

☆～☆～☆～☆～☆～☆

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.

☆～☆～☆～☆～☆～☆

東海国立大学機構職員給与規程（改正：令和３年３月１６日機構規程第１９３号）

Tokai National Higher Education and Research System Employee Pay Rules (Revision: THERS Rule No. 193 of March 16, 2021)

翻訳年月日：令和５年３月１日

Translation Date: March 1, 2023

東海国立大学機構職員給与規程

Tokai National Higher Education and Research System Employee Pay Rules

（令和２年４月１日機構規程第５４号）

(THERS Rule No. 54 of April 1, 2020)

改正

Revisions

令和２年９月９日機構規程第１５８号

THERS Rule No. 158 of September 9, 2020

令和２年１０月２１日機構規程第１６３号

THERS Rule No. 163 of October 21, 2020

令和２年１１月１１日機構規程第１６７号

THERS Rule No. 167 of November 11, 2020

令和３年１月２９日機構規程第１７９号

THERS Rule No. 179 of January 29, 2021

令和３年３月１６日機構規程第１９３号

THERS Rule No. 193 of March 16, 2021

目次

Contents

第１章 総則（第１条－第４条）

Chapter 1 General Provisions (Articles 1 through 4)

第2章 本給（第5条－第9条）

Chapter 2 Base Pay (Articles 5 through 9)

第3章 諸手当（第10条－第44条）

Chapter 3 Allowances (Articles 10 through 44)

第4章 給与の特例等（第45条－第51条）

Chapter 4 Pay Exceptions (Articles 45 through 51)

第5章 雑則（第52条－第56条）

Chapter 5 Miscellaneous Provisions (Articles 52 through 56)

附則

Supplementary Provisions

第1章 総則

Chapter 1 General Provisions

（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条及び東海国立大学機構再雇用職員就業規則（令和2年度機構規則第8号。以下「再雇用職員就業規則」という。）第12条の規定に基づく東海国立大学機構（以下「機構」という。）に勤務する職員（年俸制の適用を受ける職員を除く。以下同じ。）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 All matters relating to pay for employees (hereinafter excluding those covered by the Annual Salary System) working at the Tokai National Higher Education and Research System (hereinafter referred to as "THERS") in accordance with 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") and Article 12 of the Tokai National Higher Education and Research System Rehired Employee Work Rules (THERS Rule No. 8 of 2020; hereinafter referred to as the "Rehired Employee Work Rules") shall be as set forth in these Rules.

（給与の支払）

(Payments)

第2条 職員の給与は、その全額を通貨で、直接職員に支払うものとする。

Article 2 (1) Employees shall be paid in full and in cash, directly.

ただし、法令又は労使協定（労働基準法（昭和22年法律第49号。以下「労基法」という。）第24条ただし書に規定する協定をいう。）に基づき職員の給与から控除すべき金額がある場合には、その職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。

However, where an amount is to be deducted from the pay of an employee in accordance with laws and regulations or a labor-management agreement (this shall refer to agreements provided for under the proviso to Article 24 of the Labor Standards Act (Act No. 49 of 1947; hereinafter referred to as the "Labor Standards Act"), the employee shall be paid after such amount has been deducted.

2 前項の給与は、職員から申出があった場合において、別に定める基準に該当するときは、当該職員の指定する銀行その他の金融機関に対する当該職員の預金又は貯金に振り込むことによって支給する。

(2) In cases where an employee has so requested and when the separately prescribed criteria are met, payment under the preceding paragraph shall be made by direct deposit to a savings account at a bank or other financial institution specified by the employee.

3 前2項に規定するもののほか、給与の支払に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for payments shall be separately prescribed.

(職員の給与)

(Employee Pay)

第3条 職員の給与は、本給及び諸手当とする。

Article 3 (1) Employee pay shall consist of base pay and allowances.

2 前項の諸手当は、本給の調整額、扶養手当、管理職手当、総長補佐等手当、職務付加手当、地域手当、広域異動手当、住居手当、通勤手当、単身赴任手当、特殊勤務手当、特地勤務手当等、超過勤務手当、休日給、夜勤手当、宿直手当、管理職員特別勤務手当、初任給調整手当、義務教育等教員特別手当、教職調整額、専門職手当、寒冷地手当、期末手当、勤勉手当、期末特別手当、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、看護部長補佐手当、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) Allowances set forth in the preceding paragraph shall be as follows: base pay adjustment, dependent allowance, managerial allowance, presidential advisor etc. allowance, additional duty allowance, regional allowance, long-distance transfer allowance, housing allowance, commuting allowance, unaccompanied posting allowance, special-work allowance, special-region work allowance etc., overtime-work allowance, holiday pay, night-shift allowance, overnight-duty allowance, managerial employee special-work allowance, starting pay adjustment allowance, special allowance for compulsory education teachers, etc., teaching profession adjustment, specialist allowance, cold-region allowance, semiannual allowance, diligence allowance, semiannual special allowance, head instructor allowance, thesis examination allowance, entrance examination allowance, health and safety service allowance, allowance for a

person in charge of lecture for renewal of teacher's license, allowance for deputy director of nursing, cross-appointment allowance, cross-appointment diligence allowance and external fund obtainment allowance.

3 前項の規定にかかわらず、再雇用職員の諸手当は、本給の調整額、管理職手当、職務付加手当、地域手当、広域異動手当、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、宿直手当、管理職員特別勤務手当、義務教育等教員特別手当、教職調整額、専門職手当、期末手当、勤勉手当、入試手当及び教員免許状更新講習業務担当手当とする。

(3) Notwithstanding the provisions of the preceding paragraph, allowances for rehired employees shall be as follows: base pay adjustment, managerial allowance, additional duty allowance, regional allowance, long-distance transfer allowance, commuting allowance, unaccompanied posting allowance, special-work allowance, overtime-work allowance, holiday pay, night-shift allowance, overnight-duty allowance, managerial employee special-work allowance, special allowance for compulsory education teachers, etc., teaching profession adjustment, specialist allowance, semiannual allowance, diligence allowance, entrance examination allowance and allowance for a person in charge of lecture for renewal of teacher's license.

4 前2項の規定にかかわらず、再雇用短時間勤務職員の本給の調整額、管理職手当、職務付加手当、義務教育等教員特別手当については、再雇用職員就業規則第14条第2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を38時間45分で除して得た数を乗じて得た額とする。

(4) Notwithstanding the provisions of the preceding two paragraphs, regarding base pay adjustment, managerial allowance, additional duty allowance and special allowance for compulsory education teachers, etc. to be paid to rehired part-time employees, the amount to be paid shall be calculated by multiplying such allowance by the numerical value obtained by dividing his/her working hours per week determined in accordance with the provisions of Article 14, Paragraph (2) of the Rehired Employee Work Rules by 38 hours and 45 minutes.

(給与の支給日)

(Pay Date)

第4条 本給、本給の調整額、扶養手当、管理職手当、総長補佐等手当、職務付加手当、地域手当、広域異動手当、住居手当、通勤手当、単身赴任手当、特地勤務手当等、初任給調整手当、義務教育等教員特別手当、教職調整額、専門職手当、安全衛生業務手当、看護部長補佐手当及びクロス・アポイントメント手当は、その月の月額的全額を毎月17日に、特殊勤務手当、超過勤務手当、休日給、夜勤手当、宿直手当、管理職員特別勤務手

当，主任指導手当，学位論文審査手当及び教員免許状更新講習業務担当手当は，その月の分を翌月 17 日に支給する。

Article 4 (1) The monthly amount of base pay, base pay adjustment, dependent allowance, managerial allowance, presidential advisor etc. allowance, additional duty allowance, regional allowance, long-distance transfer allowance, housing allowance, commuting allowance, unaccompanied posting allowance, special-region work allowance etc., starting pay adjustment allowance, special allowance for compulsory education teachers, etc., teaching profession adjustment, specialist allowance, health and safety service allowance, allowance for deputy director of nursing and cross-appointment allowance shall be paid in full on the 17th day of each month when such amount becomes payable. The monthly amount of special-work allowance, overtime-work allowance, holiday pay, night-shift allowance, overnight-duty allowance, managerial employee special-work allowance, head instructor allowance, thesis examination allowance and allowance for a person in charge of lecture for renewal of teacher's license shall be paid in full on the 17th day of the month immediately following each month when such amount becomes payable.

ただし，支給日（毎月 17 日をいう。以下この項，次項及び第 4 項において同じ。）が日曜日に当たるときは支給日の前々日（当該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（当該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。

However, when the Pay Date (hereinafter referring to the 17th day of every month in this paragraph and Paragraphs (2) and (4) below) falls on a Sunday, payment shall be made 2 days before the Pay Date (when it is a holiday, payment shall be made one day after the Pay Date); when the Pay Date falls on a Saturday, payment shall be made one day before the Pay Date (when it is a holiday, payment shall be made 2 days before the Pay Date); and when the Pay Date falls on a holiday Monday, payment shall be made one day after the Pay Date.

2 寒冷地手当は，毎年 11 月から翌年 3 月までの各月の支給日に支給する。

(2) A cold-region allowance shall be paid on the Pay Date of each month during the period between November every year and March next year.

ただし，支給日が日曜日に当たるときは支給日の前々日（当該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（当該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。

However, when the Pay Date falls on a Sunday, payment shall be made 2 days before the Pay Date (when it is a holiday, payment shall be made one day after the Pay Date); when the Pay Date falls on a Saturday, payment shall be made one day before the Pay Date (when it is a holiday, payment shall be made 2 days before the Pay Date); and when the Pay Date falls on a holiday Monday, payment shall be made one day after the Pay Date.

3 期末手当，勤勉手当，期末特別手当及びクロス・アポイントメント勤勉手当は，6月30日及び12月10日（以下この項において「支給日」という。）に支給する。

(3) A semiannual allowance, a diligence allowance, a semiannual special allowance, and a cross-appointment diligence allowance shall be paid on June 30 and December 10 each year (hereinafter referred to in this paragraph as the “Pay Date”).

ただし，支給日が日曜日に当たるときは支給日の前々日（当該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（当該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。

However, when the Pay Date falls on a Sunday, payment shall be made 2 days before the Pay Date (when it is a holiday, payment shall be made one day after the Pay date); when the Pay Date falls on a Saturday, payment shall be made one day before the Pay Date (when it is a holiday, payment shall be made 2 days before the Pay Date); and when the Pay Date falls on a holiday Monday, payment shall be made one day after the Pay Date.

4 入試手当は，当該入学試験の合格発表をした日（大学入学共通テスト，法科大学院適性試験，名古屋大学教育学部附属中学校適正検査，名古屋大学教育学部附属高等学校選抜試験及び名古屋大学教育学部附属高等学校特別枠選抜試験にあつては，当該試験実施日）の属する月の翌月17日に支給する。

(4) An entrance examination allowance shall be paid on the 17th of the month immediately following the month within which the date of announcing the examination results falls (or the date of conducting the university common entrance examination, the aptitude examination for the Graduate School of Law, the aptitude examination for the Nagoya University Affiliated Lower Secondary School, the screening examination for the Nagoya University Affiliated Upper Secondary School or the screening examination for the special entrance to the Nagoya University Upper Secondary School).

ただし，当該支給に係る支給日が日曜日に当たるときは支給日の前々日（当該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（当該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。

However, when the Pay Date falls on a Sunday, payment shall be made 2 days before the Pay Date (when it is a holiday, payment shall be made one day after the Pay Date); when

the Pay Date falls on a Saturday, payment shall be made one day before the Pay Date (when it is a holiday, payment shall be made 2 days before the Pay Date); and when the Pay Date falls on a holiday Monday, payment shall be made one day after the Pay Date.

5 外部資金獲得手当は、9月17日（以下この項において「支給日」という。）に支給する。

(5) An external fund obtainment allowance shall be paid on the 17th of September (hereinafter referred to in this paragraph as the “Pay Date”).

ただし、支給日が日曜日に当たるときは支給日の前々日（当該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（当該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。

However, when the Pay Date falls on a Sunday, payment shall be made 2 days before the Pay Date (when it is a holiday, payment shall be made one day after the Pay Date); when the Pay Date falls on a Saturday, payment shall be made one day before the Pay Date (when it is a holiday, payment shall be made 2 days before the Pay Date); and when the Pay Date falls on a holiday Monday, payment shall be made one day after the Pay Date.

第2章 本給

Chapter 2 Base Pay

（本給の決定及び適用範囲）

(Determining Base Pay and Scope of Application)

第5条 職員の受ける本給は、所定の勤務時間による勤務に対する報酬であつて、職務の複雑、困難及び責任の度に基つき、かつ、勤労の強度、勤務時間、勤務環境その他の勤務条件を考慮して決定する。

Article 5 (1) Employees' base pay is remuneration for work carried out during designated working hours. Base pay shall be determined based on the degree of complexity, difficulty, and responsibility of the employee's work, and in consideration of the intensity of labor, working hours, working environment, and other working conditions.

2 本給表の種類は、次に掲げるとおりとする。

(2) The types of base pay scale shall be as follows:

一 一般職本給表（一）（別表第1）

(i) Clerical Base Pay Scale 1 (Appended Table 1)

二 一般職本給表（二）（別表第2）

(ii) Clerical Base Pay Scale 2 (Appended Table 2)

三 教育職本給表（一）（別表第3）

(iii) Educational Personnel Base Pay Scale 1 (Appended Table 3)

四 教育職本給表（二）（別表第4）

(iv) Educational Personnel Base Pay Scale 2 (Appended Table 4)

五 教育職本給表（三） （別表第 5）

(v) Educational Personnel Base Pay Scale 3 (Appended Table 5)

六 医療職本給表（一） （別表第 6）

(vi) Medical Personnel Base Pay Scale 1 (Appended Table 6)

七 医療職本給表（二） （別表第 7）

(vii) Medical Personnel Base Pay Scale 2 (Appended Table 7)

八 指定職本給表 （別表第 8）

(viii) Specially Designated Personnel Base Pay Scale (Appended Table 8)

3 次の各号に掲げる前項各号に掲げる本給表の適用を受ける者の範囲は、それぞれ当該各号に定めるところによる。

(3) The scope of application to which employees are subject to the base pay scales set forth in each of the items of the preceding paragraph shall be as shown in each of the following items:

一 前項第 1 号の適用を受ける者 事務職員及び技術職員

(i) Employees to whom Item (i) of the preceding paragraph shall be applied:

administrative staff members and technical staff members;

二 前項第 2 号の適用を受ける者 自動車運転手，調理師，機械保守（操作）工（員），医療機器操作員，教務助手，営繕手，守衛，看護助手，用務員及びその他業務に従事する者

(ii) Employees to whom Item (ii) of the preceding paragraph shall be applied: chauffeurs, chefs, machine maintainers (machine operators), medical device operators, education aides, maintenance repairers, guards, nursing aides, caretakers and other workers;

三 前項第 3 号の適用を受ける者 教授，准教授，講師，助教，助手及び教務職員

(iii) Employees to whom Item (iii) of the preceding paragraph shall be applied:

professors, associate professors, lecturers, assistant professors, research associates and education associates;

四 前項第 4 号の適用を受ける者 名古屋大学に勤務する附属学校教員

(iv) Employees to whom Item (iv) of the preceding paragraph shall be applied: teachers of affiliated schools working at Nagoya University;

五 前項第 5 号の適用を受ける者 岐阜大学に勤務する附属校教員

(v) Employees to whom Item (v) of the preceding paragraph shall be applied: teachers of affiliated schools working at Gifu University;

六 前項第 6 号の適用を受ける者 薬剤師，管理栄養士，栄養士，診療放射線技師，診療エックス線技師，臨床検査技師，衛生検査技師，病理細菌技術士，臨床工学技士，理学療法士，作業療法士，歯科技工士，言語聴覚士，及びその他医療技術職員

(vi) Employees to whom Item (vi) of the preceding paragraph shall be applied: pharmacists, registered dieticians, dieticians, radiological technologists, medical x-ray technologists, clinical laboratory technologists, medical laboratory technologists, pathological & bacterial technologists, clinical engineering technologists, physical therapists, occupational therapists, dental technologists, speech-language-hearing therapists and other medical technologists;

七 前項第 7 号の適用を受ける者 保健師, 助産師, 看護師及び准看護師

(vii) Employees to whom Item (vii) shall be applied: public health nurses, midwives, nurses and associate nurses;

八 前項第 8 号の適用を受ける者 機構長が別に定める者

(viii) Employees to whom Item (viii) of the preceding paragraph shall be applied: those to be designated by the Chancellor separately.

4 前項第 3 号に掲げる者については, 指定職本給表の適用を受ける者を除く。

(4) Employees to whom the Specially Designated Personnel Base Pay Scale is applicable shall be excluded from the scope of application of Item (iii) of the preceding paragraph.

5 第 2 項第 1 号から第 7 号までの本給表に定め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及びその級別の資格基準は, 別に定める。

(5) Separate provisions shall be made for the job descriptions and grade-by-grade qualification standards to be used as standards for the assignment of job grades prescribed under the base pay scales listed under Paragraph (2), Items (i) through (vii).

6 第 2 項第 8 号の本給表の適用を受ける職員の本給は, 同表に掲げる本給のうち, その者の占める役職等に応じて別に定める号給の額とする。

(6) For employees to whom the base pay scale of Paragraph (2), Item (viii) is applicable, their base pay amount shall be calculated using the separately prescribed pay increment according to their position, etc. among those listed under the base pay scale.

7 職員就業規則第 19 条第 1 項の規定により採用された再雇用職員の本給は, その者に適用される本給表の再雇用職員の欄に掲げる本給のうち, その者の属する職務の級に応じた額とする。

(7) For rehired employees employed under the provisions of Article 19, Paragraph (1) of the Employee Work Rules, their base pay amount shall be calculated using the amount according to their job grade among those listed under the Rehired Employees column of the base pay scale applicable to the employee.

8 職員就業規則第 19 条第 1 項の規定により採用された再雇用短時間勤務職員の本給は, 前項による額に再雇用職員就業規則第 14 条第 2 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を 38 時間 45 分で除して得た数を乗じて得た額とする。

(8) The base pay amount for rehired part-time employees employed in accordance with the provisions of Article 19, Paragraph (1) of the Employee Work Rules shall be obtained by multiplying the amount set forth in the preceding paragraph by the numerical value obtained by dividing his/her working hours per week set forth in the provisions of Article 14, Paragraph (2) of the Rehired Employee Work Rules by 38 hours and 45 minutes.

(初任給)

(Starting Pay)

第6条 新たに採用する者の初任給は、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、別に定める。

Article 6 Starting pay for newly hired employees shall be separately prescribed taking into consideration their academic background, licenses and qualifications, professional experience, and the need to establish a fair balance with the other employees.

(昇格)

(Promotion)

第7条 勤務成績が良好な職員（再雇用職員を除く。）で、別に定める昇格基準に達した者は、その者の資格に応じて、1級上位の級に昇格させることができる。

Article 7 (1) Employees who have achieved a good work performance (excluding rehired employees) and satisfied the separately prescribed promotion criteria may be upgraded by one grade according to their qualifications.

2 職員を昇格させる場合のその者の本給については、別に定める。

(2) When such employee is upgraded, his/her base pay shall be determined separately.

(降格)

(Demotion)

第8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 8 (1) When an employee is demoted in accordance with the provisions of Article 10 of the Employee Work Rules, he/she may be downgraded.

2 職員を降格させる場合のその者の本給については、別に定める。

(2) When such employee is downgraded, his/her base pay shall be determined separately.

(昇給)

(Pay Raise)

第9条 職員（指定職本給表の適用を受ける職員を除く。）の昇給は、別に定める日に、同日前1年間におけるその者の勤務成績に応じて、行うものとする。

Article 9 (1) Pay raise shall be given to employees (excluding those to whom the Specially Designated Personnel Base Pay Scale is applied) on a date to be specified

separately according to their work record for the one year period immediately preceding the specified date.

ただし、岐阜大学に勤務する教育職本給表（一）の適用を受ける職員で同日の前年度に岐阜大学大学教員個人評価実施要項（以下「要項」という。）に定める関門評価を受けたものにあっては、要項に定める関門評価の結果に応じて行うものとする。

However, pay raise for employees who have undergone a periodical assessment prescribed in the Gifu University Guidelines for Conducting Personal Evaluations of University Faculty Members (hereinafter referred to as the “Guidelines”) on the same day of the last academic year among those working at Gifu University to whom the Educational Personnel Base Pay Scale 1 is applied shall be given according to the result of the periodical assessment prescribed in the Guidelines.

2 前項の規定により職員を昇給させるか否か及び昇給させる場合の昇給の号給数は、同項に規定する期間の全部を良好な成績で勤務した職員の昇給の号給数を4号給（一般職本給表（一）の適用を受ける職員でその職務の級が7級以上であるもの及び同表以外の各本給表の適用を受ける職員でその職務の級がこれに相当するものとして別に定める職員にあっては、3号給）とすることを標準として別に定める基準に従い決定するものとする。

(2) The decision on whether pay raise will be granted to an employee under the provisions of the preceding paragraph, and the number of increased pay increments in the case that pay raise is to be given, shall be made in accordance with the separately prescribed standards. The standard number of pay increments in pay raise for employees with a good work record for the entire period prescribed under Paragraph (1) shall be 4 pay increments (or 3 pay increments in the case of employees to whom Clerical Base Pay Scale 1 is applicable and whose job grade is at least Grade 7, and in the case of employees to whom a base pay scale other than Clerical Base Pay Scale 1 is applicable but whose job grade has been separately prescribed as equivalent to a job grade of at least Grade 7).

3 55歳（別に定める職員にあっては、56歳以上の年齢で別に定めるもの）を超える職員の第1項の規定による昇給は、同項に規定する期間におけるその者の勤務成績が極めて良好又は特に良好である場合に限り行うものとし、昇給させる場合の昇給の号給数は、勤務成績に応じて別に定める基準に従い決定するものとする。

(3) Pay raises under the provisions of Paragraph (1) for employees aged 55 or above (or a separately prescribed age of 56 or above in the case of employees for whom separate provisions has been made) shall be carried out only when the employee's work record for the period prescribed under Paragraph (1) is outstanding or especially good; the number of pay increments in the case that a raise is to be given shall be determined according to separately prescribed standards in accordance with the employee's work record.

4 職員の昇給は、その属する職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) Pay raises may not be conducted exceeding the maximum pay increment for the employee's job grade.

5 前各項の規定にかかわらず、63歳に達した日以後の最初の3月31日の翌日以降に在職する名古屋大学に勤務する大学教員にあっては、昇給しない。

(5) Notwithstanding the provisions of each of the preceding paragraphs, pay raise shall not be granted to faculty members working at Nagoya University who are employed on or after the date immediately following March 31 immediately following the date when they reach the age of 63 years.

6 前各項に規定するもののほか、職員の昇給に関し必要な事項は、別に定める。

(6) In addition to the provisions of the preceding paragraphs, all other matters required for employees' pay raises shall be prescribed separately.

第3章 諸手当

Chapter 3 Allowances

(本給の調整額)

(Base Pay Adjustment)

第10条 本給の調整額は、別に定める適用区分表に掲げる職員（その勤務箇所に所属し、かつ、現に主たる勤務の場所としている場合に限る。）に支給する。

Article 10 (1) Amounts of base pay adjustment to be paid to employees listed in the Applicable Categories Table shall be prescribed separately (only when employees belong to their workplace and the workplace is their principal place of work).

ただし、指定職本給表の適用を受ける職員には支給しない。

However, base pay adjustment shall not be granted to those to whom the Specially Designated Personnel Base Pay Scale is applied.

2 本給の調整額は、当該職員に適用される本給表及び職務の級に応じて別に定める調整基本額表に掲げる調整基本額（その額が本給月額 $\frac{100}{100}$ 分の4.5を超えるときは、本給月額 $\frac{100}{100}$ 分の4.5に相当する額とし、その額に1円未満の端数があるときは、その端数を切り捨てた額とする。）にその者に係る適用区分表の調整数欄に掲げる調整数を乗じて得た額とする。ただし、その額が本給 $\frac{100}{100}$ 分の2.5を超えるときは、本給 $\frac{100}{100}$ 分の2.5に相当する額とする。

(2) The amount of base pay adjustment shall be the amount obtained by multiplying the basic adjustment amount set forth in the separately prescribed Basic Adjustment Amount Table in accordance with the Base Pay Scale applied to the employee and his/her job grade (when such amount exceeds 4.5% of the monthly base pay, it shall be equivalent to 4.5% of such monthly base pay, and any fraction less than one yen shall be rounded off) by the adjustment rate listed in the adjustment rate column of the Applicable Categories

Table applied to the employee; provided, however, that when the amount calculated exceeds 25% of the employee's base pay, the base pay adjustment shall be equivalent to 25% of the employee's base pay.

3 前2項に定めるもののほか、本給の調整額の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for payments of base pay adjustment shall be prescribed separately.

(扶養手当)

(Dependent Allowance)

第11条 扶養手当は、扶養親族のある職員に対して支給する。

Article 11 (1) Dependent allowance shall be paid to employees with dependent family members.

ただし、第3項第1号及び第3号から第6号までのいずれかに該当する扶養親族（以下「扶養親族たる配偶者、父母等」という。）に係る扶養手当は、一般職本給表（一）の適用を受ける職員でその職務の級が9級以上であるもの（以下「一般職（一）9級以上職員」という。）に対しては、支給しない。

However, dependent allowance pertaining to the dependent family member to whom any of Items (i), (iii), (iv), (v) or (vi) of Paragraph (3) is applicable (hereinafter referred to as “Dependent Spouse, Parent, etc.”) shall not be paid to any employee to whom Clerical Base Pay Scale 1 is applicable and whose job grade is Grade 9 or higher (hereinafter referred to as “Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher”).

2 前項本文の規定にかかわらず、指定職本給表の適用を受ける職員及び再雇用職員に対しては、支給しない。

(2) Notwithstanding the provisions of the main clause of the preceding paragraph, dependent allowance shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale is applicable, nor to Rehired Employees.

3 扶養手当の支給については、次に掲げる者で他に生計の途がなく主としてその職員の扶養を受けている者を扶養親族とする。

(3) For payments of the dependent allowance, the persons listed as follows who have no way of earning a living and are primarily dependent on the employee shall be considered as their dependent family members:

一 配偶者（届出をしないが事実上婚姻関係と同様の事情にある者を含む。以下同じ。）

(i) Spouses (including those who have not completed marriage registration but are in a De Facto marriage; hereinafter the same shall apply);

二 満22歳に達する日以後の最初の3月31日までの間にある子

(ii) Children up until the first March 31 to fall on after the date on which they reach 22 years of age;

三 満 22 歳に達する日以後の最初の 3 月 31 日までの間にある孫

(iii) Grandchildren up until the first March 31 to fall on after the date on which they reach 22 years of age;

四 満 60 歳以上の父母及び祖父母

(iv) Parents and grandparents aged 60 or above;

五 満 22 歳に達する日以後の最初の 3 月 31 日までの間にある弟妹

(v) Siblings up until the first March 31 to fall on after the date on which they reach 22 years of age;

六 重度心身障害者

(vi) Persons with severe mental or physical disabilities.

4 扶養手当の月額、は、扶養親族たる配偶者、父母等については 1 人につき 6,500 円（一般職本給表（一）の適用を受ける職員でその職務の級が 8 級であるもの及び同表以外の各本給表の適用を受ける職員でその職務の級がこれに相当するものとして別に定める職員（以下「一般職（一）8 級職員等」という。）にあっては、3,500 円）、前項第 2 号に該当する扶養親族（以下「扶養親族たる子」という。）については 1 人につき 10,000 円とする。

(4) The monthly payment amount for the dependent allowance shall be 6,500 yen per person for Dependent Spouse, Parent, etc. (or 3500 yen per person in the case of employees to whom Clerical Base Pay Scale 1 applies and whose job grade is Grade 8, and any other separately prescribed employees to whom a base pay scale other than Clerical Base Pay Scale 1 applies and whose job grade is equivalent to Grade 8; hereinafter referred to as "Clerical Base Pay Scale 1 Job Grade 8 Employee, etc."), and 10,000 yen per person for dependent family members to whom Item (ii) of the preceding paragraph applies (hereinafter referred to as "Dependent Children").

5 扶養親族たる子のうちに満 15 歳に達する日後の最初の 4 月 1 日から満 22 歳に達する日以後の最初の 3 月 31 日までの間（以下「特定期間」という。）にある子がいる場合における扶養手当の月額は、前項の規定にかかわらず、5,000 円に特定期間にある当該扶養親族たる子の数を乗じて得た額を同項の規定による額に加算した額とする。

(5) Notwithstanding the provisions of the preceding paragraph, the monthly payment amount for the dependent allowance paid in respect of Dependent Children from the first April 1 to fall on after the date on which they reach 15 years of age up until the first March 31 to fall on after the date on which they reach 22 years of age (hereinafter referred to as the "Specified Period") shall be calculated by multiplying the number of Dependent Children aged within the Specified Period by 5,000 yen, and adding this amount to the amounts provided for under the preceding paragraph.

6 新たに職員となった者に扶養親族（一般職（一） 9 級以上職員にあっては、扶養親族たる子に限る。）がある場合、一般職（一） 9 級以上職員から一般職（一） 9 級以上職員以外の職員となった職員に扶養親族たる配偶者、父母等がある場合又は職員に次の各号のいずれかに掲げる事実が生じた場合においては、その職員は、直ちにその旨を機構長に届け出なければならない。

(6) Employees must immediately notify the Chancellor if any of the following cases becomes applicable to them: If a newly employed person who has dependent family members (limited to Dependent Children in the case of Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher); if an employee who used to be but is no longer a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher has a Dependent Spouse, Parent, etc.; or if any of the cases set forth in the following items arises for an employee:

一 新たに扶養親族たる要件を具備するに至った者がある場合（一般職（一） 9 級以上職員に扶養親族たる配偶者、父母等たる要件を具備するに至った者がある場合を除く。）

(i) If a person newly qualifies as a dependent family member (excluding cases where the person is a Dependent Spouse, Parent, etc. of the Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher);

二 扶養親族たる要件を欠くに至った者がある場合（扶養親族たる子又は第 3 項第 3 号若しくは第 5 号に該当する扶養親族が、満 22 歳に達した日以後の最初の 3 月 31 日の経過により、扶養親族たる要件を欠くに至った場合及び一般職（一） 9 級以上職員に扶養親族たる配偶者、父母等たる要件を欠くに至った者がある場合を除く。）この場合における事実が生じた日については、職員又は当該扶養親族がその事実の生じたことを了知し得べきこととなった日（郵便等の通知の場合は、同居の家族が当該郵便等の通知を受領した日等）とする。

(ii) If a person no longer qualifies as a dependent family member (excluding cases where Dependent Children or dependent family members to whom Item (iii) or Item (v) of Paragraph (3) applies no longer qualifies as a dependent family member as a result of passing the first March 31 to fall on after the date on which they reach 22 years of age, and cases where a person no longer qualifies as Dependent Spouse, Parent, etc. of the Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher) In this case, the date on which a situation has arisen shall be the date on which the employee or the dependent family member have become aware of such situation (when notice was given by post, etc., this shall be the date on which any family member living with the employee received such notice by post, etc.).

7 扶養手当の支給は、新たに職員となった者に扶養親族（一般職（一） 9 級以上職員にあっては、扶養親族たる子に限る。）がある場合においてはその者が職員となった日、一般職（一） 9 級以上職員から一般職（一） 9 級以上職員以外の職員となった職員に扶養親

族たる配偶者，父母等がある場合においてその職員に扶養親族たる子で前項の規定による届出に係るものがないときはその職員が一般職（一）９級以上職員以外の職員となった日，職員に扶養親族（一般職（一）９級以上職員にあつては，扶養親族たる子に限る。）で同項の規定による届出に係るものがない場合においてその職員に同項第１号に掲げる事実が生じたときはその事実が生じた日の属する月の翌月（これらの日が月の初日であるときは，その日の属する月）から開始し，扶養手当を受けている職員が退職し，解雇され，又は死亡した場合においては当該職員が退職し，解雇され又は死亡した日，一般職（一）９級以上職員以外の職員から一般職（一）９級以上職員となった職員に扶養親族たる配偶者，父母等で同項の規定による届出に係るものがある場合においてその職員に扶養親族たる子で同項の規定による届出に係るものがないときはその職員が一般職（一）９級以上職員となった日，扶養手当を受けている職員の扶養親族（一般職（一）９級以上職員にあつては，扶養親族たる子に限る。）で同項の規定による届出に係るものの全てが扶養親族たる要件を欠くに至った場合においてはその事実が生じた日の属する月（これらの日が月の初日であるときは，その日の属する月の前月）をもって終わる。

(7) In cases where a newly-hired employee has dependent family members (limited to Dependent Children in the case of Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher), the payment of dependent allowances shall start on the date on which the employee in question became an employee; in cases where a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher becomes an employee other than Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher and has a Dependent Spouse, Parent, etc., and the employee in question does not have Dependent Children ,for whom the notification under the provisions of Paragraph (6) has been submitted, the payment of dependent allowances shall start on the date on which the employee became an employee other than Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher; and in cases where the employee in question does not have dependent family members (limited to Dependent Children in the case of Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher), for whom a notification under the provisions of Paragraph (6) has been submitted, and a situation described under Paragraph (6) Item (i) has arisen in respect of the employee in question, the payment of dependent allowances shall start from the month following the month in which such situation arose (or when such situation arose on the first day of the month, payments shall start from the month in question). When an employee receiving the dependent allowance retires, is dismissed or dies, the payment of dependent allowances shall end on the date on which the employee retires, is dismissed or dies; in cases where an employee other than Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher becomes a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher and has a Dependent Spouse, Parent, etc. for whom a notification under the provisions of Paragraph

(6) has been submitted but does not have Dependent Children ,for whom a notification under the provisions of Paragraph (6) has been submitted, the payment of dependent allowances shall end on the date on which the employee became a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher; in cases where all dependent family members (limited to Dependent Children in the case of Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher), for whom a notification under the provisions of Paragraph (6) has been submitted, no longer satisfy the requirements for dependent family members, the payment of dependent allowances shall end in the month in which such situation arose (or when such situation arose on the first day of the month, payments shall end from the month preceding the month in question).

ただし、扶養手当の支給の開始については、同項の規定による届出が、これに係る事実の生じた日から15日を経過した後にされたときは、その届出を受理した日の属する月の翌月（その日が月の初日であるときは、その日の属する月）から行うものとする。

However, when a notification under the provisions of Paragraph (6) is submitted more than 15 days after the date on which the relevant situation arose, the payment of dependent allowances shall not start until the month following the month in which such notification was accepted (or when such notification is accepted on the first day of the month, payments shall start from the month in question).

8 扶養手当は、次の各号のいずれかに掲げる事実が生じた場合においては、その事実が生じた日の属する月の翌月（その日が月の初日であるときは、その日の属する月）から当該支給額を改定する。この場合に前項ただし書の規定は、第1号又は第3号に掲げる事実が生じた場合における扶養手当の支給額の改定について準用する。

(8) In cases where any of the situations described under the following items arise, the amount of dependent allowance paid shall be revised from the month following the month in which such situation arises (or when such situation arises on the first day of the month, payment amounts shall be revised from the month in question): In such cases, the proviso in the preceding paragraph shall be applied in revising the dependent allowance amount to be paid when a situation set forth in Item (i) or (iii) arises.

