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東海国立大学機構役員給与規程（改正：令和５年２月１７日機構規程第５０号）
Tokai National Higher Education and Research System Officer Pay Rules (Revision: THERS Rule No. 50 of February 17, 2023)
翻訳年月日：令和５年１２月２２日
Translation Date: December 22, 2023

東海国立大学機構役員給与規程

Tokai National Higher Education and Research System Officer Pay Rules

（令和２年４月１日機構規程第５３号）
(THERS Rule No. 53 of April 1, 2020)
改正
Revisions
令和２年１１月１１日機構規程第１６６号
THERS Rule No. 166 of November 11, 2020
令和４年５月２５日機構規程第２号
THERS Rule No. 2 of May 25, 2022
令和５年２月１７日機構規程第５０号
THERS Rule No. 50 of February 17, 2023

（趣旨）
(Purpose)
第１条　東海国立大学機構の機構長，大学総括理事，理事及び監事（以下「役員」という。）の給与に関する事項については，この規程の定めるところによる。
Article 1 These Rules prescribe matters pertaining to the pay of the Chancellor, Executive Trustee, Trustees, and Auditors of the Tokai National Higher Education and Research System (hereinafter referred to as “Officers”).
（給与）
(Pay)
第２条　役員の給与は，常勤の役員については，本給，地域手当，広域異動手当，通勤手当，単身赴任手当及び期末特別手当とし，非常勤の役員については，非常勤役員手当及び通勤手当とする。
Article 2 Officer pay shall consist of base pay, regional allowance, long-distance transfer allowance, commuting allowance, unaccompanied posting allowance, and special half-yearly bonus for regular Officers, and part-time

officer allowance and commuting allowance for part-time Officers.
（給与の支給日）
(Payment Date)
第３条　役員の給与（次項及び第３項の手当を除く。）は，毎月１７日に支給する。ただし，支給日が日曜日に当たるときは支給日の前々日（前々日が休日に当たるときは支給日の翌日）に，支給日が土曜日に当たるときは支給日の前日（前日が休日に当たるときは支給日の前々日）に，支給日が月曜日で，かつ，休日に当たるときは支給日の翌日に支給する。
Article 3 (1) Officer pay (excluding the allowances specified in paragraphs (2) and (3)) shall be paid on the 17th of each month; provided, however, that if the payment date falls on a Sunday, the payment shall be made two days before (if that date falls on a holiday, the payment shall be made the day after the payment date); if the payment date falls on a Saturday, the payment shall be made the previous day (if the previous day is a holiday, the payment shall be made two days before the payment date); and if the payment date falls on a Monday that is a holiday, the payment shall be made the following day.
２　前項の規定にかかわらず，第１０条第２項の規定に係る手当については，翌月１７日に支給する。ただし，支給日が日曜日に当たるときは支給日の前々日（前々日が休日に当たるときは支給日の翌日）に，支給日が土曜日に当たるときは支給日の前日（前日が休日に当たるときは支給日の前々日）に，支給日が月曜日で，かつ，休日に当たるときは支給日の翌日に支給する。
(2) Notwithstanding the provisions of the previous paragraph, payment for allowances specified in Article 10, paragraph (2) shall be made on the 17th of the following month; provided, however, that if the payment date falls on a Sunday, the payment shall be made two days before (if that date falls on a holiday, the payment shall be made the day after the payment date); if the payment date falls on a Saturday, the payment shall be made the previous day (if the previous day is a holiday, the payment shall be made two days before the payment date); and if the payment date falls on a Monday that is a holiday, the payment shall be made the following day.
３　期末特別手当は，６月３０日及び１２月１０日に支給する。ただし，支給日が日曜日に当たるときは支給日の前々日（前々日が休日に当たるときは支給日の翌日）に，支給日が土曜日に当たるときは支給日の前日（前日が休日に当たるときは支給日の前々日）に，支給日が月曜日で，かつ，休日に当たるときは支給日の翌日に支給する。
(3) Half-yearly bonuses shall be paid on June 30 and December 10; provided, however, that if the payment date falls on a Sunday, the payment shall be made two days before (if that date falls on a holiday, the payment shall be made the day after the payment date); if the payment date falls on a Saturday, the payment shall be made the previous day (if the previous day is a holiday, the payment shall be made two days before the payment date); and if the payment date falls on a Monday that is a holiday, the payment shall be made the following day.
（本給）
(Base Pay)
第４条　常勤の役員の本給は，別表第１に掲げる本給表のうち，次の各号に掲げる役職に応じて当該各号に定める号給の額とする。ただし，大学総括理事及び理事の本給については勤務実績等を勘案して，機構長が定める。
Article 4

