during the Comprehensive Evaluation Period and who are separately specified by the President, that person's revised pay increment shall be set as the pay increment value obtained by subtracting the increment value separately prescribed by the President from the pay implement value determined according to this Table.

別表第 3（第 13 条第 1 項関係）

Appended Table 3 (Re: Article 13, paragraph (1))

業績給支給割合

Performance-Based Pay Rate

評価 Evaluation	部局長 (管理職 I 種) Dean/Department Director (Management I)	教授 准教授 講師 Professor, Associate professor, Lecturer	助教 助手 Assistant Professor, Research Associate
極めて顕著な教員 Extremely Excellent Faculty	100 分の 67.0 以上 67.0% or higher	100 分の 57.5 以上 57.5% or higher	100 分の 48.4 以上 48.4% or higher
特に顕著な教員 Very Excellent Faculty	100 分の 67.0 67.0%	100 分の 57.5 57.5%	100 分の 48.4 48.4%
顕著な教員 Excellent Faculty	100 分の 57.9 57.9%	100 分の 51.0 51.0%	100 分の 42.8 42.8%
良好な教員 Satisfactory Faculty	100 分の 50.8 50.8%	100 分の 45.3 45.3%	100 分の 41.0 41.0%
良好でない教員 Poor Faculty	100 分の 48.2 48.2%	100 分の 43.2 43.2%	100 分の 39.0 39.0%
特に良好でない教員 Particularly Poor Faculty	100 分の 37.3 以下 37.3% or lower	100 分の 37.1 以下 37.1% or lower	100 分の 33.1 以下 33.1% or lower