一 扶養手当を受けている職員に更に第6項第1号に掲げる事実が生じた場合

(i) When an additional situation as described under Paragraph (6) Item (i) arises for employees who already the dependent allowance;

二 扶養手当を受けている職員の扶養親族（一般職（一）9級以上職員にあつては、扶養親族たる子に限る。）で第6項の規定による届出に係るものの一部が扶養親族たる要件を欠くに至った場合

(ii) When any of the dependent family members (limited to Dependent Children in the case of Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher), for whom a

notification under the provisions of Paragraph (6) has been submitted and the dependent allowance is being paid, no longer satisfies the requirements;

三 扶養親族たる配偶者，父母等及び扶養親族たる子で第6項の規定による届出に係るものがある一般職（一）9級以上職員が一般職（一）9級以上職員以外の職員となった場合

(iii) When a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher who has a Dependent Spouse, Parent, etc. or Dependent Children, for whom a notification under the provisions of Paragraph (6) has been submitted, becomes an employee other than a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher;

四 扶養親族たる配偶者，父母等で第6項の規定による届出に係るものがある一般職

（一）8級職員等が一般職（一）8級職員等及び一般職（一）9級以上職員以外の職員となった場合

(iv) When a Clerical Base Pay Scale 1 Job Grade 8 Employee, etc. who has a Dependent Spouse, Parent, etc., for whom a notification under the provisions of Paragraph (6) has been submitted, becomes an employee other than a Clerical Base Pay Scale 1, Job Grade 8 Employee, etc. or a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher;

五 扶養親族たる配偶者，父母等で第6項の規定による届出に係るもの及び扶養親族たる子で同項の規定による届出に係るものがある職員で一般職（一）9級以上職員以外のものが一般職（一）9級以上職員となった場合

(v) When an employee who is not a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher who has Dependent Spouse, Parent, etc., for whom a notification under the provisions of Paragraph (6) has been submitted, or Dependent Children, for whom a notification under the provisions of Paragraph (6) has been submitted, becomes a Clerical Base Pay Scale 1 Employee of Job Grade 9 or Higher;

六 扶養親族たる配偶者，父母等で第6項の規定による届出に係るものがある職員で一般職（一）8級職員等及び一般職（一）9級以上職員以外のものが一般職（一）8級職員等となった場合

(vi) When an employee who is not a Clerical Base Pay Scale 1, Job Grade 8 Employee, etc. nor a Clerical Base Pay Scale 1 Employees of Job Grade 9 or Higher has a Dependent Spouse, Parent, etc., for whom a notification under the provisions of Paragraph (6) has been submitted, becomes a Clerical Base Pay Scale 1, Job Grade 8 Employee, etc.;

七 職員の扶養親族たる子で第6項の規定による届出に係るもののうち特定期間にある子でなかった者が特定期間にある子となった場合

(vii) When a child who is a Dependent Child of an employee, for whom a notification under Paragraph (6) has been submitted, but was not within the Specified Period becomes a child within the Specified Period.

9 前各項に規定するもののほか，扶養手当の支給に関し必要な事項は，別に定める。

(9) In addition to the provisions of the preceding paragraphs, all other matters required for the payment of dependent allowances shall be separately prescribed.

(管理職手当)

(Managerial Allowance)

第 12 条 管理職手当は、管理又は監督の地位にある職員のうち別に定める職員に支給する。

Article 12 (1) Managerial allowances shall be paid to separately specified employees in the managerial or supervisory position.

ただし、指定職本給表の適用を受ける職員には支給しない。

However, managerial allowances shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale is applicable.

2 管理職手当の月額、別に定める職務の区分に応じ別に定める額とする。

(2) The monthly amount of a managerial allowance shall be separately prescribed according to the separately prescribed job categories.

3 前項の別に定める職務の区分に該当する職員のうち、岐阜大学に勤務する職員については第 23 条から第 25 条まで及び第 39 条、名古屋大学に勤務する職員については第 23 条から第 25 条までの規定は適用しない。

(3) The provisions of Articles 23 to 25 and 39 hereof shall not be applied to employees working at Gifu University, and the provisions of Articles 23 to 25 hereof shall not be applied to those working at Nagoya University, among those falling into the separately prescribed job categories set forth in the preceding paragraph.

4 前項の規定にかかわらず、第 1 項及び第 2 項の別に定める規定による額は、労基法第 37 条第 3 項に規定する深夜（午後 10 時から翌日の午前 5 時までの間）における勤務に対する割増賃金相当額を含むものとする。

(4) Notwithstanding the provisions of the preceding paragraph, the separately prescribed amounts set forth in Paragraphs (1) and (2) shall include an amount equivalent to the extra pay for late night work (between 22:00 and 5:00 the following day) in accordance with the provisions of Article 37, Paragraph (3) of the Labor Standards Act.

5 前各項に規定するもののほか、管理職手当の支給に関し必要な事項は、別に定める。

(5) In addition to the provisions of the preceding paragraphs, all other matters required for the payment of managerial allowances shall be separately prescribed.

(総長補佐等手当)

(Presidential Advisor, etc. Allowance)

第 13 条 総長補佐等手当は、名古屋大学の副総長等に関する規程（令和 2 年度名大規程第 2 号）第 8 条に規定する名古屋大学で勤務する総長補佐及び副総長補佐に支給する。

Article 13 (1) Presidential advisor, etc. allowance shall be paid to presidential advisors and vice presidential advisors working at Nagoya University in accordance with the provisions of Article 8 of the Nagoya University Rules on Vice Presidents, etc. (Nagoya University Rule No. 2 of 2020).

2 前項の手当の月額、次の各号に定める額とする。

(2) A monthly amount of the allowance set forth in the preceding paragraph shall be as specified in each of the following items;

一 総長補佐 100,000円

(i) Presidential Advisor: 100,000 yen

二 副総長補佐 50,000円

(ii) Vice Presidential Advisor: 50,000 yen

3 前2項に規定するもののほか、総長補佐等手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for payments of presidential advisor, etc. allowances shall be separately prescribed.

(職務付加手当)

(Additional Duty Allowance)

第14条 職務付加手当は、岐阜大学において勤務する職員のうち、著しく負担のかかる職務を付加された者に、その付加された職務に応じて支給する。

Article 14 (1) Additional duty allowance shall be paid to employees who are working at Gifu University and additionally assigned extremely burdensome duties, according to the nature of the additional duties.

2 職務付加手当の月額は、別に定める職務の区分に応じ別に定める額とする。

(2) A monthly amount of the additional duty allowance shall be prescribed separately, according to the separately prescribed job categories.

3 職務を付加されている職員が、第12条の管理又は監督の地位にある職員を兼ねる場合においては、同条の管理職手当のみを支給する。ただし、職務付加手当の月額が同条の管理職手当の月額を上回るときには、職務付加手当のみを支給する。

(3) For employees who have additional duties are at the managerial or supervisory position set forth in Article 12 at the same time, only the managerial allowance provided for in the article shall be paid; provided that, when a monthly amount of the additional duty allowance exceeds that of the managerial allowance, only the additional duty allowance shall be paid.

4 前3項に規定するもののほか、職務付加手当に関し必要な事項は、別に定める。

(4) In addition to the provisions of the preceding three paragraphs, all other matters required for additional duty allowances shall be prescribed separately.

(地域手当)

(Regional Allowance)

第 15 条 地域手当は、機構に在籍する職員に対し、勤務する大学に応じて支給する。

Article 15 (1) Regional allowances shall be paid to employees enrolled in THERS according to the university where they work.

2 地域手当の月額、本給、本給の調整額、扶養手当、管理職手当、総長補佐等手当及び教職調整額の月額の合計額に、別に定める支給割合を乗じて得た額とする。

(2) A monthly amount of the regional allowance shall be obtained by multiplying the total monthly amount of an employee's base pay, base pay adjustment, dependent allowance, managerial allowance, presidential advisor, etc. allowance, and teaching profession adjustment by a payment rate to be separately prescribed.

3 前2項に規定するもののほか、地域手当を支給する職員の勤務箇所、勤務する地域、その他地域手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for payments of regional allowances such as workplaces and work regions of employees for whom regional allowance is subject to be paid shall be prescribed separately.

(広域異動手当)

(Long-Distance Transfer Allowance)

第 16 条 岐阜大学に勤務する職員が、その在勤する勤務箇所を異にして異動した場合又は職員の在勤する勤務箇所が移転した場合において、当該異動又は移転（以下この条において「異動等」という。）につき別に定めるところにより算定した勤務箇所間の距離（異動等の日の前日に在勤していた勤務箇所の所在地と当該異動等の直後に在勤する勤務箇所の所在地との間の距離をいう。以下この項において同じ。）及び住居と勤務箇所との間の距離（異動等の直前の住居と当該異動等の直後に在勤する勤務箇所の所在地との間の距離をいう。以下この項において同じ。）がいずれも 60 キロメートル以上であるとき（当該住居と勤務箇所との間の距離が 60 キロメートル未満である場合であって、通勤に要する時間等を考慮して当該住居と勤務箇所との間の距離が 60 キロメートル以上である場合に相当すると認められる場合として別に定める場合を含む。）は、当該職員には、当該異動等の日から 3 年を経過する日までの間、本給、本給の調整額、扶養手当、管理職手当及び教職調整額の月額の合計額に当該異動等に係る勤務箇所間の距離の次の各号に掲げる区分に応じ当該各号に定める割合を乗じて得た月額の広域異動手当を支給する。

Article 16 (1) When an employee working at Gifu University is transferred to another workplace or when his/her workplace is relocated to a different region (such transfer or

relocation being hereinafter referred to in this article as the “Transfer, etc.”), a monthly amount of a long-distance transfer allowance shall be paid to him/her as follows: If both the distance between the former workplace and the new workplace (*1) calculated as separately prescribed, as a result of such Transfer, etc., and the distance between home and new workplace (*2) exceed 60 km (*3), a monthly amount of a long-distance transfer allowance obtained as follows shall be paid to such employee for the period until 3 years elapse from the date of such Transfer, etc.:

(a) x (b)

where

(a) = total monthly amount of his/her base pay, base pay adjustment, dependent allowance, managerial allowance, teaching profession adjustment,

(b) = the payment rate prescribed in each applicable item according to the classification of distances between workplaces of such Transfer, etc. as set forth in each of the following item.

*1: hereinafter referring in this paragraph to a distance between the location of a workplace where the employee worked on the day immediately before the day of the Transfer, etc. and the location of a workplace where he/she works immediately after the day of the Transfer, etc.

*2: hereinafter referring in this paragraph to a distance between the location of the home where he/she lived on the day immediately before the day of the Transfer, etc. and the location of a workplace where he/she works immediately after the day of the Transfer, etc.

*3: including cases where, even when a distance between the home and the workplace is less than 60 km, the distance is recognized to be equivalent to that of not less than 60 km in consideration of hours required for commuting between the home and the workplace as provided for separately.

ただし、当該異動等に当たり一定の期間内に当該異動等の日の前日に在勤していた勤務箇所への異動等が予定されている場合その他の広域異動手当を支給することが適当と認められない場合として別に定める場合は、この限りでない。

However, the following cases shall be excluded: if a new Transfer, etc. to a workplace working on the day immediately preceding the day of such Transfer, etc. is scheduled within a certain period or otherwise the payment of a long-distance transfer allowance is not recognized to be appropriate as separately prescribed.

一 300キロメートル以上 100分の10

(i) Not less than 300 km: 10%

二 60キロメートル以上300キロメートル未満 100分の5

(ii) Not less than 60 km but less than 300 km: 5%

2 前項の規定により広域異動手当を支給されることとなる職員のうち、当該支給に係る異動等（以下この項において「当初広域異動等」という。）の日から3年を経過する日までの間の異動等（以下この項において「再異動等」という。）により前項の規定により更に広域異動手当が支給されることとなるものについては、当該再異動等に係る広域異動手当の支給割合が当初広域異動等に係る広域異動手当の支給割合を上回るとき又は当初広域異動等に係る広域異動手当の支給割合と同一の割合となるときにあっては当該再異動等の日以後は当初広域異動等に係る広域異動手当を支給せず、当該再異動等に係る広域異動手当の支給割合が当初広域異動等に係る広域異動手当の支給割合を下回るときにあっては当初広域異動等に係る広域異動手当が支給されることとなる期間は当該再異動等に係る広域異動手当を支給しない。

(2) For those to whom an additional long-distance transfer allowance is to be paid in accordance with the provisions of the preceding paragraph because of a new Transfer, etc. (hereinafter referred to in this paragraph as the “Retransfer, etc.”) before a lapse of 3 years from the date of the first Transfer, etc. (hereinafter referred to in this paragraph as the “First Long-Distance Transfer, etc.”) among those to whom long-distance transfer allowance is to be paid in accordance with the provisions of the preceding paragraph, the long-distance transfer allowance for the First Long-Distance Transfer, etc. shall not be paid after the date of such Retransfer, etc. if the payment rate of a long-distance transfer allowance for such Retransfer, etc. is not less than that for the First Long-Distance Transfer etc. If the payment rate of a long-distance transfer allowance for the Retransfer, etc. is less than that for the First Long-Distance Transfer etc., a long-distance transfer allowance for such Retransfer, etc. shall not be paid for the period during which a long-distance transfer allowance for the First Long-Distance Transfer, etc. is to be paid.

3 他の国立大学法人の職員であった者その他別に定める者から引き続き職員となった者（雇用の事情等を考慮して別に定める者に限る。以下「交流職員等」という。）であって、これらに伴い勤務箇所に変更があったものには、別に定めるところにより、前2項の規定に準じて、広域異動手当を支給する。

(3) If a person who was an employee of another national university corporation or is specified separately continuously becomes an employee of THERS (limited to those who are specified separately in consideration of their employment circumstances, etc.; hereinafter referred to as the “Exchange Employee etc.”) and changes his/her workplace as a result thereof, a long-distance transfer allowance shall be paid to him/her in accordance with the provisions of the preceding two paragraphs as provided for separately.

4 前3項の規定により広域異動手当を支給されることとなる職員が、前条の規定により地域手当を支給される職員である場合における広域異動手当の支給割合は、前3項の規定による広域異動手当の支給割合から当該地域手当の支給割合を減じた割合とする。この場合において、前3項の規定による広域異動手当の支給割合が当該地域手当の支給割合以下であるときは、広域異動手当は、支給しない。

(4) The payment rate of a long-distance transfer allowance in a case where an employee to whom such allowance is to be paid in accordance with the provisions of the preceding three paragraphs is an employee to whom a regional allowance is also to be paid in accordance with the provisions of the preceding article shall be obtained by subtracting the payment rate of such regional allowance from that of the long-distance transfer allowance to be paid in accordance with the provisions of the preceding three paragraphs. In such cases, when the payment rate of a long-distance transfer allowance to be paid in accordance with the provisions of the preceding three paragraphs is not more than that of the regional allowance, the long-distance transfer allowance shall not be paid.

5 前各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、別に定める。

(5) In addition to the provisions of each of the preceding paragraphs, all other matters required for payments of long-distance transfer allowances shall be stipulated separately.
(住居手当)

(Housing Allowance)

第17条 住居手当は、次の各号のいずれかに該当する職員に支給する。ただし、指定職本給表の適用を受ける職員、再雇用職員及び再雇用短時間職員には支給しない。

Article 17 (1) A housing allowance shall be paid to employees who fall under any of the following items; provided, however, that the allowance shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale is applied, rehired employees or rehired part-time employees.

一 自ら居住するため住宅（貸間を含む。第2号において同じ。）を借り受け、月額16,000円を超える家賃（使用料を含む。以下同じ。）を支払っている職員（国家公務員宿舎法（昭和24年法律第117号）第13条の規定による有料宿舎を貸与され、使用料を支払っている職員その他別に定める職員を除く。）

(i) Employees who rent housing for themselves to live in (including rooms to let; hereinafter the same shall apply under Item (ii)) and pay rent above 16,000 yen per month (including occupation fees; hereinafter the same shall apply) (excluding employees who have been granted government housing and who pay occupation fees under the provisions of Article 13 of the National Public Officers' Housing Act (Act No. 117 of 1949), and any other separately prescribed employees);

二 第19条第1項又は第3項の規定により単身赴任手当を支給される職員で、配偶者が居住するための住宅（国家公務員宿舎法第13条の規定による有料宿舎その他別に定める住宅を除く。）を借り受け、月額16,000円を超える家賃を支払っているもの又はこれらのものと権衡上必要があるとして別に定めるもの。

(ii) Employees who receive unaccompanied posting allowances under the provisions of Article 19, Paragraph (1) or Paragraph (3) who rent housing for their spouse to live in (excluding rented housing granted under the provisions of Article 13 of the National Public Officers' Housing Act, and other separately prescribed housing), and pay rent above 16,000 yen per month; or other employees for whom separate provisions have been prescribed based on the need to establish a fair balance with the above employees.

2 住居手当の月額は、次に掲げる職員の区分に応じて、当該各号に定める額（第1号に掲げる職員のうち第2号に掲げる職員でもあるものについては、第1号に定める額及び第2号に定める額の合計額）とする。

(2) The monthly payment of the housing allowance shall be the amount prescribed in the following items in accordance with the following employee categories (for employees to whom both Item (i) and Item (ii) are applicable, the total of the amounts specified in Item (i) and Item (ii) shall be paid).

一 前項第1号に掲げる職員 次に掲げる職員の区分に応じて、それぞれ次に定める額（その額に100円未満の端数を生じたときは、これを切り捨てた額）に相当する額

(i) Employees listed in Item (i) of the preceding paragraph - the amounts specified in each of the following, in accordance with the following employee categories (fractions of less than 100 yen shall be rounded down):

イ 月額27,000円以下の家賃を支払っている職員

(a) Employees who pay monthly rent of 27,000 yen or less -

家賃の月額から16,000円を控除した額

The amount calculated by deducting 16,000 yen from the monthly rent amount;

ロ 月額27,000円を超える家賃を支払っている職員

(b) Employees who pay monthly rent of more than 27,000 yen -

家賃の月額から27,000円を控除した額の2分の1（その控除した額の2分の1が17,000円を超えるときは、17,000円）を11,000円に加算した額

The amount calculated by adding half of the amount remaining after deducting 27,000 yen from the monthly rent (or by adding 17,000 yen in cases when half of the amount remaining after deducting 27,000 yen from the monthly rent amount is more than 17,000 yen) to 11,000 yen;

二 前項第2号に掲げる職員

(ii) Employees listed in Item (ii) of the preceding paragraph -

第1号の規定の例により算出した額の2分の1に相当する額（その額に100円未満の端数を生じたときは、これを切り捨てた額）

Half of the amount calculated by following the examples provided for under Item (i) (fractions of less than 100 yen shall be rounded down):

3 前2項に規定するもののほか、住居手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for the payment of housing allowance shall be prescribed separately.

（通勤手当）

(Commuting Allowance)

第18条 通勤手当は、次に掲げる職員に支給する。

Article 18 (1) Commuting allowances shall be paid to the following employees:

一 通勤のため交通機関又は有料の道路（以下「交通機関等」という。）を利用してその運賃又は料金（以下「運賃等」という。）を負担することを常例とする職員（交通機関等を利用しなければ通勤することが著しく困難である職員以外の職員であって交通機関等を利用しないで徒歩により通勤するものとした場合の通勤距離が片道2キロメートル未満であるもの及び第3号に掲げる職員を除く。）

(i) Employees who normally use public transport or toll roads (hereinafter referred to as "Public Transport, etc.") for the purposes of commuting and who pay the fares or usage fees (hereinafter referred to as "Fares, etc.") (excluding employees who can commute on foot without using Public Transport, etc. with a commuting distance of less than 2 km each way and it is not extremely difficult to commute without using Public Transport, etc., and employees listed in Item (iii));

二 通勤のため自動車その他の交通の用具で別に定めるもの（以下「自動車等」という。）を使用することを常例とする職員（自動車等を使用しなければ通勤することが著しく困難である職員以外の職員であって自動車等を使用しないで徒歩により通勤するものとした場合の通勤距離が片道2キロメートル未満であるもの及び次号に掲げる職員を除く。）

(ii) Employees who normally use cars or other vehicles (hereinafter referred to as "Cars, etc.") for the purposes of commuting (excluding employees who can commute on foot without using Cars, etc. with a commuting distance of less than 2 km each way and it is not extremely difficult to commute without using Cars, etc., and employees listed in Item (iii));

三 通勤のため交通機関等を利用してその運賃等を負担し、かつ、自動車等を使用することを常例とする職員（交通機関等を利用し、又は自動車等を使用しなければ通勤することが著しく困難である職員以外の職員であって、交通機関等を利用せず、かつ、自動車等を

使用しないで徒歩により通勤するものとした場合の通勤距離が片道２キロメートル未満であるものを除く。)

(iii) Employees who normally use Public Transport, etc. and pay the Fares, etc. and use Cars, etc. for the purpose of commuting (excluding employees who can commute on foot without using Public Transport, etc. and Cars, etc. with a commuting distance of less than 2 km each way and it is not extremely difficult to commute without using Public Transport, etc. or Cars, etc.)

２ 通勤手当の額は、次の各号に掲げる職員の区分に応じて、当該各号に定める額とする。

(2) The amount of commuting allowance shall be as set forth in each of the following items according to an employee category set forth in each item:

一 前項第１号に掲げる職員のうち、岐阜大学に勤務するもの 別に定めるところにより算出したその者の支給単位期間の通勤に要する運賃等の額に相当する額（以下「支給単位期間の運賃等相当額」という。）。

(i) Employees working at Gifu University among those listed in Item (i) of the preceding paragraph: An amount equivalent to that of the Fares, etc. required for his/her commute during his/her payment unit period calculated as provided for separately (hereinafter referred to as the “Amount Equivalent to Fares, etc. during Payment Unit Period”).

ただし、支給単位期間の運賃等相当額を支給単位期間の月数で除して得た額（以下「１箇月当たりの運賃等相当額」という。）が５５，０００円を超えるときは、支給単位期間につき、５５，０００円に支給単位期間の月数を乗じて得た額（その者が２以上の交通機関等を利用するものとして当該運賃等の額を算出する場合において、１箇月当たりの運賃等相当額の合計額が５５，０００円を超えるときは、その者の通勤手当に係る支給単位期間のうち最も長い支給単位期間につき、５５，０００円に当該支給単位期間の月数を乗じて得た額）とする。

Provided that, when the amount obtained by dividing the Amount Equivalent to Fares, etc. during Payment Unit Period by the number of months during that period (hereinafter referred to as the “Monthly Amount Equivalent to Fares, etc.”) exceeds 55,000 yen, the amount to be paid for the Payment Unit Period shall be obtained by multiplying the amount of 55,000 yen by the number of months during that period (*1).

*1: If the total of the Monthly Amount Equivalent to Fares, etc. exceeds 55,000 yen when the amount of the Fares, etc. is calculated for employees use two or more Public Transport, etc., the amount shall be obtained by multiplying the amount of 55,000 yen by the number of months for the longest Payment Unit Period among those relating to his/her commuting allowance.

二 前項第１号に掲げる職員のうち、名古屋大学に勤務するもの 別に定めるところにより算出したその者の１月の通勤に要する運賃等の額に相当する額（以下「運賃等相当額」という。）。ただし、その額は５５，０００円を限度とする。

(ii) Employees working at Nagoya University among those listed in Item (i) of the preceding paragraph: An amount equivalent to that of the Fares, etc. required for his/her commute for a month (hereinafter referred to as the “Amount Equivalent to Fares, etc.”) calculated as provided for separately but not exceeding 55,000 yen.

三 前項第２号に掲げる職員 次の表の自動車等使用距離の欄に掲げる区分に応じ、それぞれ同表の支給額の欄に掲げる額

(iii) Employees listed in Item (ii) of the preceding paragraph: An amount set forth in the Payment Amount column in the following table according to the classification set forth in the Travel Distance for Automobile, etc. column in the table:

自動車等使用距離 Travel Distance for Automobile, etc.	支給額 Payment Amount (one way)
片道５ｋｍ未満 Less than 5 km	２，０００円 2,000 yen
５ｋｍ以上１０ｋｍ未満 Not less than 5 km but less than 10km	４，２００円 4,200 yen
１０ｋｍ以上１５ｋｍ未満 Not less than 10 km but less than 15km	７，１００円 7,100 yen
１５ｋｍ以上２０ｋｍ未満 Not less than 15 km but less than 20km	１０，０００円 10,000 yen
２０ｋｍ以上２５ｋｍ未満 Not less than 20 km but less than 25km	１２，９００円 12,900 yen
２５ｋｍ以上３０ｋｍ未満 Not less than 25 km but less than 30km	１５，８００円 15,800 yen
３０ｋｍ以上３５ｋｍ未満 Not less than 30 km but less than 35km	１８，７００円 18,700 yen
３５ｋｍ以上４０ｋｍ未満 Not less than 35 km but less than 40km	２１，６００円 21,600 yen
４０ｋｍ以上４５ｋｍ未満 Not less than 40 km but less than 45km	２４，４００円 24,400 yen
４５ｋｍ以上５０ｋｍ未満 Not less than 45 km but less than 50km	２６，２００円 26,200 yen
５０ｋｍ以上５５ｋｍ未満 Not less than 50 km but less than 55km	２８，０００円 28,000 yen
５５ｋｍ以上６０ｋｍ未満 Not less than 55 km but less than 60km	２９，８００円 29,800 yen
６０ｋｍ以上 Not less than 60 km	３１，６００円 31,600 yen

四 前項第３号に掲げる職員のうち、岐阜大学に勤務するもの 別に定める区分に応じ、第１号及び前号に定める額の合計額（その額が５５，０００円を超えるときは、その者の

通勤手当に係る支給単位期間のうち最も長い支給単位期間につき、55,000円に当該支給単位期間の月数を乗じて得た額）、第1号に定める額又は第3号に定める額

(iv) Employees working at Gifu University among those listed in Item (iii) of the preceding paragraph: The total of the amounts set forth in Items (i) and (iii) above (*1); the amount set forth in Item (i) above; or the amount set forth in Item (iii) above according to the classification to be set forth separately.

*1: When the total amount exceeds 55,000 yen, the amount shall be obtained by multiplying an amount of 55,000 yen by the number of months of the longest Payment Unit Period among those relating to the employee's commuting allowance.

五 前項第3号に掲げる職員のうち、名古屋大学に勤務するもの 別に定める区分に応じ、第2号及び第3号に定める額の合計額（その額は55,000円を限度とする。）、第2号に定める額又は第3号に定める額

(v) Employees working at Nagoya University among those listed in Item (iii) of the preceding paragraph: The total of the amounts set forth in Items (ii) and (iii) above (but not exceeding 55,000 yen); the amount set forth in Item (ii) above; or the amount set forth in Item (iii) above according to the classification to be set forth separately.

3 勤務箇所を異にする異動（人事交流による出向の場合を含む。）又は在勤する勤務箇所の移転に伴い、所在する地域を異にする勤務箇所に在勤することとなったことにより、通勤の実情に変更を生ずることとなった職員で別に定めるもののうち、第1項第1号又は第3号に掲げる職員で、当該異動又は移転の直前の住居（異動又は移転の日以後に転居する場合には、新幹線鉄道等を通勤のため利用する経路に変更が生じないときの当該転居後の住居を含む。）からの通勤のため、新幹線鉄道等の特別急行列車、高速自動車道その他の交通機関等（以下「新幹線鉄道等」という。）でその利用が別に定める基準に照らして通勤事情の改善に相当程度資するものであると認められるものを利用し、その利用に係る特別料金等（その利用に係る運賃等の額から運賃等相当額又は支給単位期間の運賃等相当額の算出の基礎となる運賃等に相当する額を減じた額をいう。以下同じ。）を負担することを常例とする者の通勤手当の額は、前項の規定にかかわらず、次の各号に掲げる通勤手当の区分に応じ、当該各号に定める額とする。

(3) Notwithstanding the provisions of the preceding paragraph, among separately specified employees whose commuting conditions has been changed as a result of being assigned to work at a workplace located in a different region as a result of transfer (*1) to a different workplace or by relocation of their workplace, the amount of commuting allowance to be paid to employees listed in Items (i) or (iii) of Paragraph (1) above for whom using limited express trains such as Shinkansen, expressways and/or other means of transportation (hereinafter collectively referred to as “Shinkansen, etc.”) for commuting from his/her home immediately before the transfer or relocation (*2) is

recognized to significantly contribute to improving their commuting conditions in light of separately prescribed criteria and paying special fares, etc. (*3) to use Shinkansen, etc. is customary shall be as set forth in each of the following items according to a classification set forth in each item.

*1: including secondment for personnel exchange.

*2: including home after relocation which does not necessitate a change in route to commute using Shinkansen, etc., when the employee's home is relocated after the date of transfer or relocation.

*3: an amount obtained by subtracting the Amount Equivalent to Fares, etc. or Amount Equivalent to Fares, etc. serving as a basis for calculating the Amount Equivalent to Fares, etc. for the Payment Unit Period from an amount of Fares, etc. to use Shinkansen, etc.; hereinafter the same shall apply.

一 岐阜大学に勤務する職員 支給単位期間につき、別に定めるところにより算出したその者の支給単位期間の通勤に要する特別料金等の額の2分の1に相当する額。

(i) Employees working at Gifu University: An amount equivalent to a half of the special fares, etc. required for commuting in a Payment Unit Period, which is calculated per Payment Unit Period as set forth separately.

ただし、当該額を支給単位期間の月数で除して得た額（以下「1箇月当たりの特別料金等2分の1相当額」という。）が20,000円を超えるときは、支給単位期間につき、20,000円に支給単位期間の月数を乗じて得た額（その者が2以上の新幹線鉄道等を利用するものとして当該特別料金等の額を算出する場合において、1箇月当たりの特別料金等2分の1相当額の合計額が20,000円を超えるときは、その者の新幹線鉄道等に係る通勤手当に係る支給単位期間のうち最も長い支給単位期間につき、20,000円に当該支給単位期間の月数を乗じて得た額）とする。

However, when the amount obtained by dividing the amount by the number of months of the Payment Unit Period (hereinafter referred to as the “Amount Equivalent to Half of Monthly Special Fares, etc.”) exceeds 20,000 yen, the amount shall be obtained by multiplying 20,000 yen by the number of months of such Payment Unit Period (*1).

*1: In calculating the amount of Special Fares, etc. for employees using two or more Shinkansen, etc., if the total of the Amount Equivalent to Half of Monthly Special Fares, etc. exceeds 20,000 yen, the amount shall be obtained by multiplying 20,000 yen by the number of months for the longest Payment Unit Period among those relating to his/her commuting allowance for Shinkansen, etc.

二 名古屋大学に勤務する職員 別に定めるところにより算出したその者の1月の通勤に要する特別料金等の額の2分の1に相当する額（その額が20,000円を超えるときは、20,000円）及び前項の規定による額の合計額とする。

(ii) Employees working at Nagoya University: The total of the amount equivalent to a half of the special fares, etc. required for commuting for a period of one month which is calculated as set forth separately (if the amount exceeds 20,000 yen, it will be 20,000yen) and the amount provided for in the provisions of the preceding paragraph.

4 前項の規定は、国家公務員（特別職に属する者を含む。）であった者、検察官であった者、国の経営する企業に勤務する職員の給与等に関する特例法の適用を受ける職員であった者、独立行政法人通則法（平成11年法律第103号）第2条第4項に規定する行政執行法人の職員であった者、地方公務員又は沖縄振興開発金融公庫の予算及び決算に関する法律（昭和26年法律第99号）第1条に規定する公庫その他その業務が国の事務若しくは事業と密接な関係を有する法人のうち国家公務員退職手当法施行令（昭和28年政令第215号）第9条の2各号に掲げる法人（以下「国等の機関」という。）の職員であった者（以下「国家公務員等」という。）が、国等の機関の要請に応じ、引き続いて職員となるため退職し、かつ、引き続いて職員となった者のうち、第1項第1号又は第3号に掲げる職員で、当該適用の直前の住居（職員となった日以後に転居する場合において、新幹線鉄道等を通勤のため利用する経路に変更が生じないときの当該転居後の住居を含む。）からの通勤のため、新幹線鉄道等でその利用が別に定める基準に照らして通勤事情の改善に相当程度資するものであると認められるものを利用し、その利用に係る特別料金等を負担することを常例とするもの（雇用の事情等を考慮して別に定める職員に限る。）その他前項の規定による通勤手当を支給される職員との権衡上必要があると認められるものとして別に定める職員の通勤手当の額の算出について準用する。

(4) The provisions of the preceding paragraph shall also be applied to the calculation of commuting allowances for the following employees who were formerly national public employees, etc. but who resigned in response to a request from a government agency so that they could continue as employees of the University, who are also employees as described under Paragraph (1), Item (i) or Item (iii), who use Shinkansen, etc. where the use of which has been deemed to make a significant improvement to commuting circumstances in consideration of separately prescribed standards, to commute from their home in which they were living immediately prior to the situation becoming applicable (this shall include homes moved to after the situation becomes applicable when there is no change in the route for which the Shinkansen, etc. is used for commuting), and who normally pay special fare, etc. for using the Shinkansen, etc. (limited to separately prescribed employees in consideration of employment circumstances etc.): employees who were national public employees (including employees with special positions); employees who were public prosecutors; employees to whom the Act on Special Measures Concerning Remuneration, etc. of Officials Who Work for a Corporation Operated by the State was applicable; employees who were formally employees of an Agency Engaged in

Administrative Execution provided for under the provisions of Article 2, Paragraph (4) of the Act on General Rules for Incorporated Administrative Agencies (Act No. 103 of 1999); and employees who were local government employees, or employees of a public finance corporation as provided for under Article 1 of the Act on Budget and Account Settlement of the Okinawa Development Finance Corporation (Act No. 99 of 1951) or of any other corporation (hereinafter referred to as "Government Agency") of which the work was closely related to national administration or project as provided for under the items of Article 9-2 of the Enforcement Order of the National Public Employees Retirement Allowance Act (Cabinet Order No. 215 of 1953) (hereinafter referred to as "National Public Employees etc."). It shall be otherwise applied in calculating the amounts of commuting allowances for employees set forth separately when deemed necessary to balance with the employees' paid commuting allowances in accordance with the provisions of the preceding paragraph.

5 第1項第1号又は第3号に掲げる職員のうち、住居を得ることが著しく困難である島等に所在する勤務箇所通勤のため、当該島等への交通に橋、トンネルその他の施設（以下「橋等」という。）を利用し、当該橋等の利用に係る通常の運賃に加算される運賃又は料金（以下「特別運賃等」という。）を負担することを常例とする職員（第3項の規定による額が55,000円以下となる職員を除く。）の通勤手当の額は、第1項から第3項までの規定にかかわらず、別に定めるところにより算出したその者の1月の通勤に要する特別運賃等の額に相当する額及びその額を負担しないものとした場合におけるこれらの規定による額の合計額とする。

(5) Notwithstanding the provisions of Paragraphs (1) to (3) above, for employees listed in Item (i) or (iii) of Paragraph (1), the amount of commuting allowance to be paid to employees (*1) using bridges, tunnels or other facilities (hereinafter referred to as "Bridges, etc.") to commute to his/her workplace located on an island or the like where it is extremely difficult to find a house and therefore normally bearing fares or charges added to normal fares to use the Bridges, etc. (hereinafter referred to as the "Special Fares, etc.") shall be the total of the amount equivalent to an amount of such Special Fares, etc. required for commuting for a month calculated as prescribed separately and the amount prescribed in the provisions in the case that employees did not bear these fares.

*1: excluding those for whom the amount in accordance with Paragraph (3) above does not exceed 55,000 yen.

6 岐阜大学に勤務する職員の通勤手当は、支給単位期間（別に定める通勤手当にあっては、別に定める期間）に係る最初の月の別に定める日に支給する。

(6) A commuting allowance for employees working at Gifu University shall be paid on a separately designated day of the first month relating to his/her Payment Unit Period (or the period provided for separately for the commuting allowance provided for separately).

7 通勤手当を支給される岐阜大学に勤務する職員につき，離職その他別に定める事由が生じた場合には，当該職員に，支給単位期間のうちこれらの事由が生じた後の期間を考慮して別に定める額を返納させるものとする。

(7) When termination of employment or other cause specified separately arises for employees working at Gifu University who are paid commuting allowance, such employee must refund the amount determined separately in consideration of the period after such cause has arisen in his/her Payment Unit Period.

8 この条において「支給単位期間」とは，通勤手当の支給の単位となる期間として6箇月を超えない範囲内で1箇月を単位として別に定める期間（自動車等に係る通勤手当にあつては，1箇月）をいう。

(8) A “Payment Unit Period” in this article refers to the period specified separately in units of months not exceeding 6 months (or one month for commuting allowances relating to automobiles, etc.) which serves as a basis of payment of commuting allowances.