The base pay for regular Officers shall be the amount prescribed in the Base Pay Scale (Appended Table 1) in accordance with the pay increment listed in each of the items below that corresponds to the Officer’s position as described in the respective item; provided, however, that the base pay for Executive Trustees and Trustees shall be determined by the Chancellor, taking into account their work records and accomplishments.

一　機構長　８号給

(i) Chancellor: pay increment 8

二　大学総括理事　６号給又は７号給

(ii) Executive Trustee: pay increment 6 or 7

三　理事　２号給から４号給

(iii) Trustee: pay increment 2, 3, or 4

四　監事　１号給

(iv) Auditor: pay increment 1

（地域手当）

(Regional Allowance)

第５条　地域手当は，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。）第１５条の規定に準じて，常勤の役員に支給する。

Article 5 (1) Regional allowance shall be paid to regular Officers as prescribed in Article 15 of the Tokai National Higher Educational and Research System Employee Pay Rules (THERS Rule No. 54 of 2020; hereinafter referred to as “Employee Pay Rules”).

２　地域手当の月額は，主に岐阜大学において職務に従事する役員については１００分の６，主に名古屋大学において職務に従事する役員については１００分の１５を本給に乗じて得た額とする。

(2) The regional allowance monthly amount shall be an amount equivalent to 6% of base pay for Officers engaged in duties mainly at Gifu University and 15% for Officers engaged in duties mainly at Nagoya University.

（広域異動手当）

(Long-Distance Transfer Allowance)

第６条　広域異動手当は，職員給与規程第１６条に規定する広域異動手当の支給要件に該当する常勤役員に支給する。

Article 6 (1) Long-distance transfer allowance shall be paid to regular Officers who are eligible to receive long-distance transfer allowance under Article 16 of the Employee Pay Rules.

２　前項に規定するもののほか，広域異動手当の支給に関し必要な事項は，職員給与規程の規定を準用する。

(2) In addition to the provisions of the preceding paragraph, the provisions of the Employee Pay Rules shall apply mutatis mutandis to other necessary matters pertaining to the payment of long-distance transfer allowance.

（通勤手当）

(Commuting Allowance)

第７条　通勤手当は，職員給与規程第１８条第１項に規定する支給要件に該当する役員に支給する。

Article 7 (1) Commuting allowance shall be paid to Officers who are eligible to receive commuting allowance under Article 18, paragraph (1) of the Employees Pay Rules.

