

\* The Japanese version is the authoritative version, and this English translation is intended for reference purposes only. Should any discrepancies or doubts arise between the two versions, the Japanese version will prevail.

## **The University of Tokyo Rules on Compensation for Academic and Administrative Staff**

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### **Chapter 1      General Provisions**

#### **Article 1      Purpose**

The purpose of these Rules is, pursuant to Article 26 of the University of Tokyo Rules on Conditions of Employment of Academic and Administrative Staff (Rules No. 11 of 2004; hereinafter referred to as the “Rules on Conditions of Employment”), to provide for matters concerning compensation for

academic and administrative staff (hereinafter collectively referred to as “employees”).

**Article 2 Compensation Types, Calculation Periods and Payment Dates**

1. The types, calculation periods and payment dates of compensation for employees are as set out in the following table.

Type of Compensation	Calculation Period	Payment Date
(1) Salary (2) Allowances <ul style="list-style-type: none"> <li>· Salary adjustment</li> <li>· Managerial personnel allowance</li> <li>· Positional allowance</li> <li>· Starting salary adjustment allowance</li> <li>· Dependent allowance</li> <li>· Education and research cooperation allowance</li> <li>· Housing allowance</li> <li>· Allowance for assignment away from spouse</li> <li>· Special allowance for academic staff in compulsory education</li> <li>· Overtime allowance for attached school academic staff</li> <li>· Special allowance for research representatives</li> <li>· Duty Allowance for Nursing Staff</li> </ul>	From the first day to the last day of each month	The 17th day of the same month (or, if the 17th falls on a Sunday, then the 15th; if a Saturday, then the 16th; if a national holiday specified in the National Holiday Act (Act No. 178 of 1948), then the 18th)
<ul style="list-style-type: none"> <li>· Polar/high-altitude work allowance</li> <li>· Allowance for explosives-handling work</li> <li>· Aviation allowance</li> <li>· Allowance for breeding bulls/stallions</li> <li>· Corpse disposal allowance</li> <li>· Allowance for radiation handling</li> <li>· Allowance for work in abnormally pressurized environments</li> <li>· Allowance for work in mountainous areas</li> <li>· Allowance for night nursing</li> <li>· Special duty allowance for academic staff</li> <li>· Allowance for student-</li> </ul>	From the first day to the last day of each month	The 17th day of the following month (or, if the 17th falls on a Sunday, then the 15th; if a Saturday, then the 16th; if a national holiday specified in the National Holiday Act (Act No. 178 of 1948), then the 18th)

<ul style="list-style-type: none"> <li>teacher training guidance</li> <li>· Allowance for educational services liaison and guidance</li> <li>· Polar observation allowance</li> <li>· Overtime allowance</li> <li>· Holiday overtime work allowance</li> <li>· Night work allowance</li> <li>· Night/day duty allowance</li> <li>· Entrance examination allowance</li> <li>· Thesis screening allowance</li> </ul>		
<ul style="list-style-type: none"> <li>· End of semester bonus</li> <li>· Diligence bonus</li> <li>· Special end of semester bonus</li> </ul>		A day in both summer and winter to be specified separately
<ul style="list-style-type: none"> <li>· Commuting allowance</li> </ul>		The 17th day of the first month pertaining to the payment unit period provided separately(or, if the 17th falls on a Sunday, then the 15th; if a Saturday, then the 16th; if a national holiday specified in the National Holiday Act (Act No. 178 of 1948), then the 18th)

2. Notwithstanding the provisions of the previous paragraph, the payment dates, calculation period and type of compensation of wages to which the annual salary system applies will be determined separately.

**Article 3 Payment of Compensation**

1. Compensation to employees shall be paid directly to employees in currency in the full amount. However, certain deductions may be made from this compensation where specified by laws and regulations, or by agreements pursuant to Article 24 of the Labor Standards Act (Act No. 49 of 1947).
2. The compensation set out in the preceding paragraph shall, in principle, be paid through direct deposit of the required amount into the employee’s savings account.
3. Reimbursements for actual expenses resulting from the performance of duties shall not be included in compensation.

**Article 4 Pro-rata Calculation**

1. Salaries for newly hired employees shall be payable from the first day of their employment. If an employee’s salary changes as a result of reassignment, the new monthly salary shall be payable from the day that the new assignment begins.
2. Salaries of employees who resign, retire, or are dismissed shall be payable for the amount up to the day of their severance.
3. Salaries of employees who die during employment shall be payable for up to the month of death.
4. In the payment of salaries prescribed in paragraphs 1 and 2 above, whenever the compensation is not payable from the first day of the month or is not payable up to the last day of the month, the

amount of compensation shall be prorated daily, based on the actual number of days in that month, less the number of days off as defined in Article 9 of the University of Tokyo Rules on Working Hours and Paid Leave, etc. for Academic and Administrative Staff (Rules No. 13 of 2004; hereinafter referred to as the “Rules on Working Hours”).

5. The provisions of the preceding four paragraphs shall apply *mutatis mutandis* to the payment of salary adjustments, managerial personnel allowances, starting salary adjustment allowances, education and research cooperation allowances, special allowances for academic staff in compulsory education, overtime allowances for affiliated school academic staff, special allowance for research representatives and duty allowances for nursing staff.

#### **Article 5 Immediate Payment of Compensation**

Notwithstanding the provisions of Article 2, compensation shall be promptly paid in either of the cases listed below if an employee or a relevant right holder requests payment, unless the right to receive the compensation is in dispute.

- (1) If the employee retires, resigns or is dismissed.
- (2) If the employee dies.

#### **Article 6 Emergency Payments**

Notwithstanding the provisions of Article 2, if an employee requests payment, compensation to the amount payable to the employee up to the day it was requested shall be paid promptly if the payment:

- (1) will be applied to the costs for the employee’s or the employee’s dependent’s wedding, childbirth, or funeral;
- (2) will be applied to costs arising from an illness or accident that has befallen the employee or the employee’s dependent;
- (3) will be applied to the costs of homecoming travel by the employee or the employee’s dependent; or
- (4) is deemed especially necessary.

#### **Article 7 Calculation of Hourly Compensation Rates**

1. To reduce compensations of academic and administrative staff, the hourly compensation rate shall be calculated in the following manner: divide the sum of the employee’s monthly salary, positional allowance, salary adjustment, overtime allowance for affiliated school academic staff, education and research cooperation allowance, starting salary adjustment allowance, special allowance for academic staff in compulsory education, special allowance for research representatives and duty allowances for nursing staff by the average number of working hours per month as prescribed for the current academic year.
2. To offer the allowances provided in Articles 43 through 45, the hourly compensation rate shall be calculated in the following manner: divide the sum of the employee’s monthly salary, positional allowance, salary adjustment, overtime allowance for affiliated school academic staff, education and research cooperation allowance, starting salary adjustment allowance, special allowance for academic staff in compulsory education, special allowance for research representatives and duty allowances for nursing staff by the monthly average number of working hours prescribed for the current academic year.
3. Notwithstanding the provision of the preceding paragraph, if the employee’s services include work or duties that entitle the employee to the allowances below, the hourly amount for each allowance (or, if an allowance is paid on a daily basis, the amount resulting from dividing the daily amount by 7.75) shall be added to the hourly compensation rate calculated in accordance with the formula prescribed in the preceding paragraph when offering the allowances provided in Articles 43 through 45. The relevant allowances are: the polar/high-altitude work allowance, allowance for explosives-handling work, aviation allowance, allowance for breeding bulls/stallions, corpse disposal allowance, allowance for radiation handling, allowance for work in abnormally

pressurized environments, allowance for work in mountainous areas, special duty allowance for academic staff (limited to the duties prescribed in Article 37), allowance for guidance in student-teacher training, allowance for educational services for liaison and guidance, or polar observation allowance.

**Article 8 Fractions in Calculations**

If a fraction results in the calculation of the hourly compensation rate prescribed in the preceding Article, the amount shall be rounded down to the nearest yen when the fraction is less than 0.50 yen, and rounded up to the nearest yen when the fraction is at least 0.50 yen but less than 1.0 yen.

**Article 9 Handling of Fractions**

If a fraction results in a final amount calculated under the provisions of these Rules, the amount shall be rounded down to the nearest yen.

**Chapter 2 Salaries**

**Article 10 Salaries**

Salaries shall be paid in accordance with the monthly salary for the employee's job grade and level in the applicable salary table.

**Article 11 Types of Salary Tables**

1. The types of salary tables used are as listed below.
  - (1) General Service Salary Tables
    - a. General Service Salary Table I
    - b. General Service Salary Table II
  - (2) Educational Service Salary Tables
    - a. Educational Service Salary Table I
    - b. Educational Service Salary Table II
  - (3) Medical Service Salary Tables
    - a. Medical Service Salary Table I
    - b. Medical Service Salary Table II
  - (4) Designated Service Salary Table
2. The salary tables listed in the preceding paragraph shall be provided separately.

**Article 12 Determination of Salaries for New Employees**

Salaries of newly hired employees shall be decided based on the individual's educational background, certification, qualifications, work experience, etc., in comparison to other employees.

**Article 13 Promotion**

Employees may be promoted to the next pay grade above their current grade in accordance with the nature of their duties and the results of their general performance evaluation.

**Article 14 Demotion**

Employees may be demoted to the next pay grade below their current grade under the provisions of Article 12 of the Rules on Conditions of Employment.

**Article 15 Determination of Salaries for Reassignments Subject to Different Salary Tables**

The job grade of employees who are reassigned to a position to which a different salary table applies shall be determined on the basis of their newly assigned duties.