9 前各項に規定するもののほか，通勤の実情の変更に伴う支給額の改定その他通勤手当の支給及び返納に関し必要な事項は，別に定める。

(9) In addition to those set forth in each of the provisions of the preceding paragraphs, all other matters such as those required for revising payment amounts as a result of changes in commuting situations and paying and refunding commuting allowances shall be separately prescribed.

（単身赴任手当）

(Unaccompanied Posting Allowance)

第19条 勤務箇所を異にする異動（人事交流による出向の場合を含む。）又は在勤する勤務箇所の移転に伴い，住居を移転し，父母の疾病その他別に定めるやむを得ない事情により，同居していた配偶者と別居することとなった職員で，当該異動又は在勤する勤務箇所の移転の直前の住居から当該異動又は在勤する勤務箇所の移転の直後に在勤する勤務箇所に通勤することが通勤距離等を考慮して別に定める基準に照らして困難であると認められるもののうち，単身で生活することを常況とする職員その他権衡上必要があると認められるものとして機構長が指定する職員には，単身赴任手当を支給する。

Article 19 (1) Unaccompanied posting allowance shall be paid to employees who normally live alone or those who are designated by the Chancellor when deemed necessary to pay the allowance to establish a fair balance among those who have relocated as a result of transfer to different workplaces (including temporary transfer for personnel exchange) or those whose workplaces have relocated or those who live

separately from spouse with whom they formerly lived together, for reasons such as parents illness or other unavoidable circumstances to be defined separately when commuting from their home in which they lived immediately before the relocation due to transfer or workplace relocation to their new workplace immediately after the relocation due to transfer or workplace relocation is recognized to be difficult.

ただし、配偶者の住居から在勤する勤務箇所に通勤することが、通勤距離等を考慮して別に定める基準に照らして困難であると認められない場合は、この限りではない。

However, this shall not necessarily apply when it is recognized that commuting from their spouse's home to their workplace would not be difficult based on separately prescribed criteria for commuting distance, etc.

2 単身赴任手当の月額は、30,000円（別に定めるところにより算定した職員の住居と配偶者の住居との間の交通距離が100キロメートル以上である職員にあっては、その額に、70,000円を超えない範囲内で交通距離の区分に応じて別に定める額を加算した額）とする。

(2) The monthly payment for the unaccompanied posting allowance shall be 30,000 yen (in the case of employees for whom the travel distance between the employee's home and the home of the employee's spouse is 100 km or more, as calculated in accordance with separate provisions, a separately prescribed amount according to the travel distance category shall be added to the monthly payment, up to a maximum monthly total of 70,000 yen).

3 国家公務員等が、国等の機関の要請に応じ、引き続いて職員となるため退職し、かつ、引き続いて職員となった場合、これに伴い、住居を移転し、父母の疾病その他別に定めるやむを得ない事情により、同居していた配偶者と別居することとなった職員で、当該採用の直前の住居から勤務箇所に通勤することが通勤距離等を考慮して別に定める基準に照らして困難であると認められるもののうち、単身で生活することを常況とする職員（雇用の事情等を考慮して別に定める職員に限る。）その他第1項の規定による単身赴任手当を支給される職員との権衡上必要があると認められるものとして別に定める職員には、前2項の規定に準じて、単身赴任手当を支給する。

(3) Unaccompanied posting allowance shall be paid in accordance with the provisions of the preceding two paragraphs to employees, when formerly national public employees, etc. have resigned in response to a request from a government agency so that they could continue as employees of the University, who have relocated and live separately from spouse with whom they formerly lived together, for reasons such as parents illness or other unavoidable circumstances to be defined separately, and commuting from home in which they lived immediately before employed at the new workplace is recognized to be difficult based on separately prescribed criteria for commuting distance etc., and

normally live alone (limited to separately prescribed employees in consideration of employment circumstances, etc.). The unaccompanied posting allowance shall also be paid in accordance with the provisions of the preceding two paragraphs to other separately prescribed employees to establish a fair balance with employees for whom unaccompanied posting allowance is paid in accordance with the provisions of Paragraph (1).

4 前3項に規定するもののほか、単身赴任手当の支給の調整に関する事項その他単身赴任手当の支給に関し必要な事項は、別に定める。

(4) In addition to the provisions of the preceding three paragraphs, other matters regarding the payment of unaccompanied posting allowance such as payment adjustment shall be prescribed separately.

(特殊勤務手当)

(Special-Work Allowances)

第20条 著しく危険、不快、不健康又は困難な勤務その他の著しく特殊な勤務で、給与上特別の考慮を必要とし、かつ、その特殊性を本給で考慮することが適当でないと認められるものに従事する職員には、その勤務の特殊性に応じて別に定める特殊勤務手当を支給する。

Article 20 (1) Special-work allowance shall be paid based on their type of specialty in accordance with the provisions prescribed separately to employees engaged in extremely dangerous, uncomfortable, unhealthy or difficult work or other highly specialized work, when rewarding employees with the base pay alone is recognized to be inadequate in view of the work's special nature and special consideration for pay is deemed necessary.

ただし、指定職本給表の適用を受ける職員には支給しない。

However, special-work allowance shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale applies.

2 前項に規定するもののほか、特殊勤務手当の種類、支給される職員の範囲、支給額その他特殊勤務手当の支給に関し必要な事項は、別に定める。

(2) In addition to those set forth in the preceding paragraph, other matters required for payment of special-work allowance such as types, the range of employees to be eligible and payment amounts shall be prescribed separately.

(特地勤務手当)

(Special-Region Work Allowance)

第21条 岐阜大学流域圏科学研究センター高山試験地（以下「特地事業所」という。）に勤務する職員には、特地勤務手当を支給する。

Article 21 (1) Special-region work allowance shall be paid to employees working at the Takayama Field Station of the River Basin Research Center of Gifu University (hereinafter referred to as the “Special-Region Worksite”).

2 特地勤務手当の月額、本給、本給の調整額及び扶養手当の月額の合計額の100分の8以内で別に定める支給割合を乗じて得た額とする。

(2) The monthly amount of special-region work allowance shall be obtained by multiplying the total monthly amount of his/her base pay, base pay adjustment and dependent allowance by a payment rate not exceeding 8% to be prescribed separately.

3 前2項に規定するもののほか、特地勤務手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for payments of special-region work allowance shall be prescribed separately.

(特地勤務手当に準ずる手当)

(Allowance Equivalent to Special-Region Work Allowance)

第22条 職員が、特地事業所に異動し、当該異動に伴って住居を移転した場合（移転前の住居から通勤することが容易である場合を除く。）は、当該職員には、当該異動の日から3年以内の期間（当該異動の日から起算して3年を経過する際、技術、経験等に照らし、機構長が認めた者にあつては、更に3年以内の期間）、本給、本給の調整額及び扶養手当の月額の合計額に別に定める支給割合を乗じて得た額を特地勤務手当に準ずる手当として支給する。

Article 22 (1) If an employee relocates his/her home as a result of transfer to the Special-Region Worksite (except in cases where it is easy to commute to the worksite from his/her home before the relocation), the amount obtained by multiplying the total monthly amount of his/her base pay, base pay adjustment and dependent allowance by a payment rate to be separately prescribed shall be paid to him/her as an allowance equivalent to a special-region work allowance for a period not exceeding 3 years from the date of the transfer (and for an additional period not exceeding 3 years when the Chancellor recognizes that it is necessary to pay an additional allowance in light of his/her skills, experience, etc.).

2 交流職員等で、特地事業所に在勤することとなったことに伴って住居を移転したものの、新たに生活の著しく不便な地に所在する勤務箇所（以下「新特地事業所」という。）に該当することとなった勤務箇所に在勤する職員でその新特地事業所に該当することとなった日前3年以内に当該勤務箇所に異動し、当該異動に伴って住居を移転したものの他前項の規定による手当を支給される職員との権衡上必要があると認められるものとして別に定める職員には、同項の規定に準じて、特地勤務手当に準ずる手当を支給する。

(2) In accordance with the provisions of the preceding paragraph, the allowance equivalent to special-region work allowance shall be paid to the following employees:

Employees who relocate his/her home as a result of transfer to the Special-Region Worksite for personnel exchange, etc.;

Employees who were transferred to a workplace newly designated as a workplace located in the region where it is extremely inconvenient (hereinafter referred to as the "New Special-Region Worksite") and relocated their home to the region no more than 3 years before the workplace was designated as a New Special-Region Worksite;

Other employees who are specified separately as it is recognized as necessary to pay the allowance to establish a fair balance with employees receiving the allowance in accordance with the provisions of the preceding paragraph.

3 前2項に規定するもののほか、特地勤務手当に準ずる手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for payments of allowance equivalent to special-region work allowance shall be prescribed separately.

(超過勤務手当)

(Overtime-Work Allowance)

第23条 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条及び東海国立大学機構短時間勤務正職員の勤務時間、休暇等に関する規程（令和2年度機構規程第31号。以下この条において「短時間勤務正職員勤務時間規程」という。）第3条に規定する正規の勤務時間を超えて勤務することを命ぜられた職員には、正規の勤務時間を超えて勤務した全時間に対して、勤務1時間につき、第26条に規定する勤務1時間当たりの給与額に正規の勤務時間を超えてした次の各号に掲げる勤務の区分に応じてそれぞれ当該各号に定める支給割合（その勤務が午後10時から翌日の午前5時までの間である場合は、その割合に100分の25を加算した割合）を乗じて得た額を超過勤務手当として支給する。

Article 23 (1) Overtime-work allowance shall be paid to employees who are ordered to work in excess of their regular working hours as provided for in Article 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") and Article 3 of the Tokai National Higher Education and Research System Part-time Regular Employee Working Hours and Leave Rules (THERS Rule No. 31 of 2020; hereinafter referred to in this article as the "Part-time Regular Employee Working Hours Rules"). Overtime-work allowance shall be paid for each hour of overtime worked in excess of regular working hours. The amount of overtime-work allowance to be paid

shall be obtained by multiplying the hourly payment amount as set forth in Article 26 hereof by a payment rate listed in each of the following items according to the category of work carried out in excess of the regular working hours listed in the following items (when work has been carried out between 22:00 and 5:00 the next morning, 25% shall be added to the rate).

ただし、指定職本給表の適用を受ける職員（第 12 条第 1 項に規定する管理又は監督の地位にある職員のうち別に定める職員に該当する者に限る。）及び第 12 条の規定の適用を受ける職員（以下、これらを総称して「管理職員等」という。）には支給しない。

However, overtime-work allowance shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale is applicable (limited to separately prescribed employees who are in managerial or supervisory positions, as provided for under Article 12, Paragraph (1)) nor to employees to whom Article 12 is applicable (hereinafter referred to collectively as “Managerial Employees, etc.”).

一 正規の勤務時間が割り振られた日（次条の規定により正規の勤務時間中に勤務した職員に休日給が支給されることとなる日を除く。）における勤務 100 分の 125

(i) Work carried out on days for which regular working hours have been allotted (excluding days for which holiday pay shall be paid under the provisions of the next article to employees who worked during regular working hours): 125%;

二 短時間勤務正職員勤務時間規程第 7 条第 2 項に規定する週休日の勤務 100 分の 100（7 時間 45 分を超える勤務は 100 分の 125）

(ii) Work carried out on a weekly holiday defined in Article 7, Paragraph (2) of the Short-Time Regular Employee Working Hours Rules: 100% (125% for work carried out in excess of 7 hours and 45 minutes);

三 職員勤務時間規程第 11 条第 2 項に基づき割り振られた勤務時間内における勤務 100 分の 35

(iii) Work carried out during working hours allotted in accordance with Article 11, Paragraph (2) of the Employee Working Hours Rules: 35%;

四 前 3 号に掲げる勤務以外の勤務 100 分の 135

(iv) Any work other than work described under the preceding three items: 135%;

五 前各号の規定にかかわらず、正規の勤務時間を超えて勤務することを命ぜられ、正規の勤務時間を超えて勤務した時間（100 分の 100 の支給割合による超過勤務時間数を除く。）が 1 か月について 60 時間を超えた場合における 60 時間を超えた以降の勤務 100 分の 150（その勤務が午後 10 時から翌日の午前 5 時までの間である場合にあっては、100 分の 175 とし、職員勤務時間規程第 11 条第 2 項に基づき割り振られた勤務時間内におけるこの号の勤務にあっては 100 分の 50 とする。）

(v) Notwithstanding the provisions of the preceding items, when work is carried out in excess of 60 hours by employees who have been ordered to work in excess of regular working hours and the total number of hours worked in excess of regular working hours (excluding overtime working hours with a pay rate of 100%) is more than 60 hours for a single month: 150% (175% for the work carried out between 22:00 and 5:00 the next morning; and 50% for the work set forth in this item and carried out during working hours allotted in accordance with Article 11, Paragraph (2) of the Employee Working Hours Rules).

2 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。）により育児短時間勤務をしている職員（以下「育児短時間勤務職員」という。）の勤務1時間当たりの超過勤務手当は、前項の規定にかかわらず、第26条に規定する勤務1時間当たりの給与額に正規の勤務時間を超えてした次の各号に掲げる勤務の区分に応じてそれぞれ当該各号に定める支給割合（その勤務が午後10時から翌日の午前5時までの間である場合は、その割合に100分の25を加算した割合）を乗じて得た額とする。

(2) Notwithstanding the provisions of the preceding paragraph, the amount of overtime-work allowance per hour of work carried out by employees on childcare-track part-time work (hereinafter referred to as the "Childcare-track Part-time Work Employees") in accordance with the Tokai National Higher Education and Research System Employee Childcare Leave Rules, etc. (THERS Rule No. 36 of 2020; hereinafter referred to as the "Childcare Leave Rules") shall be obtained by multiplying an hourly pay amount as set forth in Article 26 hereof by a payment rate listed in each item according to a category of work carried out in excess of regular working hours listed in each of the following items (when work has been carried out between 22:00 and 5:00 next morning, 25% shall be added to the rate).

一 前項第1号に規定する勤務 100分の100（7時間45分を超える勤務は100分の125）

(i) Work as prescribed under Paragraph (1), Item (i): 100% (125% for work carried out in excess of 7 hours and 45 minutes);

二 正規の勤務時間が割り振られていない日（職員勤務時間規程第10条及び第11条に規定する週休日を除く。）の勤務 100分の100（7時間45分を超える勤務は100分の125）

(ii) Work carried out on a day to which regular working hours are not allotted (excluding weekly holidays defined in Articles 10 and 11 of the Employee Working Hours Rules): 100% (125% for work carried out in excess of 7 hours and 45 minutes);

三 職員勤務時間規程第11条第2項に基づき割り振られた勤務時間内における勤務 1
00分の35

(iii) Work carried out during working hours allotted in accordance with Article 11,
Paragraph (2) of the Employee Working Hours Rules: 35%;

四 前3号に掲げる勤務以外の勤務 100分の135

(iv) Work other than that set forth in the preceding three items: 135%.

3 職員勤務時間規程第9条の規定に基づくフレックスタイム制が適用される職員（以下「フレックスタイム制適用職員」という。）には、第1項の規定にかかわらず、次に掲げる勤務の全時間に対して、勤務1時間につき、第26条に規定する勤務1時間当たりの給与額に、次の各号に掲げる勤務の区分に応じてそれぞれ当該各号に支給割合を乗じて得た額を超過勤務手当として支給する。

(3) Notwithstanding the provisions of Paragraph (1) above, overtime-work allowances shall be paid for each working hour to employees to whom the flextime system provided for in the provisions of Article 9 of the Employee Working Hours Rules is applied (hereinafter referred to as the “Flextime-System Applicable Employees”). The amount of overtime-work allowance shall be obtained by multiplying an hourly pay amount as set forth in Article 26 hereof by a payment rate listed in each item according to the category of work listed in each of the following items.

一 労基法第32条の3に基づく労使協定に定める清算期間における総労働時間を超える勤務（次号及び第3号に掲げる勤務を除く。） 100分の125

(i) Work carried out in excess of the total working hours in a settlement period set out as part of a labor-management agreement under Article 32-3 of the Labor Standards Acts (excluding work described in Item (ii) and Item (iii)): 125%;

二 職員勤務時間規程第11条第2項に基づき割り振られた勤務時間内における勤務 1
00分の35

(ii) Work carried out during working hours allotted in accordance with Article 11,
Paragraph (2) of the Employee Working Hours Rules: 35%;

三 週休日の勤務（前号の勤務を除く。）及び次条の規定によりフレックスタイム制適用職員に休日給が支給されることとなる日の7時間45分を超える勤務 100分の135

(iii) Work carried out on a weekly holiday (excluding work described in the preceding item) and work carried out in excess of 7 hours and 45 minutes for which holiday pay is to be paid under the provisions of the following article to Flextime-System Applicable Employees: 135%;

四 前2号の規定にかかわらず、前2号の勤務を合計した時間が1か月について60時間を超えた場合における60時間を超えた以降の勤務 100分の150（職員勤務時間規

程第 11 条第 2 項に基づき割り振られた勤務時間内におけるこの号の勤務にあつては 100 分の 50)

(iv) Notwithstanding the provisions of the preceding two items, work carried out in excess of 60 hours if the total number of hours worked under the preceding two items is more than 60 hours for a single month: 150% (50% for work set forth in this item and carried out during working hours allotted in accordance with Article 11, Paragraph (2) of the Employee Working Hours Rules).

4 再雇用短時間勤務職員には、第 1 項の規定にかかわらず、正規の勤務時間を超えてした勤務 1 時間につき、第 26 条に規定する勤務 1 時間当たりの給与額に次の各号に掲げる勤務の区分に応じてそれぞれ当該各号に定める支給割合（その勤務が午後 10 時から翌日の午前 5 時までの間である場合は、その割合に 100 分の 25 を加算した割合）を乗じて得た額を超過勤務手当として支給する。

(4) Notwithstanding the provisions of Paragraph (1) above, overtime-work allowance shall be paid to rehired part time employees who have worked in excess of their regular working hours. Overtime-work allowance shall be paid for each hour of worked overtime in excess of regular working hours. The amount of overtime-work allowance shall be obtained by multiplying an hourly pay amount as set forth in Article 26 hereof by the payment rate listed in each item according to the category of work listed in each of the following items (when work has been carried out between 22:00 and 5:00 next morning, 25% shall be added to the rate).

一 第 1 項第 1 号に規定する勤務 100 分の 100（7 時間 45 分を超える勤務は 100 分の 125）

(i) Work set forth in Paragraph (1), Item (i) above: 100% (125% for work carried out in excess of 7 hours and 45 minutes);

二 正規の勤務時間が割り振られていない日（職員勤務時間規程第 10 条及び第 11 条に規定する週休日を除く。）の勤務 100 分の 100（7 時間 45 分を超える勤務は 100 分の 125）

(ii) Work carried out on a day to which regular working hours are not allotted (excluding weekly holidays defined in Articles 10 and 11 of the Employee Working Hours Rules): 100% (125% for work carried out in excess of 7 hours and 45 minutes);

三 職員勤務時間規程第 11 条第 2 項に基づき割り振られた勤務時間内における勤務 100 分の 35

(iii) Work carried out during working hours allotted in accordance with Article 11, Paragraph (2) of the Employee Working Hours Rules: 35%;

四 前 3 号に掲げる勤務以外の勤務 100 分の 135

(iv) Work other than that set forth in the preceding three items: 135%.

5 前各項に規定するもののほか、超過勤務手当の支給に関し必要な事項は、別に定める。

(5) In addition to the provisions of each of the preceding paragraphs, all other matters required for payments of over-time work allowance shall be prescribed separately.

(休日給)

(Holiday Pay)

第24条 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職員にあっては、当該休日に代わる代休日）において、正規の勤務時間（フレックスタイム制適用職員にあっては7時間45分とする。以下この項において同じ。）中に勤務することを命ぜられた職員（休日に当然勤務することになっている交替制勤務者を含む。）には、正規の勤務時間中に勤務した全時間に対して、勤務1時間につき、第26条に規定する勤務1時間当たりの給与額に100分の135を乗じて得た額を休日給として支給する。

Article 24 (1) Holiday pay shall be paid to employees (*1) who have been ordered to work during regular working hours (*2) on a holiday defined in the provisions of Article 12 of the Employee Working Hours Rules (*3). Holiday pay shall be paid for all hours worked during regular working hours, and the amount shall be obtained by multiplying an hourly pay amount prescribed in Article 26 hereof by 135% for each hour worked.

*1: including shift-work employees who are to work on holidays as a matter of course.

*2: 7 hours and 45 minutes in a day for Flextime-System Applicable Employees; hereinafter the same shall apply in this paragraph.

*3: or on a substitute holiday instead of the holiday for employees who have been given a designated substitute holiday in accordance with the provisions of Article 13, Paragraph (1) of the Employee Working Hours Rules and worked all working hours allotted to the holiday.

ただし、管理職員等には支給しない。

However, holiday pay shall not be paid to managerial employees, etc.

2 交替制勤務職員で前項の規定による休日が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に重なったときは、休日の直後の勤務日（直後の勤務日が、休日に当たるときはその日の直後の勤務日）に支給する。

(2) For shift-work employees, when a holiday set forth in the preceding paragraph falls on a weekly holiday defined in the provisions of Articles 10 and 11 of the Employee Working Hours Rules, the holiday pay shall be paid to them on a working day immediately following the holiday (when the work day immediately following the holiday

also falls on a holiday, the holiday pay shall be paid on a work day immediately following that holiday).

ただし、職員の勤務時間の割振りの事情により、機構長が他の日とすることについて承認したときは、その日に支給する。

However, holiday pays may be paid on another day when it is approved by the Chancellor due to the employee's working hours allotment circumstances.

3 前2項に規定するもののほか、休日給の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for the payment of a holiday pay shall be prescribed separately.

(夜勤手当)

(Night Shift Allowance)

第25条 正規の勤務時間として午後10時から翌日の午前5時までの間に勤務することを命ぜられた職員には、その間に勤務した全時間に対して、勤務時間1時間につき、次条に規定する勤務時間1時間当たりの給与額の100分の25を夜勤手当として支給する。

Article 25 (1) Employees who have been ordered to work between 22:00 and 5:00 the following morning as part of their regular working hours shall be paid for all hours worked during these hours a night shift allowance of 25% of the hourly pay rates provided for under the following article for each hour of work.

2 午後10時から翌日の午前5時までの間に勤務したフレックスタイム制適用職員には、その間に勤務した全時間に対して、勤務1時間につき、次条に規定する勤務1時間当たりの給与額の100分の25を夜勤手当として支給する。

(2) Flextime System-Applicable Employees who worked between 22:00 and 5:00 the following morning shall be paid for all hours worked during these hours a night shift allowance of 25% of the hourly pay rates provided for under the following article for each hour of work.

3 前2項に規定するもののほか、夜勤手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for the payment of night shift allowance shall be separately prescribed.

(勤務1時間当たりの給与額の算出)

(Calculation of Hourly Pay Rates)

第26条 前3条に規定する勤務1時間当たりの給与額は、本給、本給の調整額、これに対する地域手当、広域異動手当、管理職手当、総長補佐等手当、職務付加手当、特地勤務手当等、初任給調整手当、義務教育等教員特別手当、教職調整額、専門職手当、寒冷地手当、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（育児短時間勤務職員にあっては、一の年における1月平均所定労働時間数に職員勤務時間規程

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。）を乗じて得た数とし、再雇用短時間勤務職員にあっては、一の年における1月平均所定労働時間数に再雇用職員就業規則第14条第2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を乗じて得た数とする。）で除して得た額とする。

Article 26 (1) The amount of pay per working hour set forth in the preceding three articles shall be obtained as follows:

(a) ÷ (b)

Where

(a) = The total monthly amount of the base pay and base pay adjustment, and the regional allowance, long-distance transfer allowance, managerial allowance, presidential advisor etc. allowance, additional duty allowance, special-region work allowance etc., starting pay adjustment allowance, special allowance for a teacher for compulsory education etc., teaching profession adjustment, specialist allowance, cold-region allowance, health and safety service allowance and cross-appointment allowance based on the base pay and base pay adjustment.

(b) = The average monthly prescribed working hours during a calendar year (meaning the period from January 1 to December 31; hereinafter the same shall apply) (For a Childcare-track Part-time Work Employee, hours obtained by multiplying the average monthly prescribed working hours per calendar year by the numerical value obtained by dividing the weekly working hours of the employee prescribed in Article 3, Paragraph (3) of the Employee Working Hours Rules by the weekly working hours prescribed in Article 3 Paragraph (1) thereof (hereinafter referred to as the "Calculation Rate"); and for a rehired part-time employee, hours obtained by multiplying the average monthly prescribed working hours per calendar year by the numerical value obtained by dividing the weekly working hours of the employee prescribed in Article 14, Paragraph (2) of the Rehired Employee Work Rules by the weekly working hours prescribed in Article 14 Paragraph (1) thereof.)

2 前項の規定にかかわらず、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、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, in cases where employees are engaged in work for which they receive special-work allowances as prescribed under Article 20 (however, this shall exclude the night-shift nursing allowance, night work allowance, night medical work allowance, and holiday medical work allowance), the amount of the pay per hour for the work provided for under Articles 23 and 24 shall be calculated by adding the amount for the special work per hour (or in the case of allowances paid on a daily basis, the amount calculated by dividing this amount by 7.75; or in the case of allowances paid on a monthly basis, the amount calculated by dividing this amount by the average monthly prescribed working hours during a calendar year) to the amount provided for under the preceding paragraph.

3 第1項の「1月平均所定勤務時間数」とは、当該年の日数から、1月1日から12月31日までににおける週休日及び休日の日数を差し引いて得た数に、職員就業規則第33条に規定する1日の所定勤務時間数を乗じて得た数を、12で除して得た時間数をいう。

(3) The “average monthly prescribed working hours” set forth in Paragraph (1) above means the number of hours obtained as follows: 1. Subtract the total number of weekly holidays and other holidays during January 1 to December 31 of a year from the total number of days of the year; 2. Multiple the number obtained in 1 above by the prescribed daily working hours set forth in Article 33 of the Employee Work Rules; and 3. Divide the number obtained in 2 above by 12.

(宿直手当)

(Overnight-duty Allowance)

第27条 職員勤務時間規程第18条に規定する宿直勤務を命ぜられた職員には、その勤務1回につき、次の各号に掲げる区分に応じ、当該各号に定める額の宿直手当を支給する。

Article 27 (1) An employee who is ordered to perform an overnight-duty as provided for in Article 18 of the Employee Working Hours Rules shall be paid the amount of overnight-duty allowance prescribed in each of the following items each time for the duty according to a category of each item.ただし、指定職本給表の適用を受ける職員には支給しない。

However, overnight-duty allowance shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale is applicable.

一 岐阜大学医学部附属病院における医師の宿直勤務 10,000円

(i) An overnight-duty performed by a medical doctor at Gifu University Hospital: 10,000 yen-

二 名古屋大学医学部附属病院における医療系技術職員の宿直勤務 4,200円

(ii) An overnight-duty performed by a medical engineering staff member at Nagoya University Hospital: 4,200 yen-

三 名古屋大学大学院生命農学研究科附属フィールド科学教育研究センター稲武・設楽フィールドにおいて行う施設，設備，備品，書類等の保全，外部との連絡，文書の收受等を目的とする宿直勤務 4, 8 0 0 円

(iii) An overnight-duty performed in order to maintain facilities, equipment, devices, documents, etc., communicate with external parties, and receive and accept documents, etc. at the Nagoya University Graduate School of Bioagricultural Science, Field Science Center, Inabu and Shitara Fields: 4,800 yen

四 前3号に規定するもののほか，機構長が認めた勤務 別に定める額

(iv) Duties other than those set forth in the preceding three items and approved by the Chancellor: an amount to be separately prescribed.

2 前項の勤務は，第23条から第25条までの勤務には含まれないものとする。

(2) Duties set forth in the preceding paragraph shall not be included in those set forth in Article 23 to Article 25 hereof.

(管理職員特別勤務手当)

(Managerial Employee Special-Work Allowance)

第28条 管理職員等が臨時又は緊急の必要その他の業務の運営の必要により職員勤務時間規程第10条に規定する週休日又は職員勤務時間規程第12条に規定する休日（次項において「週休日等」という。）に勤務した場合は，当該職員には，管理職員特別勤務手当を支給する。

Article 28 (1) Managerial employee special-work allowances shall be paid to managerial employees etc. who work for reasons of temporary, urgent or other operational requirements on weekly holidays defined in Article 10 of the Employee Working Hours Rules or on holidays defined in Article 12 thereof (referred to in the following paragraph as “Weekly Holidays Etc.”).

2 前項に規定する場合のほか，管理職員等が災害への対処その他の臨時又は緊急の必要により週休日等以外の日の午前0時から午前5時までの間であって正規の勤務時間以外の時間に勤務した場合は，当該職員には，管理職員特別勤務手当を支給する。

(2) In addition to the cases provided for in the provisions of the preceding paragraph, managerial employees etc. who work outside regular working hours between 0:00 AM and 5:00 AM on days other than Weekly Holidays etc. for reasons such as responding to a disaster or for other temporary or urgent reasons shall be paid managerial employee special-work allowances.

3 管理職員特別勤務手当の額は，次の各号に掲げる区分に応じ，当該各号に定めるとおりとする。

(3) The amount of a managerial employee special-work allowance shall be as provided in each of the following items according to a category of each item:

一 第1項に規定する場合の岐阜大学に勤務する職員 同項の勤務1回につき、 12,000円。（当該勤務に従事する時間等を考慮して、実働時間が6時間を超える勤務にあっては、その額に100分の150を乗じて得た額）

(i) For an employee working at Gifu University in the case set forth in Paragraph (1) above: 12,000 yen on each occasion of such work in accordance therewith (or considering hours, etc. taken to do the work, an amount obtained by multiplying such amount by 150% for work of more than 6 hours of actual work)

二 第1項に規定する場合で名古屋大学に勤務する職員 東海国立大学機構職員管理職手当支給細則（令和2年度機構細則第29号。以下「管理職手当支給細則」という。）第2条第1項第2号イの表及びロの表に掲げる職務区分（以下この号及び第4号において「職務区分」という。）及び当該職員が同号イ又はロのいずれに該当するかの区分に応じ、次の表に定める額。

(ii) For an employee working at Nagoya University in the case prescribed in Paragraph (1) above: An amount set forth in the following table according to the job category (hereinafter referred to in this item and Item (iv) below as the “Job Category”) set forth in Tables (a) and (b) of Article 2, Paragraph (1), Item (ii) of the Tokai National Higher Education and Research System Detailed Rules on Payment of Managerial Duties Allowances to Employees (THERS Detailed Rule No. 29 of 2020; hereinafter referred to as the “Detailed Rules on Payment of Managerial Duties Allowances”) and according to the category into which the employee falls, (a) or (b) of the item.

ただし、指定職本給表の適用職員は、18,000円（当該勤務に従事する時間等を考慮して、実働時間が6時間を超える勤務にあっては、その額に100分の150を乗じて得た額）とする。

However, employees to whom the Specially Designated Personnel Base Pay Scale is applied shall be paid 18,000 yen (or considering hours, etc. taken to do the work, an amount obtained by multiplying such amount by 150% for work of more than 6 hours of actual work).

職務区分 Job Category	管理職手当支給細則第2条第1項 第2号イに該当する職員 Employee falling under Article 2, Paragraph (1), Item (ii) (a) of Detailed Rules on Payment of Managerial Duties Allowances	管理職手当支給細則第2条第1項 第2号ロに該当する職員 Employee falling under Article 2, Paragraph (1), Item (ii) (b) of Detailed Rules on Payment of Managerial Duties Allowances
I種適用職員 Employee Subject to Type I	18,000円 18,000 yen	12,000円 12,000 yen

Ⅱ種適用職員 Employee Subject to Type II	12,000 円 12,000 yen	10,000 円 10,000 yen
Ⅲ種適用職員 Employee Subject to Type III	10,000 円 10,000 yen	8,000 円 8,000 yen
Ⅳ種適用職員 Employee Subject to Type IV	8,000 円 8,000 yen	6,000 円 6,000 yen
Ⅴ種適用職員 Employee Subject to Type V	6,000 円 6,000 yen	

三 前項に規定する場合の岐阜大学に勤務する職員 同項の勤務 1 回につき、 6,000 円。

(iii) For an employee working at Gifu University in the case prescribed in the preceding paragraph: 6,000 yen on each occasion of such work in accordance therewith

四 前項に規定する場合の名古屋大学に勤務する職員 職務区分及び当該職員が管理職手当支給細則第 2 条第 1 項第 2 号イ又はロのいずれに該当するかの区分に応じ、次の表に定める額。

(iv) For an employee working at Nagoya University in the case prescribed in the preceding paragraph: An amount set forth in the following table according to the Job Category and according to the category into which the employee falls, (a) or (b) of Article 2, Paragraph (1), Item (ii) of the Detailed Rules on Payment of Managerial Duties Allowances.

ただし、指定職本給表の適用職員は、9,000 円とする。

However, employees to whom the Specially Designated Personnel Base Pay Scale is applicable shall be paid 9,000 yen.

職務区分 Job Category	管理職手当支給細則第 2 条第 1 項第 2 号イに該当する職員 Employee falling under Article 2, Paragraph (1), Item (ii) (a) of Detailed Rules on Payment of Managerial Duties Allowances	管理職手当支給細則第 2 条第 1 項第 2 号ロに該当する職員 Employee falling under Article 2, Paragraph (1), Item (ii) (b) of Detailed Rules on Payment of Managerial Duties Allowances
I 種適用職員 Employee Subject to Type I	9,000 円 9,000 yen	6,000 円 6,000 yen
Ⅱ種適用職員 Employee Subject to Type II	6,000 円 6,000 yen	5,000 円 5,000 yen
Ⅲ種適用職員 Employee Subject to Type III	5,000 円 5,000 yen	4,000 円 4,000 yen
Ⅳ種適用職員	4,000 円	3,000 円

Employee Subject to Type IV	4,000 yen	3,000 yen
V種適用職員 Employee Subject to Type V	3, 0 0 0 円 3,000 yen	

4 前3項に定めるもののほか、管理職員特別勤務手当の支給に関し必要な事項は、別に定める。

(4) In addition to the provisions of the preceding three paragraphs, all other matters required for the payment of managerial employee special-work allowances shall be separately prescribed.

(初任給調整手当)

(Starting Pay Adjustment Allowance)

第29条 初任給調整手当は、次の各号に掲げる職員に対して、当該各号に定めるところにより支給する。

Article 29 (1) Starting pay adjustment allowances shall be paid to employees listed under the following items, in accordance with the provisions of each item.

ただし、指定職本給表の適用を受ける職員、再雇用職員、再雇用短時間職員及び名古屋大学に勤務する職員のうち、第12条の規定による管理職手当に係る管理職手当支給細則第2条第1項第1号の表、第2号イの表又は同号ロの表に掲げる職務区分がI種の職員には支給しない。

However, these adjustments shall not be paid to employees whose Job Categories set forth in the table of Item (i), or table (a) or (b) of Item (ii) of Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial Duties Allowances relating to managerial allowances prescribed in the provisions of Article 12 is Type I among employees to whom the Specially Designated Personnel Base Pay Scale is applied, rehired employees, rehired part-time employees and employees working at Nagoya University.

一 別に定める職員の職で、医師法（昭和23年法律第201号）に規定する医師免許証又は歯科医師法（昭和23年法律第202号）に規定する歯科医師免許証を有するもの月額50,800円を採用の日から35年以内の期間、採用の日（採用後別に定める期間を経過した日）から1年を経過するごとにその額を減じて支給する。

(i) Employees with a job that is separately prescribed, who hold a medical practitioner's license as prescribed under the Medical Practitioners' Act (Act No. 201 of 1948) or a dental practitioner's license as prescribed under the Dental Medical Practitioners' Act (Act No. 202 of 1948): 50,800 yen shall be paid monthly from the date of hiring for a period of no more than 35 years, and this amount shall decrease for every year that passes after the date of hiring (the "date of hiring" is a date on which a separately prescribed period has passed since hiring).