２　通勤手当の月額は，職員給与規程第１８条第２項に規定する額とする。
(2) The commuting allowance monthly amount shall be the amount prescribed in Article 18, paragraph (2) of the Employee Pay Rules.
３　役員に任命された者のうち，任命の日の前日に職員であった者の支給要件は，当該任命前の支給要件が継続するものとする。
(3) If an Officer was an employee on the day before being appointed as an Officer, the conditions of payment prior to appointment shall continue to apply.
４　任期満了後再任された役員の支給要件は，当該任命前の支給要件が継続するものとする。
(4) If an Officer is reappointed after having completed a term of appointment, the conditions of payment prior to appointment shall continue to apply.
５　前各項までに規定するもののほか，通勤手当の支給に関し必要な事項は，職員給与規程を準用する。
(5) In addition to the provisions of each of the preceding paragraphs, the provisions of the Employee Pay Rules shall apply mutatis mutandis to other necessary matters pertaining to the payment of commuting allowance.
（単身赴任手当）
(Unaccompanied Posting Allowance)
第８条　単身赴任手当は，職員給与規程第１９条第１項及び第３項に規定する支給要件に　該当する常勤の役員に支給する。
Article 8 (1) Unaccompanied posting allowance shall be paid to regular Officers who are eligible to receive unaccompanied posting allowance under Article 19, paragraphs (1) and (3) of the Employee Pay Rules.
２　単身赴任手当の月額は，職員給与規程第１９条第２項に規定する額とする。
(2) The unaccompanied posting allowance monthly amount shall be the amount prescribed in Article 19, paragraph (2) of the Employee Pay Rules.
３　常勤役員に任命された者のうち，任命の日の前日に職員であった者の支給要件は，当該任命前の支給要件が継続するものとする。
(3) If a regular Officer was an employee on the day before being appointed as a regular Officer, the conditions of payment prior to appointment shall continue to apply.
４　任期満了後再任された役員の支給要件は，当該任命前の支給要件が継続するものとする。
(4) If an Officer is reappointed after having completed a term of appointment, the conditions of payment prior to appointment shall continue to apply.
５　前各項までに規定するもののほか，単身赴任手当の支給に関し必要な事項は，職員給与規程を準用する。
(5) In addition to the provisions of each of the preceding paragraphs, the provisions of the Employee Pay Rules shall apply mutatis mutandis to other necessary matters pertaining to the payment of unaccompanied posting allowance.
（期末特別手当）
(Special Half-Yearly Bonuses)
第９条　期末特別手当は，６月１日及び１２月１日（以下この条において「基準日」という。）にそれ

ぞれ在職する常勤の役員に対して，それぞれ第３条第３項で定める日に支給する。
Article 9 (1) The special half-yearly bonus shall be paid to regular Officers who are employed as of June 1 and December 1 (referred to as “Record Dates” hereinafter in this Article), respectively, on the respective dates prescribed in Article 3, paragraph (3).
２　期末特別手当の額は，それぞれの基準日現在において当該役員が受けるべき本給及びこれに対する地域手当及び広域異動手当の月額に，本給及びこれに対する地域手当及び広域異動手当の月額に１００分の２０を乗じて得た額並びに本給に１００分の２５を乗じて得た額の合計額を基礎として，１００分の１６５を乗じて得た額に，次の表に定める在職期間別の支給割合を乗じて得た額とする。
(2) The special half-yearly bonus amount shall be the amount obtained by calculating the base total sum, which is to equal the total sum of the monthly amounts of base pay and the corresponding regional allowance and long-distance transfer allowance the Officer is to receive as of the given Record Date, and, 20% of the sum of the monthly amounts of base pay and the corresponding regional allowance and long-distance transfer allowance, and, 25% of base pay; then multiplying 165% of this base total sum by the appropriate length-of-service payment rate as prescribed in the following Table.
在職期間別支給割合
Length-of-Service Payment Rates

在職期間 Length of Service	支給割合 Payment Rate
６箇月 6 months	１００分の１００ 100%
５箇月以上６箇月未満 5 months or more, but less than 6 months	１００分の８０ 80%
３箇月以上５箇月未満 3 months or more, but less than 5 months	１００分の６０ 60%
３箇月未満 less than 3 months	１００分の３０ 30%

３　前項の規定による期末特別手当の額は，文部科学省国立大学法人評価委員会が行う業績評価の結果を勘案し，機構長が，その職務実績に応じ，その額の１００分の１０の範囲内でこれを増額し，又は減額することができる。
(3) The Chancellor may, taking into consideration the results of the Ministry of Education, Culture, Sports, Science and Technology National University Corporation Evaluation Committee’s performance evaluation, raise or lower by 10% the amount of the special half-yearly bonus specified in the previous paragraph according to the Officer’s performance.
４　第２項の「本給及びこれに対する地域手当及び広域異動手当の月額」とは，地域手当及び広域異動手当が支給される役員にあっては本給に地域手当及び広域異動手当の支給割合を乗じて得た額（１円未満の端数を切り捨てた額）をいう。
(4) The “monthly amounts of base pay and the corresponding regional allowance and long-distance transfer

allowance” referred to in paragraph (2) means the sum derived by multiplying the base pay by the payment rate for the regional allowance and long-distance transfer allowance (with any fraction of less than one yen rounded down to the nearest yen) when an Officer is paid regional allowance and long-distance transfer allowance.