**Article 16      Salary Increases**

Salary increases may be granted to employees in accordance with their job performance during the one-year period preceding the date on which salary increase is made effective.

**Article 16-2      Salary Level Downgrading**

Employees' salary level may be downgraded in accordance with their performance.

**Article 17      Timing for Salary Increases**

In principle, salary increases prescribed in Article 16 shall be made effective on January 1.

**Chapter 3 Special Provisions for Compensation**

**Article 18      Compensation for Employees on Leave of Absence**

1. Employees on a leave of absence under the provision of Article 14, paragraph 1, item (1) of the Rules on Conditions of Employment (in this Article referred to as "sick leave") who sustain an injury or illness on the job or while commuting shall be paid during their leave the full amount of compensation (excluding the amount equivalent to the compensation for absence from work under Article 76 of the Labor Standards Act and the absence from work compensation benefit Article 14 of the Workers' Accident Compensation Insurance Act (Act No. 50 of 1947; hereinafter referred to as the "Accident Compensation Act") and the special leave benefit received under Article 3 of the Ordinance on Special Benefits Paid by Workers' Accident Compensation Insurance (Ministry of Labor Ordinance No. 30 of 1974).
2. Employees on sick leave due to infection with tubercular disease may be paid, for up to two years of their leave, 80% of their salary, salary adjustment, overtime allowance for affiliated school academic staff, dependent allowance, education and research cooperation allowance, housing allowance, end of semester bonus, and special end of semester bonus (in this Article referred to as the "total salary").
3. Employees on sick leave due to mental or physical disorder other than those prescribed in the preceding two paragraphs may be no more than 80% of their total salary for up to one year from the first day of continuous sick leave, or for up to one year's worth of sick leave taken intermittently for the same disorder (limited to when no more than six months elapse between the end of one sick leave and the start of the next sick leave).
4. Employees who have been indicted in a criminal proceeding and placed on a leave of absence under the provision of Article 14, paragraph 1, item (2) of the Rules on Conditions of Employment may be paid, during their leave, no more than 60% of their total salary.
5. Employees who have been placed on a leave of absence under the provision of Article 14, paragraph 1, item (3) of the Rules on Conditions of Employment may be paid, during their leave, no more than 70% of their total salary (or up to and including 100% of their total salary if the leave is due to an accident suffered while on the job, or a commuting-related accident as defined in Article 7, paragraph 2 of the Accident Compensation Act).
6. Employees who are ordered to go on an external assignment for training may be paid, during that external assignment, no more than 70% of their total salary if the order was issued under Article 2 of the University of Tokyo Regulations on External Assignment of Academic and Administrative Staff for Training Involving Research Duties (Rules No. 23 of 2004), or up to and including 100% of their total salary during that external assignment if the order was issued under Article 3 of the

University of Tokyo Regulations on External Assignment of Academic and Administrative Staff for Training Involving Research Duties.

7. Employees placed on a leave of absence shall not be paid any forms of compensation other than those prescribed in each of the preceding paragraphs of this Article, unless provided otherwise by other rules.
8. Employees on leave of absence provided in the University of Tokyo Rules on Leave of Absence for Academic and Administrative Staff (Rules No. 81 dated April 1, 2014, hereinafter referred to as Rules on Leave of Absence) shall not be paid compensations during the period of their leave.
9. Notwithstanding the provisions of the preceding paragraph, compensations for employees on a partial family care leave provided in Article 13 of the Rules on Leave of Absence shall be treated in accordance with paragraph 1 of the following Article 19.
- 10.

#### **Article 19      Reduction of Compensation**

1. Compensation paid to employees not discharging their duties shall be reduced by an amount determined in the following manner: multiply the hourly compensation rate detailed in paragraph 1 of Article 7 by the number of hours that the employee did not serve as expected. For those employees who do not discharge their duties for the entire period of salary calculation, however, the employee's monthly salary, salary adjustment, overtime allowance for affiliated school academic staff, education and research cooperation allowance, starting salary adjustment allowance, special allowance for academic staff in compulsory education, special allowance for research representatives and duty allowances for nursing staff shall be deducted from the payment.
2. Notwithstanding the provisions of the preceding paragraph, the University shall not deduct from compensation the following: hours not worked as provided in Article 47 of the Rules on Conditions of Employment; hours not worked as provided in Article 12 of the Rules on Working Hours and Paid Leave etc; and annual paid leaves, sick leaves and special leaves as provided in Article 17 of the same Rules.

However, when employees have their specific sick leave exceeding 90 days approved as provided in paragraphs 5 to 7 of Article 22 of the same Rules, or when employees on probation have their sick leave exceeding 90 days approved, or when they have been placed on mandatory leave under the provisions of Article 47 of the Rules on Conditions of Employment and do not attend work for a period exceeding 90 consecutive days from the start of the sick leave or mandatory leave, their salary and salary adjustment amount shall be reduced by half for the days after the 90th day from the start of their sick leave or mandatory leave. (This applies only to the days when employees do not attend any working hours in a work day for sick leave or other reasons.)

### **Chapter 4 Allowances**

#### **Article 20      Salary Adjustment**

1. If it is determined that the monthly salary for a particular position is significantly inappropriate because of the job's complexity, difficulty, degree of responsibility, intensity of labor, working hours, working environment or other working conditions in comparison with other positions in the same job grade, that monthly salary shall be adjusted to the extent befitting the position's special nature.
2. The positions subject to the salary adjustment prescribed in the preceding paragraph, and other necessary details shall be provided separately.

**Article 21            Managerial Personnel Allowance**

1. A managerial personnel allowance shall be paid to employees who hold managerial or supervisory positions provided separately.
2. This allowance shall include the equivalent premium wages when the relevant duties are performed late at night (meaning the hours between 10 p.m. and 5 a.m.; the same shall apply hereinafter).

**Article 21-1    Positional Allowance**

1. A positional allowance shall be paid to employees who hold positions where they conduct duties of extreme importance in the operation and management etc., of the university as provided separately.

**Article 22            Starting Salary Adjustment Allowance**

1. A starting salary adjustment allowance shall be paid, for up to 35 years from the day of employment, to employees newly hired for positions in which specialized knowledge of medicine or dentistry is required and in which vacancies cannot be easily filled through hiring (limited to employees who are subject to the Educational Service Salary Table I and who hold a medical license as prescribed in the Medical Practitioners Act (Act No. 201 of 1948) or a dentistry license as prescribed in the Dental Practitioners Act (Act No. 202 of 1948)).
2. Existing employees who hold a medical license or a dentistry license, and who are newly assigned to the positions detailed in the preceding paragraph shall be paid the starting salary adjustment allowance in line with the provision of the preceding paragraph.

**Article 23            Dependent Allowance**

1. A dependent allowance shall be paid to employees who have one or more dependents.
2. The dependents indicated in the preceding paragraph are persons provided separately who depend mainly on the employee's support and possess no other means of livelihood.

**Article 24            Education and Research Cooperation Allowance**

An education and research cooperation allowance shall be paid, based on local wage levels, to employees who serve at places of work in certain districts that are designated for this allowance taking into consideration local prices, etc., or who serve at places of work in other districts that have a close educational or research relationship with the aforesaid places of work, where all the applicable districts shall be designated separately.

**Article 25            Housing Allowance**

A housing allowance shall be paid to certain employees as provided separately.

**Article 26            Commuting Allowance**

1. A commuting allowance shall be paid to the employees defined below.
  - (1) Employees who usually use public transport or toll roads (hereinafter referred to as "public transport") to commute to work and who bear the cost of the fares or tolls (hereinafter referred to as "fares"). (This excludes employees who do not face significant difficulty in commuting without the use of public transport, and who reside less than two kilometers' walking distance from their place of work, and employees indicated in item (3) below.)
  - (2) Employees who usually use an automobile or other vehicle (hereinafter referred to as "automobile") to commute to work. (This excludes employees who do not face significant difficulty in commuting without the use of an automobile, and who reside less than two kilometers' walking distance from their place of work, and employees indicated in item (3) below.)
  - (3) Employees who usually commute to work by public transport for which they bear the cost of



fares, and by using an automobile. (This excludes employees who do not face significant difficulty in commuting without the use of public transport or an automobile, and who reside less than two kilometers' walking distance from their place of work.)

2. With regard to employees who undergo a change in their commuting situation due to reassignment to a different place of work or relocation of their place of work, and who fit the description in item (1) or (3) of the preceding paragraph, the employees who usually commute to work from the same residence occupied immediately before reassignment by using the Shinkansen (bullet train) or other special express rail services, national expressways or other public transport, and bear the cost of extra fares associated with usage of the transport shall be entitled to receive, if this usage is deemed to significantly contribute to the improvement of their commuting situation and notwithstanding the provisions of the preceding paragraph, a commuting allowance as provided separately. This allowance shall also be paid to other employees who are deemed, in comparison to other employees, to have a need for the allowance.

**Article 27 Allowance for Assignment away from Spouse**

With regard to employees who move to a different residence due to reassignment to a different place of work or relocation of their place of work, and who cannot be accompanied by their cohabitant spouse due to unavoidable circumstances, such as the spouse's need to care for an ill parent, the employees shall be entitled to receive an allowance for assignment away from spouse if it is deemed that commuting to the new place of work from the residence occupied immediately before reassignment distance is difficult in light of the commuting distance and other factors, and if the employee normally lives alone at the new residence. This allowance shall also be paid to other employees who are deemed, in comparison to other employees, to have a need for the allowance. However, this Article shall not apply if it is deemed that commuting from the spouse's residence to the new place of work is not difficult for the employee in light of the commuting distance and other factors.