二 一般職本給表（一）の適用を受ける職員の職で、弁護士法（昭和２４年法律第２０５号）に規定する弁護士の登録を行い、法務室において主として弁護士の業務を行うもの月額５０，８００円を採用の日から３５年以内の期間、採用の日から１年を経過するごとにその額を減じて支給する。

(ii) Employees to whom the Clerical Base Pay Scale 1 is applicable, who have registered as attorneys at law under the Attorneys' Act (Act No. 205 of 1949), and whose main work is that of an attorney at the Legal Counsel Office - 50,800 yen shall be paid monthly from the date of hiring for a period of no more than 35 years, and this amount shall decrease for every year that passes after the date of hiring.

２ 前項に定めるもののほか、初任給調整手当の支給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 matters required for the payment of starting pay adjustment allowances shall be separately prescribed.

（義務教育等教員特別手当）

(Special Allowance for Compulsory Education Teachers, Etc.)

第３０条 附属学校教員には、義務教育等教員特別手当を支給する。

Article 30 (1) The special allowance for compulsory education teachers, etc. shall be paid to affiliated school teaching staff.

２ 義務教育等教員特別手当の月額は、次に掲げるとおりとする。

(2) The monthly amount of special allowance for compulsory education, teachers, etc. shall be as shown below:

一 教育職本給表（二）の適用を受ける者については、その者の属する職務の級及び号給（再雇用職員にあつては、職務の級）の別に応じて、次の表に定める額とする。

(i) An amount set forth in the following table shall be paid to an employee to whom the Educational Personnel Base Pay Scale 2 is applied according to his/her job grade and pay increment (or according to the job grade for a rehired employee).

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
１	５，０００	６，３００	１２，４００	１６，７００
２～５	５，０００	６，３００	１２，８００	１７，１００
６～９	５，２００	６，６００	１３，２００	１７，５００
１０～１３	５，４００	７，０００	１３，６００	１７，９００
１４～１７	５，６００	７，３００	１４，０００	１８，３００
１８～２１	５，９００	７，６００	１４，４００	１８，７００
２２～２５	６，２００	７，９００	１４，８００	１９，０００
２６～２９	６，５００	８，３００	１５，１００	１９，４００
３０～３３	６，８００	８，９００	１５，５００	１９，６００
３４～３７	７，１００	９，３００	１５，９００	１９，９００

38～41	7,400	9,700	16,300	
42～45	7,700	10,500	16,700	
46～49	8,000	10,900	17,100	
50～53	8,300	11,300	17,400	
54～57	8,600	12,100	17,700	
58～61	8,800	12,500	18,000	
62～65	9,100	12,900	18,300	
66～69	9,400	13,300	18,500	
70～73	9,700	13,700	18,700	
74～77	9,900	14,000	18,900	
78～81	10,200	14,400		
82～85	10,400	14,700		
86～89	10,600	15,000		
90～93	10,800	15,400		
94～97	11,000	15,700		
98～101	11,200	16,000		
102～105	11,400	16,300		
106～109	11,500	16,500		
110～113	11,600	16,800		
114～117	11,700	17,000		
118～121	11,900	17,200		
122～125	12,000	17,400		
126～129	12,100	17,600		
130～133	12,300	17,600		
134～137	12,400	17,600		
138～141	12,500	17,600		
142～145	12,600	17,600		
146～149	12,800			
150～153	12,900			
再雇用職員 Rehired Employee	8,000	9,700	12,800	16,300

二 教育職本給表（三）の適用を受ける者については、その者の属する職務の級及び号給（再雇用職員にあっては、職務の級）の別に応じて、次の表に定める額とする。

(ii) For an employee to whom the Educational Personnel Base Pay Scale 3 is applied, an amount set forth in the following table shall be paid according to their job grade and pay increment (or the job grade for a rehired employee).

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
1～4	6,200	6,700	13,100	20,500
5～8	6,500	7,100	13,600	20,900
9～12	6,700	7,500	14,100	21,400

13～16	7, 000	7, 900	15, 000	21, 800
17～20	7, 400	8, 200	15, 500	22, 200
21～24	7, 700	8, 700	16, 000	22, 600
25～28	8, 100	9, 000	16, 400	23, 000
29～32	8, 400	9, 400	16, 900	23, 300
33～36	8, 800	9, 800	17, 400	23, 600
37	9, 100	10, 300	17, 800	23, 900
38～40	9, 100	10, 300	17, 800	
41～44	9, 500	11, 000	18, 200	
45～48	9, 900	11, 500	18, 600	
49～52	10, 200	12, 000	19, 100	
53～56	10, 600	12, 900	19, 500	
57～60	10, 800	13, 300	20, 000	
61～64	11, 200	13, 800	20, 400	
65～68	11, 500	14, 700	20, 700	
69～72	11, 900	15, 200	21, 100	
73～76	12, 100	15, 600	21, 400	
77～80	12, 500	16, 100	21, 700	
81～84	12, 700	16, 500	22, 000	
85～88	12, 900	16, 900	22, 200	
89～92	13, 200	17, 400	22, 400	
93	13, 400	17, 700	22, 600	
94～96	13, 400	17, 700		
97～100	13, 600	18, 000		
101～104	13, 800	18, 500		
105～108	14, 000	18, 800		
109～112	14, 100	19, 100		
113～116	14, 200	19, 500		
117～120	14, 400	19, 700		
121～124	14, 500	20, 000		
125	14, 600	20, 200		
126～128		20, 200		
129～132		20, 500		
133～136		20, 700		
137～140		20, 900		
141～144		21, 000		
145～148		21, 100		
149		21, 200		
再雇用職員 Rehired Employee	9, 900	12, 000	15, 500	20, 500

3 義務教育等教員特別手当は、第49条の規定により給与が減額される場合であっても減額されない。

(3) The special allowance for compulsory education teachers, etc. shall not be reduced even when the employee's pay is reduced under the provisions of Article 49.

4 義務教育等教員特別手当は、第50条の規定により本給の半減が行われる場合であっても半減されない。

(4) The special allowance for compulsory education teachers, etc. shall not be reduced by half even when the employee's pay is reduced by half under the provisions of Article 50.

(教職調整額)

(Teaching Profession Adjustment)

第31条 附属学校教員の職務と勤務態様の特殊性に基づき、教職調整額を支給する。

Article 31 (1) The teaching profession adjustment shall be paid in accordance with the special nature of the jobs and working conditions of affiliated school teaching staff.

2 教職調整額は、教育職本給表（二）及び教育職本給表（三）の適用を受ける者のうち、その属する職務の級がその本給表の1級又は2級であるものには、その者の本給の100分の4に相当する額を支給する。

(2) For those to whom the Educational Personnel Base Pay Scales 2 or 3 is applied and whose job grade is 1 or 2 in the base pay scale, an amount equivalent to 4% of the employee's base pay shall be paid as a teaching profession adjustment.

3 教職調整額は、第49条の規定により給与が減額される場合であっても減額されない。

(3) The teaching profession adjustment shall not be reduced even when the employee's pay is reduced under the provisions of Article 49.

4 教職調整額は、第50条の規定により本給の半減が行われる場合であっても半減されない。

(4) The teaching profession adjustment shall not be reduced by half even when the employee's pay is reduced by half under the provisions of Article 50.

(専門職手当)

(Specialist Allowance)

第32条 専門職手当は、大学教員とともに研究活動の企画及び運営、研究成果の活用促進等に従事する主任技師プログラムオフィサー、技師プログラムオフィサー並びに副技師プログラムオフィサーに対して、その特殊性に基づき支給する。

Article 32 (1) Specialist allowances shall be paid to lead technologist and program officers, technologist and program officers and vice technologist and program officers engaged in planning and implementation of research activities, promotions of utilizations of results of research, etc. with faculty members based on their specialties.

2 専門職手当の額は、その手当の支給を受ける者の本給及び本給の調整額の月額合計額の100分の5に相当する額を支給する。

(2) An amount equal to 5% of the monthly total amount of the base pay and a base pay adjustment for an employee receiving such allowance shall be paid to the employee as a specialist allowance.

(寒冷地手当)

(Cold-Region Allowance)

第 3 3 条 寒冷地手当は、毎年 1 1 月から翌年 3 月までの各月の初日（以下この条において「基準日」という。）に岐阜大学応用生物科学部附属岐阜フィールド科学教育研究センター一位山演習林及び特地区域事業所に勤務する職員に支給する。

Article 33 (1) A cold-region allowance shall be paid to an employee working at the Gifu University Faculty of Applied Biological Sciences Gifu Field Science Center Kuraiyama Forest or a Special-Region Worksite on the first day of each month during a period from November every year to March next year (hereafter referred to in this article as the "Reference Date").

2 寒冷地手当の月額は、基準日における職員の世帯等の区分に応じ、別に定める額とする。

(2) The monthly amount of cold-region allowance shall be separately prescribed according to the classification of the family etc. of the employee as of the Reference Date.

3 前 2 項に定めるもののほか、寒冷地手当の支給に関し必要な事項は、別に定めるものとする。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for the payment of cold-region allowances shall be separately prescribed.

(期末手当)

(Semiannual Allowances)

第 3 4 条 期末手当は、6 月 1 日及び 1 2 月 1 日（以下この条においてこれらの日を「基準日」という。）にそれぞれ在職する職員（第 3 項に規定する職員を除く。）に対して、それぞれ第 4 条第 3 項で定める日に支給する。

Article 34 (1) Semiannual allowances shall be paid on the days prescribed under Article 4, Paragraph (3) to employees (excluding the employees prescribed under Paragraph (3)) who are in their positions as of June 1 and December 1 (hereinafter under this Article, these dates shall be referred to as the "Reference Dates").

ただし、指定職本給表の適用を受ける職員は除く。

However, employees to whom the Specially Designated Personnel Base Pay Scale is applicable shall be excluded.

2 期末手当の額は、それぞれ基準日現在において職員が受けるべき本給、本給の調整額、扶養手当及び教職調整額の月額並びにこれらに対する地域手当及び広域異動手当の月

額の合計額（第２号に定める職員にあっては、本給、本給の調整額及び教職調整額の月額並びにこれに対する地域手当及び広域異動手当の月額の合計額に同表の職員の区分に対応する加算割合を乗じて得た額（第３号に定める職員にあっては、その額に本給に同表の職務の区分に対応する加算割合を乗じて得た額又は加算額を加算した額）を加算した額）

（以下「期末手当基礎額」という。）を基礎として、第１号に定める職員区分ごとの期別支給割合を乗じて得た額に、基準日以前６月以内の期間におけるその者の在職期間の区分に応じて、第４号に定める在職期間別支給割合を乗じて得た額とする。

(2) The amount of semiannual allowance shall be calculated as follows:

(a) x (b) x (c)

Where

(a) = The total amount of the monthly base pay, base pay adjustment, dependent allowance and teaching profession adjustment, and the monthly regional allowance and long-distance transfer allowance based thereon to be received by an employee as of each Reference Date (for an employee specified in Item (ii), (a) = that total amount plus the amount obtained by multiplying the total amount of the monthly base pay, base pay adjustment and teaching profession adjustment, and the monthly regional allowance and long-distance transfer allowance based thereon by an addition rate according to the employee category under the tables in Item (ii); and for an employee specified in Item (iii), (a) = that total amount plus the amount for an employee specified in Item (II), plus either an amount obtained by multiplying the base pay by an additional rate according to a job category under the table in Item (III) or an additional amount.) (hereinafter referred to as the "Basic Amount of Semiannual Allowance");

(b) = The semiannual payment rate according to the category of the employee prescribed in Item (i); and

(c) = The length-of-service payment rate prescribed in Item (iv) according to the employee's length-of-service category during the period preceding the Reference Date but not exceeding 6 months.

一 期別支給割合

(i) Payment rates by term:

職員区分ごとの期別支給割合 Payment rate of each term for each employee category		
一般の職員 General Employee	特定幹部職員 Specified Executive Employee	再雇用職員 Rehired Employee
100分の127.5 127.5%	100分の107.5 107.5%	100分の72.5 72.5%

備考

Note:

特定幹部職員は、第3号アの適用を受ける職員（管理職手当についての管理職手当支給細則第2条第1項第1号の表，同項第2号ロの表に掲げる職務区分Ⅰ種及びⅠⅠ種の適用職員に限る。），同号イの適用を受ける職員（管理職手当についての管理職手当支給細則第2条第1項第1号の表，同項第2号イの表に掲げる職務区分Ⅰ種の適用職員に限る。）及び同号ウの適用を受ける職員（管理職手当についての管理職手当支給細則第2条第1項第2号ロの表に掲げる職務区分ⅠⅠ種の適用職員に限る。）をいう。

“Specified executive employees” mean employees subject to Item (iii) (a) (limited to those subject to Job Category Types I and II listed in the tables of Item (i) and Item (ii) (b) of Paragraph (1), Article 2, of the Detailed Rules on Payment of Managerial Duties Allowances), those subject to Item (iii) (b) (limited to those subject to Job Category Type I listed in the tables of Item (i) and item (ii) (a) of Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial Duties Allowances) and those subject to Item (iii) (c) (limited to those subject to Job Category Type II listed in the table of Item (ii) (b), Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial Duties Allowances).

二 経営管理職務加算

(ii) Managerial job supplements:

ア 一般職本給表適用者

(a) Employees to whom the Clerical Base Pay Scale is applicable;

本給表 Base Pay Scale	職員 Employee	加算割合 Addition Rate
一般職本給表 (一) Clerical Base Pay Scale 1	8級以上の職員 Grade 8 or higher employees	100分の20 20%
	7級・6級の職員 Grades 7 and 6 employees	100分の15 15%
	5級・4級の職員 Grades 5 and 4 employees	100分の10 10%
	3級の職員 Grade 3 employees	100分の5 5%
一般職本給表 (二) Clerical Base Pay Scale 2	5級の職員 Grade 5 employees	100分の10 10%
	4級の職員 Grade 4 employees	100分の5 5%
	3級の職員（別に定める職員に限る。） Grade 3 employees (limited to separately defined employees)	100分の5 5%

イ 教育職本給表適用者

(b) Employees to whom the Educational Personnel Base Pay Scale is applicable;

本給表	職員	加算割合
-----	----	------

Base Pay Scale	Employee	Addition Rate
教育職本給表 (一) Educational Personnel Base Pay Scale 1	岐阜大学に勤務する 6 級の職員 Grade 6 employees working at Gifu University	1 0 0 分の 2 0 20%
	岐阜大学に勤務する 5 級の職員 Grade 5 employees working at Gifu University	1 0 0 分の 1 5 (別に定める職員にあっては 1 0 0 分の 2 0) 15% (20% for separately defined employees)
	岐阜大学に勤務する 4 級・3 級の職員 Grade 4 & Grade 3 employees working at Gifu University	1 0 0 分の 1 0 (4 級職員のうち別に定める職員にあっては 1 0 0 分の 1 5) 10% (15% for separately defined employees among Grade 4 employees)
	名古屋大学に勤務する 3 級以上の職員 Grade 3 or higher employees working at Nagoya University	1 0 0 分の 1 0 (別に定める職員にあっては 1 0 0 分の 2 0) 10% (20% for separately defined employees)
	2 級・1 級の職員 (別に定める職員に限る。) Grade 2 & Grade 1 employees (limited to separately defined employees)	1 0 0 分の 5 5%
教育職本給表 (二) Educational Personnel Base Pay Scale 2	4 級の職員 Grade 4 employees	1 0 0 分の 1 5 15%
	3 級の職員 Grade 3 employees	1 0 0 分の 1 0 10%
	2 級の職員 (別に定める職員に限る。) Grade 2 employees (limited to separately defined employees)	1 0 0 分の 5 (別に定める職員にあっては 1 0 0 分の 1 0) 5% (10% for separately defined employees)
教育職本給表 (三) Educational Personnel Base Pay Scale 3	4 級の職員 Grade 4 employees	1 0 0 分の 1 5 15%
	3 級の職員 Grade 3 employees	1 0 0 分の 1 0 10%
	2 級の職員 (別に定める職員に限る。) Grade 2 employees (limited to separately defined employees)	1 0 0 分の 5 (別に定める職員にあっては 1 0 0 分の 1 0) 5% (10% for separately defined employees)

ウ 医療職本給表適用者

(c) Employees to whom the Medical Personnel Base Pay Scale is applicable.

本給表 Base Pay Scale	職員 Employee	加算割合 Addition Rate
医療職本給表 (一) Medical Personnel Base Pay Scale 1	6 級以上の職員 Grade 6 or higher employees	1 0 0 分の 1 5 15%
	5 級の職員 Grade 5 employees	1 0 0 分の 1 0 10%
	4 級・3 級・2 級 (別に定める職員に限る。) の職員	1 0 0 分の 5 5%

	Grade 4, Grade 3 & Grade 2 employees (limited to separately defined employees)	
医療職本給表（二） Medical Personnel Base Pay Scale 2	6 級以上の職員 Grade 6 or higher employees	1 0 0 分の 1 5 15%
	5 級・4 級の職員 Grade 5 & Grade 4 employees	1 0 0 分の 1 0 10%
	3 級・2 級（別に定める職員に限る。）の職員 Grade 3 & Grade 2 employees (limited to separately defined employees)	1 0 0 分の 5 5%

三 管理職の地位にある職員の本給の加算

(iii) Addition of base pay for employees in managerial positions:

ア 一般職本給表適用者

(a) Employees to whom the Clerical Base Pay Scale is applicable;

職務の級 Job Grade	管理職手当の区分 Classification of Managerial Allowance	加算割合 Addition Rate
一般職本給表（一） 7 級以上 Grade 7 or higher of Clerical Base Pay Scale 1	職務区分（管理職手当支給細則第 2 条第 1 項第 1 号の表及び同項第 2 号ロの表に掲げる職務区分をいう。ア及びウにおいて同じ。）I 種の職員 Job Category Type I employees (referring to that listed in the tables of Item (i) and Item (ii) (b), Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial Duties Allowances and the same for (a) and (c))	1 0 0 分の 2 5 25%
	職務区分 I I 種の職員 Job Category Type II employees	1 0 0 分の 1 5 15%
	職務区分 I I I 種の職員 （特に機構長が認めた場合） Job Category Type III employees (when specially approved by the Chancellor)	1 0 0 分の 1 0 10%

イ 教育職本給表適用者

(b) Employees to whom the Educational Personnel Base Pay Scale is applicable;

職務の級 Job Grade	管理職手当の区分 Classification of Managerial Allowance	加算割合 Addition Rate
教育職本給表（一） 5 級以上 Grade 5 or higher of Educational Personnel Base Pay Scale 1	職務区分（管理職手当支給細則第 2 条第 1 項第 1 号の表及び同項第 2 号イの表に掲げる職務区分をいう。イにおいて同じ。）I 種の職員 Job Category Type I employees (referring to that listed in the tables of Item (i) and Item (ii) (a), Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial duties Allowances and the same for (b))	1 0 0 分の 1 5 15%
	職務区分 I I 種の職員 Job Category Type II employees	1 0 0 分の 1 0 10%

ウ 医療職本給表適用者

(c) Employees to whom the Medical Personnel Base Pay Scale is applicable.

職務の級	管理職手当の区分	加算割合
------	----------	------

Job Grade	Classification of Managerial Allowance	Addition Rate
医療職本給表（二） 6 級以上 Grade 6 or higher of Medical Personnel Base Pay Scale 2	岐阜大学に勤務する者にあつては，職務区分（管理職手当支給細則第 2 条第 1 項第 1 号の表に掲げるものに限る。） I I 種の職員 Job Category Type II employees working at Gifu University (limited to those listed in the table of Item (i), Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial Duties Allowances)	1 0 0 分 の 1 0 10%
	名古屋大学に勤務する者にあつては，職務区分（管理職手当支給細則第 2 条第 1 項第 2 号ロの表に掲げるものに限る。） I I 種の職員 Job Category Type II employees working at Nagoya University (limited to those listed in the table of Item (ii) (b), Paragraph (1), Article 2 of the Detailed Rules on Payment of Managerial Duties Allowances)	1 0 0 分 の 1 5 15%

四 在職期間別支給割合

(iv) Length-of-service payment rates.

在職期間 Length of Service	支給割合 Payment Rate
6 月 6 months	1 0 0 分の 1 0 0 100%
5 月以上 6 月未満 5 months or more but less than 6 months	1 0 0 分の 8 0 80%
3 月以上 5 月未満 3 months or more but less than 5 months	1 0 0 分の 6 0 60%
3 月未満 Less than 3 months	1 0 0 分の 3 0 30%

3 職員が基準日において次の各号のいずれかに該当する場合は，期末手当は支給しない。

(3) Semiannual allowances shall not be paid in cases where any of the following items is applicable to employees as of the Reference Dates:

一 職員就業規則第 1 5 条第 1 項第 2 号，第 4 号，第 5 号，第 6 号，第 1 0 号及び第 1 1 号の規定により休職にされている職員のうち，給与の支給を受けていない職員

(i) Employees taking leave under the provisions of Article 15, Paragraph (1), Items (ii), (iv), (v), (vi), (x), or (xi) of the Employee Work Rules, and who are not being paid;

二 職員就業規則第 1 5 条第 1 項第 3 号の規定により休職にされている職員

(ii) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (iii) of the Employee Work Rules;

三 職員就業規則第 4 6 条第 1 項第 3 号の規定により出勤停止にされている職員

(iii) Employees who have been suspended from attending work under the provisions of Article 46, Paragraph (1), Item (iii) of the Employee Work Rules;

四 職員就業規則第15条第1項第7号の規定により休職にされている職員のうち、給与の支給を受けていない職員

(iv) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (vii) of the Employee Work Rules, and who are not being paid;

五 職員就業規則第15条第1項第8号の規定により休職にされている職員

(v) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (viii) of the Employee Work Rules;

六 職員就業規則第15条第1項第9号の規定により休職にされている職員

(vi) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (ix) of the Employee Work Rules;

七 育児休業規程により育児休業をしている職員のうち、基準日以前6月以内の期間において勤務した期間がない職員

(vii) Employees taking childcare leave under the provisions of the Childcare Leave Rules, who have not worked during the 6 months preceding the Reference Date;

八 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。以下「配偶者同行休業規程」という。）により配偶者同行休業をしている職員

(viii) Employees taking spouse accompaniment leave in accordance with the Tokai National Higher Education and Research System Employee Spouse Accompaniment Leave Rules (THERS Rule No. 40 of 2020; hereinafter referred to as the “Spouse Accompaniment Leave Rules”)

4 職員が次の各号のいずれかに該当する場合は、第1項の規定にかかわらず、当該各号の基準日に係る期末手当（第3号に掲げる者にあつては、その支給を一時差し止めた期末手当）は支給しない。

(4) Notwithstanding the provisions of Paragraph (1), in cases where any of the following items is applicable to an employee, the semiannual allowance shall not be paid in respect to the Reference Dates listed under each item (in the case of persons listed under Item (iii), the temporarily suspended semiannual allowance shall not be paid):

一 基準日から当該基準日に対応する支給日の前日までの間に、職員就業規則第46条第1項第5号の規定により懲戒解雇された場合

(i) In cases where an employee has been dismissed for disciplinary reasons under the provisions of Article 46, Paragraph (1), Item (v) of the Employee Work Rules in the period from the Reference Date up to the day preceding the payment date to which the Reference Date corresponds;

二 基準日から当該基準日に対応する支給日の前日までの間に退職し又は解雇された職員で、その退職し又は解雇された日から当該支給日の前日までの間に禁錮以上の刑に処せられた場合

(ii) In cases where an employee resigns or is dismissed in the period from the Reference Date up to the day preceding the payment date to which the Reference Date corresponds, and the employee in question has been given a sentence of imprisonment without forced labor, or a sentence of greater severity, in the period from the date of resignation or dismissal up to the day preceding the payment date;

三 次項の規定により期末手当の支給を一時差し止める処分を受けた者（当該処分を取り消された者を除く。）で、その者の在職期間中の行為に係る刑事事件に関し禁錮以上の刑に処せられた場合

(iii) In cases where an employee who has received a temporary suspension of payment of the semiannual allowance under the provisions of the following paragraph (excluding employees in respect to whom such suspension has been lifted), and the employee in question has been given a sentence of imprisonment without forced labor, or a sentence of greater severity, for a criminal case in relation to acts committed during his/her time as an employee.

5 機構長は、支給日に期末手当を支給することとされていた職員で当該支給日の前日までに退職し、又は解雇されたものが次の各号のいずれかに該当する場合は、当該期末手当の支給を一時差し止めることができる。

(5) The Chancellor may temporarily suspend a payment of a semiannual allowance to an employee scheduled to be paid it on a payment date if the employee resigns or is dismissed before the payment date and falls under any of the following items:

一 退職し、又は解雇された日から当該支給日の前日までの間に、その者の在職期間中の行為に係る刑事事件に関して、その者が起訴（当該起訴に係る犯罪について禁錮以上の刑が定められているものに限り、刑事訴訟法（昭和23年法律第131号）第6編に規定する略式手続によるものを除く。次項において同じ。）され、その判決が確定していない場合

(i) In cases where, in the period from the date of resignation or dismissal up to the day preceding the payment date, the employee is being prosecuted for a criminal case related to acts committed during his/her time as an employee and a final judgment in such case has yet to be given (limited to cases in which a sentence of imprisonment without forced labor, or a sentence of greater severity, would be prescribed in respect to the case in question, and excluding cases covered by the summary proceedings provided for under Part VI of the Code of Criminal Procedure (Act No. 131 of 1948); the same shall apply under the following paragraph);

二 退職し、又は解雇された日から当該支給日の前日までの間に、その者の在職期間中の行為に係る刑事事件に関して、その者が逮捕された場合又はその者から聴取した事項若しくは調査により判明した事実に基づきその者に犯罪があると思料するに至った場合であつ

て、その者に対し期末手当を支給することが、機構の業務に対する国民の信頼を確保し、期末手当に関する制度の適正かつ円滑な実施を維持する上で重大な支障を生ずると認める場合

(ii) If an employee is arrested or comes to be suspected of having committed a crime based on a fact heard from him/her or discovered as a result of an investigation for a criminal case relating to an act committed by the employee during his/her time as an employee in the period from the date of resignation or dismissal to the day preceding the payment date, and it is therefore recognized that paying a semiannual allowance to him/her would cause a serious hindrance to maintaining public trust in THERS's work and maintaining the proper and smooth implementation of the semiannual allowance system.

6 機構長は、一時差止処分について、次の各号のいずれかに該当するに至った場合には、速やかに当該一時差止処分を取り消さなければならない。

(6) In respect to the temporary suspension of payment, , the Chancellor shall promptly revoke such temporary suspension of payment when any of the following items becomes applicable to employees.

ただし、第3号に該当する場合において、一時差止処分を受けた者がその者の在職期間中の行為に係る刑事事件に関し現に逮捕されているときその他これを取り消すことが一時差止処分の目的に明らかに反すると認めるときは、この限りでない。

However, in cases where Item (iii) is applicable to an employee, this paragraph shall not necessarily apply when the employee receiving the temporary suspension has actually been arrested for a criminal case related to acts committed during his/her time as an employee, or when it is otherwise deemed that revoking would clearly contradict the purpose of the temporary suspension.

一 一時差止処分を受けた者が当該一時差止処分の理由となった行為に係る刑事事件に関し禁錮以上の刑に処せられなかった場合

(i) Cases where the employee receiving the temporary suspension has not been sentenced to imprisonment without forced labor, or a sentence of greater severity, for the acts that gave grounds for such temporary suspension;

二 一時差止処分を受けた者について、当該一時差止処分の理由となった行為に係る刑事事件につき公訴を提起しない処分があった場合

(ii) Cases where it has been decided not to initiate a public prosecution of the employee receiving the temporary suspension for a criminal case related to the acts that gave grounds for such temporary suspension;

三 一時差止処分を受けた者がその者の在職期間中の行為に係る刑事事件に関し起訴をされることなく当該一時差止処分に係る期末手当の基準日から起算して1年を経過した場合

(iii) Case where a period of one year has passed since the Reference Date for the semiannual allowance pertaining to the temporary suspension without any initiation of prosecution proceedings against the employee receiving the temporary suspension for a criminal case related to acts committed during his/her time as an employee.

7 機構長は、一時差止処分を行う場合は、当該一時差止処分を受ける者に対し、その事由を記載した説明書を交付しなければならない。

(7) When imposing a temporary suspension of payment on an employee, the Chancellor must give a written explanation showing him/her a reason for such temporary suspension.

8 前各項の規定に関するもののほか、期末手当の支給に関し必要な事項は、別に定める。

(8) In addition to the provisions of the preceding paragraphs, all other matters required for the payment of semiannual allowances shall be separately prescribed.

(勤勉手当)

(Diligence Allowance)

第35条 勤勉手当は、6月1日及び12月1日（以下この条においてこれらの日を「基準日」という。）にそれぞれ在職する職員（第3項に規定する職員を除く。）に対して、直近の業績評価（基準日以前における直近の業績評価をいう。以下同じ。）に応じて、それぞれ第4条第3項で定める日に支給する。

Article 35 (1) A diligence allowance shall be paid on each day prescribed in Article 4, Paragraph (3) hereof to employees (excluding those provided for in Paragraph (3)) employed as of each of June 1 and December 1 (hereafter referred to in this article as the “Reference Date”) according to the results of their latest work performance evaluation (refers to the latest work performance evaluation before the Reference Date; hereinafter the same shall apply).ただし、指定職本給表の適用を受ける職員を除く。

However, employees covered by the Specially Designated Personnel Base Pay Scale shall be excluded.

2 勤勉手当の額は、前項の職員が、それぞれの基準日現在において受けるべき本給、本給の調整額及び教職調整額の月額並びにこれに対する地域手当及び広域異動手当の月額の合計額（前条第2項第2号の表に定める職員にあつては、本給、本給の調整額及び教職調整額の月額並びにこれに対する地域手当及び広域異動手当の月額の合計額に同表の職員の区分に対応する加算割合を乗じて得た額（同項第3号の表に定める職員にあつては、その額に本給に同表の職務の区分に対応する加算割合を乗じて得た額又は加算額を加算した額）を加算した額）（以下「勤勉手当基礎額」という。）に、基準日以前6月以内の期間におけるその者の勤務期間の区分に応じて、次の表に定める割合及び勤務成績に応じて機構長が別に定める基準に従って定める成績率を乗じて得た額とする。

(2) The amount of diligence allowance shall be calculated as follows:

(a) x (b) x (c)

Where

(a) = The total amount of the monthly base pay, base pay adjustment and teaching profession adjustment and the monthly regional allowance and long-distance transfer allowance based thereon to be received by an employee set forth in the preceding paragraph as of each Reference Date (for an employee specified in the table of Paragraph (2), Item (ii) of the preceding article, (a) = that total amount plus the amount obtained by multiplying the total amount of the monthly base pay, base pay adjustment and teaching profession adjustment and the monthly regional allowance and long-distance transfer allowance based thereon by an addition rate according to an employee category in the table; and for an employee specified in the table of Item (iii) of the same paragraph, (a) = that total amount plus the amount for an employee specified in the table of Paragraph (2), Item (ii) of the preceding article, plus either an amount obtained by multiplying the base pay by an addition rate according to a job category in the table or an additional amount.) (hereinafter referred to as the "Basic Amount of Diligence Allowance");

(b) = The rate prescribed in the following table according to the employee's length-of-service category during the period preceding the Reference Date but not exceeding six months; and

(c) = The performance rate prescribed in accordance with the criteria determined by the Chancellor separately according to performance records.

ただし、機構長が定める総額の範囲内とする。

However, the total amount shall not exceed the amount prescribed by the Chancellor.

勤務期間 Length of Service	割合 Rate
6 月 6 months	1 0 0 分の 1 0 0 100%
5 月 1 5 日以上 6 月 未 満 Not less than 5 months and 15 days but less than 6 months	1 0 0 分の 9 5 95%
5 月 以上 5 月 1 5 日 未 満 Not less than 5 months but less than 5 months and 15 days	1 0 0 分の 9 0 90%
4 月 1 5 日 以上 5 月 未 満 Not less than 4 months and 15 days but less than 5 months	1 0 0 分の 8 0 80%
4 月 以上 4 月 1 5 日 未 満 Not less than 4 months but less than 4 months and 15 days	1 0 0 分の 7 0 70%
3 月 1 5 日 以上 4 月 未 満 Not less than 3 months and 15 days but less than 4 months	1 0 0 分の 6 0 60%
3 月 以上 3 月 1 5 日 未 満 Not less than 3 months but less than 3 months and 15 days	1 0 0 分の 5 0 50%
2 月 1 5 日 以上 3 月 未 満 Not less than 2 months and 15 days but less than 3 months	1 0 0 分の 4 0 40%

2 月以上 2 月 1 5 日未満 Not less than 2 months but less than 2 months and 15 days	1 0 0 分の 3 0 30%
1 月 1 5 日以上 2 月未満 Not less than 1 month and 15 days but less than 2 months	1 0 0 分の 2 0 20%
1 月以上 1 月 1 5 日未満 Not less than 1 month but less than 1 month and 15 days	1 0 0 分の 1 5 15%
1 5 日以上 1 月未満 Not less than 15 days but less than 1 month	1 0 0 分の 1 0 10%
1 5 日未満 Less than 15 days	1 0 0 分の 5 5%
零 0	零 0

3 職員が基準日において次の各号のいずれかに該当する場合は、勤勉手当は支給しない。

(3) Diligence allowances shall not be paid in cases where any of the following items is applicable to employees as of the Reference Dates:

一 休職者（職員就業規則第 1 5 条第 1 項第 1 号又は第 2 号（通勤（労働者災害補償保険法（昭和 2 2 年法律第 5 0 号）に規定する通勤をいう。以下同じ。）に係る場合に限る。）及び結核性疾患による休職者（附属学校長及び附属学校教員の結核性疾患による者に限る。）を除く。）

(i) Employees on leave (excluding persons under the provisions of Article 15, Paragraph (1), Items (i) or (ii) of the Employee Work Rules (limited to a case related to their commuting (refers to commuting prescribed in the Industrial Accident Compensation Insurance Act (Act No. 50 of April 7, 1947); hereinafter the same applies)) and persons with tuberculosis (limited to the principals and teachers of the affiliated schools who are suffering from tuberculosis);

二 職員就業規則第 4 6 条第 1 項第 3 号の規定により出勤停止にされている職員

(ii) Employees who have been suspended from attending work under the provisions of Article 46, Paragraph (1), Item (iii) of the Employee Work Rules;

三 職員就業規則第 1 5 条第 1 項第 7 号の規定により休職にされている職員

(iii) Employees on leave under the provisions of Article 15, Paragraph (1), Item (vii) of the Employee Work Rules;

四 職員就業規則第 1 5 条第 1 項第 8 号の規定により休職にされている職員

(iv) Employees on leave under the provisions of Article 15, Paragraph (1), Item (viii) of the Employee Work Rules;

五 職員就業規則第 1 5 条第 1 項第 9 号の規定により休職にされている職員

(v) Employees on leave under the provisions of Article 15, Paragraph (1), Item (ix) of the Employee Work Rules;

六 育児休業規程により育児休業をしている職員のうち、基準日以前6月以内の期間において勤務した期間がない職員

(vi) Employees on childcare leave under the provisions of the Childcare Leave Rules, who have not worked for any period during the 6 months before the Reference Date;

七 配偶者同行休業規程により配偶者同行休業をしている職員

(vii) Employees on spouse accompaniment leave under the provisions of the Spouse Accompaniment Leave Rules.

4 前条第4項から第7項までの規定は、勤勉手当の支給に準用する。

(4) The provisions of Paragraphs (4) through (7) of the preceding paragraph shall apply to the payment of diligence allowances.