５　前各項までに規定するもののほか，期末特別手当の一時差止処分その他期末特別手当の支給に関し必要な事項は，職員給与規程の規定を準用する。

(5) In addition to the provisions of each of the preceding paragraphs, the provisions of the Employee Pay Rules shall apply mutatis mutandis to the temporary suspension of special half-yearly bonus payment and other necessary matters pertaining to the payment of special half-yearly bonuses.

（非常勤役員手当）

(Part-Time Officer Allowance)

第１０条　非常勤役員手当は，別表第２に掲げる月額表のうち，次の各号に掲げる役職に応じて当該各号に定める号給の月額とする。

Article 10 (1) Allowances for part-time Officers shall be the monthly amount prescribed in the Monthly Amount Table (Appended Table 2) that corresponds to each Officer’s position as listed below.

一　理事　２号給

(i) Trustee: pay increment 2

二　監事　１号給

(ii) Auditor: pay increment 1

２　前項の規定にかかわらず，月８日を超えて勤務した場合には，当該日数を超えて勤務した日数に次に掲げる金額を乗じて得た額を支給する。

(2) Notwithstanding the provisions of the previous paragraph, if a part-time Officer works more than eight days in a single month, the Officer shall be paid an amount equal to the number of days worked beyond the specified eight days, multiplied by the appropriate amount listed below:

一　前項第１号の理事　３７，９３５円

(i) Trustee as specified in item (i) of the previous paragraph: 37,935 yen

二　前項第２号の監事　２９，８０６円

(ii) Auditor as specified in item (ii) of the previous paragraph: 29,806 yen

（月の中途で就任又は退職した場合の給与）

(Pay When Assuming or Leaving a Position Partway Through a Month)

第１１条　月の初日以外の日において新たに就任した役員に就任当月分の給与（通勤手当，単身赴任手当及び期末特別手当を除く。以下この条において同じ。）を支給する場合は，第４条第１項又は前条第１項に規定する月額にその者が役員に就任した日から月の末日に至るまでの土曜日及び日曜日以外の日数を乗じて得た額を，当該月の土曜日及び日曜日以外の日数で除して得た額とする。

Article 11 (1) When making the first month’s payment (excluding commuting allowance, unaccompanied posting allowance and special half-yearly bonus; the same shall apply hereinafter in this Article) to a person newly appointed as an Officer on any day other than the first day of the month, that Officer shall be paid the amount obtained by multiplying the monthly amount as prescribed in Article 4, paragraph (1) and paragraph (1) of the previous Article by the number of days, excluding Saturdays and Sundays, in the month from the day of

appointment until the last day of the month, then dividing the resulting amount by the number of days in the month, excluding Saturdays and Sundays.

２　月の末日以外の日において退職した役員に退職当月分の給与を支給する場合は，第４条第１項又は前条第１項に規定する月額に月の初日からその者が退職した日に至るまでの土曜日及び日曜日以外の日数を乗じて得た額を，当該月の土曜日及び日曜日以外の日数で除して得た額とする。ただし，死亡した者に対する死亡当月分の給与は，当月分の給与月額の全額を支給する。

(2) When making the final month's payment to an Officer who leaves the position on any day other than the last day of the month, that Officer shall be paid the amount obtained by multiplying the monthly amount as prescribed in Article 4, paragraph (1) and paragraph (1) of the previous Article by the number of days, excluding Saturdays and Sundays, in the month from the first day of the month until the day of resignation, then dividing the resulting amount by the number of days in the month, excluding Saturdays and Sundays; provided, however, that if an Officer dies, the full monthly amount shall be paid for the month the Officer dies.