**Article 28 High-place Work Allowance**

A high-place work allowance shall be paid to employees who engage in certain duties provided separately.

**Article 29 Allowance for Explosives-handling Work**

An allowance for explosives-handling work shall be paid to employees who are subject to the General Service Salary Tables and who directly engage in the production of high-pressure gas or the filling of containers with high-pressure gas.

**Article 30 Aviation Allowance**

An aviation allowance shall be paid to employees who board an aircraft to engage in certain duties provided separately.

**Article 31 Allowance for Breeding Bulls/Stallions**

An allowance for breeding bulls/stallions shall be paid to employees who engage in certain duties provided separately.

**Article 32 Corpse Disposal Allowance**

A corpse disposal allowance shall be paid to employees who engage in certain duties provided separately.

**Article 33 Allowance for Radiation Handling**

An allowance for radiation handling shall be paid to radiologists, X-ray technologists and X-ray assistants assigned to X-ray technologist-level duties who engage in duties involving the projection of

X-rays and other radiation on human bodies.

**Article 34 Allowance for Work in Abnormally Pressurized Environments**

An allowance for work in abnormally pressurized environments shall be paid to employees who engage in certain duties provided separately.

**Article 35 Allowance for Work in Mountainous Areas**

An allowance for work in mountainous areas shall be paid to employees who engage in certain duties in mountains provided separately.

**Article 36 Allowance for Night Nursing**

An allowance for night nursing shall be paid to employees who engage in certain duties provided separately.

**Article 37 Special Duty Allowance for Academic Staff**

A special duty allowance for academic staff shall be paid to the senior vice-principal, senior teacher, advanced skills teacher, teachers and nursing teachers at the secondary school attached to the Faculty of Education if they engage in certain duties provided separately that are deemed to place on them a significant mental or physical burden.

**Article 38 Allowance for Student-Teacher Training Guidance**

An allowance for student-teacher training guidance shall be paid to the senior vice-principal, senior teacher, advanced skills teacher, teachers and nursing teachers at the secondary school attached to the Faculty of Education if they provide guidance for planned training of student teachers, or engage in other duties deemed to be equivalent to that guidance.

**Article 39 Allowance for Educational Services Liaison and Guidance**

An allowance for educational services liaison and guidance shall be paid to section chiefs and staff at similar levels assigned to the secondary school attached to the Faculty of Education if they perform certain duties provided separately that are deemed to be difficult.

**Article 40 Polar/High-Altitude Work Allowance**

Polar/high-altitude work allowance shall be paid to employees when they engage in work as set out below. However, this allowance shall be withheld when employees perform the given task in cooperation with the government and receive an allowance comparable to the polar/high-altitude work allowance from them.

- (1) Work that is conducted at or south of latitude 55° that relates to Arctic observation.
- (2) Work that is conducted at the Atacama Observatory, affiliated with the Institute of Astronomy, Department of Astrology, School of Science that relates to observation.

**Article 41 Deleted**

**Article 41-1 Deleted**

**Article 41-2 Duty Allowance for Nursing Staff**

The duty allowance for nursing staff is paid to employees to whom the salary table stipulated in Article 11, paragraph 1, item (3) applies, in accordance with their workload and the difficulty in securing personnel, etc.

**Article 42 Deleted**

#### **Article 43 Overtime Allowance**

1. An overtime allowance shall be paid to employees who are ordered to perform their duties beyond their regular working hours on working days as stipulated in Article 6 of the Rules on Working Hours (excluding days when the holiday overtime work allowance defined in the following article applies). This allowance shall be 125% of the hourly compensation as defined in Article 7 (or 150% for overtime work late at night) for the total number of overtime hours (overtime-work hour). However, if the cumulative total number of overtime-work hours and hours worked on days stipulated in Article 9 of the Rules on Working Hours and Paid Leave, etc. (hereinafter referred to as "days off") exceeds 60 hours per month, the University shall pay, as an overtime allowance, 150% of the hourly wages stipulated in Article 7 (or 175% for late night work) for the exceeding portion of hours.
2. The provisions in the preceding paragraph shall not apply to those employees who receive the managerial personnel allowance as provided for in Article 21, or employees who are subject to the Designated Service Salary Table.

#### **Article 44 Holiday Overtime Work Allowance**

1. If employees are ordered to work in order to perform their duties, under Article 6 of the Rules on Working Hours, on days off (including compensatory days off stipulated in Article 10 of the same Rules), the University shall pay 135% (or 160% for work late at night) of the hourly compensation defined in Article 7 as a holiday overtime work allowance for all the hours worked (except when such holiday was compensated beforehand with a day off on another day during the same week as prescribed in Article 10 of the said Rules). However, if the cumulative total hours worked on days off and overtime-work hours exceeds 60 hours per month, the University shall pay, as a holiday overtime work allowance, 150% of the hourly wages stipulated in Article 7 (or 175% for late night work) for the exceeding portion of hours worked on days off.
2. When employees subject to the provisions of Articles 13 and 14 of the Rules on Working Hours are assigned to work for the prescribed working hours on days off stipulated in items (3) through (5) of Article 9 of the Rules on Working Hours and if they actually work on any of those days, the holiday overtime work allowance stipulated in the preceding paragraph shall be paid for the total number of hours ordered to work, including the prescribed working hours. However, this does not apply to cases where those days off are compensated with other days off.
3. The provisions in the preceding two paragraphs shall not apply to those employees who receive the managerial staff allowance as provided for in Article 21, or employees who are subject to the Designated Service Salary Table.

#### **Article 45 Night Work Allowance**

Employees to whom the provisions of Articles 13 and 14 of the Rules on Working Hours apply shall be paid a night work allowance if their prescribed working hours are scheduled for late at night under Article 6 of the Rules on Working Hours, excluding cases where the holiday overtime work allowance prescribed in the preceding Article is paid for those hours. The night work allowance shall be calculated by multiplying the total number of hours worked during the late-night period, by the hourly compensation rate defined in Article 7, by 0.25. However, this allowance shall not be paid to employees who receive the managerial personnel allowance as provided for in Article 21, or employees who are subject to the Designated Service Salary Table.

#### **Article 46 Night/Day Duty Allowance**

1. A night/day allowance shall be paid to employees who are ordered to be on night or day duty under Article 11 of the Rules on Working Hours. The details of this service shall be provided

separately from these Rules.

2. The service prescribed in the preceding paragraph is not considered part of the services covered by the preceding three Articles.

**Article 47 End of Semester Bonus**

1. An end of semester bonus shall be paid to employees employed at the University on June 1 and December 1 (collectively referred to as “base dates” in this Article and Articles 48 and 49), and to employees who, in the period of one month before the relevant base date, resign or retire, are dismissed under paragraph 1 of Article 22 of the Rules on Conditions of Employment, or die. However, this bonus shall not be paid to employees who are subject to the Designated Service Salary Table.
2. Notwithstanding the provisions of the preceding paragraph, the end of semester bonus may not be paid or may be temporarily suspended for certain employees whenever it is deemed appropriate for such action to be taken.

**Article 48 Diligence Bonus**

1. A diligence bonus shall be paid to employees employed at the University on a base date, based on each employee’s job performance in the six months preceding the relevant base date. This shall also apply to employees who, in the period of one month before the relevant base date, resign or retire, are dismissed under paragraph 1 in Article 22 of the Rules on Conditions of Employment, or die.
2. The provision of paragraph 2 of the preceding Article shall apply *mutatis mutandis* to the payment of diligence bonuses.

**Article 49 Special End of Semester Bonus**

1. A special end of semester bonus shall be paid to employees employed at the University on a base date who are subject to the Designated Service Salary Table, and to employees subject to the Designated Service Salary Table who, in the period of one month before the relevant base date, resign or retire, are dismissed under paragraph 1 or item (1) of paragraph 2 in Article 22 of the Rules on Conditions of Employment, or die.
2. The provision of Article 47, paragraph 2 shall apply *mutatis mutandis* to the payment of special end of semester bonuses.

**Article 50 Special Allowance for Academic Staff in Compulsory Education**

A special allowance for academic staff in compulsory education shall be paid to the principal, senior vice-principal, senior teacher, advanced skills teacher, teachers and nursing teachers of the secondary school attached to the Faculty of Education.

**Article 51 Deleted**

**Article 52 Overtime Allowance for Attached School Academic Staff**

In consideration of the special nature of the duties and working conditions of academic staff serving in compulsory education programs, an overtime allowance for attached school academic staff for work performed outside the prescribed working hours or performed on weekends shall be paid to employees of the secondary school attached to the Faculty of Education under Grade 1, Special Grade 2 or Grade 2 in the Educational Service Salary Table II.

**Article 53 Entrance Examination Allowance**

1. In consideration of the special nature of the duties pertaining to entrance exams administered by the University, an entrance exam allowance shall be paid to employees who engage in certain

duties provided separately.

2. The allowance prescribed in the preceding paragraph shall not be paid if:
  - (1) the duties prescribed in the preceding paragraph are ordered for hours outside the employee's prescribed working hours that are covered by the overtime allowance; or
  - (2) the holiday overtime work allowance is paid for the duties prescribed in the preceding paragraph.

**Article 54 Thesis Screening Allowance**

A thesis screening allowance shall be paid to employees who engage in a thesis review and other screening committee duties as prescribed in Article 7 of the University of Tokyo Rules on Academic Degrees, where those duties are limited to reviewing a thesis as prescribed in Article 4, paragraph 1 of the University of Tokyo Rules on Academic Degrees.