5 前各項に規定するもののほか、勤勉手当の支給に関し必要な事項は、別に定める。

(5) In addition to the provisions of the preceding paragraphs, all other matters required for the payment of diligence allowances shall be separately prescribed.

(期末特別手当)

(Semiannual Special Allowances)

第36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これらの日を「基準日」という。）にそれぞれ在職する指定職本給表の適用を受ける職員（第3項に規定する職員を除く。）に対して、それぞれ第4条第3項で定める日に支給する。

Article 36 (1) Semiannual special allowances shall be paid on the days prescribed under Article 4, Paragraph (3) to employees to whom the Specially Designated Personnel Base Pay Scale is applicable (excluding the employees provided for under Paragraph (3)) and who are in their positions as of June 1 and December 1 (hereinafter under this Article, these dates shall be referred to as the "Reference Dates").

2 期末特別手当の額は、それぞれの基準日現在において受けるべき本給並びにこれに対する地域手当及び広域異動手当の月額に、本給並びに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職員就業規則第15条第1項の規定により休職にされている者（同項第1号又は第2号（通勤に係る場合に限る。）の規定の適用を受ける者を除く。）以外の職員にあっては、本給に100分の25を乗じて得た額の合計額を基礎（「期末特別手当基礎額」という。）として、100分の167.5を乗じて得た額に、第34条第2項第4号の表に定める在職期間別支給割合を乗じて得た額（当該在職期間におけるその者の勤務成績が良好でない場合には、その額から、その者の勤務成績に応じて別に定める額を減じて得た額）とする。

(2) The amount of a semiannual special allowance shall be calculated as follows:

$\{(a) + (b) + (c)\} \times 167.5 \% \times (d)$

Where

(a) = The total monthly amount of the base pay, and the regional allowance and long-distance transfer allowance based thereon to be received by an employee as of each Reference Date;

(b) = The amount obtained by multiplying the total monthly amount of the base pay and the regional allowance and long-distance transfer allowance based thereon by 20%;

(c) = For an employee other than those given leave in accordance with the provisions of Article 15, Paragraph (1) of the Employee Work Rules (excluding those subject to the provisions of Item (i) or (ii) of that paragraph (limited to cases relating to commuting), the amount obtained by multiplying his/her base pay by 25%;

(d) = A payment rate for each length of service as provided for in the table of Article 34, Paragraph (2), Item (iv) hereof

* If the employee's work performance evaluation is not good during the length of service, the amount of a semiannual special allowance shall be obtained by subtracting an amount to be determined separately according to his/her work performance evaluation from the amount calculated as shown above.

3 職員が基準日において次の各号のいずれかに該当する場合は、期末特別手当は支給しない。

(3) Semiannual special allowances shall not be paid in cases where any of the following items are applicable to employees as of the Reference Dates:

一 職員就業規則第15条第1項第2号、第4号、第5号、第6号、第10号及び第11号の規定により休職にされている職員のうち、給与の支給を受けていない職員

(i) Employees taking leave under the provisions of Article 15, Paragraph (1), Items (ii), (iv), (v), (vi), (x), or (xi) of the Employee Work Rules, and who are not being paid;

二 職員就業規則第15条第1項第3号の規定により休職にされている職員

(ii) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (iii) of the Employee Work Rules;

三 職員就業規則第46条第1項第3号の規定により出勤停止にされている職員

(iii) Employees who have been suspended from attending work under the provisions of Article 46, Paragraph (1), Item (iii) of the Employee Work Rules;

四 職員就業規則第15条第1項第7号の規定により休職にされている職員のうち、給与の支給を受けていない職員

(iv) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (vii) of the Employee Work Rules, and who are not being paid;

五 職員就業規則第15条第1項第8号の規定により休職にされている職員

(v) Employees taking leave under the provisions of Article 15, Paragraph (1), Item (viii) of the Employee Work Rules;

六 育児休業規程により育児休業をしている職員のうち、基準日以前6月以内の期間において勤務した期間がない職員

(vi) Employees taking childcare leave under the provisions of the Childcare Leave Rules, who have not worked during the six months preceding the Reference Date;

七 配偶者同行休業規程により配偶者同行休業をしている職員

(vii) Employees taking spouse accompaniment leave under the provisions of the Spouse Accompaniment Leave Rules.

4 第34条第4項から第7項までの規定は、期末特別手当の支給に準用する。

(4) The provisions of Article 34, Paragraphs (4) to (7) shall apply to the payment of semiannual special allowances.

5 前各項の規定に関するもののほか、期末特別手当の支給に関し必要な事項は、別に定める。

(5) In addition to the provisions of the preceding paragraphs, all other matters required for the payment of semiannual special allowances shall be separately prescribed.

(主任指導手当)

(Head Instructor Allowance)

第37条 主任指導手当は、名古屋大学に勤務する大学教員（ただし、助教及び助手を除く。）のうち、主任として学生に対する研究指導（大学院設置基準（昭和49年文部省令第28号）第12条に規定するものをいい、1人の学生に対して原則として1人で行うものをいう。）を担当し、当該学生が博士の学位を取得した場合に支給する。

Article 37 (1) A head instructor allowance shall be paid to a faculty member working at Nagoya University (excluding Assistant Professors and Research Associates) who gives research supervision (refers to research supervision as provided for in Article 12 of the Standards for Establishment of Graduate Schools (Ministry of Education, Culture, Sports, Science and Technology Ordinance No. 28 of 1974) to be given to a student on a one-on-one basis in principle) to a student as a chief at the time when that student obtains a doctoral degree.

ただし、指定職本給表の適用を受ける職員には支給しない。

However, head instructor allowances shall not be paid to employees to whom the Specially Designated Personnel Base Pay Scale is applied.

2 前項の手当額は、1人の学生につき、50,000円とする。

(2) The amount of the head instructor allowances provided for under the preceding paragraph shall be 50,000 yen per student.

(学位論文審査手当)

(Thesis Examination Allowance)

第38条 学位論文審査手当は、機構の大学教員のうち、学位審査を行う委員等で構成する会議等において、博士論文（岐阜大学学位規則（平成16年岐阜大学規則第117号）第3条第2項又は名古屋大学学位規程（平成16年度規程第104号）第3条に基づき提出された論文に限る。）の審査を行った場合に支給する。

Article 38 (1) Thesis examination allowances shall be paid to faculty members of the universities of THERS when they examine doctoral theses (limited to those submitted in accordance with Article 3 Paragraph (2) of the Gifu University Degree Rules (Gifu University Rule No. 117 of 2004) or Article 3 of the Nagoya University Degree Rules (Rule No. 104 of 2004)) at meetings etc. attended by committee members etc. for examining theses.

2 前項の手当額は、次表の左欄に掲げる会議等の構成員数に応じて、1件につき同表の右欄に定める額とする。

(2) The amount of thesis examination allowance per thesis provided for in the preceding paragraph shall be as set forth in the right-hand column of the following table according to the number of members attending that meeting in the left-hand column of the table.

構成員数 Number of Attending Members	手当の額 Amount of Allowance	
	主査 Chief Examiner	主査以外 Others
2人 Two members	円 yen 25,000	円 yen 8,000
3人 Three members	20,000	6,500
4人 Four members	15,000	6,000
5人 Five members	15,000	4,500
6人 Six members	15,000	3,600
7人 Seven members	15,000	3,000
8人 Eight members	14,800	2,600
9人 Nine members	14,600	2,300
10人 Ten members	14,100	2,100

(入試手当)

(Entrance Examination Allowance)

第 39 条 入試手当は、機構の大学教員及び附属学校教員のうち、別に定める入学試験業務に従事した職員に支給する。

Article 39 (1) Entrance examination allowances shall be paid to faculty members of the universities and teachers of the affiliated schools of THERS who are engaged in separately specified work in relation to entrance examinations.

2 前項に規定するもののほか、入試手当の支給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 the payment of entrance examination allowances shall be separately prescribed.

(安全衛生業務手当)

(Health and Safety Service Allowance)

第 40 条 岐阜大学職員安全衛生管理規程（平成 19 年度規程第 19 号）第 9 条に規定する衛生管理者及び副衛生管理者並びに同規程第 10 条に規定する産業医並びに名古屋大学安全衛生管理規程（平成 16 年度規程第 80 号）第 7 条に規定する衛生管理者、副衛生管理者及び衛生推進者並びに同規程第 8 条に規定する産業医（名古屋大学東山地区にあっては、産業医のうち、機構長が指名する 3 名に限る。）として選任された職員には、安全衛生業務手当を支給する。

Article 40 (1) Health and safety service allowances shall be paid to employees selected and appointed as health managers and deputy health managers as defined in Article 9 of the Gifu University Employee Safety and Health Management Rules (Rules No. 19 of 2007), those selected and appointed as industrial physicians as defined in Article 10 thereof, those selected and appointed as health managers, deputy health managers and health promoters as defined in Article 7 of the Nagoya University Safety and Health Management Rules (Rules No. 80 of 2004) and those selected and appointed as industrial physicians as defined in Article 8 thereof (as for Higashiyama Campus of Nagoya University, limited to three industrial physicians nominated by the Chancellor).

2 安全衛生業務手当の月額は、次のとおりとする。

(2) The monthly amounts of health and safety service allowances shall be as follows:

一 岐阜大学における衛生管理者 6,000 円

(i) Health managers at Gifu University: 6,000 yen/head

二 岐阜大学における副衛生管理者 2,000 円

(ii) Deputy health managers at Gifu University: 2,000 yen/head

三 名古屋大学における衛生管理者及び衛生推進者 3,000 円

(iii) Health managers and health promoters at Nagoya University: 3,000 yen/head

四 産業医 10,000 円

(iv) Industrial physicians: 10,000 yen/head

3 前2項に規定するもののほか、安全衛生業務手当の支給に関し必要な事項は、別に定める。

(3) In addition to the provisions of the preceding two paragraphs, all other matters required for the payment of health and safety service allowances shall be separately prescribed.

(教員免許状更新講習業務担当手当)

(Allowance for a Person in charge of Lecture for Renewal of Teacher's License)

第41条 教員免許状更新講習業務担当手当は、機構の大学教員及び附属学校教員のうち、別に定める更新講習業務に従事した職員に支給する。

Article 41 (1) An allowance for a person in charge of lecture for renewal of teacher's license shall be paid to an employee engaged in the license renewal lecturing service provided separately among faculty members of the universities and teachers of the affiliated schools of THERS.

2 前項に規定するもののほか、教員免許状更新講習業務担当手当の支給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 payment of the allowance for a person in charge of lecture for renewal of teacher's license shall be separately prescribed.

(看護部長補佐手当)

(Allowance for Deputy Director of Nursing)

第42条 看護部長補佐手当は、名古屋大学に勤務する医療職本給表（二）4級の適用を受ける副看護部長に支給する。

Article 42 (1) Allowances for deputy director of nursing shall be paid to deputy directors of nursing working at Nagoya University to whom the Medical Personnel Base Pay Scale 2, Grade 4 is applied.

2 看護部長補佐手当の月額は、23,000円とする。

(2) The monthly amounts of the allowance for deputy director of nursing shall be 23,000 yen.

3 看護部長補佐手当の支給は、新たに第1項に該当する職員となった者については、その事実が生じた日の属する月の翌月（その日が月の初日であるときは、その日の属する月）から開始し、看護部長補佐手当を支給される職員が退職し、解雇され、又は死亡した場合においては当該職員が退職し、解雇され、又は死亡した日、看護部長補佐手当を支給される職員が同項に該当しなくなった場合においてはその事実が生じた日の属する月（これらの日が月の初日であるときは、その日の属する月の前月）をもって終わる。

(3) Payments of the allowance for deputy director of nursing for employees who become newly applicable under the provisions of Paragraph (1) shall begin in the month following

the month in which such situation arose (when such situation arose on the first day of the month, payments shall start from that month); payments of the allowance for deputy director of nursing to employees who retire, are dismissed or die shall end as of the date of such retirement, dismissal or death; and payments of the allowance for deputy director of nursing to employees who are no longer applicable to the provisions of Paragraph (1) shall end as of the month in which the employee becomes no longer applicable to receive the allowance (when such situation arises on the first day of the month, payments shall end as of the preceding month).

4 看護部長補佐手当は、第49条の規定により給与が減額される場合であっても減額されない。

(4) The allowance for deputy director of nursing shall not be reduced even when the employee's pay is reduced under the provisions of Article 49.

5 看護部長補佐手当を支給される職員が、休暇及び欠勤その他の事由により、月の初日から末日までの期間の全日数にわたって勤務しなかった場合（第45条第1項の場合及び業務上の傷病又は通勤による傷病により勤務しないことについて特に承認のあった場合を除く。）は、その月の看護部長補佐手当は支給しない。

(5) In cases where an employee who is being paid the allowance for deputy director of nursing does not work on any day from the first day of a month to the last day of the same month for reasons such as leave, work absence or other reasons (excluding the cases described under Article 45, Paragraph (1), and specifically approved cases where the employee did not work because of a work-related injury or illness or a commuting-related injury or illness), the allowance for deputy director of nursing for that month shall not be paid.

6 前各項に規定するもののほか、看護部長補佐手当の支給に関し必要な事項は、別に定める。

(6) In addition to the provisions of the preceding paragraphs, all other matters required for the payment of the allowance for deputy director of nursing shall be separately prescribed.

（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）

(Cross-Appointment Allowance and Cross-Appointment Diligence Allowance)

第43条 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は、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。以下「クロス・アポイントメント規程」という。）に基づくクロス・アポイントメント制度に関する協定により指定された教員のうち、別に定めるものに支給する。

Article 43 (1) Cross-appointment allowances and cross-appointment diligence allowances shall be paid to separately specified faculty members among those who have been

specified in agreements on the Cross-Appointment System under the Tokai National Higher Education and Research System Rules on the Cross-Appointment System (THERS Rule No. 52 of 2020; hereinafter referred to as the “Cross-Appointment Rules”).

2 前項に規定するもののほか、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の支給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 the payment of the cross-appointment allowance and cross-appointment diligence allowance shall be separately prescribed.

(外部資金獲得手当)

(External Fund Obtainment Allowance)

第44条 外部資金獲得手当は、機構の大学教員のうち、外部資金を獲得したことにより、財政面において機構の経営に貢献した職員に支給する。

Article 44 (1) External fund obtainment allowance shall be paid to employees who have contributed to financial management of THERS by obtaining external funds among faculty members of THERS.

2 前項に規定するもののほか、外部資金獲得手当の支給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 the payments of external fund obtainment allowance shall be separately prescribed.

第4章 給与の特例等

Chapter 4 Pay Exceptions

(休職者の給与)

(Pay for Employees on Leave)

第45条 職員が業務上の傷病又は通勤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、これに給与の全額を支給する。

Article 45 (1) In cases where an employee needs to take long-term sick leave because of a work-related injury or illness or a commuting-related injury or illness under the provisions of Article 15, Paragraph (1), Item (i) or Item (ii) of the Employee Work Rules, the full amount of pay shall be paid to that employee for the duration of the period of leave.

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。

However, in cases where leave pay(compensation) or an injury or illness pension (compensation) is paid under the provisions of the Industrial Accident Compensation

Insurance Act, pay shall be paid to that employee after deducting the amount of the compensation.

2 職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（結核性疾患にあっては2年）に達するまでは、本給、扶養手当、地域手当、広域異動手当、住居手当、教職調整額、専門職手当、寒冷地手当、期末手当及び期末特別手当のそれぞれ100分の80を支給することができる。

(2) When an employee is given leave because the employee applies to cases in which a prolonged rest is needed in accordance with the provisions of Article 15, Paragraph (1), Item (ii) of the Employee Work Rules due to any injury or illness other than those set forth in the preceding paragraph, an amount equal to 80% of each of his/her base pay, dependent allowance, regional allowance, long-distance transfer allowance, housing allowance, teaching profession adjustment, specialist allowance, cold-region allowance, semiannual allowance and semiannual special allowance may be paid to that employee for maximum one year of leave (or two years for a tuberculosis patient).

ただし、附属学校長及び附属学校教員が、結核性疾患のため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。

However, in cases where the principals or teaching staff of affiliated schools are applicable to cases in which long-term leave is needed due to tuberculosis disease and given leave, the full amount of pay shall be paid to them for the duration of the period of leave.

3 職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、広域異動手当、住居手当、教職調整額、専門職手当及び寒冷地手当のそれぞれ100分の60以内を支給することができる。

(3) When an employee is given leave as a result of being prosecuted in a criminal case under the provisions of Article 15, Paragraph (1), Item (iii) of the Employee Work Rules, an amount not exceeding 60% of each of his/her base pay, dependent allowance, regional allowance, long-distance transfer allowance, housing allowance, teaching profession adjustment, specialist allowance and cold-region allowance may be paid to that employee during the period of leave.

4 職員が職員就業規則第15条第1項第4号による休職（クロス・アポイントメント規程第3条第6項に基づく休職に限る。）又は第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、住居手当、教職調整額、専門職手当、寒冷地手当、期末手当及び期末特別手当のそれぞれ100分の70以内を支給することができる。

(4) When an employee is given leave under the provisions of Article 15, Paragraph (1), Item (iv) of the Employee Work Rules (limited to leave in accordance with Article 3, Paragraph (6) of the Cross-Appointment Rules) or Item (v) or (x) thereof, an amount not exceeding 70% of each of his/her base pay, dependent allowance, regional allowance, housing allowance, teaching profession adjustment, specialist allowance, cold-region allowance, semiannual allowance and semiannual special allowance may be paid to that employee during the period of such 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。

However, in cases where leave was taken based on the provisions of Article 15, Paragraph (1), Item (x) of the Employee Work Rules, and when a disaster, that is a cause that the employee's fate or whereabouts became unknown, is deemed to be a work-related or commuting-related disaster, up to 100% of the amount may be paid.

5 職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、広域異動手当、住居手当、教職調整額、専門職手当、期末手当及び期末特別手当（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) When an employee is given leave under the provisions of Article 15, Paragraph (1), Item (vii) of the Employee Work Rules, an amount equal to 70% of each of his/her base pay, dependent allowance, regional allowance, long-distance transfer allowance, housing allowance, teaching profession adjustment, specialist allowance, semiannual allowance and semiannual special allowance (hereafter referred to in this paragraph as the “Base Pay Etc.”) may be paid to the employee during the period of his/her temporary transfer.

ただし、派遣職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。

However, when it is recognized that the amount of remuneration paid for his/her work carried out at a workplace to which he/she is temporarily transferred is inadequate, an amount equal to more than 70% but not more than 100% of the Base Pay Etc. may be paid to him/her as prescribed separately with the prior approval of the Chancellor.

6 第 2 項から前項までの規定による本給、地域手当、広域異動手当及び専門職手当の月額に 1 円未満の端数があるときは、それぞれの端数を切り捨てた額をもって当該給与の月額とする。

(6) When any fraction less than one yen exists in any amount of the monthly base pay, regional allowance, long-distance transfer allowance and specialist allowance set forth in

Paragraph (2) to the previous paragraph, the monthly amount shall be paid after the fraction is discarded.

7 職員が月の途中から休職し、又は休職から職務に復帰した場合に、その月に勤務実績があるときは、看護部長補佐手当の全額を支給する。

(7) When an employee takes leave or comes back to work from leave during the month and works for part of the month, the full amount of an allowance for deputy director of nursing for that month shall be paid to the employee.

8 休職となった職員には、他の規定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。

(8) Unless otherwise set forth in any other provisions, no payments whatsoever other than those set forth in the preceding paragraphs shall be made to any employee taking leave.

9 休職をしていた職員が職務に復帰した場合におけるその者の号給については、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、本給を調整することができる。

(9) In respect to the pay increment of an employee who returned to work after leave, the base pay of that employee may be adjusted as provided for separately to the extent recognized to be necessary for balancing it with those of the other employees of the department.

(育児休業等の給与)

(Pay during Childcare Leave etc.)

第46条 育児休業規程により育児休業等をする職員の給与の支給については、次に定めるとおりとする。

Article 46 (1) Pay in respect to employees taking childcare leave etc., under the Childcare Leave Rules shall be provided 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。

(i) Pay shall not be provided for the duration that an employee is taking childcare leave.

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26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こととし、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。

However, an employee who has worked in accordance with Article 13, Paragraph (2) of the Childcare Leave Rules may be paid an amount per hour as provided for in Article 26 hereof for the employee's actual working hours, and the hours shall not be treated as working hours for any payments other than a payment of that amount.

二 育児休業をしている職員のうち、次に掲げるものに該当する職員については前号の規定にかかわらず、当該基準日に係る期末手当、勤勉手当及び期末特別手当を支給することができること。

(ii) Notwithstanding the provisions of the preceding item, an employee falling under any of the following sub-items among those taking childcare leave may be paid a semiannual allowance, a diligence allowance and a semiannual special allowance as of the relevant Reference Date:

イ 第34条第1項に規定するそれぞれの基準日以前6月以内の期間において勤務した期間（別に定めるこれに相当する期間を含み、前号ただし書きの勤務を除く。）がある職員

(a) An employee who has worked during a period not exceeding 6 months preceding each Reference Date set forth in Article 34, Paragraph (1) hereof (including a period equivalent to that period as separately set forth but excluding a period set forth in the proviso of the preceding item);

ロ 第35条第1項に規定するそれぞれの基準日以前6月以内の期間において勤務した期間（前号ただし書きの勤務を除く。以下この号において同じ。）がある職員

(b) An employee who has worked during a period not exceeding 6 months preceding each Reference Date set forth in Article 35, Paragraph (1) hereof (hereafter in this item excluding a period set forth in the proviso of the preceding item);

ハ 第36条第1項に規定するそれぞれの基準日以前6月以内の期間において勤務した期間（別に定めるこれに相当する期間を含む。）がある職員

(c) An employee who has worked during a period not exceeding 6 months preceding each Reference Date set forth in Article 36, Paragraph (1) (including separately prescribed equivalent periods).

三 育児休業をしていた職員が職務に復帰した場合におけるその者の号給については、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、本給を調整することができること。

(iii) In respect to the pay increment of an employee who returned to work after leave, the base pay of the employee may be adjusted as provided for separately to the extent recognized to be necessary for balancing it with those of the other employees of the department.

四 職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49条の規定にかかわらず、その勤務しない1時間につき、第26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。

(iv) Notwithstanding the provisions of Article 49 hereof, when an employee does not work after obtaining approval to take a partial childcare leave, that employee's pay shall be given after an amount equivalent to an hourly pay amount set forth in Article 26 hereof has been subtracted therefrom for each hour not worked.

五 職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は、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（以下この条において「定められた額等」という。）に算出率を乗じて得た額とすること。

(v) The monthly amounts for the following pay provided to employees during periods when they are working shortened hours for childcare, shall be the respective amounts obtained by multiplying an amount prescribed by or calculated in accordance with these Rules (hereinafter under this article, referred to as “Prescribed Amounts etc.”), by the calculation rates.

ただし、期末手当、勤勉手当及び期末特別手当の支給額は、定められた額等を用いて算出した額とすること。

However, amounts to be paid as a semiannual allowance, a diligence allowance and a semiannual special allowance shall be calculated with Prescribed Amounts etc.

イ 本給

(a) Base pay;

ロ 管理職手当

(b) Managerial allowance;

ハ 総長補佐等手当

(c) Presidential Advisor etc. allowance;

ニ 職務付加手当

(d) Additional duty allowance;

ホ 本給の調整額

(e) Base pay adjustment;

ヘ 初任給調整手当

(f) Starting pay adjustment allowance;

ト 義務教育等教員特別手当

(g) Special allowance for compulsory education teachers, etc.;

チ 教職調整額

(h) Teaching profession adjustment;

リ 安全衛生業務手当

(i) Health and safety service allowance.

六 職員が育児短時間勤務をしている期間における地域手当、広域異動手当、特地勤務手当等及び専門職手当の支給額は、前号の規定による給与の月額を用いて算定した額とすること。

(vi) The amounts of regional allowance, long-distance transfer allowance, special-region work allowance etc., and specialist allowance to be paid to an employee during a period

when the employee works short-time for childcare reasons shall be calculated using a monthly pay amount set forth in the provisions of the preceding item.

七 職員が月の途中から育児休業等を取得し、又は育児休業等から職務に復帰した場合に、その月に勤務実績があるときは、看護部長補佐手当の全額を支給すること。

(vii) When an employee takes childcare leave or the like or returns to work from the leave during the month and works for part of the month, the full amount of an allowance for assistant director of nursing shall be paid to that employee.

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 paragraphs, all other matters required for the pay relating to childcare leave etc., shall be separately prescribed.

(介護休業者等の給与)

(Pay for Employees on Family Care Leave, Etc.)

第47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）により介護休業等をする職員の給与については、次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26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 47 (1) Notwithstanding the provisions of the following article, the pay for an employee taking family care leave or the like in accordance with the provisions of the Tokai National Higher Education and Research System on Employee Family Care leave (THERS Rule No. 37 of 2020) shall be given after an amount equivalent to an hourly pay amount set forth in Article 26 hereof is subtracted for each hour not worked.

2 職員が月の途中から介護休業等を取得し、又は介護休業等から職務に復帰した場合に、その月に勤務実績があるときは、看護部長補佐手当の全額を支給する。

(2) When an employee takes family care leave or the like or returns to work from leave during the month and works for part of the month, the full amount of an allowance for deputy director of nursing shall be paid to that employee.

3 介護休業をしていた職員が職務に復帰した場合におけるその者の号給については、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、本給を調整することができる。

(3) In respect to the pay increment of an employee who returned to work after taking family care leave, the base pay of that employee may be adjusted as provided for separately to the extent recognized to be necessary for balancing with other employees of that employee's department.

4 前3項に規定するもののほか、介護休業等の給与に関し必要な事項は、別に定める。

(4) In addition to the provisions of the preceding three paragraphs, all other matters required for the pay relating to family care leave etc., shall be separately prescribed.

(配偶者同行休業者の給与)

(Pay for Employees on Spouse Accompaniment Leave)

第48条 配偶者同行休業規程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 48 (1) Employees taking spouse accompaniment leave under the Spouse-Accompaniment Leave Rules shall not be paid for the duration of such leave.

2 職員が月の途中から配偶者同行休業を取得し、又は配偶者同行休業から職務に復帰した場合に、その月に勤務実績があるときは、看護部長補佐手当の全額を支給する。

(2) When an employee takes spouse accompaniment leave or returns to work from leave during the month and works for part of the month, the full amount of an allowance for deputy director of nursing shall be paid to that employee.

3 配偶者同行休業をしていた職員が職務に復帰した場合におけるその者の号給については、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、本給を調整することができる。

(3) In respect to the pay increment of an employee who returned to work after taking spouse accompaniment leave, the base pay of that employee may be adjusted as provided for separately to the extent recognized to be necessary for balancing with other employees of that employee's department.

4 前3項に規定するもののほか、配偶者同行休業の給与に関し必要な事項は、別に定める。

(4) In addition to the provisions of the preceding three paragraphs, all other matters required for the payment of pay relating to spouse accompaniment leave shall be separately prescribed.

(給与の減額)

(Pay Reductions)

第49条 職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職員にあっては、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26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 49 (1) When an employee does not work, an amount of pay for the employee shall be paid after subtracting an amount obtained by multiplying an amount of pay per working hour set forth in Article 26 hereof by the number of the non-working hours from the pay, excepting cases where it is a holiday provided for in Article 12 of the Employee Working Hours Rules (*1), or special approval is otherwise given for not working.

*1: Or a substitute holiday in place of the original holiday when the employee is ordered to take a substitute holiday in accordance with the provisions of Article 13, Paragraph (1) of the Employee Working Hours Rules and works on the original holiday for all working hours allotted to the employee.

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 to be subtracted in accordance with the provisions of the preceding paragraph shall be the total of the number of hours during which an employee is absent from work and the number of hours during which that employee takes partial childcare leave during a period relating to that pay. A fraction of less than one hour in the total number of hours shall be discarded if any.

(本給の半減)

(Reducing Pay by Half)

第50条 前条の規定にかかわらず、職員が疾病（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 50 (1) Notwithstanding the provisions of the preceding article, in cases where an employee does not work as a result of measures prohibiting work (limited to the separately prescribed cases) in relation to illness (excluding a work-related illness or commuting-related illness) for more than 90 consecutive days (one year in the case of tuberculosis) starting from the day on which that measure began, base pay shall be reduced by half in respect to all days on which the measures were implemented after the 90 day 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、別に定める。

(2) In addition to the provisions of the preceding paragraph, all other matters regarding the scope of periods where an employee has not worked under the provisions of the preceding paragraph, the calculation of base pay, and other matters regarding the reduction of pay by half shall be separately prescribed

(短時間勤務正職員についての適用除外)

(Exceptions in Respect to Part time Regular Employees)

第51条 第7条から第9条まで、第11条、第17条、第19条、第29条から第31条まで、第36条及び第42条の規定は、短時間勤務正職員には適用しない。

Article 51 The provisions of Articles 7 to 9, 11, 17, 19, 29 to 31, 36 and 42 hereof shall not be applied to short-time regular employees.

第5章 雑則

Chapter 5 Miscellaneous Provisions

(日割計算)

(Calculations of Daily Amounts)

第52条 新たに職員となった者には、その日から給与を支給し、昇格等により、本給に異動を生じた者（第46条第1項第5号及び第6号の規定により給与の月額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 52 (1) New employees shall be paid from the day on which they became employees, and persons whose pay has changed due to a promotion etc. shall be paid the newly prescribed pay from the day of the promotion (including Childcare Part-Time Employees whose monthly pay amount has changed under the provisions of Article 46 Paragraph 1 Item (v) or (vi)).

2 職員が退職し、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) In cases where an employee retires, resigns or is dismissed, the pay until that day shall be paid to that employee.

3 職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) In cases where an employee resigns due to death, the pay until that month shall be paid.

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（育児短時間勤務職員にあつては、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つて計算する。

(4) When the pay is given in accordance with the provisions of Paragraph (1) or (2) above, except if the pay is given for a whole month from the first day until the last day of that month, an amount of the pay shall be calculated for each day based on the number of days obtained by subtracting the number of weekly holidays set forth in the provisions of Articles 10 and 11 of the Employee Working Hours Rules from the actual number of days in that month (or by subtracting the number of the days to which regular working hours are not allotted for a Childcare-track Part-time Work Employee therefrom).

5 前各項の規定は、本給の調整額、管理職手当、総長補佐等手当、職務付加手当、地域手当、広域異動手当、特地勤務手当等、初任給調整手当、義務教育等教員特別手当、教職調整額、専門職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 with the necessary changes to payments of base pay adjustments, managerial allowances, presidential advisor etc. allowances, additional duty allowances, regional allowances, long-distance transfer allowances, special-region work allowances etc., starting pay adjustment allowances, special allowance for compulsory education teachers, etc., teaching profession adjustments, specialist allowances and health and safety service allowances.

(端数計算)

(Calculation of Fractions)

第 5 3 条 第 2 3 条から第 2 5 条までの規定により勤務 1 時間につき支給する超過勤務手当、休日給又は夜勤手当並びに第 4 6 条から第 4 9 条までに規定する勤務時間 1 時間当たりの給与額を算定する場合において、その額に 5 0 銭未満の端数を生じたときは、これを切り捨て、5 0 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 53 When calculating the amount of an overtime-work allowance, holiday pay or a night-shift allowance to be paid for each working hour in accordance with the provisions of Articles 23 to 25 hereof and the amount of pay for each working hour in accordance with the provisions of Articles 46 to 49, any fraction of less than 0.5 yen shall be discarded, and any fraction of not less than 0.5 yen but less than one yen shall be rounded up to the nearest yen, if any.

(端数の処理)

(Handling of Fractions)

第 5 4 条 この規程により計算した確定金額に 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 54 Any fractions of less than one yen arising in the final amounts calculated under these Rules shall be discarded.

(雑則)

(Miscellaneous Provisions)

第 5 5 条 この規程に定めるもののほか、職員給与に関し必要な事項は、機構長が定める。

Article 55 In addition to the provisions of these Rules, all other matters required for the pay for employees shall be determined by the Chancellor.

(この規程により難い場合の措置)

(Measures of Matters not Governed by these Rules)

第 5 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當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 56 In cases where the matter cannot be governed by these Rules due to special circumstances or in cases where the Chancellor recognizes it to be extremely inappropriate to apply these Rules, it may be handled otherwise

附 則

Supplementary Provisions

(施行期日)

(Effective Date)

1 この規程は、令和 2 年 4 月 1 日から施行する。

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

(本給表)

(Base Pay Scales)

2 職員就業規則附則第 2 項の規定により機構の職員となった者（以下「附則第 2 項適用職員」という。）のうち、本規程を適用されることとなる者の機構の成立の日における本給表は、別に発令されない限り、国立大学法人岐阜大学職員給与規則（平成 16 年 4 月 1 日岐阜大学規則第 65 号。以下「岐大職員給与規則」という。）第 5 条第 2 項に規定する本給表又は名古屋大学職員給与規程（平成 16 年度規程第 69 号。以下「名大職員給与規程」という。）第 5 条第 2 項に規定する本給表と同一の本給表を適用する。

(2) The base pay scale as of the date of the establishment of THERS applicable to employees to whom these Rules are to be applied among those who have become employees of THERS in accordance with the provisions of Paragraph (2) of the Supplementary Provisions of the Employee Work Rules (hereinafter referred to as the “Employees Subject to Paragraph (2) of Supplementary Provisions”) shall be the same as that set forth in Article 5, Paragraph (2) of the National University Corporation Gifu University Employee Pay Rules (Gifu University Rule No. 65 of April 1, 2004; hereinafter referred to as the “Gifu University Employee Pay Rules”) or that set forth in Article 5, Paragraph (2) of the Nagoya University Employee Pay Rules (Rule No. 69 of 2004; hereinafter referred to as the “Nagoya University Employee Pay Rules”) as the case may be unless otherwise ordered.

3 前項の規定にかかわらず、機構の成立の日の前日において岐大職員給与規則第 5 条第 2 項第 4 号に規定する教育職本給表（二）が適用されていた者の機構の成立の日における第 5 条第 2 項に規定する本給表は、別に発令されない限り教育職本給表（三）を適用する。

(3) Notwithstanding the provisions of the preceding paragraph, the base pay scale set forth in Article 5, Paragraph (2) applicable on the date of the establishment of THERS to an employee to whom Educational Personnel Base Pay Scale 2 set forth in Article 5, Paragraph (2), Item (iv) of the Gifu University Employee Pay Rules was applied on the

day immediately preceding the date of the establishment of THERS shall be Educational Personnel Base Pay Scale 3, unless otherwise ordered.

(本給)

(Base Pay)

4 前2項に規定するもののほか、附則第2項適用職員に係る本給については、別に発令されない限り、なお従前の例による。

(4) In addition to those set forth in the preceding two paragraphs, all matters on the base pay for the Employees Subject to Paragraph (2) of Supplementary Provisions shall remain unchanged unless otherwise ordered.

(本給に係る経過措置)

(Transitional Measures for Base Pay)

5 機構の成立の日の前日において岐大職員給与規則第5条第2項第3号に規定する教育職本給表(一)が適用されていた者のうち、機構においても同一の本給表の適用を受ける職員で、その者の受ける本給月額が同日において受けていた本給月額に達しないこととなるものには、当分の間、本給月額のほか、その差額に相当する額を本給として支給する。

(5) Among those to whom Educational Personnel Base Pay Scale 1 set forth in Article 5, Paragraph (2), Item (iii) of the Gifu University Employee Pay Rules is applied on the day immediately preceding the date of the establishment of THERS, an employee subject to the same base pay scale at THERS whose monthly amount of base pay to be received at THERS is less than that received on that day shall be paid as part of his/her base pay at THERS an amount equivalent to the difference between these base pays in addition to the monthly amount of the base pay at THERS, until otherwise provided.