（給与の支払方法）

(Method of Payment)

第１２条　役員の給与は，その全額を通貨で直接役員に支払うものとする。ただし，法令に基づき役員の給与から控除すべき金額がある場合には，その役員に支払うべき給与の金額から，その金額を控除して支払うものとする。

Article 12(1) Officers pay shall be paid in cash, directly and in full; provided, however, that if an amount is to be deducted from an Officer's pay pursuant to law or regulation, the payment shall be made to the Officer after that amount has been deducted.

２　前項の給与の支払は，役員から申出があった場合において，当該役員の指定する銀行その他金融機関の預金又は貯金への振込みによることができる。

(2) If an Officer has so requested, the pay specified in the previous paragraph may be paid by bank transfer to a deposit or savings account at a bank or other financial institution specified by that Officer.

（端数の処理）

(Handling of Fractions)

第１３条　この規程により計算した金額に，５０銭未満の端数が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 13 When calculating the amount of pay under these Rules, an amount ending in a fraction of one yen shall be rounded down to the nearest yen if less than 0.50 yen, and rounded up to the nearest yen if greater than or equal to 0.50 yen.

（雑則）

(Miscellaneous Provisions)

第１４条　この規程に定めるもののほか，役員給与に関し必要な事項は，機構長が定める。

Article 14 In addition to matters prescribed by these Rules, other necessary matters pertaining to Officer pay shall be determined by the Chancellor.

（この規程により難い場合の措置）

(Matters not Covered by These Rules)

第１５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 15 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

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１１月１１日機構規程第１６６号）

Supplementary Provisions (THERS Rule No.166 of November 11, 2020)

１　この規程は，令和２年１２月１日から施行する。

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

２　令和２年１２月における期末特別手当の支給に係る改正後の第９条第２項の規定の適用については，同項中「１００分の１６７．５」とあるのは「１００分の１６５」とする。

2. For the application of the revised provisions of Article 9, paragraph (2) to payments of the half-yearly bonus in December 2020, “167.5%” in the same paragraph shall be read as “165%”.

附　則（令和４年５月２５日機構規程第２号）

Supplementary Provisions (THERS Rule No.2 of May 25, 2022)

この規程は，令和４年６月１日から施行する。

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

附　則（令和５年２月１７日機構規程第５０号）

Supplementary Provisions (THERS Rule No.50 of February 17, 2023)

１　この規程は，令和５年２月１７日から施行し，令和４年１２月１日から適用する。

1. These Rules shall come into effect from February 17, 2023, and shall apply from December 1, 2022.

２　令和４年１２月における期末特別手当の支給に係る改正後の第９条第２項の規定の適用については，同項中「１００分の１６５」とあるのは「１００分の１６７．５」とする。

2. For the application of the revised provisions of Article 9, paragraph (2) to payments of the half-yearly bonus in December 2022, “165%” in the same paragraph shall be read as “167.5%.”

３　改正後の東海国立大学機構役員給与規程（令和２年度機構規程第５３号。以下「給与規程」という。）の規定を適用する場合には，改正前の給与規程の規定に基づいて支給された給与は，改正後の給与規程の規定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。

3. When applying the revised provisions of the Tokai National Higher Education and Research System Officer Pay Rules (THERS Rule No. 53 of 2020; hereinafter referred to as “Pay Rules”), the pay paid based on the former Pay Rules shall be considered as partial payment of the pay according to the revised Pay Rules and the difference shall be paid on the payment date in March 2023.

別表第 1(第 4 条関係)

Appended Table 1 (pertaining to Article 4)

号給	本給

Pay Increment	Base Pay
８ 8	１，１７５，０００円 1,175,000 yen
７ 7	１，１０７，０００円 1,107,000 yen
６ 6	１，０３５，０００円 1,035,000 yen
５ 5	９６５，０００円 965,000 yen
４ 4	８９５，０００円 895,000 yen
３ 3	８１８，０００円 818,000 yen
２ 2	７６１，０００円 761,000 yen
１ 1	７０６，０００円 706,000 yen

別表第 2(第 10 条関係)

Appended Table 2 (pertaining to Article 10)

号給 Pay Increment	月額 Monthly Amount
２ 2	２９４，０００円 294,000 yen
１ 1	２３１，０００円 231,000 yen