**Article 54-1 Special Allowance for Research Representatives**

The special allowance for research representatives shall be paid to project faculty members who wish to apply the provisions of the Personnel Expense System for Research Representatives of the University of Tokyo as provided separately, and who have been given approval from the President.

**Article 55 Exclusion of Designated Service Salary Table Employees**

The provisions of Articles 20, 23, 25, 28 through 40, and 48 shall not apply to employees subject to the Designated Service Salary Table.

**Article 55-2**

Overtime allowances, holiday work allowances and night work allowances (referred to as overtime allowances, etc. in this Article) prescribed in Articles 43 through 45 for persons to whom the overtime allowances for academic staff of the attached school as prescribed in Article 52 are paid, notwithstanding the provisions given in Articles 43 through 45, when the total amount of overtime allowances, etc. calculated in accordance with the number of working hours exceeds the amount of overtime allowance for academic staff of the attached school, the exceeded allowance shall be paid.

**Article 56 Allowance Amounts**

The amounts and other necessary details pertaining to the allowances prescribed in Articles 20, 22 through 41-2, 46 through 50, and 52 through 54-1 shall be provided separately.

**Chapter 5 Implementation of Rules**

**Article 57 Matters Necessary for Implementation**

All matters necessary for the implementation of these Rules shall be provided separately.

**Supplementary Provisions**

**Effective Date**

1. These Rules shall come into force on April 1, 2004.

**Determination of Salaries for Reassignment to Different Salary Criteria**

2. If employees are, for a period of time, reassigned to positions subject to salary setting criteria different from the criteria applied to the employees' original salary, but not subject to a different salary table, the employees' new salaries shall be determined on the basis of their newly assigned

duties.

**Transitional measures for raising the retirement age**

3. For the time being, the monthly salary amounts of the salary table listed in the following items for employees to whom the following salary tables apply shall be determined on the first April 1 after the day on which the said employee reaches the age of 60 (hereinafter referred to as the “Specified Date”). The monthly salary amount of the applicable salary table to the said employee on and after that date shall be the amount obtained by multiplying the amount corresponding to the grade of service to which the employee belongs by 0.70 (any amount less than JPY 50 shall be rounded down, and any amount greater than JPY 50 but less than JPY 100 shall be rounded up to the nearest JPY 100).  
General Service Salary Table I  
General Service Salary Table II  
Educational Service Salary Table II  
Medical Service Salary Table I  
Medical Service Salary Table II
4. The provisions of the preceding paragraph shall not apply to the following academic and administrative staff.
  - (1) Substitute employees employed for a fixed period of time in accordance with paragraphs 3, 5 or 6 of the Supplementary Provisions of the Rules on Condition of Employment.
  - (2) Academic and administrative staff who continue to occupy the same managerial or supervisory position under the special provisions for reassignment based on the upper age limit for managerial or supervisory services as stipulated in Article 14-3 of the Rules on Condition of Employment (hereinafter referred to as “special provisions for reassignment based on the upper age limit for managerial or supervisory services”).
5. For the time being, academic and administrative staff who have been reassigned to other positions as provided for in Article 13-2 of the Rules on Condition of Employment (hereinafter referred to as “reassignment based on the upper age limit for managerial and supervisory services”) and to whom the same level on the salary table is applied from the day before the reassignment to the other position (hereinafter referred to as “date of transfer”), if the monthly salary that the employee receives on the specified date in accordance of paragraph 3 of the Supplementary Provisions will not reach the monthly salary that the employee was receiving on the day before the date of transfer (hereinafter referred to as “monthly salary on the specified date”) multiplied by 0.70 (any fraction less than JPY 50 will be rounded down and any fraction between JPY 50 and JPY 100 shall be rounded up to the JPY 100. Hereinafter referred to the “monthly salary”), the monthly salary equivalent to the difference between the monthly basic salary and the monthly salary on the specified date shall be paid as a salary in addition to the monthly salary of the employee receives pursuant to the provision of paragraph 3 of the Supplementary Provisions.
6. With regards to the application of the provisions of the preceding paragraph in the case where the total amount equivalent to the difference paid as salary pursuant to the provisions of the preceding paragraph and the monthly salary received by the employee who is paid such salary pursuant to the provisions of paragraph 3 of the Supplementary Provisions exceeds the salary of the highest salary in the service level to which such employee belongs, in the same paragraph, the term “the monthly basic salary and the monthly salary on the specified day” shall be deemed to be replaced with “the monthly salary of the highest salary to which the employee belongs (hereinafter referred to as the “maximum amount) and the monthly salary under the provisions of paragraph 3 of the Supplementary Provisions to which the employee is entitled.

7. In the event that an academic or administrative staff continues to occupy the same managerial or supervisory post due to the special exception to the maximum age limit for managerial or supervisory services is replaced due to the maximum age limit for managerial or supervisory services, if the monthly salary that the employee receives on the date of transfer (hereinafter referred to as the “monthly salary on the date of transfer”) pursuant to the provisions of paragraph 3 of the Supplementary Provisions does not reach the the monthly salary corresponding to their rank on the day before the date of transfer multiplied by 0.70 (if the monthly salary on the date of transfer includes an amount less than JPY 50, it shall be rounded down. If it includes an amount between JPY 50 and JPY 100, it shall be rounded up to JPY 100. Hereinafter referred to as the “monthly basic salary of paragraph 7)), for the time being the amount equivalent to the difference between the monthly basic salary of paragraph 7 and the monthly salary on the date of transfer shall be paid as a salary to the employee whose monthly salary on the date of transfer as salary after the date of transfer.
8. With regards to the application of the provisions of the preceding paragraph in the case where the total amount equivalent to the difference paid as salary under the preceding paragraph and the monthly salary received by the employee to whom the salary is paid under the provisions of paragraph 3 of the Supplementary Provisions exceeds the maximum amount, the term “the difference between the monthly base salary under paragraph 7 and the monthly salary on the date of change” in the same paragraph shall be deemed to be replaced with “the difference between the maximum amount and the monthly salary under paragraph 3 of the Supplementary Provisions received by the said employee”.

### **Supplementary Provisions**

These Rules shall come into force on April 1, 2005. However, the revision of the provision in Article 2 for the commuting allowance shall come into force on a date provided separately.

### **Supplementary Provisions**

#### **Effective Date**

1. These Rules shall come into force on April 1, 2006.

#### **Salary Changeover on April 1, 2006**

2. The changeover of salaries for employees in employment from the day before the effective date of these Rules shall be provided separately. However, employees who will remain subject to the same salary table as that applicable on the day before the effective date, up until March 31, 2014, and who would otherwise start receiving a monthly salary below the monthly amount provided to them on that day, shall be paid a monthly salary equivalent to the monthly amount they received before the changeover of salaries.

#### **Abolition of Special Provisions**

3. The University of Tokyo Rules Establishing Special Provisions for the Rules on Compensation (Rules No. 43 of 2005) is hereby abolished.

### **Supplementary Provisions**

These Rules shall come into force on April 1, 2007.

### **Supplementary Provisions**

These Rules shall come into force on April 1, 2008.

### **Supplementary Provisions**

These Rules shall come into force on April 1, 2009.

### **Supplementary Provisions**

These Rules shall come into force on April 1, 2010.

### **Supplementary Provisions**

#### **Effective Date**

1. These Rules shall come into force on January 1, 2011.

#### **Monthly Salary for employees who have turned 55 years old**

2. Until March 31, 2018 the salaries for staff (limited to employees who belong in the categories of salary tables listed in the following table and in the pay grade listed or higher, so long as they are not of the minimum step within that pay grade, referred to as “Specific Staff”) who have reached the age of 55 shall be paid an amount where the monthly value for the said specific staff has been multiplied by 0.985 (any value less than JPY 1 is to be rounded down), from the first April 1 after turning 55 (for employees who have newly become specific staff after their first April 1 after turning 55, this will apply from the date they become specific staff). However, if the amount does not reach the monthly salary value for the minimum step within the pay grade of the specific staff’s job, then the amount will be the monthly salary value for the minimum step within the pay grade for the relevant job.

Type of Salary Table	Pay Grade
General Service Salary Table I	6
Educational Service Salary Table I	5
Medical Service Salary Table I	6
Medical Service Salary Table II	6

#### **Managerial Personal Allowance for Employee who have reached the age of 55**

3. Until March 31, 2018, the managerial personal allowance for specific staff who have reached the age of 55 will be paid an amount where the monthly value has been multiplied by 0.985 (any value less than JPY 1 is to be rounded down), from the first April 1 after turning 55 (for employees, other than specific staff, who have reached the age of 55 and have become specific staff since then this will apply from that date).

#### **Substitution regarding employees who have reached the age of 55 before April 1, 2010**

4. With regards to the provisions in the previous 2 paragraphs that applies to employees who have reached the age of 55 before April 1, 2010, where it reads “from the April 1 after turning 55” in paragraph 2 of this supplementary provision take as the ‘date of enforcement’. Where it reads “from the first April 1 after turning 55” in paragraph 3 of this supplementary provision take as ‘after the same day’.



## **Supplementary Provisions**

### **Effective date**

1. These Rules shall come into force on April 1, 2011.

### **Adjustment of salary grade on April 1, 2011**

2. Among employees who are under 43 years old as of April 1, 2011 (excluding those who on that date receive the highest salary grade for their duties or those to whom is applied the salary table for designated duties), for those who had their salary raised on January 1, 2010 under Article 16 (excluding those employees as prescribed separately) and those prescribed separately on grounds of the necessity of balance, their salary grade on April 1, 2011 shall be one grade higher than they would have received on the same day if the rule stipulated in this paragraph had not been applied.