(63歳に達する日後の最初の4月1日からの本給支給額)

(Amount of Base Pay as from April 1 immediately after 63rd Birthday)

6 機構の成立の日以後、岐阜大学に勤務する教育職本給表(一)の適用を受ける者のうち、昭和33年4月1日以前に生まれた者の63歳に達する日後の最初の4月1日からの本給月額については、その者が受ける本給月額に機構長が別に定める支給割合を乗じて得た額を本給月額として支給する。

(6) Among those working at Gifu University to whom Educational Personnel Base Pay Scale 1 is applied on and after the date of the establishment of THERS, the monthly amount of base pay for an employee born on or before April 1, 1958 to be paid as from April 1 immediately after his/her 63rd Birthday shall be obtained by multiplying the monthly amount of the base pay to be received by him/her by the payment rate to be determined by the Chancellor separately.

(期間計算)

(Calculation of Period)

7 附則第2項適用職員の機構の成立の日の前日までの期間における第7条から第9条まで及び第34条から第36条までの規定に係る期間計算については、岐大職員給与規則又は名大職員給与規程を適用し、当該期間をこの規程に定める期間に通算する。

(7) The Gifu University Employee Pay Rules or Nagoya University Employee Pay Rules shall be applied to calculations of periods relating to the provisions of Articles 7 to 9 and 34 to 36 hereof for the Employees Subject to Paragraph (2) of the Supplementary Provisions during the period until the day immediately preceding the date of establishment of THERS, and the period shall be included in the periods prescribed herein.

(住居手当に関する経過措置)

(Transitional Measures for Housing Allowance)

8 附則第2項適用職員のうち、機構の成立の日の前日から岐大職員給与規則又は名大職員給与規程による住居手当の支給を受けていた職員のうち、住居手当の月額が2,000円を超える職員であって、機構の成立後も引き続き当該住居手当に係る住宅（貸間を含む。）を借り受け、家賃（使用料を含む。以下この項において同じ。）を支払っているもののうち、次の各号のいずれかに該当するもの（別に定める職員を除く。）に対しては、令和3年3月31日までの間、第17条の規定にかかわらず、当該住居手当の月額に相当する額（当該住居手当に係る家賃の月額に変更があった場合には、当該相当する額を超えない範囲内で別に定める額。第二号において「旧手当額」という。）から二千円を控除した額の住居手当を支給する。

(8) Among the employees subject to Paragraph (2) of Supplementary Provisions who have received a housing allowance since the day before the establishment of THERS in accordance with the Gifu University Employee Pay Rules or Nagoya University Employee Pay Rules, those who receive a housing allowance of 2,000 yen or more, rent a house (including an apartment) relating to that housing allowance continuously after the establishment of THERS, pay rents (including fees; hereafter the same shall apply in this paragraph), and fall under any of the following items (excluding those to be separately specified) shall be paid until March 31, 2021 the amount of a housing allowance obtained by subtracting 2,000 yen from the amount equivalent to the monthly amount of the housing allowance the employee have received (when a monthly amount of a rent relating to the housing allowance is changed, the amount shall be separately prescribed to an extent not exceeding the amount equivalent to the monthly amount received; referred to as the “Former Amount of Allowance” in Item (ii) below) despite the provisions of Article 17 hereof.

一 第17条第1項各号のいずれにも該当しないこととなる職員

(i) An employee to not falling under any of the items of Article 17, Paragraph (1) hereof;

二 旧手当額から第17条第2項の規定により算出される住居手当の月額に相当する額を減じた額が2,000円を超えることとなる職員

(ii) An employee for whom the amount obtained by subtracting the amount equivalent to the monthly amount of housing allowance calculated in accordance with the provisions of Article 17, Paragraph (2) hereof from the Former Amount of Allowance exceeds 2,000 yen.

9 前項に定めるもののほか、住居手当の支給に関し必要な事項は、別に定める。

(9) In addition to the provisions of the preceding paragraph, all other matters required for payments of housing allowances shall be separately prescribed.

(休職者等の給与)

(Pay for Employee on Leave Etc.)

10 附則第2項適用職員のうち、機構の成立の際現に休職者、育児休業者等、介護休業者等及び配偶者同行休業者の給与の適用を受けていた者に係る給与については、別に発令されない限り、なお従前の例による。

(10) Among the Employees Subject to Paragraph (2) of Supplementary Provisions, the pay for an employee to whom the pay for an employee on administrative leave, childcare leave etc., family care leave etc. or spouse accompaniment leave was currently being paid at the time of the establishment of THERS shall remain unchanged unless otherwise ordered.

(その他)

(Others)

11 附則第2項適用職員の機構成立前の期間に係る給与に関する事項は、岐大職員給与規則及び名大職員給与規程に定めるところによる。

(11) All matters relating to the pay for Employees Subject to Paragraph (2) of Supplementary Provisions during the period before the establishment of THERS shall be as set forth in the Gifu University Employee Pay Rules or Nagoya University Employee Pay Rules as the case may be.

附 則（令和2年9月9日機構規程第158号）

Supplementary Provisions (THERS Rule No. 158 of September 9, 2020)

この規程は、令和2年9月9日から施行する。

These Rules shall come into effect from September 9, 2020.

附 則（令和2年10月21日機構規程第163号）

Supplementary Provisions (THERS Rule No. 163 of October 21, 2020)

この規程は、令和2年10月21日から施行する。

These Rules shall come into effect from October 21, 2020.

附 則（令和2年11月11日機構規程第167号）

Supplementary Provisions (THERS Rule No. 167 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月における期末手当の支給に係る改正後の第34条第2項第1号の規定の適用については、同号中「100分の127.5」とあるのは「100分の125」と、
「100分の107.5」とあるのは「100分の105」とする。

(2) In applying the revised provisions of Article 34, Paragraph (2), Item (i) hereof for the payment of semiannual allowances in December 2020, “127.5%” and “107.5%” in such item shall be read as “125%” and “105%,” respectively.

3 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36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。

(3) In applying the revised provisions of Article 36, Paragraph (2) for the payment of semiannual special allowances in December 2020, “167.5%” in such item shall be read as “165%”.

附 則（令和3年1月29日機構規程第179号）

Supplementary Provisions (THERS Rule No. 179 of January 29, 2021)

この規程は、令和3年1月29日から施行し、令和3年1月1日から適用する。

These Rules shall come into effect from January 29, 2021 and be applicable as of January 1, 2021.

附 則（令和3年3月16日機構規程第193号）

Supplementary Provisions (THERS Rule No. 193 of March 16, 2021)

この規程は、令和3年4月1日から施行する。

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

別表第1（第5条第2項第1号関係）
一般職本給表（一）

職員の区分	職務の級号給	1級	2級	3級	4級	5級	6級	7級	8級	9級	10級
		円	円	円	円	円	円	円	円	円	円
再雇用職員以外の職員	1	146,100	195,500	231,500	264,200	289,700	319,200	362,900	408,100	458,400	521,700
	2	147,200	197,300	233,100	266,000	291,900	321,400	365,500	410,500	461,500	524,600
	3	148,400	199,100	234,600	267,800	294,000	323,700	367,900	413,000	464,500	527,700
	4	149,500	200,900	236,200	269,900	296,000	325,900	370,500	415,400	467,500	530,800
	5	150,600	202,400	237,600	271,600	297,900	328,100	372,400	417,300	470,500	533,900
	6	151,700	204,200	239,300	273,400	300,000	330,100	374,900	419,600	473,500	536,200
	7	152,800	206,000	240,800	275,200	302,200	332,300	377,200	421,700	476,500	538,700
	8	153,900	207,800	242,400	277,200	304,200	334,500	379,700	423,900	479,600	541,100
	9	154,900	209,400	243,500	279,200	306,100	336,400	382,100	425,900	482,300	543,500
	10	156,300	211,200	245,000	281,200	308,400	338,600	384,800	428,000	485,400	545,300
	11	157,600	213,000	246,600	283,100	310,600	340,600	387,400	430,100	488,400	547,100
	12	158,900	214,800	247,900	285,000	312,900	342,800	390,100	432,200	491,500	549,000
	13	160,100	216,200	249,400	287,000	315,000	344,600	392,500	433,900	494,200	550,700
	14	161,600	218,000	250,800	288,900	317,100	346,600	394,800	435,700	496,500	552,100
	15	163,100	219,700	252,100	290,800	319,300	348,600	397,000	437,700	498,800	553,400
	16	164,700	221,500	253,500	292,600	321,400	350,600	399,400	439,700	501,100	554,500
	17	165,900	223,200	255,000	294,400	323,300	352,300	401,200	441,600	503,200	555,800
	18	167,400	224,900	256,500	296,400	325,300	354,300	403,200	443,400	504,600	556,800
	19	168,900	226,500	258,200	298,500	327,300	356,100	405,100	445,200	506,100	557,700
	20	170,400	228,100	260,000	300,500	329,300	358,000	406,900	446,900	507,500	558,600
	21	171,700	229,500	261,600	302,400	331,000	359,900	408,800	448,700	508,700	559,500
	22	174,400	231,200	263,300	304,500	333,100	361,800	410,600	450,200	510,100	
	23	177,000	232,800	264,900	306,500	335,100	363,800	412,400	451,600	511,600	
	24	179,600	234,400	266,500	308,600	337,200	365,700	414,300	453,100	513,100	
	25	182,200	235,400	268,400	310,300	338,600	367,700	416,100	454,500	514,200	
	26	183,900	236,900	270,200	312,400	340,500	369,600	417,600	455,800	515,300	
	27	185,500	238,300	271,900	314,400	342,400	371,600	419,100	457,100	516,500	
	28	187,200	239,500	273,600	316,400	344,300	373,600	420,700	458,300	517,700	
	29	188,700	240,700	275,300	318,100	345,900	375,100	422,300	459,300	518,700	
	30	190,400	241,900	277,000	320,100	347,800	376,900	423,600	460,000	519,600	
	31	192,200	242,900	278,800	322,200	349,700	378,700	424,900	460,800	520,500	
	32	193,900	244,100	280,300	324,300	351,500	380,300	426,100	461,500	521,400	
	33	195,500	245,400	281,800	325,500	353,400	382,100	427,300	462,200	522,200	
	34	196,900	246,400	283,700	327,500	355,200	383,500	428,600	463,000	523,100	
	35	198,400	247,600	285,500	329,400	357,000	385,000	429,900	463,700	523,800	
	36	199,900	248,900	287,400	331,500	358,700	386,600	431,100	464,300	524,300	
	37	201,200	249,800	289,000	333,400	360,100	388,000	432,300	464,800	525,000	
	38	202,500	251,100	290,700	335,300	361,400	389,200	433,100	465,400	525,600	
	39	203,700	252,300	292,500	337,300	362,800	390,400	433,900	466,000	526,400	
	40	205,000	253,600	294,300	339,200	364,200	391,500	434,700	466,600	527,000	
	41	206,300	255,000	295,800	341,100	365,500	392,600	435,300	467,100	527,500	
	42	207,600	256,400	297,500	343,000	366,400	393,800	436,000	467,600		
	43	208,900	257,600	299,000	344,800	367,500	395,000	436,700	468,000		
	44	210,200	258,800	300,600	346,700	368,600	396,100	437,400	468,300		
	45	211,300	260,000	302,200	348,200	369,400	396,800	438,200	468,600		
	46	212,600	261,200	303,900	349,600	370,300	397,500	439,000			
	47	213,900	262,500	305,500	351,100	371,200	398,200	439,400			
	48	215,200	263,600	307,200	352,600	372,100	398,900	440,100			
	49	216,300	264,700	308,100	354,200	373,000	399,500	440,600			
	50	217,400	265,800	309,600	355,000	373,800	400,100	441,000			

51	218,400	267,100	311,100	356,200	374,600	400,600	441,400			
52	219,500	268,400	312,700	357,200	375,400	401,000	441,800			
53	220,600	269,400	314,300	358,100	376,100	401,400	442,200			
54	221,600	270,500	315,900	359,200	376,800	401,700	442,600			
55	222,500	271,800	317,500	360,100	377,500	402,000	443,000			
56	223,500	273,100	319,000	361,200	378,200	402,300	443,300			
57	223,800	274,000	320,500	362,100	378,700	402,600	443,600			
58	224,600	275,000	321,700	362,800	379,300	402,900	444,000			
59	225,400	275,900	322,900	363,500	379,900	403,200	444,300			
60	226,100	277,000	324,100	364,200	380,600	403,500	444,600			
61	226,800	278,100	324,800	364,600	381,000	403,800	444,900			
62	227,800	279,100	325,700	365,200	381,700	404,100				
63	228,600	280,000	326,500	365,900	382,300	404,400				
64	229,400	281,000	327,300	366,600	382,900	404,700				
65	230,100	281,500	328,200	366,900	383,300	405,000				
66	230,800	282,400	328,600	367,600	383,900	405,300				
67	231,700	283,100	329,300	368,300	384,500	405,600				
68	232,700	284,000	330,100	369,000	385,100	405,900				
69	233,400	285,000	330,900	369,300	385,500	406,100				
70	234,000	285,800	331,600	369,900	386,000	406,400				
71	234,500	286,600	332,300	370,600	386,500	406,700				
72	235,200	287,400	333,000	371,200	387,100	407,000				
73	236,000	288,200	333,500	371,500	387,400	407,200				
74	236,600	288,700	334,100	372,100	387,800	407,500				
75	237,200	289,100	334,600	372,800	388,200	407,800				
76	237,700	289,600	335,200	373,400	388,600	408,000				
77	238,400	289,800	335,500	373,800	388,900	408,200				
78	239,100	290,100	336,000	374,300	389,200	408,500				
79	239,800	290,300	336,400	374,900	389,500	408,800				
80	240,300	290,700	336,900	375,400	389,800	409,000				
81	240,800	290,900	337,300	375,900	390,000	409,200				
82	241,500	291,100	337,800	376,500	390,300	409,500				
83	242,200	291,500	338,300	377,000	390,600	409,800				
84	242,900	291,800	338,800	377,300	390,800	410,000				
85	243,500	292,100	339,100	377,700	391,000	410,200				
86	244,200	292,400	339,500	378,200	391,300					
87	244,900	292,700	340,000	378,600	391,600					
88	245,600	293,100	340,400	379,000	391,800					
89	246,100	293,400	340,700	379,400	392,000					
90	246,600	293,800	341,100	379,900	392,300					
91	246,900	294,100	341,600	380,300	392,600					
92	247,300	294,500	342,000	380,700	392,800					
93	247,600	294,700	342,200	381,000	393,000					
94		294,900	342,600							
95		295,200	343,100							
96		295,600	343,500							
97		295,800	343,700							
98		296,100	344,100							
99		296,500	344,500							
100		296,900	344,800							
101		297,100	345,100							
102		297,400	345,500							
103		297,800	345,900							
104		298,100	346,300							
105		298,300	346,800							
106		298,600	347,200							
107		299,000	347,600							
108		299,300	348,000							
109		299,500	348,500							

	110		299,900	348,900							
	111		300,300	349,200							
	112		300,600	349,500							
	113		300,800	350,000							
	114		301,000								
	115		301,300								
	116		301,700								
	117		301,900								
	118		302,100								
	119		302,400								
	120		302,700								
	121		303,100								
	122		303,300								
	123		303,600								
	124		303,900								
	125		304,200								
再雇用職員		187,700	215,200	255,200	274,600	289,700	315,100	356,800	389,900	441,000	521,400

Appended Table 1 (Pertaining to Article 5, Paragraph (2), Item (i))

Clerical Base Pay Scale 1

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Employees other than Retired Employees		yen	yen	yen	yen	yen	yen	yen	yen	yen	yen
	1	146,100	195,500	231,500	264,200	289,700	319,200	362,900	408,100	458,400	521,700
	2	147,200	197,300	233,100	266,000	291,900	321,400	365,500	410,500	461,500	524,600
	3	148,400	199,100	234,600	267,800	294,000	323,700	367,900	413,000	464,500	527,700
	4	149,500	200,900	236,200	269,900	296,000	325,900	370,500	415,400	467,500	530,800
	5	150,600	202,400	237,600	271,600	297,900	328,100	372,400	417,300	470,500	533,900
	6	151,700	204,200	239,300	273,400	300,000	330,100	374,900	419,600	473,500	536,200
	7	152,800	206,000	240,800	275,200	302,200	332,300	377,200	421,700	476,500	538,700
	8	153,900	207,800	242,400	277,200	304,200	334,500	379,700	423,900	479,600	541,100
	9	154,900	209,400	243,500	279,200	306,100	336,400	382,100	425,900	482,300	543,500
	10	156,300	211,200	245,000	281,200	308,400	338,600	384,800	428,000	485,400	545,300
	11	157,600	213,000	246,600	283,100	310,600	340,600	387,400	430,100	488,400	547,100
	12	158,900	214,800	247,900	285,000	312,900	342,800	390,100	432,200	491,500	549,000
	13	160,100	216,200	249,400	287,000	315,000	344,600	392,500	433,900	494,200	550,700
	14	161,600	218,000	250,800	288,900	317,100	346,600	394,800	435,700	496,500	552,100
	15	163,100	219,700	252,100	290,800	319,300	348,600	397,000	437,700	498,800	553,400
	16	164,700	221,500	253,500	292,600	321,400	350,600	399,400	439,700	501,100	554,500
	17	165,900	223,200	255,000	294,400	323,300	352,300	401,200	441,600	503,200	555,800
	18	167,400	224,900	256,500	296,400	325,300	354,300	403,200	443,400	504,600	556,800
	19	168,900	226,500	258,200	298,500	327,300	356,100	405,100	445,200	506,100	557,700
	20	170,400	228,100	260,000	300,500	329,300	358,000	406,900	446,900	507,500	558,600
	21	171,700	229,500	261,600	302,400	331,000	359,900	408,800	448,700	508,700	559,500
	22	174,400	231,200	263,300	304,500	333,100	361,800	410,600	450,200	510,100	
	23	177,000	232,800	264,900	306,500	335,100	363,800	412,400	451,600	511,600	
	24	179,600	234,400	266,500	308,600	337,200	365,700	414,300	453,100	513,100	
	25	182,200	235,400	268,400	310,300	338,600	367,700	416,100	454,500	514,200	
	26	183,900	236,900	270,200	312,400	340,500	369,600	417,600	455,800	515,300	
	27	185,500	238,300	271,900	314,400	342,400	371,600	419,100	457,100	516,500	
	28	187,200	239,500	273,600	316,400	344,300	373,600	420,700	458,300	517,700	
	29	188,700	240,700	275,300	318,100	345,900	375,100	422,300	459,300	518,700	
	30	190,400	241,900	277,000	320,100	347,800	376,900	423,600	460,000	519,600	
	31	192,200	242,900	278,800	322,200	349,700	378,700	424,900	460,800	520,500	
	32	193,900	244,100	280,300	324,300	351,500	380,300	426,100	461,500	521,400	
	33	195,500	245,400	281,800	325,500	353,400	382,100	427,300	462,200	522,200	
	34	196,900	246,400	283,700	327,500	355,200	383,500	428,600	463,000	523,100	
	35	198,400	247,600	285,500	329,400	357,000	385,000	429,900	463,700	523,800	
	36	199,900	248,900	287,400	331,500	358,700	386,600	431,100	464,300	524,300	
	37	201,200	249,800	289,000	333,400	360,100	388,000	432,300	464,800	525,000	
	38	202,500	251,100	290,700	335,300	361,400	389,200	433,100	465,400	525,600	
	39	203,700	252,300	292,500	337,300	362,800	390,400	433,900	466,000	526,400	
	40	205,000	253,600	294,300	339,200	364,200	391,500	434,700	466,600	527,000	
	41	206,300	255,000	295,800	341,100	365,500	392,600	435,300	467,100	527,500	
	42	207,600	256,400	297,500	343,000	366,400	393,800	436,000	467,600		
	43	208,900	257,600	299,000	344,800	367,500	395,000	436,700	468,000		
	44	210,200	258,800	300,600	346,700	368,600	396,100	437,400	468,300		

45	211,300	260,000	302,200	348,200	369,400	396,800	438,200	468,600		
46	212,600	261,200	303,900	349,600	370,300	397,500	439,000			
47	213,900	262,500	305,500	351,100	371,200	398,200	439,400			
48	215,200	263,600	307,200	352,600	372,100	398,900	440,100			
49	216,300	264,700	308,100	354,200	373,000	399,500	440,600			
50	217,400	265,800	309,600	355,000	373,800	400,100	441,000			
51	218,400	267,100	311,100	356,200	374,600	400,600	441,400			
52	219,500	268,400	312,700	357,200	375,400	401,000	441,800			
53	220,600	269,400	314,300	358,100	376,100	401,400	442,200			
54	221,600	270,500	315,900	359,200	376,800	401,700	442,600			
55	222,500	271,800	317,500	360,100	377,500	402,000	443,000			
56	223,500	273,100	319,000	361,200	378,200	402,300	443,300			
57	223,800	274,000	320,500	362,100	378,700	402,600	443,600			
58	224,600	275,000	321,700	362,800	379,300	402,900	444,000			
59	225,400	275,900	322,900	363,500	379,900	403,200	444,300			
60	226,100	277,000	324,100	364,200	380,600	403,500	444,600			
61	226,800	278,100	324,800	364,600	381,000	403,800	444,900			
62	227,800	279,100	325,700	365,200	381,700	404,100				
63	228,600	280,000	326,500	365,900	382,300	404,400				
64	229,400	281,000	327,300	366,600	382,900	404,700				
65	230,100	281,500	328,200	366,900	383,300	405,000				
66	230,800	282,400	328,600	367,600	383,900	405,300				
67	231,700	283,100	329,300	368,300	384,500	405,600				
68	232,700	284,000	330,100	369,000	385,100	405,900				
69	233,400	285,000	330,900	369,300	385,500	406,100				
70	234,000	285,800	331,600	369,900	386,000	406,400				
71	234,500	286,600	332,300	370,600	386,500	406,700				
72	235,200	287,400	333,000	371,200	387,100	407,000				
73	236,000	288,200	333,500	371,500	387,400	407,200				
74	236,600	288,700	334,100	372,100	387,800	407,500				
75	237,200	289,100	334,600	372,800	388,200	407,800				
76	237,700	289,600	335,200	373,400	388,600	408,000				
77	238,400	289,800	335,500	373,800	388,900	408,200				
78	239,100	290,100	336,000	374,300	389,200	408,500				
79	239,800	290,300	336,400	374,900	389,500	408,800				
80	240,300	290,700	336,900	375,400	389,800	409,000				
81	240,800	290,900	337,300	375,900	390,000	409,200				
82	241,500	291,100	337,800	376,500	390,300	409,500				
83	242,200	291,500	338,300	377,000	390,600	409,800				
84	242,900	291,800	338,800	377,300	390,800	410,000				
85	243,500	292,100	339,100	377,700	391,000	410,200				
86	244,200	292,400	339,500	378,200	391,300					
87	244,900	292,700	340,000	378,600	391,600					
88	245,600	293,100	340,400	379,000	391,800					
89	246,100	293,400	340,700	379,400	392,000					
90	246,600	293,800	341,100	379,900	392,300					
91	246,900	294,100	341,600	380,300	392,600					
92	247,300	294,500	342,000	380,700	392,800					
93	247,600	294,700	342,200	381,000	393,000					
94		294,900	342,600							
95		295,200	343,100							
96		295,600	343,500							
97		295,800	343,700							
98		296,100	344,100							
99		296,500	344,500							
100		296,900	344,800							

	101		297,100	345,100							
	102		297,400	345,500							
	103		297,800	345,900							
	104		298,100	346,300							
	105		298,300	346,800							
	106		298,600	347,200							
	107		299,000	347,600							
	108		299,300	348,000							
	109		299,500	348,500							
	110		299,900	348,900							
	111		300,300	349,200							
	112		300,600	349,500							
	113		300,800	350,000							
	114		301,000								
	115		301,300								
	116		301,700								
	117		301,900								
	118		302,100								
	119		302,400								
	120		302,700								
	121		303,100								
	122		303,300								
	123		303,600								
	124		303,900								
	125		304,200								
Rehired Employees		187,700	215,200	255,200	274,600	289,700	315,100	356,800	389,900	441,000	521,400

別表第2（第5条第2項第2号関係）
一般職本給表（二）

職員の区分	職務の級号給	1級	2級	3級	4級	5級
再雇用職員以外の職員		円	円	円	円	円
	1	132,300	183,600	205,200	251,500	280,000
	2	133,200	185,100	206,400	252,700	281,900
	3	134,200	186,600	207,800	253,800	283,500
	4	135,100	188,000	209,100	254,900	285,200
	5	136,100	189,200	210,400	255,800	287,000
	6	137,100	190,700	211,800	257,000	288,600
	7	138,100	192,100	213,200	258,100	290,200
	8	139,100	193,400	214,600	259,300	291,800
	9	139,900	194,800	215,900	260,400	293,300
	10	140,900	195,800	217,500	261,200	295,100
	11	141,900	197,100	219,100	262,400	296,800
	12	143,000	198,200	220,500	263,600	298,600
	13	143,800	199,400	221,700	264,600	300,000
	14	144,800	200,500	223,200	265,600	301,700
	15	145,800	201,600	224,700	266,500	303,300
	16	146,800	202,700	226,000	267,400	304,800
	17	147,900	203,600	226,900	268,400	306,300
	18	149,200	204,700	227,600	269,500	307,900
	19	150,400	205,700	228,500	270,500	309,500
	20	151,600	206,700	229,500	271,300	311,200
	21	152,700	207,600	230,300	272,300	312,200
	22	153,900	208,700	231,800	273,200	313,600
	23	155,100	209,800	233,100	274,200	315,000
	24	156,300	210,800	234,200	275,000	316,500
	25	157,400	211,700	235,600	275,800	317,600
	26	158,900	212,600	236,900	276,900	319,100
	27	160,400	213,300	238,200	278,000	320,500
	28	161,900	214,200	239,500	279,100	321,900
	29	163,300	215,100	240,300	280,000	323,500
	30	164,700	216,300	241,500	281,100	324,700
	31	166,200	217,300	242,800	282,100	326,000
	32	167,700	218,200	243,900	283,100	327,200
	33	169,100	218,800	245,000	283,800	328,300
	34	170,900	220,000	246,200	284,700	329,200
	35	172,700	221,100	247,300	285,600	330,300
	36	174,500	222,300	248,500	286,700	331,400
	37	176,200	222,800	249,800	287,300	332,500
	38	177,900	223,900	250,800	288,200	333,600
	39	179,600	225,100	252,100	289,100	334,600
	40	181,300	226,100	253,400	290,000	335,600
	41	182,800	226,900	254,400	290,600	336,600
	42	184,200	228,100	255,600	291,600	337,600
	43	185,500	229,100	256,500	292,600	338,600
	44	186,900	230,200	257,800	293,500	339,600
	45	188,400	231,300	258,600	294,200	340,500
	46	189,700	232,200	259,600	295,100	341,500
	47	191,100	233,300	260,700	296,000	342,500
	48	192,500	234,300	261,600	296,900	343,500
	49	193,800	235,300	262,800	297,600	344,400
	50	194,900	236,300	263,800	298,200	345,300

51	196,000	237,300	264,900	298,900	346,200
52	197,200	238,300	265,600	299,700	347,000
53	198,300	239,400	266,500	300,300	347,800
54	199,400	240,400	267,600	301,100	348,600
55	200,300	241,100	268,800	301,800	349,400
56	201,400	241,800	270,000	302,500	350,100
57	202,500	242,700	270,800	303,200	350,800
58	203,500	243,600	271,800	303,900	351,600
59	204,500	244,500	272,900	304,700	352,400
60	205,500	245,200	273,900	305,400	353,100
61	206,600	246,000	274,900	306,000	353,800
62	207,500	246,900	276,000	306,700	354,500
63	208,400	247,800	276,800	307,400	355,200
64	209,300	248,700	277,900	308,100	355,900
65	210,000	249,500	278,700	308,600	356,500
66	210,800	250,300	279,500	309,100	357,000
67	211,500	251,100	280,300	309,700	357,500
68	212,300	251,800	281,100	310,300	358,000
69	212,700	252,500	281,700	310,900	358,400
70	213,300	253,100	282,500	311,300	
71	213,600	253,500	283,300	311,800	
72	214,000	253,900	284,000	312,300	
73	214,200	254,100	284,800	312,600	
74	214,600	254,500	285,500	313,100	
75	215,100	255,000	286,300	313,600	
76	215,700	255,500	287,100	314,000	
77	215,900	255,800	287,700	314,200	
78	216,600	256,200	288,200	314,500	
79	217,100	256,700	288,700	314,800	
80	217,600	257,200	289,100	315,100	
81	218,300	257,500	289,500	315,400	
82	218,600	257,800	289,900	315,700	
83	219,200	258,100	290,400	316,000	
84	219,900	258,400	290,900	316,300	
85	220,500	258,600	291,300	316,500	
86	220,900	258,800	291,900	316,900	
87	221,300	259,100	292,500	317,200	
88	222,000	259,400	293,100	317,400	
89	222,500	259,600	293,400	317,600	
90	223,000	259,800	293,900	317,900	
91	223,500	260,200	294,400	318,200	
92	223,900	260,400	294,800	318,500	
93	224,300	260,700	295,200	318,700	
94	224,700	261,100	295,700	319,000	
95	225,100	261,400	296,200	319,300	
96	225,400	261,700	296,700	319,500	
97	225,700	261,900	297,000	319,700	
98	226,200	262,200	297,400	320,000	
99	226,700	262,400	297,900	320,300	
100	227,200	262,700	298,400	320,500	
101	227,600	263,000	298,800	320,700	
102	228,100	263,200	299,200		
103	228,700	263,500	299,500		
104	229,300	263,800	299,800		
105	229,700	264,000	300,100		
106	230,200	264,200	300,500		
107	230,500	264,500	300,900		
108	230,900	264,700	301,300		
109	231,100	265,000	301,600		

	110	231,500	265,300	302,000		
	111	232,000	265,600	302,400		
	112	232,400	265,800	302,700		
	113	232,600	266,000	302,900		
	114	233,100	266,300	303,200		
	115	233,600	266,500	303,500		
	116	234,100	266,700	303,700		
	117	234,400	267,000	303,900		
	118	234,800	267,300	304,200		
	119	235,200	267,600	304,500		
	120	235,600	267,900	304,700		
	121	236,000	268,100	304,900		
	122		268,300	305,200		
	123		268,600	305,500		
	124		268,900	305,700		
	125		269,100	305,900		
	126		269,300	306,200		
	127		269,600	306,500		
	128		269,900	306,700		
	129		270,100	306,900		
	130		270,300	307,200		
	131		270,600	307,500		
	132		270,900	307,700		
	133		271,100	307,900		
	134		271,300			
	135		271,600			
	136		271,900			
	137		272,100			
再雇用職員		193,600	204,700	223,200	244,000	274,700

Appended Table 2 (Pertaining to Article 5, Paragraph (2), Item (ii))

Clerical Base Pay Scale 2

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Employees other than Retired Employees		yen	yen	yen	yen	yen
	1	132,300	183,600	205,200	251,500	280,000
	2	133,200	185,100	206,400	252,700	281,900
	3	134,200	186,600	207,800	253,800	283,500
	4	135,100	188,000	209,100	254,900	285,200
	5	136,100	189,200	210,400	255,800	287,000
	6	137,100	190,700	211,800	257,000	288,600
	7	138,100	192,100	213,200	258,100	290,200
	8	139,100	193,400	214,600	259,300	291,800
	9	139,900	194,800	215,900	260,400	293,300
	10	140,900	195,800	217,500	261,200	295,100
	11	141,900	197,100	219,100	262,400	296,800
	12	143,000	198,200	220,500	263,600	298,600
	13	143,800	199,400	221,700	264,600	300,000
	14	144,800	200,500	223,200	265,600	301,700
	15	145,800	201,600	224,700	266,500	303,300
	16	146,800	202,700	226,000	267,400	304,800
	17	147,900	203,600	226,900	268,400	306,300
	18	149,200	204,700	227,600	269,500	307,900
	19	150,400	205,700	228,500	270,500	309,500
	20	151,600	206,700	229,500	271,300	311,200
	21	152,700	207,600	230,300	272,300	312,200
	22	153,900	208,700	231,800	273,200	313,600
	23	155,100	209,800	233,100	274,200	315,000
	24	156,300	210,800	234,200	275,000	316,500
	25	157,400	211,700	235,600	275,800	317,600
	26	158,900	212,600	236,900	276,900	319,100
	27	160,400	213,300	238,200	278,000	320,500
	28	161,900	214,200	239,500	279,100	321,900
	29	163,300	215,100	240,300	280,000	323,500
	30	164,700	216,300	241,500	281,100	324,700
	31	166,200	217,300	242,800	282,100	326,000
	32	167,700	218,200	243,900	283,100	327,200
	33	169,100	218,800	245,000	283,800	328,300
	34	170,900	220,000	246,200	284,700	329,200
	35	172,700	221,100	247,300	285,600	330,300
	36	174,500	222,300	248,500	286,700	331,400
	37	176,200	222,800	249,800	287,300	332,500
	38	177,900	223,900	250,800	288,200	333,600
	39	179,600	225,100	252,100	289,100	334,600
	40	181,300	226,100	253,400	290,000	335,600
	41	182,800	226,900	254,400	290,600	336,600
	42	184,200	228,100	255,600	291,600	337,600
	43	185,500	229,100	256,500	292,600	338,600
	44	186,900	230,200	257,800	293,500	339,600
	45	188,400	231,300	258,600	294,200	340,500
	46	189,700	232,200	259,600	295,100	341,500
	47	191,100	233,300	260,700	296,000	342,500
	48	192,500	234,300	261,600	296,900	343,500
	49	193,800	235,300	262,800	297,600	344,400
	50	194,900	236,300	263,800	298,200	345,300
	51	196,000	237,300	264,900	298,900	346,200
	52	197,200	238,300	265,600	299,700	347,000
	53	198,300	239,400	266,500	300,300	347,800
	54	199,400	240,400	267,600	301,100	348,600
	55	200,300	241,100	268,800	301,800	349,400

56	201,400	241,800	270,000	302,500	350,100
57	202,500	242,700	270,800	303,200	350,800
58	203,500	243,600	271,800	303,900	351,600
59	204,500	244,500	272,900	304,700	352,400
60	205,500	245,200	273,900	305,400	353,100
61	206,600	246,000	274,900	306,000	353,800
62	207,500	246,900	276,000	306,700	354,500
63	208,400	247,800	276,800	307,400	355,200
64	209,300	248,700	277,900	308,100	355,900
65	210,000	249,500	278,700	308,600	356,500
66	210,800	250,300	279,500	309,100	357,000
67	211,500	251,100	280,300	309,700	357,500
68	212,300	251,800	281,100	310,300	358,000
69	212,700	252,500	281,700	310,900	358,400
70	213,300	253,100	282,500	311,300	
71	213,600	253,500	283,300	311,800	
72	214,000	253,900	284,000	312,300	
73	214,200	254,100	284,800	312,600	
74	214,600	254,500	285,500	313,100	
75	215,100	255,000	286,300	313,600	
76	215,700	255,500	287,100	314,000	
77	215,900	255,800	287,700	314,200	
78	216,600	256,200	288,200	314,500	
79	217,100	256,700	288,700	314,800	
80	217,600	257,200	289,100	315,100	
81	218,300	257,500	289,500	315,400	
82	218,600	257,800	289,900	315,700	
83	219,200	258,100	290,400	316,000	
84	219,900	258,400	290,900	316,300	
85	220,500	258,600	291,300	316,500	
86	220,900	258,800	291,900	316,900	
87	221,300	259,100	292,500	317,200	
88	222,000	259,400	293,100	317,400	
89	222,500	259,600	293,400	317,600	
90	223,000	259,800	293,900	317,900	
91	223,500	260,200	294,400	318,200	
92	223,900	260,400	294,800	318,500	
93	224,300	260,700	295,200	318,700	
94	224,700	261,100	295,700	319,000	
95	225,100	261,400	296,200	319,300	
96	225,400	261,700	296,700	319,500	
97	225,700	261,900	297,000	319,700	
98	226,200	262,200	297,400	320,000	
99	226,700	262,400	297,900	320,300	
100	227,200	262,700	298,400	320,500	
101	227,600	263,000	298,800	320,700	
102	228,100	263,200	299,200		
103	228,700	263,500	299,500		
104	229,300	263,800	299,800		
105	229,700	264,000	300,100		
106	230,200	264,200	300,500		
107	230,500	264,500	300,900		
108	230,900	264,700	301,300		
109	231,100	265,000	301,600		
110	231,500	265,300	302,000		
111	232,000	265,600	302,400		
112	232,400	265,800	302,700		
113	232,600	266,000	302,900		
114	233,100	266,300	303,200		
115	233,600	266,500	303,500		
116	234,100	266,700	303,700		
117	234,400	267,000	303,900		
118	234,800	267,300	304,200		
119	235,200	267,600	304,500		
120	235,600	267,900	304,700		
121	236,000	268,100	304,900		