## **Supplementary Provisions**

### **Effective Date**

1. These Rules shall come into force on April 1, 2012

### **Changeover in salary effective from April 1, 2012**

2. The monthly salary at the time of the changeover for academic and administrative staff who receive their monthly salary based on the proviso given in paragraph 2 of the “Supplementary Provisions” of the ‘Revision to the University of Tokyo Rules on Compensation for Academic and Administrative Staff’ [The University of Tokyo Rules No. 115, March 30, 2006] shall be the amount obtained by multiplying the monthly salary received on the day before the changeover by 0.991 (any value less than JPY 1 shall be rounded down).

## **Supplementary Provision**

These Rules shall come into force on August 1, 2012

## **Supplementary Provisions**

### **Effective Date**

1. These Rules shall come into force on April 1, 2013

### **Transitional Measures**

2. For those to whom salaries determined in the Annual Education Salary Table, Table 2c of Article 11, Paragraph 1 in the University of Tokyo Rules on Compensation for Academic and Administrative Staff (The University of Tokyo Rules No. 12 of 2004) prior to the revision by these rules apply at the time of these rules coming into effect may be paid compensation based on the previous rules while their current employment continues.

3. Application of the rule in the previous paragraph to those that are employed prior to the effective date of these rules and whose term of contract finishes after the effective date, the phrase ‘may be paid’ in the same paragraph should read ‘will be paid’ until the completion of the relevant term of contract.

### **Adjustment of pay level on April 1, 2014**

4. Salary levels, as of April 1, 2014 of employees prescribed separately, deemed to require balancing

out when compared to employees under the age of 45 as of April 1, 2014 (excluding those who, on that date, receive the highest salary grade for their duties or those to whom is applied the salary table for designated duties) that have received a salary raise under Article 16 on January 1, 2007, January 1, 2008, and/or January 1, 2009 (hereinafter, “salary adjustment date”) (excluding those employees as prescribed separately) and other relevant employees, will, where the provisions prescribed in this paragraph does not apply, receive one pay level higher (for employees under the age of 38, as of April 1, 2014 but have received more than two raises on the salary adjustment dates, two level higher will be given) than the pay level due to be received on that day (for employees who are already receiving pay level adjustments similar to that prescribed in this paragraph, the pay level will be considered to have received this adjustment separately).

#### **Supplementary Provision**

These Rules shall come into force on April 1, 2014

#### **Supplementary Provisions**

##### **Effective Date**

1. These Rules shall come into force on April 1, 2015

##### **Transitional Measures**

Employees who will continue to receive salaries based on the tables prior to the effective date (excluding those employees to whom Articles 14 and 16-2 apply after the effective date), and whose monthly salaries do not attain the level received up to the day prior to the effective date shall until March 31, 2018 be paid the monthly salary received prior to the effective date (for specific staff to whom Paragraph 2 of the Supplementary Provisions of the Rules to Revise the University of Tokyo Rules on Compensation for Academic and Administrative Staff (Rules No. 36 of 2010), shall from the first April 1 after they reach the age of 55 (for all other employees, who become specific staff after the first April 1 after they have reached the age of 55, shall be the date they become specific staff) be paid the amount obtained by multiplying the said monthly salary received by 0.985).

#### **Supplementary Provisions**

##### **Effective Date**

1. These Rules shall come into force on March 1, 2016

##### **Transitional Measures**

2. Academic and administrative staff who are employed by the University of Tokyo (including staff who are on external assignment at other institutions as prescribed in Article 2, paragraph 2 of the University of Tokyo Regulations on External Assignment of Academic and Administrative Staff (The University of Tokyo Rules No. 22, April 1, 2004)) at the time of the effective date shall be paid the special one-off bonus which shall be specified separately.

3. The special one-off bonus prescribed in the above paragraph shall be paid on April 15, 2016.

#### **Supplementary Provision**

These Rules shall come into force on April 1, 2016

#### **Supplementary Provisions**

##### **Effective Date**

1. These Rules shall come into force on January 1, 2017

### **Transitional Measures**

2. Academic and administrative staff who are employed by the University of Tokyo (including staff who are on external assignment at other institutions as prescribed in Article 2, paragraph 2 of the University of Tokyo Regulations on External Assignment of Academic and Administrative Staff (The University of Tokyo Rules No. 22, April 1, 2004)) at the time of the effective date shall be paid the special one-off bonus which shall be specified separately.

3. The special one-off bonus prescribed in the above paragraph shall be paid on February 17, 2017.

### **Supplementary Provision**

These Rules shall come into force on April 1, 2017

### **Supplementary Provision**

1. These Rules shall come into force on October 1, 2017

2. The rules stipulated in the revised Article 50 (limited to the section concerning Article 53) shall apply to those involved in the selective examinations of examinees wishing to enter the University of Tokyo from April 1, 2018

### **Supplementary Provision**

1. These Rules shall come into force on March 1, 2017

(Applies to the adjustment to the pay levels as of April 1, 2018)

2. Salary levels, as of April 1, 2018 of employees prescribed separately, deemed to require balancing out when compared to employees under the age of 37 as of April 1, 2018 (excluding those who, on that date, receive the highest salary grade for their duties or those to whom is applied the salary table for designated duties) that have received a salary raise under Article 16 on January 1, 2015 (excluding those employees as prescribed separately) and other relevant employees, will, where the provisions prescribed in this paragraph does not apply, receive one pay level higher than the pay level due to be received on that day.

### **Supplementary Provision**

These Rules shall come into force on April 1, 2018

### **Supplementary Provision**

These Rules shall come into force on April 1, 2019

### **Supplementary Provision**

These Rules shall come into force on February 1, 2020

### **Supplementary Provision**

1. These Rules shall come into force on April 1, 2020

2. If the amount of residence allowance received by an employee, who has been receiving payments of residence allowance under the provisions of Article 25 of the Rules on Compensation (The University of Tokyo Rules No. 12, April 1, 2004) prior to these revisions, at the time of the enforcement of these revisions is reduced by more than JPY 2,000 from the amount received before the enforcement date, the amount to be reduced shall be JPY 2,000.

### **Supplementary Provision**

These Rules shall come into force on November 1, 2020 and shall be effective as of July 20, 2020.

### **Supplementary Provision**

These Rules shall come into force on April 1, 2021, and the revised provisions of Article 56 (limited to the part pertaining to Article 53) of the University of Tokyo Rules on Compensation for Academic and Administrative Staff shall apply to those who have been engaged in the work pertaining to the Common Admission Test for Universities on or after May 1, 2020.

### **Supplementary Provision**

1. These Rules shall come into force on April 1, 2022
2. The revised Article 2 paragraph 1, Article 4 paragraph 5, Article 7 paragraphs 1 and 2, and Article 19 of these Rules pertaining to the duty allowance for nursing staff and the provisions of Article 41-2 shall apply from February 1, 2022 and cease to be effective as of September 30, 2022.
3. The revised Article 56 (limited to the part pertaining to Article 41) of these rules shall apply from February 13, 2021.

### **Supplementary Provisions**

1. These Rules shall come into force on February 1, 2023
2. The provisions of Article 2, paragraph 1; Article 4, paragraph 7; Article 7, paragraphs 1 and 2; Article 19 paragraph 1 of the revised The University of Tokyo Rules on Compensation for Academic and Administrative Staff regarding the duty allowance for nursing staff and Article 41-2 shall apply from October 1, 2022.
3. The revised Article 56 (limited to the part pertaining to Article 24) of these rules shall apply from November 1, 2022.

### **Supplementary Provisions**

These Rules shall come into force on February 1, 2024

### **Supplementary Provisions**

These Rules shall come into force on April 1, 2024

The salary tables prescribed in Article 11, paragraph 2 of the University of Tokyo Rules on Compensation for Academic and Administrative Staff (Rules No. 12 of 2004; hereinafter referred to as the “Rules”) and the amounts for allowances and other necessary details pertaining to the allowances prescribed in Article 56 of the Rules shall be as follows from April 1, 2024.

**Re: Article 11 Salary Table**

The salary tables prescribed in the Article 11, paragraph 2 of the Rules shall be as follows.

**1. Re: Article 11 General Service Salary Tables**

**(a) General Service Salary Table I**

(From February 1, 2024)

Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY
1	162,100	208,000	240,900	271,600	295,400	323,100	365,400	410,300	459,900	523,100
2	163,200	209,700	242,400	273,200	297,500	325,300	368,100	412,700	463,000	526,000
3	164,400	211,400	243,800	274,700	299,500	327,500	370,500	415,200	466,000	529,100
4	165,500	212,900	245,200	276,300	301,400	329,500	372,900	417,600	469,000	532,200
5	166,600	214,400	246,400	277,800	303,200	331,500	374,800	419,500	472,000	535,300
6	167,700	216,200	248,000	279,500	305,000	333,500	377,300	421,600	475,000	537,600
7	168,800	217,900	249,500	281,300	306,600	335,400	379,600	423,700	478,000	540,100
8	169,900	219,600	250,900	283,100	308,200	337,300	382,100	425,900	481,100	542,500
9	170,900	221,100	252,000	284,800	309,800	339,200	384,500	427,800	483,800	544,900
10	172,300	222,600	253,400	286,700	312,000	341,200	387,100	429,900	486,900	546,700
11	173,600	224,100	254,900	288,500	314,200	343,200	389,700	432,000	489,900	548,500
12	174,900	225,600	256,200	290,300	316,200	345,200	392,300	433,900	493,000	550,400
13	176,100	226,800	257,500	292,100	318,200	347,000	394,600	435,600	495,700	552,100
14	177,600	228,200	258,700	293,700	320,200	349,000	396,900	437,400	498,000	553,500
15	179,100	229,600	259,900	295,100	322,100	350,900	399,100	439,300	500,300	554,800
16	180,700	231,000	261,100	296,500	324,000	352,800	401,400	441,200	502,600	555,900
17	181,800	233,400	262,300	298,000	325,900	354,500	403,200	443,000	504,600	557,200
18	183,200	234,000	263,600	300,000	327,900	356,500	405,100	444,800	506,000	558,200
19	184,600	235,500	264,900	302,000	329,800	358,300	407,000	446,600	507,500	559,100
20	186,000	236,900	266,200	303,800	331,700	360,200	408,800	448,300	508,900	560,000
21	187,300	238,100	267,600	305,500	333,400	362,100	410,600	450,100	510,100	560,900
22	189,600	239,700	269,100	307,500	335,400	364,000	412,400	451,600	511,500	
23	191,800	241,200	270,700	309,300	337,400	365,900	414,200	453,000	513,000	
24	194,000	242,600	272,200	311,100	339,300	367,800	416,000	454,500	514,500	
25	196,200	243,600	273,800	312,800	340,700	369,700	417,600	455,900	515,600	
26	197,900	245,100	275,500	314,800	342,600	371,600	419,100	457,200	516,700	
27	199,400	246,400	277,100	316,800	344,500	373,500	420,600	458,500	517,900	
28	200,900	247,600	278,700	318,700	346,400	375,400	422,100	459,700	519,100	
29	202,400	248,700	280,300	320,400	348,000	376,900	423,600	460,700	520,100	
30	203,800	249,700	281,800	322,400	349,900	378,700	424,900	461,400	521,000	
31	205,200	250,600	283,300	324,400	351,700	380,500	426,200	462,200	521,900	
32	206,600	251,500	284,800	326,400	353,500	382,100	427,400	462,900	522,800	
33	208,000	252,400	285,900	327,600	355,300	383,800	428,600	463,600	523,600	
34	209,300	253,300	287,500	329,600	357,100	385,200	429,900	464,400	524,500	
35	210,600	254,100	289,000	331,500	358,800	386,600	431,200	464,400	525,200	
36	211,900	254,900	290,500	333,500	360,500	388,000	432,400	465,700	525,700	

37	213,200	255,600	291,900	335,400	361,900	389,400	433,600	466,200	526,400	
38	214,400	256,700	293,500	337,300	363,200	390,600	434,400	466,800	527,000	
39	215,600	255,900	295,100	339,200	364,500	391,800	435,200	467,400	527,800	
40	216,700	259,000	296,700	341,100	365,900	392,800	436,000	468,000	528,400	
41	217,800	260,200	298,200	342,900	367,000	393,900	436,600	468,500	528,900	
42	218,900	261,400	299,800	344,800	367,900	395,100	437,300	469,000		
43	219,900	262,500	301,300	346,600	368,900	396,200	438,000	469,400		
44	220,900	263,600	302,800	348,400	370,000	397,300	438,700	469,700		
45	221,800	264,700	304,400	349,900	370,800	398,000	439,500	470,000		
46	222,700	265,800	306,000	351,300	371,700	398,700	440,300			
47	223,600	266,900	307,600	352,700	372,600	399,400	440,700			
48	224,500	267,900	309,100	354,200	373,400	400,100	441,400			
49	225,400	268,900	310,000	355,700	374,200	400,700	441,900			
50	226,300	269,900	311,500	356,500	375,000	402,200	442,300			
51	227,200	270,900	313,000	357,500	375,800	401,800	442,700			
52	228,100	271,800	314,600	358,500	376,500	402,200	443,100			
53	228,900	272,700	316,200	359,400	377,200	402,600	443,500			
54	229,800	273,600	317,800	360,500	377,200	402,900	443,900			
55	230,700	274,500	319,300	361,400	378,600	403,200	444,300			
56	231,500	275,400	320,800	362,400	379,300	403,500	444,600			
57	231,800	276,300	322,200	363,300	379,800	403,800	444,900			
58	232,200	277,200	323,400	364,000	380,400	404,100	445,300			
59	233,300	278,100	324,500	364,700	381,000	404,400	445,600			
60	233,900	279,000	326,600	365,300	381,700	404,700	445,900			
61	234,500	280,000	326,300	365,700	382,100	405,000	446,200			
62	235,200	281,000	327,200	366,300	382,800	405,300				
63	235,800	281,900	328,000	367,000	383,400	405,600				
64	236,300	282,800	328,800	367,700	384,000	405,900				
65	236,800	283,300	329,600	368,000	384,400	406,200				
66	237,300	284,000	330,000	368,700	385,000	406,500				
67	237,800	284,700	330,600	369,400	385,600	406,800				
68	238,400	285,600	331,300	370,000	386,200	407,100				
69	238,900	286,600	332,100	370,300	386,600	407,300				
70	239,400	287,400	332,800	370,900	387,100	407,600				
71	239,900	288,200	333,500	371,600	387,600	407,900				
72	240,400	289,000	334,100	372,200	388,200	408,100				
73	240,900	289,700	334,600	372,500	388,500	408,300				
74	241,400	290,200	335,200	373,100	388,900	408,600				
75	241,800	290,600	335,700	373,800	389,300	408,900				
76	242,300	291,000	336,300	374,400	389,700	409,100				
77	242,800	291,200	336,600	374,800	390,000	409,300				
78	243,300	291,500	337,100	375,300	390,300	409,600				
79	243,800	291,700	337,500	375,900	390,600	409,900				
80	244,300	292,000	337,900	376,400	390,800	410,100				
81	244,700	292,200	338,300	376,900	391,000	410,300				
82	245,200	292,400	338,800	377,500	391,300	410,600				
83	245,600	292,700	339,300	378,000	391,600	410,900				
84	246,000	292,900	339,800	378,300	391,800	411,100				
85	246,400	293,200	340,100	378,700	392,000	411,300				
86	246,800	293,500	340,500	379,200	392,300					
87	247,200	293,800	341,000	379,600	392,600					

88	247,600	294,100	341,400	380,000	392,800					
89	248,000	294,400	341,700	380,400	393,000					
90	248,500	294,800	342,100	380,900	393,300					
91	248,800	295,100	342,600	381,300	393,600					
92	249,100	295,500	343,000	381,700	393,800					
93	249,400	295,700	343,200	382,000	394,000					
94		295,900	343,600							
95		296,200	344,100							
96		296,600	344,500							
97		296,800	344,700							
98		297,100	345,100							
99		297,500	345,500							
100		297,900	345,800							
101		298,100	346,100							
102		298,400	346,500							
103		298,800	346,900							
104		299,100	347,300							
105		299,300	347,800							
106		299,600	348,200							
107		300,000	348,600							
108		300,300	349,000							
109		300,500	349,500							
110		300,900	349,900							
111		301,300	350,200							
112		301,600	350,500							
113		301,800	351,000							
114		302,000								
115		302,300								
116		302,700								
117		302,900								
118		303,100								
119		303,400								
120		303,700								
121		304,100								
122		304,300								
123		304,600								
124		304,900								
125		305,200								

**(b) General Service Salary Table II****(From February 1, 2024)**

Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
	JPY	JPY	JPY	JPY	JPY
1	147,100	200,200	219,900	260,200	285,500
2	148,100	201,200	221,000	261,400	287,300
3	149,100	202,200	221,900	262,400	288,900
4	150,100	203,000	222,800	263,500	290,500
5	151,200	203,700	223,800	264,200	292,100
6	152,300	205,200	225,100	265,200	293,400
7	153,400	206,500	226,300	266,100	294,500
8	154,400	207,600	227,400	267,000	295,700
9	155,300	208,900	228,700	267,600	296,900
10	156,400	209,600	230,300	268,300	298,600
11	157,500	210,400	231,800	269,100	300,300
12	158,600	211,100	233,000	269,900	301,800
13	159,500	212,200	234,100	270,700	303,100
14	160,600	213,100	235,300	271,500	304,600
15	156,400	214,000	236,500	272,300	306,000
16	162,900	214,800	237,400	273,100	307,300
17	164,000	215,700	238,000	273,800	308,800
18	165,400	216,700	238,400	274,800	310,300
19	166,700	217,600	238,800	275,700	311,900
20	167,900	218,500	239,300	276,500	313,500
21	169,000	219,200	239,800	277,400	314,500
22	170,200	220,000	241,100	278,000	315,900
23	171,400	220,800	242,300	278,700	317,200
24	172,600	221,400	243,200	279,400	318,500
25	173,700	222,100	244,300	279,900	319,600
26	175,200	222,600	245,500	280,600	321,000
27	173,700	223,000	246,700	281,400	322,400
28	178,200	223,500	247,900	282,100	323,800
29	179,600	224,100	248,700	282,900	325,300
30	181,000	225,100	249,800	283,800	326,500
31	182,500	226,000	251,000	284,600	327,800
32	184,000	226,600	252,100	285,400	329,000
33	185,400	227,100	253,200	286,100	330,000
34	187,100	228,100	254,100	287,000	330,900
35	188,800	229,100	255,000	287,900	332,000
36	190,500	230,100	256,000	288,800	333,100
37	192,200	230,600	257,000	289,400	334,200
38	193,300	231,700	257,800	290,200	335,200
39	194,700	232,800	258,600	291,000	336,200
40	195,800	233,800	259,500	291,800	337,200
41	196,800	234,500	260,400	292,400	338,100
42	198,200	235,500	261,300	293,400	339,000
43	199,400	236,400	262,200	294,400	339,900
44	200,600	237,200	263,200	295,300	340,800
45	202,100	238,000	263,800	296,000	341,700
46	203,100	238,800	264,700	296,900	342,700
47	204,010	239,500	265,700	297,800	343,700