	122		268,300	305,200		
	123		268,600	305,500		
	124		268,900	305,700		
	125		269,100	305,900		
	126		269,300	306,200		
	127		269,600	306,500		
	128		269,900	306,700		
	129		270,100	306,900		
	130		270,300	307,200		
	131		270,600	307,500		
	132		270,900	307,700		
	133		271,100	307,900		
	134		271,300			
	135		271,600			
	136		271,900			
	137		272,100			
Rehired Employees		193,600	204,700	223,200	244,000	274,700

別表第3（第5条第2項第3号関係）
教育職本給表（一）

職員の区分	職務の級号給	1級	2級	3級	4級	5級	6級
再雇用職員以外の職員		円	円	円	円	円	円
	1	173,500	216,400	277,100	324,300	406,000	534,400
	2	175,600	218,700	280,100	327,200	408,300	537,400
	3	177,600	220,900	282,900	330,300	410,700	540,500
	4	179,600	223,100	285,700	333,300	413,200	543,600
	5	181,500	225,200	288,500	336,500	415,300	546,600
	6	184,000	227,300	291,000	339,100	417,800	549,000
	7	186,500	229,500	293,200	341,700	420,000	551,500
	8	189,000	231,600	295,600	344,400	422,500	553,900
	9	191,600	233,900	298,200	347,400	424,200	556,200
	10	194,400	236,300	300,700	350,300	426,700	558,000
	11	197,100	238,700	303,100	353,400	429,000	559,900
	12	199,800	241,100	305,700	356,700	431,300	561,800
	13	202,300	243,200	308,000	359,500	432,700	563,500
	14	204,200	245,600	310,000	361,400	434,900	564,900
	15	206,000	248,000	312,100	363,600	437,100	566,200
	16	208,000	250,400	313,800	366,100	439,400	567,400
	17	210,000	252,400	316,000	368,300	441,500	568,700
	18	211,700	255,500	318,100	370,500	443,900	569,500
	19	213,500	258,600	320,100	372,600	446,200	570,200
	20	215,200	261,700	322,100	374,500	448,600	570,900
	21	217,100	264,600	324,100	376,500	450,700	571,700
	22	219,000	267,600	326,500	378,400	453,000	
	23	220,900	270,500	329,100	380,400	455,400	
	24	222,800	273,400	331,900	382,100	457,700	
	25	224,600	276,200	333,900	383,500	459,700	
	26	226,700	278,800	335,900	385,300	461,900	
	27	228,800	281,300	338,000	387,100	464,000	
	28	230,900	284,000	340,400	389,000	466,200	
	29	232,700	286,800	342,800	390,900	468,300	
	30	234,900	289,200	344,900	392,600	470,600	
	31	237,200	291,400	346,800	394,300	472,800	
	32	239,500	293,800	348,600	396,000	474,900	
	33	241,700	296,000	350,600	397,600	476,800	
	34	243,500	298,200	352,700	399,400	478,900	
	35	245,200	300,700	354,800	400,900	481,200	
	36	246,900	302,900	356,800	402,700	483,400	
	37	248,600	305,400	358,400	403,800	485,500	
	38	250,200	307,000	360,400	405,400	487,500	
	39	251,700	308,700	362,500	406,900	489,400	
	40	253,400	310,400	364,400	408,400	491,300	
	41	255,200	312,300	366,300	409,300	493,300	
	42	256,900	312,800	368,200	410,900	495,200	
	43	258,300	313,700	370,000	412,400	496,900	
	44	259,900	314,600	371,800	414,000	498,800	
	45	260,800	315,500	373,600	415,300	500,700	
	46	262,300	316,500	375,400	416,900	502,500	
	47	263,900	317,300	376,900	418,300	504,300	
	48	265,200	318,300	378,700	419,900	506,200	
	49	266,700	319,200	380,200	421,300	507,900	
	50	267,400	320,100	381,800	422,600	509,600	

51	268,100	320,900	383,400	423,900	511,400	
52	269,000	321,700	385,100	425,200	513,300	
53	269,800	322,900	386,200	425,900	514,900	
54	270,500	323,700	387,700	426,900	516,500	
55	271,300	324,500	389,100	427,800	518,200	
56	272,100	325,300	390,700	428,700	519,800	
57	272,700	326,000	392,000	429,600	521,400	
58	273,800	327,100	393,400	430,500	522,700	
59	274,700	328,200	394,700	431,400	524,000	
60	275,700	329,200	396,200	432,300	525,200	
61	276,800	330,200	397,500	433,200	526,400	
62	277,700	331,200	398,900	434,100	527,400	
63	278,500	332,300	400,400	435,100	528,400	
64	279,300	333,400	401,900	436,200	529,400	
65	280,300	334,100	402,900	437,100	530,000	
66	281,000	335,200	404,000	438,100	530,900	
67	282,000	335,900	405,000	439,100	531,800	
68	282,900	337,000	406,100	440,000	532,700	
69	283,700	337,600	407,100	441,000	533,600	
70	284,800	338,700	408,000	442,000	534,400	
71	285,800	339,600	408,800	442,900	535,100	
72	286,900	340,700	409,600	443,900	535,600	
73	287,800	341,000	410,400	444,900	536,300	
74	288,900	342,000	411,300	445,800	536,800	
75	289,900	343,000	412,100	446,700	537,600	
76	291,000	344,000	412,900	447,700	538,200	
77	291,500	345,000	413,600	448,500	538,700	
78	292,500	346,000	414,100	449,000	539,300	
79	293,400	346,900	414,500	449,700	539,900	
80	294,300	347,800	414,900	450,300	540,500	
81	295,200	348,800	415,200	451,100	541,100	
82	296,100	349,800	415,600	451,800		
83	297,000	350,800	415,900	452,100		
84	297,800	351,800	416,300	452,700		
85	298,100	352,400	416,600	453,100		
86	298,900	353,000	417,000	453,500		
87	299,700	353,600	417,400	453,900		
88	300,600	354,200	417,800	454,200		
89	301,500	354,800	418,100	454,500		
90	302,100	355,200	418,500	454,800		
91	302,800	355,600	418,900	455,300		
92	303,400	356,100	419,200	455,600		
93	304,000	356,600	419,500	455,900		
94	304,700	357,000	419,900	456,200		
95	305,400	357,500	420,200	456,500		
96	306,100	358,000	420,500	456,800		
97	306,300	358,600	420,800	457,100		
98	306,800	359,100	421,200	457,600		
99	307,300	359,500	421,500	457,900		
100	307,800	360,000	421,800	458,200		
101	308,100	360,400	422,100	458,500		
102	308,500	360,900	422,500			
103	308,800	361,200	422,800			
104	309,400	361,700	423,100			
105	309,800	362,200	423,400			
106	310,200	362,600	423,800			
107	310,500	363,100	424,100			
108	310,900	363,600	424,400			
109	311,100	364,000	424,700			

	110	311,500	364,500	425,000			
	111	311,900	365,000	425,300			
	112	312,300	365,400	425,600			
	113	312,600	365,800	425,900			
	114	313,000	366,200	426,200			
	115	313,300	366,700	426,500			
	116	313,600	367,100	426,800			
	117	313,900	367,500	427,000			
	118	314,300	367,900				
	119	314,700	368,400				
	120	315,100	368,800				
	121	315,300	369,100				
	122	315,500	369,500				
	123	315,800	370,000				
	124	316,100	370,300				
	125	316,400	370,700				
	126	316,600	371,200				
	127	316,900	371,700				
	128	317,300	372,100				
	129	317,600	372,500				
	130	317,900	373,000				
	131	318,300	373,500				
	132	318,500	374,000				
	133	318,700	374,500				
	134	319,000	375,000				
	135	319,300	375,500				
	136	319,500	376,000				
	137	319,800	376,500				
	138	320,000	377,000				
	139	320,300	377,500				
	140	320,600	378,000				
	141	320,900	378,500				
	142	321,300					
	143	321,700					
	144	322,100					
	145	322,300					
	146	322,700					
	147	323,000					
	148	323,400					
	149	323,600					
	150	324,000					
	151	324,300					
	152	324,700					
	153	324,900					
	154	325,300					
	155	325,700					
	156	326,100					
	157	326,300					
再雇用職員		235,600	282,800	293,800	315,700	399,700	534,100

Appended Table 3 (Pertaining to Article 5, Paragraph (2), Item (iii))

Educational Personnel Base Pay Scale 1

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Employees other than Retired Employees		yen	yen	yen	yen	yen	yen
	1	173,500	216,400	277,100	324,300	406,000	534,400
	2	175,600	218,700	280,100	327,200	408,300	537,400
	3	177,600	220,900	282,900	330,300	410,700	540,500
	4	179,600	223,100	285,700	333,300	413,200	543,600
	5	181,500	225,200	288,500	336,500	415,300	546,600
	6	184,000	227,300	291,000	339,100	417,800	549,000
	7	186,500	229,500	293,200	341,700	420,000	551,500
	8	189,000	231,600	295,600	344,400	422,500	553,900
	9	191,600	233,900	298,200	347,400	424,200	556,200
	10	194,400	236,300	300,700	350,300	426,700	558,000
	11	197,100	238,700	303,100	353,400	429,000	559,900
	12	199,800	241,100	305,700	356,700	431,300	561,800
	13	202,300	243,200	308,000	359,500	432,700	563,500
	14	204,200	245,600	310,000	361,400	434,900	564,900
	15	206,000	248,000	312,100	363,600	437,100	566,200
	16	208,000	250,400	313,800	366,100	439,400	567,400
	17	210,000	252,400	316,000	368,300	441,500	568,700
	18	211,700	255,500	318,100	370,500	443,900	569,500
	19	213,500	258,600	320,100	372,600	446,200	570,200
	20	215,200	261,700	322,100	374,500	448,600	570,900
	21	217,100	264,600	324,100	376,500	450,700	571,700
	22	219,000	267,600	326,500	378,400	453,000	
	23	220,900	270,500	329,100	380,400	455,400	
	24	222,800	273,400	331,900	382,100	457,700	
	25	224,600	276,200	333,900	383,500	459,700	
	26	226,700	278,800	335,900	385,300	461,900	
	27	228,800	281,300	338,000	387,100	464,000	
	28	230,900	284,000	340,400	389,000	466,200	
	29	232,700	286,800	342,800	390,900	468,300	
	30	234,900	289,200	344,900	392,600	470,600	
	31	237,200	291,400	346,800	394,300	472,800	
	32	239,500	293,800	348,600	396,000	474,900	
	33	241,700	296,000	350,600	397,600	476,800	
	34	243,500	298,200	352,700	399,400	478,900	
	35	245,200	300,700	354,800	400,900	481,200	
	36	246,900	302,900	356,800	402,700	483,400	
	37	248,600	305,400	358,400	403,800	485,500	
	38	250,200	307,000	360,400	405,400	487,500	
	39	251,700	308,700	362,500	406,900	489,400	
	40	253,400	310,400	364,400	408,400	491,300	
	41	255,200	312,300	366,300	409,300	493,300	
	42	256,900	312,800	368,200	410,900	495,200	
	43	258,300	313,700	370,000	412,400	496,900	
	44	259,900	314,600	371,800	414,000	498,800	
	45	260,800	315,500	373,600	415,300	500,700	
	46	262,300	316,500	375,400	416,900	502,500	
	47	263,900	317,300	376,900	418,300	504,300	
	48	265,200	318,300	378,700	419,900	506,200	
	49	266,700	319,200	380,200	421,300	507,900	
	50	267,400	320,100	381,800	422,600	509,600	
	51	268,100	320,900	383,400	423,900	511,400	
	52	269,000	321,700	385,100	425,200	513,300	
	53	269,800	322,900	386,200	425,900	514,900	
	54	270,500	323,700	387,700	426,900	516,500	
	55	271,300	324,500	389,100	427,800	518,200	

56	272,100	325,300	390,700	428,700	519,800
57	272,700	326,000	392,000	429,600	521,400
58	273,800	327,100	393,400	430,500	522,700
59	274,700	328,200	394,700	431,400	524,000
60	275,700	329,200	396,200	432,300	525,200
61	276,800	330,200	397,500	433,200	526,400
62	277,700	331,200	398,900	434,100	527,400
63	278,500	332,300	400,400	435,100	528,400
64	279,300	333,400	401,900	436,200	529,400
65	280,300	334,100	402,900	437,100	530,000
66	281,000	335,200	404,000	438,100	530,900
67	282,000	335,900	405,000	439,100	531,800
68	282,900	337,000	406,100	440,000	532,700
69	283,700	337,600	407,100	441,000	533,600
70	284,800	338,700	408,000	442,000	534,400
71	285,800	339,600	408,800	442,900	535,100
72	286,900	340,700	409,600	443,900	535,600
73	287,800	341,000	410,400	444,900	536,300
74	288,900	342,000	411,300	445,800	536,800
75	289,900	343,000	412,100	446,700	537,600
76	291,000	344,000	412,900	447,700	538,200
77	291,500	345,000	413,600	448,500	538,700
78	292,500	346,000	414,100	449,000	539,300
79	293,400	346,900	414,500	449,700	539,900
80	294,300	347,800	414,900	450,300	540,500
81	295,200	348,800	415,200	451,100	541,100
82	296,100	349,800	415,600	451,800	
83	297,000	350,800	415,900	452,100	
84	297,800	351,800	416,300	452,700	
85	298,100	352,400	416,600	453,100	
86	298,900	353,000	417,000	453,500	
87	299,700	353,600	417,400	453,900	
88	300,600	354,200	417,800	454,200	
89	301,500	354,800	418,100	454,500	
90	302,100	355,200	418,500	454,800	
91	302,800	355,600	418,900	455,300	
92	303,400	356,100	419,200	455,600	
93	304,000	356,600	419,500	455,900	
94	304,700	357,000	419,900	456,200	
95	305,400	357,500	420,200	456,500	
96	306,100	358,000	420,500	456,800	
97	306,300	358,600	420,800	457,100	
98	306,800	359,100	421,200	457,600	
99	307,300	359,500	421,500	457,900	
100	307,800	360,000	421,800	458,200	
101	308,100	360,400	422,100	458,500	
102	308,500	360,900	422,500		
103	308,800	361,200	422,800		
104	309,400	361,700	423,100		
105	309,800	362,200	423,400		
106	310,200	362,600	423,800		
107	310,500	363,100	424,100		
108	310,900	363,600	424,400		
109	311,100	364,000	424,700		
110	311,500	364,500	425,000		
111	311,900	365,000	425,300		
112	312,300	365,400	425,600		
113	312,600	365,800	425,900		
114	313,000	366,200	426,200		
115	313,300	366,700	426,500		
116	313,600	367,100	426,800		
117	313,900	367,500	427,000		
118	314,300	367,900			
119	314,700	368,400			
120	315,100	368,800			
121	315,300	369,100			

	122	315,500	369,500				
	123	315,800	370,000				
	124	316,100	370,300				
	125	316,400	370,700				
	126	316,600	371,200				
	127	316,900	371,700				
	128	317,300	372,100				
	129	317,600	372,500				
	130	317,900	373,000				
	131	318,300	373,500				
	132	318,500	374,000				
	133	318,700	374,500				
	134	319,000	375,000				
	135	319,300	375,500				
	136	319,500	376,000				
	137	319,800	376,500				
	138	320,000	377,000				
	139	320,300	377,500				
	140	320,600	378,000				
	141	320,900	378,500				
	142	321,300					
	143	321,700					
	144	322,100					
	145	322,300					
	146	322,700					
	147	323,000					
	148	323,400					
	149	323,600					
	150	324,000					
	151	324,300					
	152	324,700					
	153	324,900					
	154	325,300					
	155	325,700					
	156	326,100					
	157	326,300					
Rehired Employees		235,600	282,800	293,800	315,700	399,700	534,100

別表第4（第5条第2項第4号関係）
 教育職本給表（二）

職員の区分	職務の級号給	1級	2級	3級	4級
再雇用職員以外の職員		円	円	円	円
	1	160,000	204,000	331,200	416,600
	2	161,500	205,700	333,400	418,600
	3	163,000	207,300	335,500	420,600
	4	164,500	209,000	337,500	422,400
	5	166,100	210,800	339,700	423,900
	6	168,000	212,500	341,600	425,600
	7	169,800	214,300	343,800	427,500
	8	171,600	216,000	345,900	429,400
	9	173,300	217,600	347,600	430,900
	10	175,400	219,500	349,700	432,800
	11	177,400	221,400	351,800	434,700
	12	179,400	223,300	353,900	436,500
	13	181,300	224,800	355,900	438,200
	14	183,600	226,800	358,000	440,000
	15	185,900	228,800	360,100	441,700
	16	188,200	230,800	362,200	443,500
	17	190,200	232,500	363,800	445,300
	18	192,800	235,300	365,700	447,200
	19	195,300	238,100	367,500	449,100
	20	197,800	240,900	369,500	451,000
	21	200,200	243,300	370,800	452,600
	22	201,900	246,100	372,700	454,300
	23	203,600	248,700	374,500	456,200
	24	205,300	251,400	376,400	457,900
	25	206,800	253,900	377,800	459,600
	26	208,300	256,300	379,600	461,200
	27	210,000	258,800	381,400	462,800
	28	211,600	261,100	383,300	464,300
	29	213,200	263,600	385,100	465,700
	30	214,900	266,000	387,000	467,000
	31	216,600	268,200	388,900	468,300
	32	218,300	270,400	390,900	469,600
	33	219,700	272,400	392,800	470,700
	34	221,500	274,700	394,400	471,400
	35	223,300	277,000	395,900	472,100
	36	225,100	279,000	397,600	472,800
	37	226,600	281,200	399,000	473,400
	38	228,400	283,100	400,500	
	39	230,200	285,000	401,900	
	40	232,000	287,000	403,200	
	41	233,600	288,800	404,600	
	42	235,300	291,100	406,000	
	43	236,900	293,400	407,400	
	44	238,500	295,900	408,900	
	45	239,900	297,900	410,300	
	46	241,200	300,300	411,800	
	47	242,500	302,500	413,300	
	48	243,700	305,100	414,900	
	49	245,200	307,500	416,400	
	50	246,700	309,900	418,100	

51	247,900	312,200	419,800
52	249,400	314,400	421,400
53	250,500	316,500	422,800
54	251,700	318,500	424,400
55	253,100	320,500	426,000
56	254,100	322,500	427,600
57	255,300	324,300	429,200
58	256,300	326,400	430,700
59	257,400	328,500	431,900
60	258,600	330,500	433,100
61	260,000	332,500	434,200
62	261,000	334,600	435,600
63	262,400	336,800	437,100
64	263,500	339,000	438,400
65	264,800	340,700	439,400
66	266,200	342,900	440,700
67	267,600	344,900	441,900
68	269,200	347,100	443,100
69	270,600	348,900	444,100
70	271,800	350,800	445,300
71	273,000	352,800	446,500
72	274,200	354,800	447,700
73	275,500	356,500	448,900
74	276,700	358,400	449,400
75	278,000	360,200	449,800
76	279,000	362,100	450,200
77	280,200	363,900	450,900
78	281,500	365,600	
79	282,800	367,300	
80	284,100	368,900	
81	285,000	370,300	
82	286,300	371,900	
83	287,600	373,500	
84	288,900	375,000	
85	289,600	376,100	
86	290,800	377,500	
87	291,800	378,900	
88	293,000	380,200	
89	294,000	381,400	
90	295,100	382,700	
91	296,300	383,900	
92	297,500	385,200	
93	298,100	386,200	
94	299,000	387,500	
95	300,000	388,900	
96	301,100	390,200	
97	302,300	391,500	
98	303,400	392,500	
99	304,400	393,600	
100	305,500	394,600	
101	306,400	395,300	
102	307,500	396,300	
103	308,600	397,400	
104	309,600	398,500	
105	310,200	399,500	
106	311,000	400,300	
107	311,800	401,100	
108	312,500	401,900	
109	313,500	402,700	

	110	313,700	403,600		
	111	314,200	404,400		
	112	314,800	405,200		
	113	315,400	406,100		
	114	315,900	406,800		
	115	316,500	407,500		
	116	317,100	408,200		
	117	317,500	408,600		
	118	318,000	409,200		
	119	318,400	409,700		
	120	318,900	410,200		
	121	319,200	410,500		
	122	319,800	410,800		
	123	320,400	411,100		
	124	321,000	411,300		
	125	321,400	411,500		
	126	321,700	411,800		
	127	322,000	412,100		
	128	322,200	412,300		
	129	322,400	412,500		
	130	322,700	412,800		
	131	323,000	413,100		
	132	323,300	413,300		
	133	323,500	413,500		
	134	323,700	413,800		
	135	323,900	414,100		
	136	324,300	414,300		
	137	324,500	414,500		
	138	324,700	414,800		
	139	325,000	415,100		
	140	325,300	415,300		
	141	325,500	415,500		
	142	325,700	415,800		
	143	326,000	416,100		
	144	326,200	416,300		
	145	326,500	416,500		
	146	326,700			
	147	326,900			
	148	327,100			
	149	327,500			
	150	327,700			
	151	327,900			
	152	328,200			
	153	328,500			
再雇用職員		234,000	274,300	331,100	415,200

備考 この表の適用を受ける職員のうち、その職務の級が3級である職員の本給は、この表の額に7,700円をそれぞれ加算した額とする。

Appended Table 4 (Pertaining to Article 5, Paragraph (2), Item (iv))

Educational Personnel Base Pay Scale 2

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4
Employees other than Retired Employees		yen	yen	yen	yen
	1	160,000	204,000	331,200	416,600
	2	161,500	205,700	333,400	418,600
	3	163,000	207,300	335,500	420,600
	4	164,500	209,000	337,500	422,400
	5	166,100	210,800	339,700	423,900
	6	168,000	212,500	341,600	425,600
	7	169,800	214,300	343,800	427,500
	8	171,600	216,000	345,900	429,400
	9	173,300	217,600	347,600	430,900
	10	175,400	219,500	349,700	432,800
	11	177,400	221,400	351,800	434,700
	12	179,400	223,300	353,900	436,500
	13	181,300	224,800	355,900	438,200
	14	183,600	226,800	358,000	440,000
	15	185,900	228,800	360,100	441,700
	16	188,200	230,800	362,200	443,500
	17	190,200	232,500	363,800	445,300
	18	192,800	235,300	365,700	447,200
	19	195,300	238,100	367,500	449,100
	20	197,800	240,900	369,500	451,000
	21	200,200	243,300	370,800	452,600
	22	201,900	246,100	372,700	454,300
	23	203,600	248,700	374,500	456,200
	24	205,300	251,400	376,400	457,900
	25	206,800	253,900	377,800	459,600
	26	208,300	256,300	379,600	461,200
	27	210,000	258,800	381,400	462,800
	28	211,600	261,100	383,300	464,300
	29	213,200	263,600	385,100	465,700
	30	214,900	266,000	387,000	467,000
	31	216,600	268,200	388,900	468,300
	32	218,300	270,400	390,900	469,600
	33	219,700	272,400	392,800	470,700
	34	221,500	274,700	394,400	471,400
	35	223,300	277,000	395,900	472,100
	36	225,100	279,000	397,600	472,800
	37	226,600	281,200	399,000	473,400
	38	228,400	283,100	400,500	
	39	230,200	285,000	401,900	
	40	232,000	287,000	403,200	
	41	233,600	288,800	404,600	
	42	235,300	291,100	406,000	
	43	236,900	293,400	407,400	
	44	238,500	295,900	408,900	
	45	239,900	297,900	410,300	
	46	241,200	300,300	411,800	
	47	242,500	302,500	413,300	
	48	243,700	305,100	414,900	
	49	245,200	307,500	416,400	
	50	246,700	309,900	418,100	
	51	247,900	312,200	419,800	
	52	249,400	314,400	421,400	
	53	250,500	316,500	422,800	
	54	251,700	318,500	424,400	
	55	253,100	320,500	426,000	

56	254,100	322,500	427,600
57	255,300	324,300	429,200
58	256,300	326,400	430,700
59	257,400	328,500	431,900
60	258,600	330,500	433,100
61	260,000	332,500	434,200
62	261,000	334,600	435,600
63	262,400	336,800	437,100
64	263,500	339,000	438,400
65	264,800	340,700	439,400
66	266,200	342,900	440,700
67	267,600	344,900	441,900
68	269,200	347,100	443,100
69	270,600	348,900	444,100
70	271,800	350,800	445,300
71	273,000	352,800	446,500
72	274,200	354,800	447,700
73	275,500	356,500	448,900
74	276,700	358,400	449,400
75	278,000	360,200	449,800
76	279,000	362,100	450,200
77	280,200	363,900	450,900
78	281,500	365,600	
79	282,800	367,300	
80	284,100	368,900	
81	285,000	370,300	
82	286,300	371,900	
83	287,600	373,500	
84	288,900	375,000	
85	289,600	376,100	
86	290,800	377,500	
87	291,800	378,900	
88	293,000	380,200	
89	294,000	381,400	
90	295,100	382,700	
91	296,300	383,900	
92	297,500	385,200	
93	298,100	386,200	
94	299,000	387,500	
95	300,000	388,900	
96	301,100	390,200	
97	302,300	391,500	
98	303,400	392,500	
99	304,400	393,600	
100	305,500	394,600	
101	306,400	395,300	
102	307,500	396,300	
103	308,600	397,400	
104	309,600	398,500	
105	310,200	399,500	
106	311,000	400,300	
107	311,800	401,100	
108	312,500	401,900	
109	313,500	402,700	
110	313,700	403,600	
111	314,200	404,400	
112	314,800	405,200	
113	315,400	406,100	
114	315,900	406,800	
115	316,500	407,500	
116	317,100	408,200	
117	317,500	408,600	
118	318,000	409,200	
119	318,400	409,700	
120	318,900	410,200	
121	319,200	410,500	

	122	319,800	410,800		
	123	320,400	411,100		
	124	321,000	411,300		
	125	321,400	411,500		
	126	321,700	411,800		
	127	322,000	412,100		
	128	322,200	412,300		
	129	322,400	412,500		
	130	322,700	412,800		
	131	323,000	413,100		
	132	323,300	413,300		
	133	323,500	413,500		
	134	323,700	413,800		
	135	323,900	414,100		
	136	324,300	414,300		
	137	324,500	414,500		
	138	324,700	414,800		
	139	325,000	415,100		
	140	325,300	415,300		
	141	325,500	415,500		
	142	325,700	415,800		
	143	326,000	416,100		
	144	326,200	416,300		
	145	326,500	416,500		
	146	326,700			
	147	326,900			
	148	327,100			
	149	327,500			
	150	327,700			
	151	327,900			
	152	328,200			
	153	328,500			
Rehired Employees		234,000	274,300	331,100	415,200

Notes: In the case of employees in respect to whom this table is applicable and whose job grade is Grade 3, base pay shall be the amounts listed under this table, with 7,700 yen added in each case.

別表第5（第5条第2項第5号関係）
教育職本給表（三）

職員の区分	職務の級号給	1級	2級	3級	4級
再雇用職員以外の職員		円	円	円	円
	1	160,000	175,800	293,000	406,700
	2	161,500	177,900	295,600	408,200
	3	163,000	180,000	298,500	409,700
	4	164,500	182,200	300,900	411,200
	5	166,100	184,200	303,400	412,600
	6	168,000	186,400	305,700	414,000
	7	169,800	188,600	308,000	415,500
	8	171,600	190,800	310,400	417,100
	9	173,300	193,000	312,800	418,500
	10	175,400	195,800	315,200	419,900
	11	177,400	198,500	317,900	421,300
	12	179,400	201,200	320,800	422,600
	13	181,300	204,000	323,200	423,900
	14	183,500	205,700	325,100	425,300
	15	185,700	207,300	327,000	426,700
	16	187,900	209,000	329,100	428,100
	17	190,100	210,800	331,100	429,300
	18	192,700	212,400	333,300	430,600
	19	195,200	214,100	335,400	431,800
	20	197,700	215,700	337,400	433,100
	21	200,200	217,500	339,600	434,200
	22	201,900	219,400	341,500	435,400
	23	203,600	221,300	343,700	436,700
	24	205,300	223,200	345,800	438,000
	25	206,800	224,700	347,500	439,300
	26	208,200	226,700	349,300	440,500
	27	209,800	228,700	351,200	441,500
	28	211,300	230,700	353,100	442,600
	29	213,000	232,500	354,900	443,800
	30	214,700	235,200	356,700	444,600
	31	216,400	237,900	358,400	445,400
	32	218,100	240,600	360,300	446,300
	33	219,400	243,200	361,600	447,200
	34	221,100	246,000	363,300	447,700
	35	222,800	248,600	364,800	448,200
	36	224,500	251,300	366,600	448,700
	37	225,900	253,800	368,500	449,200
	38	227,600	256,200	370,000	
	39	229,300	258,700	371,300	
	40	231,000	261,000	372,900	
	41	232,600	263,600	374,000	
	42	234,300	266,000	375,400	
	43	235,900	268,200	376,800	
	44	237,500	270,400	378,300	
	45	239,200	272,500	379,700	
	46	240,700	274,700	381,300	
	47	242,000	276,900	382,900	
	48	243,400	278,800	384,400	
	49	244,600	281,100	385,800	
	50	246,000	283,000	387,300	

51	247,400	284,900	388,800
52	248,600	286,900	390,200
53	249,700	288,600	391,400
54	251,100	290,900	392,700
55	252,300	293,200	393,800
56	253,300	295,700	394,900
57	254,500	297,700	396,300
58	255,700	300,100	397,500
59	256,800	302,300	398,700
60	258,000	304,900	400,000
61	259,400	307,200	401,200
62	260,200	309,600	402,200
63	261,400	311,900	403,600
64	262,300	314,100	404,900
65	263,300	316,300	406,100
66	264,700	318,300	407,200
67	265,800	320,300	408,400
68	267,100	322,300	409,500
69	268,700	324,200	410,500
70	270,200	326,300	411,700
71	271,500	328,400	412,900
72	272,900	330,400	414,100
73	273,900	332,500	414,700
74	274,900	334,600	415,500
75	276,100	336,800	416,200
76	277,100	339,000	416,700
77	278,300	340,700	417,000
78	279,400	342,600	417,400
79	280,600	344,300	417,800
80	281,800	346,100	418,200
81	283,000	347,900	418,500
82	283,900	349,700	418,900
83	285,100	351,100	419,300
84	286,300	352,900	419,600
85	287,200	354,100	419,900
86	288,100	355,700	420,300
87	288,800	357,200	420,700
88	289,800	358,700	421,000
89	290,800	360,000	421,300
90	291,700	361,300	421,600
91	292,600	362,700	421,900
92	293,400	364,100	422,100
93	293,700	365,600	422,300
94	294,400	366,900	
95	295,100	368,200	
96	295,900	369,400	
97	296,700	370,400	
98	297,500	371,400	
99	298,300	372,400	
100	299,000	373,400	
101	299,900	374,300	
102	300,400	375,300	
103	300,900	376,300	
104	301,400	377,300	
105	301,600	378,100	
106	302,000	379,000	
107	302,300	379,900	
108	302,500	380,900	
109	302,700	381,700	

	110	302,900	382,700		
	111	303,200	383,700		
	112	303,500	384,700		
	113	303,700	385,300		
	114	303,900	386,200		
	115	304,100	387,100		
	116	304,400	388,000		
	117	304,700	388,800		
	118	305,000	389,500		
	119	305,300	390,300		
	120	305,600	391,100		
	121	305,800	391,700		
	122	306,000	392,500		
	123	306,200	393,200		
	124	306,500	393,900		
	125	306,800	394,500		
	126		395,200		
	127		395,700		
	128		396,300		
	129		397,000		
	130		397,600		
	131		398,100		
	132		398,600		
	133		398,900		
	134		399,200		
	135		399,500		
	136		399,800		
	137		400,100		
	138		400,400		
	139		400,700		
	140		401,000		
	141		401,300		
	142		401,600		
	143		401,900		
	144		402,200		
	145		402,400		
	146		402,700		
	147		403,000		
	148		403,200		
	149		403,400		
	150		403,700		
	151		404,000		
	152		404,200		
	153		404,400		
	154		404,700		
	155		405,000		
	156		405,200		
	157		405,400		
再雇用職員		225,200	271,100	324,400	405,200

Appended Table 5 (Pertaining to Article 5, Paragraph (2), Item (v))

Educational Personnel Base Pay Scale 3

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4
Employees other than Retired Employees		yen	yen	yen	yen
	1	160,000	175,800	293,000	406,700
	2	161,500	177,900	295,600	408,200
	3	163,000	180,000	298,500	409,700
	4	164,500	182,200	300,900	411,200
	5	166,100	184,200	303,400	412,600
	6	168,000	186,400	305,700	414,000
	7	169,800	188,600	308,000	415,500
	8	171,600	190,800	310,400	417,100
	9	173,300	193,000	312,800	418,500
	10	175,400	195,800	315,200	419,900
	11	177,400	198,500	317,900	421,300
	12	179,400	201,200	320,800	422,600
	13	181,300	204,000	323,200	423,900
	14	183,500	205,700	325,100	425,300
	15	185,700	207,300	327,000	426,700
	16	187,900	209,000	329,100	428,100
	17	190,100	210,800	331,100	429,300
	18	192,700	212,400	333,300	430,600
	19	195,200	214,100	335,400	431,800
	20	197,700	215,700	337,400	433,100
	21	200,200	217,500	339,600	434,200
	22	201,900	219,400	341,500	435,400
	23	203,600	221,300	343,700	436,700
	24	205,300	223,200	345,800	438,000
	25	206,800	224,700	347,500	439,300
	26	208,200	226,700	349,300	440,500
	27	209,800	228,700	351,200	441,500
	28	211,300	230,700	353,100	442,600
	29	213,000	232,500	354,900	443,800
	30	214,700	235,200	356,700	444,600
	31	216,400	237,900	358,400	445,400
	32	218,100	240,600	360,300	446,300
	33	219,400	243,200	361,600	447,200
	34	221,100	246,000	363,300	447,700
	35	222,800	248,600	364,800	448,200
	36	224,500	251,300	366,600	448,700
	37	225,900	253,800	368,500	449,200
	38	227,600	256,200	370,000	
	39	229,300	258,700	371,300	
	40	231,000	261,000	372,900	
	41	232,600	263,600	374,000	
	42	234,300	266,000	375,400	
	43	235,900	268,200	376,800	
	44	237,500	270,400	378,300	
	45	239,200	272,500	379,700	
	46	240,700	274,700	381,300	
	47	242,000	276,900	382,900	
	48	243,400	278,800	384,400	
	49	244,600	281,100	385,800	
	50	246,000	283,000	387,300	
	51	247,400	284,900	388,800	
	52	248,600	286,900	390,200	
	53	249,700	288,600	391,400	
	54	251,100	290,900	392,700	
	55	252,300	293,200	393,800	