48	205,100	240,100	266,400	298,600	344,600
49	206,200	240,700	265,700	299,200	345,500
50	207,200	241,600	268,400	299,800	346,400
51	208,100	242,500	269,200	300,400	347,300
52	209,100	243,300	269,900	301,100	348,100
53	210,200	244,200	270,500	301,700	348,900
54	211,200	245,100	271,300	302,500	349,700
55	212,100	245,700	272,100	303,200	350,500
56	213,000	246,400	272,900	303,900	351,200
57	213,900	247,200	273,500	304,500	351,900
58	214,500	247,900	274,400	305,200	352,700
59	215,200	248,600	275,300	305,900	353,500
60	216,000	249,200	276,200	306,500	354,100
61	216,800	249,800	277,100	307,100	354,800
62	217,300	250,600	278,100	307,800	355,500
63	217,800	251,400	278,900	308,500	356,200
64	218,300	252,000	279,800	309,100	356,900
65	218,800	252,600	280,600	309,600	357,500
66	219,400	255,100	281,400	310,100	358,000
67	220,000	253,500	282,200	310,700	358,500
68	220,500	253,900	282,900	311,300	359,000
69	220,800	254,600	283,500	311,900	359,400
70	221,100	255,100	284,300	312,300	
71	221,400	255,500	285,100	312,800	
72	221,700	255,800	285,800	313,300	
73	221,900	256,000	286,500	313,600	
74	222,300	256,300	287,200	314,100	
75	222,600	256,700	287,900	314,600	
76	223,000	257,100	288,700	315,000	
77	223,200	257,400	289,200	315,200	
78	223,700	257,800	289,700	315,500	
79	224,000	258,200	290,100	315,800	
80	224,300	258,600	290,500	316,100	
81	224,600	258,900	290,900	316,400	
82	224,900	259,200	291,300	316,700	
83	225,200	259,500	291,800	317,000	
84	225,500	259,700	292,300	317,300	
85	225,800	259,900	292,600	317,500	
86	226,100	260,100	293,100	317,900	
87	226,400	260,400	293,700	318,200	
88	226,700	260,700	294,200	318,400	
89	227,000	260,900	294,500	318,600	
90	227,400	261,100	295,000	318,900	
91	227,700	261,400	295,500	319,200	
92	228,000	261,600	295,800	319,500	
93	228,200	261,900	296,200	319,700	
94	228,500	262,200	296,700	320,000	
95	228,800	262,500	297,200	320,300	
96	229,100	262,700	297,700	320,500	
97	229,300	262,900	298,000	320,700	
98	229,600	263,200	298,400	321,000	

99	229,800	263,400	298,900	321,300	
100	230,100	263,700	299,400	321,500	
101	230,400	264,000	299,800	321,700	
102	230,600	264,200	300,200		
103	230,900	264,500	300,500		
104	231,200	264,800	300,800		
105	231,500	265,000	301,100		
106	232,000	265,200	301,500		
107	232,300	265,500	301,900		
108	232,600	265,700	302,300		
109	232,800	266,000	302,600		
110	233,200	266,300	303,000		
111	233,600	266,600	303,400		
112	233,900	266,800	303,700		
113	234,100	267,000	303,900		
114	234,600	267,300	304,200		
115	235,100	267,500	304,500		
116	235,600	267,700	304,700		
117	235,900	268,000	304,900		
118	236,300	268,300	305,200		
119	236,700	268,600	305,500		
120	237,000	268,900	305,700		
121	237,400	269,100	305,900		
122		269,300	306,200		
123		269,600	306,500		
124		269,900	306,700		
125		270,100	306,900		
126		270,300	307,200		
127		270,600	307,500		
128		270,900	307,700		
129		271,100	307,900		
130		271,300	308,200		
131		271,600	308,500		
132		271,900	308,700		
133		272,100	308,900		
134		272,300			
135		272,600			
136		272,900			
137		273,100			

**2. Re: Article 11 Educational Service Salary Tables**

**(a) Educational Service Salary Table I**

**(From February 1, 2024)**

Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
	JPY	JPY	JPY	JPY	JPY	JPY
1	190,900	233,100	290,700	335,600	410,200	535,900
2	193,000	235,600	293,300	338,500	412,500	538,900
3	195,100	237,600	295,700	341,500	414,600	542,000
4	197,100	239,600	298,000	344,500	416,700	545,100
5	199,000	241,700	300,300	347,400	418,600	548,100
6	201,400	243,400	302,600	349,800	421,000	550,500
7	203,900	245,100	304,700	352,300	423,200	553,000
8	206,300	246,900	306,900	354,700	425,500	555,400
9	208,800	249,000	309,200	357,200	427,200	557,700
10	211,200	251,300	311,600	359,800	429,700	559,500
11	213,600	253,600	314,000	362,400	431,900	561,400
12	215,900	255,600	316,400	365,200	434,100	563,300
13	217,900	257,700	318,700	367,800	435,500	565,000
14	219,800	260,100	320,700	369,500	437,700	566,400
15	221,500	262,400	322,700	371,700	439,900	567,700
16	223,300	264,700	324,400	373,900	442,200	568,900
17	225,300	266,600	326,400	375,600	444,300	570,200
18	226,700	269,400	328,200	377,600	446,600	571,000
19	228,000	272,200	330,000	379,600	448,800	571,700
20	229,400	274,900	331,700	381,400	451,100	572,400
21	231,000	277,600	333,100	383,200	453,100	573,200
22	232,800	280,200	335,500	384,700	455,400	
23	234,600	282,700	337,600	385,900	457,800	
24	236,200	285,100	339,800	387,100	460,100	
25	238,000	287,500	341,600	388,200	462,100	
26	240,100	290,000	343,500	389,900	464,200	
27	242,100	292,400	345,600	391,600	466,300	
28	244,100	294,900	347,700	393,300	468,400	
29	245,800	297,300	349,600	395,000	470,400	
30	247,700	299,600	351,500	396,600	472,700	
31	249,700	301,800	353,300	398,000	474,900	
32	251,700	304,000	355,600	399,300	476,800	
33	253,600	306,200	356,900	400,900	478,700	
34	255,000	308,400	358,500	402,500	480,800	
35	256,300	310,900	360,000	404,000	483,000	
36	257,600	313,100	361,400	405,700	485,000	
37	258,900	315,400	362,800	406,800	487,100	
38	260,200	316,700	364,800	408,300	489,100	
39	261,600	318,300	366,700	409,800	491,000	
40	263,100	319,700	368,400	411,000	492,900	
41	264,600	321,100	370,100	411,900	494,900	
42	266,200	321,500	371,900	413,500	496,800	
43	267,600	321,900	373,500	415,000	498,500	
44	269,000	322,300	374,900	416,600	500,400	
45	269,900	322,900	376,600	417,900	502,300	

46	271,400	323,400	378,300	419,400	504,100	
47	272,900	324,200	379,800	420,800	505,900	
48	274,200	325,000	381,300	422,300	507,700	
49	275,400	325,600	382,800	423,600	509,400	
50	275,900	326,300	384,400	424,800	511,100	
51	276,400	327,000	385,900	426,100	512,900	
52	277,000	327,700	387,500	427,300	514,800	
53	277,500	328,700	388,600	428,000	516,300	
54	278,000	329,400	390,100	428,900	517,900	
55	278,300	329,800	391,500	429,800	519,600	
56	278,700	330,400	393,100	430,700	521,200	
57	279,100	330,800	394,400	431,500	522,800	
58	279,900	331,500	395,800	432,400	524,100	
59	280,700	332,200	397,100	433,300	525,400	
60	281,500	332,800	398,400	434,100	526,600	
61	282,300	333,500	399,600	434,800	527,800	
62	283,100	334,400	401,000	435,700	528,800	
63	283,800	335,300	402,400	436,700	529,800	
64	284,500	333,100	403,800	437,600	530,800	
65	285,300	336,800	404,800	438,500	531,400	
66	285,900	337,800	405,900	439,400	532,300	
67	286,700	338,500	406,900	440,400	533,200	
68	287,400	339,500	408,000	441,300	534,100	
69	287,900	340,100	408,900	442,300	535,000	
70	288,600	341,000	409,700	443,300	535,800	
71	289,300	341,900	410,500	444,200	536,500	
72	290,000	342,800	411,200	445,200	537,000	
73	290,800	343,100	411,900	446,200	537,700	
74	291,700	344,100	412,800	447,100	538,200	
75	292,500	345,100	413,600	448,000	539,000	
76	293,400	346,100	414,300	449,000	539,600	
77	293,900	347,100	414,900	449,800	540,100	
78	294,800	348,000	415,400	450,300	540,700	
79	295,700	348,900	415,800	451,000	541,300	
80	296,500	349,800	416,200	451,600	541,900	
81	297,300	350,600	415,500	452,400	542,500	
82	298,200	351,800	416,900	453,100		
83	299,000	352,500	417,200	453,400		
84	299,700	353,400	417,600	454,000		
85	300,000	354,000	417,900	454,400		
86	300,800	354,600	418,300	454,800		
87	301,600	355,200	418,700	455,200		
88	302,400	355,800	419,100	455,500		
89	303,300	356,300	419,400	458,500		
90	303,900	356,700	419,800	456,100		
91	304,500	357,100	420,200	456,600		
92	305,100	357,500	420,500	456,900		
93	305,600	357,900	420,800	457,200		
94	306,300	358,300	421,200	457,500		
95	306,900	358,800	421,500	457,800		
96	307,500	359,200	421,800	458,100		