56	253,300	295,700	394,900
57	254,500	297,700	396,300
58	255,700	300,100	397,500
59	256,800	302,300	398,700
60	258,000	304,900	400,000
61	259,400	307,200	401,200
62	260,200	309,600	402,200
63	261,400	311,900	403,600
64	262,300	314,100	404,900
65	263,300	316,300	406,100
66	264,700	318,300	407,200
67	265,800	320,300	408,400
68	267,100	322,300	409,500
69	268,700	324,200	410,500
70	270,200	326,300	411,700
71	271,500	328,400	412,900
72	272,900	330,400	414,100
73	273,900	332,500	414,700
74	274,900	334,600	415,500
75	276,100	336,800	416,200
76	277,100	339,000	416,700
77	278,300	340,700	417,000
78	279,400	342,600	417,400
79	280,600	344,300	417,800
80	281,800	346,100	418,200
81	283,000	347,900	418,500
82	283,900	349,700	418,900
83	285,100	351,100	419,300
84	286,300	352,900	419,600
85	287,200	354,100	419,900
86	288,100	355,700	420,300
87	288,800	357,200	420,700
88	289,800	358,700	421,000
89	290,800	360,000	421,300
90	291,700	361,300	421,600
91	292,600	362,700	421,900
92	293,400	364,100	422,100
93	293,700	365,600	422,300
94	294,400	366,900	
95	295,100	368,200	
96	295,900	369,400	
97	296,700	370,400	
98	297,500	371,400	
99	298,300	372,400	
100	299,000	373,400	
101	299,900	374,300	
102	300,400	375,300	
103	300,900	376,300	
104	301,400	377,300	
105	301,600	378,100	
106	302,000	379,000	
107	302,300	379,900	
108	302,500	380,900	
109	302,700	381,700	
110	302,900	382,700	
111	303,200	383,700	
112	303,500	384,700	
113	303,700	385,300	
114	303,900	386,200	
115	304,100	387,100	
116	304,400	388,000	
117	304,700	388,800	
118	305,000	389,500	
119	305,300	390,300	
120	305,600	391,100	
121	305,800	391,700	

		122	306,000	392,500		
		123	306,200	393,200		
		124	306,500	393,900		
		125	306,800	394,500		
		126		395,200		
		127		395,700		
		128		396,300		
		129		397,000		
		130		397,600		
		131		398,100		
		132		398,600		
		133		398,900		
		134		399,200		
		135		399,500		
		136		399,800		
		137		400,100		
		138		400,400		
		139		400,700		
		140		401,000		
		141		401,300		
		142		401,600		
		143		401,900		
		144		402,200		
		145		402,400		
		146		402,700		
		147		403,000		
		148		403,200		
		149		403,400		
		150		403,700		
		151		404,000		
		152		404,200		
		153		404,400		
		154		404,700		
		155		405,000		
		156		405,200		
		157		405,400		
Employees	Retired		225,200	271,100	324,400	405,200

別表第6（第5条第2項第6号関係）
 医療職本給表（一）

職員の区分	職務の級号給	1級	2級	3級	4級	5級	6級	7級	8級
再雇用職員以外の職員		円	円	円	円	円	円	円	円
	1	151,000	188,400	223,600	249,600	281,000	327,000	371,100	437,200
	2	152,400	190,000	225,200	250,800	282,900	329,000	373,800	439,800
	3	153,800	191,600	226,800	252,000	285,000	331,200	376,400	442,300
	4	155,200	193,200	228,400	253,400	287,000	333,400	379,100	444,900
	5	156,400	194,700	229,800	254,600	289,100	335,200	381,500	447,300
	6	158,200	196,200	231,400	255,800	291,200	337,400	384,200	449,800
	7	159,900	197,800	232,900	257,000	293,100	339,400	386,800	452,300
	8	161,500	199,300	234,500	258,000	295,100	341,600	389,500	454,800
	9	163,100	200,900	235,600	259,300	297,100	343,400	391,600	457,200
	10	164,800	202,600	237,100	260,100	299,100	345,500	393,900	459,600
	11	166,400	204,200	238,500	261,100	301,100	347,600	396,100	462,200
	12	168,200	205,900	239,700	262,100	303,100	349,700	398,300	464,600
	13	169,700	207,300	241,300	263,400	305,100	351,200	400,400	467,100
	14	171,600	208,900	242,700	264,600	307,000	353,200	402,400	468,600
	15	173,600	210,500	243,900	266,200	309,100	355,100	404,400	469,900
	16	175,500	212,100	245,300	267,600	311,100	357,100	406,500	471,200
	17	177,400	213,500	246,100	269,100	313,100	358,900	408,300	472,400
	18	179,200	215,100	247,300	270,800	315,100	360,900	410,300	473,700
	19	181,000	216,800	248,500	272,500	317,200	362,900	412,200	475,000
	20	182,900	218,500	249,600	274,200	319,300	364,900	414,300	476,300
	21	184,700	219,800	251,000	276,000	321,100	366,700	416,100	477,500
	22	186,200	221,300	251,900	277,700	323,100	368,700	417,700	478,900
	23	187,700	222,700	252,900	279,400	324,900	370,800	419,300	480,300
	24	189,200	224,200	254,000	281,000	326,900	372,900	420,800	481,500
	25	190,800	225,600	255,200	282,800	328,600	374,300	422,300	482,900
	26	192,100	227,000	256,400	284,500	330,500	376,100	423,600	484,200
	27	193,600	228,300	257,800	286,300	332,500	377,900	424,900	485,600
	28	195,000	229,600	259,300	287,900	334,500	379,600	426,200	487,000
	29	196,500	230,900	260,700	289,600	335,800	381,400	427,500	488,400
	30	197,700	232,300	262,300	291,400	337,600	382,900	428,700	489,500
	31	199,000	233,800	263,900	293,200	339,300	384,500	429,900	490,600
	32	200,300	235,200	265,400	295,100	341,100	386,200	431,000	491,700
	33	201,700	236,200	266,800	296,800	342,800	387,500	432,200	492,800
	34	203,100	237,500	268,500	298,500	344,600	388,800	433,400	493,700
	35	204,400	238,500	270,100	300,300	346,500	390,100	434,600	494,600
	36	205,800	239,700	271,700	302,100	348,300	391,300	435,800	495,500
	37	206,900	241,000	273,200	303,400	350,100	392,400	437,100	496,500
	38	208,200	242,300	274,700	305,100	351,800	393,600	437,900	
	39	209,500	243,400	276,300	306,600	353,400	394,700	438,300	
	40	210,800	244,700	277,700	308,200	355,100	395,800	439,000	
	41	211,900	246,000	279,200	309,900	356,300	396,600	439,500	
	42	213,100	247,000	280,800	311,600	357,400	397,400	439,900	
	43	214,300	248,200	282,500	313,200	358,600	398,200	440,300	
	44	215,500	249,300	284,200	314,900	359,800	399,000	440,700	
	45	216,700	250,400	285,700	315,800	361,000	399,400	441,100	
	46	217,800	251,700	287,400	317,200	361,800	400,000	441,500	
	47	218,800	253,000	289,100	318,700	363,000	400,500	441,900	
	48	219,900	254,200	290,700	320,300	364,100	400,900	442,200	
	49	220,900	255,800	291,900	321,700	365,100	401,300	442,500	
	50	221,900	257,200	293,500	323,000	366,100	401,600	442,900	

51	222,800	258,400	294,800	324,200	367,100	401,900	443,200
52	223,800	259,600	296,400	325,500	368,100	402,200	443,500
53	224,100	260,700	297,700	326,600	368,900	402,500	443,800
54	224,900	262,000	299,200	327,600	369,700	402,800	
55	225,600	263,300	300,600	328,700	370,600	403,100	
56	226,400	264,400	302,100	329,700	371,500	403,400	
57	227,100	265,200	303,100	330,200	372,000	403,700	
58	228,000	266,500	304,300	331,100	372,800	404,000	
59	228,700	267,800	305,500	331,900	373,600	404,300	
60	229,400	269,100	306,900	332,800	374,400	404,700	
61	230,300	270,000	308,200	333,600	374,800	404,900	
62	231,000	271,200	309,400	333,900	375,500	405,200	
63	231,900	272,500	310,700	334,500	376,200	405,500	
64	232,900	273,800	311,900	335,200	376,900	405,800	
65	233,500	274,600	313,300	335,800	377,300	406,000	
66	234,200	275,700	314,100	336,500	377,900		
67	234,900	276,600	314,900	337,200	378,600		
68	235,600	277,700	315,700	337,900	379,200		
69	236,300	278,700	316,300	338,600	379,600		
70	236,900	279,700	317,000	339,100	380,100		
71	237,500	280,800	317,700	339,700	380,600		
72	238,000	281,900	318,300	340,300	381,100		
73	238,700	282,500	319,000	340,600	381,700		
74	239,400	283,200	319,200	341,200	382,200		
75	240,100	283,700	319,800	341,700	382,800		
76	240,600	284,500	320,400	342,300	383,400		
77	241,000	285,300	321,000	342,800	383,900		
78	241,600	285,900	321,500	343,300	384,400		
79	242,200	286,500	322,000	343,800	384,900		
80	242,800	287,100	322,500	344,200	385,400		
81	243,100	287,800	323,100	344,500	385,700		
82	243,500	288,300	323,600	344,800	386,200		
83	243,900	288,700	324,000	345,200	386,600		
84	244,200	289,100	324,500	345,500	387,000		
85	244,500	289,300	325,000	346,000	387,400		
86		289,500	325,400	346,300			
87		289,700	325,600	346,600			
88		289,900	326,000	346,900			
89		290,300	326,400	347,300			
90		290,500	326,800	347,600			
91		290,700	327,200	348,000			
92		290,900	327,600	348,300			
93		291,300	327,900	348,700			
94		291,500	328,100	349,000			
95		291,700	328,500	349,300			
96		292,000	328,800	349,600			
97		292,400	329,000	349,900			
98		292,700	329,300	350,300			
99		292,900	329,600	350,700			
100		293,200	329,900	351,100			
101		293,500	330,100	351,600			
102		293,700	330,400	352,000			
103		293,900	330,800	352,400			
104		294,200	331,000	352,800			
105		294,500	331,200	353,300			
106			331,400				
107			331,800				
108			332,000				
109			332,200				

	110			332,600					
	111			333,000					
	112			333,400					
	113			333,600					
再雇用職員		188,700	215,300	243,500	256,900	282,100	322,800	365,000	426,500

Appended Table 6 (Pertaining to Article 5, Paragraph (2), Item (vi))

Medical Personnel Base Pay Scale 1

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Employees other than Retired Employees		yen	yen	yen	yen	yen	yen	yen	yen
	1	151,000	188,400	223,600	249,600	281,000	327,000	371,100	437,200
	2	152,400	190,000	225,200	250,800	282,900	329,000	373,800	439,800
	3	153,800	191,600	226,800	252,000	285,000	331,200	376,400	442,300
	4	155,200	193,200	228,400	253,400	287,000	333,400	379,100	444,900
	5	156,400	194,700	229,800	254,600	289,100	335,200	381,500	447,300
	6	158,200	196,200	231,400	255,800	291,200	337,400	384,200	449,800
	7	159,900	197,800	232,900	257,000	293,100	339,400	386,800	452,300
	8	161,500	199,300	234,500	258,000	295,100	341,600	389,500	454,800
	9	163,100	200,900	235,600	259,300	297,100	343,400	391,600	457,200
	10	164,800	202,600	237,100	260,100	299,100	345,500	393,900	459,600
	11	166,400	204,200	238,500	261,100	301,100	347,600	396,100	462,200
	12	168,200	205,900	239,700	262,100	303,100	349,700	398,300	464,600
	13	169,700	207,300	241,300	263,400	305,100	351,200	400,400	467,100
	14	171,600	208,900	242,700	264,600	307,000	353,200	402,400	468,600
	15	173,600	210,500	243,900	266,200	309,100	355,100	404,400	469,900
	16	175,500	212,100	245,300	267,600	311,100	357,100	406,500	471,200
	17	177,400	213,500	246,100	269,100	313,100	358,900	408,300	472,400
	18	179,200	215,100	247,300	270,800	315,100	360,900	410,300	473,700
	19	181,000	216,800	248,500	272,500	317,200	362,900	412,200	475,000
	20	182,900	218,500	249,600	274,200	319,300	364,900	414,300	476,300
	21	184,700	219,800	251,000	276,000	321,100	366,700	416,100	477,500
	22	186,200	221,300	251,900	277,700	323,100	368,700	417,700	478,900
	23	187,700	222,700	252,900	279,400	324,900	370,800	419,300	480,300
	24	189,200	224,200	254,000	281,000	326,900	372,900	420,800	481,500
	25	190,800	225,600	255,200	282,800	328,600	374,300	422,300	482,900
	26	192,100	227,000	256,400	284,500	330,500	376,100	423,600	484,200
	27	193,600	228,300	257,800	286,300	332,500	377,900	424,900	485,600
	28	195,000	229,600	259,300	287,900	334,500	379,600	426,200	487,000
	29	196,500	230,900	260,700	289,600	335,800	381,400	427,500	488,400
	30	197,700	232,300	262,300	291,400	337,600	382,900	428,700	489,500
	31	199,000	233,800	263,900	293,200	339,300	384,500	429,900	490,600
	32	200,300	235,200	265,400	295,100	341,100	386,200	431,000	491,700
	33	201,700	236,200	266,800	296,800	342,800	387,500	432,200	492,800
	34	203,100	237,500	268,500	298,500	344,600	388,800	433,400	493,700
	35	204,400	238,500	270,100	300,300	346,500	390,100	434,600	494,600
	36	205,800	239,700	271,700	302,100	348,300	391,300	435,800	495,500
	37	206,900	241,000	273,200	303,400	350,100	392,400	437,100	496,500
	38	208,200	242,300	274,700	305,100	351,800	393,600	437,900	
	39	209,500	243,400	276,300	306,600	353,400	394,700	438,300	
	40	210,800	244,700	277,700	308,200	355,100	395,800	439,000	
	41	211,900	246,000	279,200	309,900	356,300	396,600	439,500	
	42	213,100	247,000	280,800	311,600	357,400	397,400	439,900	
	43	214,300	248,200	282,500	313,200	358,600	398,200	440,300	
	44	215,500	249,300	284,200	314,900	359,800	399,000	440,700	
	45	216,700	250,400	285,700	315,800	361,000	399,400	441,100	
	46	217,800	251,700	287,400	317,200	361,800	400,000	441,500	
	47	218,800	253,000	289,100	318,700	363,000	400,500	441,900	
	48	219,900	254,200	290,700	320,300	364,100	400,900	442,200	
	49	220,900	255,800	291,900	321,700	365,100	401,300	442,500	
	50	221,900	257,200	293,500	323,000	366,100	401,600	442,900	
	51	222,800	258,400	294,800	324,200	367,100	401,900	443,200	
	52	223,800	259,600	296,400	325,500	368,100	402,200	443,500	

53	224,100	260,700	297,700	326,600	368,900	402,500	443,800	
54	224,900	262,000	299,200	327,600	369,700	402,800		
55	225,600	263,300	300,600	328,700	370,600	403,100		
56	226,400	264,400	302,100	329,700	371,500	403,400		
57	227,100	265,200	303,100	330,200	372,000	403,700		
58	228,000	266,500	304,300	331,100	372,800	404,000		
59	228,700	267,800	305,500	331,900	373,600	404,300		
60	229,400	269,100	306,900	332,800	374,400	404,700		
61	230,300	270,000	308,200	333,600	374,800	404,900		
62	231,000	271,200	309,400	333,900	375,500	405,200		
63	231,900	272,500	310,700	334,500	376,200	405,500		
64	232,900	273,800	311,900	335,200	376,900	405,800		
65	233,500	274,600	313,300	335,800	377,300	406,000		
66	234,200	275,700	314,100	336,500	377,900			
67	234,900	276,600	314,900	337,200	378,600			
68	235,600	277,700	315,700	337,900	379,200			
69	236,300	278,700	316,300	338,600	379,600			
70	236,900	279,700	317,000	339,100	380,100			
71	237,500	280,800	317,700	339,700	380,600			
72	238,000	281,900	318,300	340,300	381,100			
73	238,700	282,500	319,000	340,600	381,700			
74	239,400	283,200	319,200	341,200	382,200			
75	240,100	283,700	319,800	341,700	382,800			
76	240,600	284,500	320,400	342,300	383,400			
77	241,000	285,300	321,000	342,800	383,900			
78	241,600	285,900	321,500	343,300	384,400			
79	242,200	286,500	322,000	343,800	384,900			
80	242,800	287,100	322,500	344,200	385,400			
81	243,100	287,800	323,100	344,500	385,700			
82	243,500	288,300	323,600	344,800	386,200			
83	243,900	288,700	324,000	345,200	386,600			
84	244,200	289,100	324,500	345,500	387,000			
85	244,500	289,300	325,000	346,000	387,400			
86		289,500	325,400	346,300				
87		289,700	325,600	346,600				
88		289,900	326,000	346,900				
89		290,300	326,400	347,300				
90		290,500	326,800	347,600				
91		290,700	327,200	348,000				
92		290,900	327,600	348,300				
93		291,300	327,900	348,700				
94		291,500	328,100	349,000				
95		291,700	328,500	349,300				
96		292,000	328,800	349,600				
97		292,400	329,000	349,900				
98		292,700	329,300	350,300				
99		292,900	329,600	350,700				
100		293,200	329,900	351,100				
101		293,500	330,100	351,600				
102		293,700	330,400	352,000				
103		293,900	330,800	352,400				
104		294,200	331,000	352,800				
105		294,500	331,200	353,300				
106			331,400					
107			331,800					
108			332,000					
109			332,200					
110			332,600					
111			333,000					
112			333,400					
113			333,600					

Retired Employees		188,700	215,300	243,500	256,900	282,100	322,800	365,000	426,500
----------------------	--	---------	---------	---------	---------	---------	---------	---------	---------

別表第7（第5条第2項第7号関係）
医療職本給表（二）

職員の区分	職務の級号給	1級	2級	3級	4級	5級	6級	7級
再雇用職員以外の職員		円	円	円	円	円	円	円
	1	165,300	192,400	240,200	262,700	287,100	330,100	374,100
	2	166,700	194,500	242,000	263,700	288,800	332,200	376,700
	3	168,200	196,600	243,800	264,600	290,400	334,200	379,400
	4	169,600	198,600	245,600	265,700	292,200	336,400	382,000
	5	171,000	200,700	247,000	266,200	293,900	338,400	384,200
	6	172,500	203,000	248,300	267,200	295,700	340,500	386,600
	7	174,000	205,300	249,400	268,000	297,400	342,600	388,900
	8	175,500	207,500	250,700	268,900	299,100	344,700	391,200
	9	176,700	209,800	251,700	270,000	301,000	346,200	393,200
	10	178,400	211,200	252,700	270,700	302,700	348,200	395,300
	11	180,000	212,600	253,600	271,800	304,400	350,100	397,500
	12	181,500	213,800	254,500	273,000	306,100	352,100	399,800
	13	182,900	215,200	255,700	274,300	307,600	354,000	401,700
	14	184,900	216,600	256,800	275,400	309,200	356,100	403,700
	15	186,900	218,100	257,600	276,600	311,000	358,200	405,900
	16	188,900	219,300	258,600	278,000	312,800	360,200	408,100
	17	191,000	220,700	259,100	279,300	314,500	362,200	410,100
	18	193,100	222,200	260,000	280,600	316,100	364,200	412,300
	19	195,200	223,700	261,000	281,600	317,800	366,300	414,500
	20	197,300	225,200	261,800	282,800	319,500	368,400	416,600
	21	199,300	226,300	262,700	284,400	320,900	370,100	418,500
	22	201,500	228,000	263,600	286,000	322,400	372,200	420,400
	23	203,700	229,700	264,500	287,300	323,900	374,300	422,200
	24	205,900	231,400	265,500	288,600	325,400	376,300	424,100
	25	207,800	232,700	266,700	289,900	326,800	378,300	425,800
	26	209,100	234,400	267,600	291,500	328,200	379,900	427,400
	27	210,300	236,100	268,800	293,200	329,700	381,800	429,100
	28	211,600	237,800	270,000	294,700	331,300	383,700	430,700
	29	212,800	239,400	271,200	296,000	332,400	385,500	432,000
	30	213,900	240,800	272,600	297,600	333,900	387,200	433,300
	31	215,200	242,100	274,100	299,200	335,300	389,100	434,900
	32	216,400	243,200	275,400	300,900	336,800	390,900	436,400
	33	217,700	244,400	277,000	302,300	338,400	392,600	438,100
	34	219,000	245,500	278,400	303,800	339,900	394,300	439,700
	35	220,300	246,400	279,600	305,400	341,500	396,100	441,100
	36	221,600	247,500	280,800	307,000	343,000	397,800	442,500
	37	222,700	248,400	282,400	308,300	344,700	399,400	443,600
	38	224,100	249,500	283,600	309,700	346,300	401,100	444,900
	39	225,400	250,400	285,000	311,100	347,800	402,900	446,200
	40	226,800	251,500	286,200	312,700	349,400	404,700	447,600
	41	227,700	251,900	287,500	314,200	350,600	406,200	448,600
	42	229,100	252,800	289,000	315,600	352,100	407,700	449,300
	43	230,500	253,700	290,500	317,000	353,600	409,200	450,100
	44	231,900	254,400	292,100	318,500	355,000	410,500	450,700
	45	233,100	255,200	293,400	319,300	356,600	411,600	451,600
	46	234,500	256,100	294,800	320,700	357,600	412,700	452,300
	47	235,800	257,000	296,300	322,100	359,100	413,800	453,100
	48	237,100	258,000	297,800	323,600	360,400	415,000	453,900
	49	238,100	259,000	298,900	324,700	361,800	416,300	454,600
	50	239,200	260,000	300,200	326,100	363,200	417,400	455,300

51	240,200	261,200	301,400	327,400	364,500	418,600	456,000
52	241,300	262,400	302,800	328,700	365,900	419,700	456,800
53	242,200	263,500	304,200	330,100	367,400	420,900	457,600
54	243,300	264,900	305,500	331,500	368,600	421,900	458,400
55	244,200	266,200	306,900	332,900	369,700	423,000	459,100
56	245,200	267,500	308,300	334,200	370,900	424,100	459,800
57	245,900	269,000	309,100	335,100	372,000	425,200	460,600
58	246,900	270,500	310,300	336,400	372,900	425,700	
59	247,600	271,900	311,500	337,600	373,900	426,300	
60	248,400	273,300	312,900	338,900	374,900	426,700	
61	249,200	274,700	314,000	340,000	375,500	427,300	
62	250,200	276,000	315,300	340,900	376,300	427,800	
63	251,000	277,400	316,600	342,100	377,100	428,200	
64	252,000	278,500	317,800	343,400	377,900	428,700	
65	252,900	279,900	319,100	344,500	378,600	429,300	
66	253,700	281,400	320,400	345,700	379,300	429,700	
67	254,800	282,900	321,700	346,900	380,100	430,000	
68	255,700	284,400	323,000	348,000	380,800	430,300	
69	256,500	285,500	323,700	349,000	381,400	430,700	
70	257,500	287,000	324,800	350,000	382,000		
71	258,400	288,500	325,900	351,100	382,700		
72	259,400	289,900	326,800	352,200	383,300		
73	260,800	290,900	328,100	353,000	384,000		
74	262,100	292,300	328,800	354,100	384,500		
75	263,200	293,500	329,900	355,200	385,100		
76	264,300	294,800	331,100	356,300	385,600		
77	265,300	296,200	332,200	357,000	386,000		
78	266,300	297,500	333,400	357,800	386,600		
79	267,500	298,700	334,500	358,600	387,100		
80	268,500	300,000	335,700	359,300	387,400		
81	269,400	300,500	336,800	359,900	387,700		
82	270,400	301,700	337,900	360,400	388,200		
83	271,500	302,800	338,900	361,000	388,600		
84	272,600	304,000	340,000	361,500	388,900		
85	273,400	305,100	340,900	362,100	389,200		
86	274,300	306,300	341,900	362,600	389,700		
87	275,400	307,500	342,800	363,200	390,200		
88	276,500	308,600	343,800	363,700	390,600		
89	277,300	309,900	344,800	364,100	390,900		
90	278,200	311,100	345,600	364,500	391,300		
91	279,000	312,300	346,400	365,100	391,800		
92	280,000	313,500	347,200	365,600	392,200		
93	280,900	314,300	347,800	365,900	392,600		
94	281,900	315,000	348,400	366,400			
95	282,800	315,700	349,100	366,800			
96	283,800	316,300	349,700	367,100			
97	284,400	317,000	350,100	367,700			
98	285,200	317,300	350,500	368,200			
99	285,800	317,900	351,000	368,700			
100	286,700	318,600	351,400	369,200			
101	287,500	319,000	351,900	369,800			
102	288,300	319,600	352,300	370,300			
103	289,100	320,200	352,800	370,800			
104	289,900	320,800	353,200	371,200			
105	290,600	321,200	353,500	371,800			
106	291,100	321,700	354,000	372,300			
107	291,600	322,200	354,400	372,800			
108	292,100	322,700	354,700	373,300			
109	292,300	323,100	355,200	373,900			

110	292,600	323,500	355,700	374,300			
111	292,800	323,800	356,200	374,800			
112	293,200	324,100	356,700	375,300			
113	293,500	324,500	357,200	375,900			
114	293,700	324,900	357,700				
115	294,100	325,300	358,200				
116	294,400	325,600	358,600				
117	294,700	325,800	359,000				
118	295,000	326,100	359,400				
119	295,300	326,500	359,900				
120	295,700	326,700	360,400				
121	296,000	326,900	360,800				
122	296,400	327,200	361,300				
123	296,700	327,500	361,800				
124	297,100	327,800	362,300				
125	297,300	328,000	362,600				
126	297,500	328,300					
127	297,800	328,700					
128	298,200	328,900					
129	298,400	329,100					
130	298,700	329,300					
131	299,100	329,700					
132	299,500	329,900					
133	299,700	330,200					
134	300,000	330,600					
135	300,400	331,000					
136	300,700	331,400					
137	300,900	331,700					
138	301,200	332,100					
139	301,600	332,500					
140	301,900	332,900					
141	302,100	333,200					
142	302,500	333,600					
143	302,900	333,900					
144	303,200	334,300					
145	303,400	334,600					
146	303,600	335,000					
147	303,900	335,400					
148	304,300	335,800					
149	304,500	336,100					
150	304,700	336,500					
151	305,000	336,900					
152	305,300	337,300					
153	305,700	337,600					
154	305,900						
155	306,100						
156	306,400						
157	306,700						
158	307,000						
159	307,300						
160	307,600						
161	308,000						
162	308,300						
163	308,600						
164	308,900						
165	309,300						
166	309,600						
167	309,900						
168	310,200						

	169	310,600						
再雇用職員		235,100	255,400	262,600	272,800	289,100	326,200	370,600

Appended Table 7 (Pertaining to Article 5, Paragraph (2), Item (vii))

Medical Personnel Base Pay Scale 2

Employee Category	Job Grade/ Pay Increment	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
Employees other than Retired Employees		yen	yen	yen	yen	yen	yen	yen
	1	165,300	192,400	240,200	262,700	287,100	330,100	374,100
	2	166,700	194,500	242,000	263,700	288,800	332,200	376,700
	3	168,200	196,600	243,800	264,600	290,400	334,200	379,400
	4	169,600	198,600	245,600	265,700	292,200	336,400	382,000
	5	171,000	200,700	247,000	266,200	293,900	338,400	384,200
	6	172,500	203,000	248,300	267,200	295,700	340,500	386,600
	7	174,000	205,300	249,400	268,000	297,400	342,600	388,900
	8	175,500	207,500	250,700	268,900	299,100	344,700	391,200
	9	176,700	209,800	251,700	270,000	301,000	346,200	393,200
	10	178,400	211,200	252,700	270,700	302,700	348,200	395,300
	11	180,000	212,600	253,600	271,800	304,400	350,100	397,500
	12	181,500	213,800	254,500	273,000	306,100	352,100	399,800
	13	182,900	215,200	255,700	274,300	307,600	354,000	401,700
	14	184,900	216,600	256,800	275,400	309,200	356,100	403,700
	15	186,900	218,100	257,600	276,600	311,000	358,200	405,900
	16	188,900	219,300	258,600	278,000	312,800	360,200	408,100
	17	191,000	220,700	259,100	279,300	314,500	362,200	410,100
	18	193,100	222,200	260,000	280,600	316,100	364,200	412,300
	19	195,200	223,700	261,000	281,600	317,800	366,300	414,500
	20	197,300	225,200	261,800	282,800	319,500	368,400	416,600
	21	199,300	226,300	262,700	284,400	320,900	370,100	418,500
	22	201,500	228,000	263,600	286,000	322,400	372,200	420,400
	23	203,700	229,700	264,500	287,300	323,900	374,300	422,200
	24	205,900	231,400	265,500	288,600	325,400	376,300	424,100
	25	207,800	232,700	266,700	289,900	326,800	378,300	425,800
	26	209,100	234,400	267,600	291,500	328,200	379,900	427,400
	27	210,300	236,100	268,800	293,200	329,700	381,800	429,100
	28	211,600	237,800	270,000	294,700	331,300	383,700	430,700
	29	212,800	239,400	271,200	296,000	332,400	385,500	432,000
	30	213,900	240,800	272,600	297,600	333,900	387,200	433,300
	31	215,200	242,100	274,100	299,200	335,300	389,100	434,900
	32	216,400	243,200	275,400	300,900	336,800	390,900	436,400
	33	217,700	244,400	277,000	302,300	338,400	392,600	438,100
	34	219,000	245,500	278,400	303,800	339,900	394,300	439,700
	35	220,300	246,400	279,600	305,400	341,500	396,100	441,100
	36	221,600	247,500	280,800	307,000	343,000	397,800	442,500
	37	222,700	248,400	282,400	308,300	344,700	399,400	443,600
	38	224,100	249,500	283,600	309,700	346,300	401,100	444,900
	39	225,400	250,400	285,000	311,100	347,800	402,900	446,200
	40	226,800	251,500	286,200	312,700	349,400	404,700	447,600
	41	227,700	251,900	287,500	314,200	350,600	406,200	448,600
	42	229,100	252,800	289,000	315,600	352,100	407,700	449,300
	43	230,500	253,700	290,500	317,000	353,600	409,200	450,100
	44	231,900	254,400	292,100	318,500	355,000	410,500	450,700
	45	233,100	255,200	293,400	319,300	356,600	411,600	451,600
	46	234,500	256,100	294,800	320,700	357,600	412,700	452,300

47	235,800	257,000	296,300	322,100	359,100	413,800	453,100
48	237,100	258,000	297,800	323,600	360,400	415,000	453,900
49	238,100	259,000	298,900	324,700	361,800	416,300	454,600
50	239,200	260,000	300,200	326,100	363,200	417,400	455,300
51	240,200	261,200	301,400	327,400	364,500	418,600	456,000
52	241,300	262,400	302,800	328,700	365,900	419,700	456,800
53	242,200	263,500	304,200	330,100	367,400	420,900	457,600
54	243,300	264,900	305,500	331,500	368,600	421,900	458,400
55	244,200	266,200	306,900	332,900	369,700	423,000	459,100
56	245,200	267,500	308,300	334,200	370,900	424,100	459,800
57	245,900	269,000	309,100	335,100	372,000	425,200	460,600
58	246,900	270,500	310,300	336,400	372,900	425,700	
59	247,600	271,900	311,500	337,600	373,900	426,300	
60	248,400	273,300	312,900	338,900	374,900	426,700	
61	249,200	274,700	314,000	340,000	375,500	427,300	
62	250,200	276,000	315,300	340,900	376,300	427,800	
63	251,000	277,400	316,600	342,100	377,100	428,200	
64	252,000	278,500	317,800	343,400	377,900	428,700	
65	252,900	279,900	319,100	344,500	378,600	429,300	
66	253,700	281,400	320,400	345,700	379,300	429,700	
67	254,800	282,900	321,700	346,900	380,100	430,000	
68	255,700	284,400	323,000	348,000	380,800	430,300	
69	256,500	285,500	323,700	349,000	381,400	430,700	
70	257,500	287,000	324,800	350,000	382,000		
71	258,400	288,500	325,900	351,100	382,700		
72	259,400	289,900	326,800	352,200	383,300		
73	260,800	290,900	328,100	353,000	384,000		
74	262,100	292,300	328,800	354,100	384,500		
75	263,200	293,500	329,900	355,200	385,100		
76	264,300	294,800	331,100	356,300	385,600		
77	265,300	296,200	332,200	357,000	386,000		
78	266,300	297,500	333,400	357,800	386,600		
79	267,500	298,700	334,500	358,600	387,100		
80	268,500	300,000	335,700	359,300	387,400		
81	269,400	300,500	336,800	359,900	387,700		
82	270,400	301,700	337,900	360,400	388,200		
83	271,500	302,800	338,900	361,000	388,600		
84	272,600	304,000	340,000	361,500	388,900		
85	273,400	305,100	340,900	362,100	389,200		
86	274,300	306,300	341,900	362,600	389,700		
87	275,400	307,500	342,800	363,200	390,200		
88	276,500	308,600	343,800	363,700	390,600		
89	277,300	309,900	344,800	364,100	390,900		
90	278,200	311,100	345,600	364,500	391,300		
91	279,000	312,300	346,400	365,100	391,800		
92	280,000	313,500	347,200	365,600	392,200		
93	280,900	314,300	347,800	365,900	392,600		
94	281,900	315,000	348,400	366,400			
95	282,800	315,700	349,100	366,800			
96	283,800	316,300	349,700	367,100			
97	284,400	317,000	350,100	367,700			
98	285,200	317,300	350,500	368,200			
99	285,800	317,900	351,000	368,700			
100	286,700	318,600	351,400	369,200			
101	287,500	319,000	351,900	369,800			
102	288,300	319,600	352,300	370,300			
103	289,100	320,200	352,800	370,800			

104	289,900	320,800	353,200	371,200
105	290,600	321,200	353,500	371,800
106	291,100	321,700	354,000	372,300
107	291,600	322,200	354,400	372,800
108	292,100	322,700	354,700	373,300
109	292,300	323,100	355,200	373,900
110	292,600	323,500	355,700	374,300
111	292,800	323,800	356,200	374,800
112	293,200	324,100	356,700	375,300
113	293,500	324,500	357,200	375,900
114	293,700	324,900	357,700	
115	294,100	325,300	358,200	
116	294,400	325,600	358,600	
117	294,700	325,800	359,000	
118	295,000	326,100	359,400	
119	295,300	326,500	359,900	
120	295,700	326,700	360,400	
121	296,000	326,900	360,800	
122	296,400	327,200	361,300	
123	296,700	327,500	361,800	
124	297,100	327,800	362,300	
125	297,300	328,000	362,600	
126	297,500	328,300		
127	297,800	328,700		
128	298,200	328,900		
129	298,400	329,100		
130	298,700	329,300		
131	299,100	329,700		
132	299,500	329,900		
133	299,700	330,200		
134	300,000	330,600		
135	300,400	331,000		
136	300,700	331,400		
137	300,900	331,700		
138	301,200	332,100		
139	301,600	332,500		
140	301,900	332,900		
141	302,100	333,200		
142	302,500	333,600		
143	302,900	333,900		
144	303,200	334,300		
145	303,400	334,600		
146	303,600	335,000		
147	303,900	335,400		
148	304,300	335,800		
149	304,500	336,100		
150	304,700	336,500		
151	305,000	336,900		
152	305,300	337,300		
153	305,700	337,600		
154	305,900			
155	306,100			
156	306,400			
157	306,700			
158	307,000			
159	307,300			
160	307,600			

	161	308,000						
	162	308,300						
	163	308,600						
	164	308,900						
	165	309,300						
	166	309,600						
	167	309,900						
	168	310,200						
	169	310,600						
Rehired Employees		235,100	255,400	262,600	272,800	289,100	326,200	370,600

別表第 8 （第 5 条第 2 項第 8 号関係）

指定職本給表

号給	本給
1	706, 000
2	761, 000
3	818, 000
4	895, 000
5	965, 000
6	1, 035, 000
7	1, 107, 000
8	1, 175, 000

Appended Table 8 (Pertaining to Article 5, Paragraph (2), Item (viii))

Specially Designated Personnel Base Pay Scale

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