97	307,700	359,800	422,100	458,400		
98	308,200	360,300	422,500	458,900		
99	308,700	360,700	422,800	459,200		
100	309,200	361,200	423,100	459,500		
101	309,400	361,600	423,400	459,800		
102	309,800	362,100	423,800			
103	310,100	362,400	424,100			
104	310,600	362,800	424,400			
105	311,000	363,300	424,700			
106	311,300	363,700	425,000			
107	311,600	364,200	425,300			
108	311,900	364,600	425,600			
109	312,100	365,100	425,900			
110	312,500	365,600	426,200			
111	312,900	366,100	426,500			
112	313,300	366,500	426,800			
113	313,600	366,900	427,100			
114	314,000	367,300	427,400			
115	314,300	367,800	427,700			
116	314,600	368,200	428,000			
117	314,900	368,600	428,200			
118	315,300	369,000				
119	315,700	369,500				
120	316,100	369,900				
121	316,300	370,200				
122	315,500	370,600				
123	316,800	371,100				
124	317,100	371,400				
125	317,400	371,800				
126	317,600	372,300				
127	317,900	372,800				
128	318,300	373,200				
129	318,600	373,600				
130	318,900	374,100				
131	319,300	374,600				
132	319,500	375,100				
133	319,700	375,600				
134	320,000	376,100				
135	320,300	376,600				
136	320,500	377,100				
137	320,800	377,600				
138	321,000	378,100				
139	321,300	378,600				
140	321,600	379,100				
141	321,900	379,600				
142	322,300					
143	322,700					
144	323,100					
145	323,300					
146	323,700					
147	324,000					

148	324,400					
149	324,600					
150	325,000					
151	325,300					
152	325,700					
153	325,900					
154	326,300					
155	326,700					
156	327,100					
157	327,300					

**(b) Educational Service Salary Table II**

**(From February 1, 2024)**

Job Grade	Grade 1	Grade 2	Special Grade 2	Grade 3	Grade 4
Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
	JPY	JPY	JPY	JPY	JPY
1	177,200	219,700	277,300	337,700	418,400
2	178,700	221,400	279,600	339,700	420,400
3	180,300	222,900	281,900	341,700	422,400
4	181,800	224,400	284,100	343,700	424,100
5	183,400	226,100	286,300	345,700	425,600
6	185,300	227,500	288,500	347,300	427,300
7	187,100	228,800	290,700	348,900	429,100
8	189,000	230,200	292,700	350,400	430,400
9	190,700	231,700	294,500	351,900	432,300
10	192,800	233,400	296,800	353,900	434,200
11	194,800	235,100	299,000	355,900	436,100
12	196,800	236,700	301,000	357,800	437,900
13	198,800	238,200	302,900	359,600	439,600
14	201,000	240,200	304,600	361,600	441,400
15	203,200	242,100	306,300	363,500	443,100
16	205,400	235,100	307,900	365,200	444,900
17	207,400	236,700	309,400	366,800	446,700
18	209,500	238,200	311,400	368,600	448,600
19	211,700	240,200	313,400	370,400	450,500
20	213,200	242,100	315,400	372,200	452,400
21	215,700	255,300	317,100	373,500	454,000
22	217,300	257,700	319,400	375,400	455,700
23	218,800	260,000	321,500	377,100	457,600
24	220,300	262,200	323,900	378,800	459,300
25	221,800	264,400	325,900	380,200	461,000
26	230,000	277,800	328,100	382,000	466,600
27	231,400	279,900	330,200	383,800	464,200
28	232,800	281,900	332,200	385,700	465,700
29	234,500	284,200	334,100	387,500	467,100
30	236,300	286,400	335,600	389,300	468,400
31	230,000	277,800	337,000	391,200	469,700
32	231,400	279,900	338,700	393,100	471,000
33	232,800	281,900	340,200	394,900	472,100

34	234,500	284,200	342,100	396,500	472,800
35	236,300	286,400	344,200	398,000	473,500
36	237,800	288,400	346,100	399,600	474,200
37	239,200	290,400	347,900	401,000	474,800
38	240,700	292,100	349,800	402,400	
39	242,200	293,900	351,700	403,800	
40	243,700	295,600	353,600	405,100	
41	245,000	297,000	355,400	406,400	
42	246,300	299,000	357,300	407,800	
43	247,500	300,900	359,200	409,200	
44	248,600	302,900	361,600	410,600	
45	249,700	304,900	362,500	411,800	
46	250,900	307,000	364,500	413,300	
47	252,100	309,200	366,400	414,800	
48	253,100	311,400	368,200	416,300	
49	254,300	313,600	369,800	417,700	
50	255,600	315,900	371,600	419,400	
51	256,800	318,100	373,500	421,100	
52	258,100	320,200	375,500	422,700	
53	259,200	322,200	377,200	424,100	
54	260,400	323,700	379,100	425,700	
55	261,700	325,200	380,800	427,300	
56	262,700	326,700	382,500	428,900	
57	263,700	328,300	384,000	430,500	
58	264,400	330,300	385,600	432,000	
59	265,400	332,300	387,100	433,200	
60	266,400	334,200	388,700	434,400	
61	267,400	335,900	389,800	435,500	
62	268,200	337,900	391,300	436,900	
63	269,000	339,900	392,700	438,400	
64	269,800	341,800	394,200	439,700	
65	270,900	343,500	395,200	440,700	
66	272,200	345,500	396,400	442,000	
67	273,500	347,500	397,700	443,200	
68	274,800	349,500	399,000	444,400	
69	276,000	351,300	400,200	445,400	
70	277,100	353,200	401,700	446,600	
71	278,200	355,100	403,200	447,800	
72	279,300	357,000	404,500	449,000	
73	280,500	358,700	405,800	450,200	
74	281,500	360,600	407,200	450,700	
75	282,500	362,400	408,600	451,100	
76	283,400	364,300	409,900	451,500	
77	284,300	366,100	410,900	452,200	
78	285,300	367,800	412,100		
79	286,300	369,400	413,300		
80	287,300	371,000	414,700		
81	287,900	372,300	415,900		
82	289,100	373,900	417,100		
83	290,200	375,400	418,100		
84	291,300	376,800	419,300		

85	292,000	377,900	420,500		
86	293,100	379,300	421,600		
87	294,100	380,700	422,700		
88	295,100	382,000	423,700		
89	296,100	383,100	424,900		
90	297,200	384,400	426,200		
91	298,300	385,500	427,500		
92	299,300	386,700	429,000		
93	299,900	387,600	430,100		
94	300,800	388,900	431,100		
95	301,800	390,200	432,000		
96	302,900	391,500	432,900		
97	304,100	392,800	433,800		
98	305,200	393,800	434,100		
99	306,200	394,800	434,400		
100	307,200	395,800	434,600		
101	308,000	396,500	434,800		
102	309,100	397,500	435,100		
103	310,100	398,600	435,400		
104	311,100	399,700	435,600		
105	311,700	400,700	435,800		
106	312,500	401,500	436,100		
107	313,300	402,300	436,400		
108	314,000	403,100	436,600		
109	314,800	403,900	436,800		
110	315,000	404,800	437,100		
111	315,500	405,600	437,400		
112	316,100	406,400	437,600		
113	316,600	407,300	437,800		
114	317,100	408,000	438,100		
115	317,700	408,700	438,400		
116	318,200	409,400	438,600		
117	318,500	409,800	438,800		
118	319,000	410,400			
119	319,400	410,900			
120	319,900	411,400			
121	320,200	411,600			
122	320,800	411,900			
123	321,400	412,200			
124	322,000	412,400			
125	322,400	412,600			
126	322,700	412,900			
127	323,000	413,200			
128	323,200	413,400			
129	323,400	413,600			
130	323,700	413,900			
131	324,000	414,200			
132	324,300	414,400			
133	324,500	414,600			
134	324,700	414,900			
135	324,900	415,200			



136	325,300	415,400			
137	325,500	415,600			
138	325,700	415,900			
139	326,000	416,200			
140	326,300	416,400			
141	326,500	416,600			
142	326,700	416,900			
143	327,000	417,200			
144	327,200	417,400			
145	327,500	417,600			
146	327,700				
147	327,900				
148	328,100				
149	328,500				
150	328,700				
151	328,900				
152	329,200				
153	329,500				

Note: The monthly salary for employees of Grade 3 and to whom this salary table applies shall be the amount prescribed in this table plus 7,700 yen.

**3. Re: Article 11 Medical Service Salary Tables**

**(a) Medical Service Salary Table I**

**(From February 1, 2024)**

Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
	JPY	JPY	JPY	JPY	JPY	JPY	JPY	JPY
1	167,200	202,800	236,100	258,800	287,400	330,400	373,400	438,600
2	168,600	204,400	237,400	259,900	289,200	332,400	376,000	441,200
3	170,000	205,900	238,700	261,100	291,200	334,300	378,600	443,700
4	171,400	207,300	239,900	262,200	293,100	336,200	381,200	446,300
5	172,700	208,800	241,100	263,400	294,900	338,000	383,500	448,700
6	174,500	210,000	242,300	264,600	296,900	340,000	386,200	451,200
7	176,200	211,200	243,400	265,700	298,700	342,000	388,800	453,700
8	177,800	212,400	244,500	266,700	300,500	344,000	391,500	456,200
9	179,400	213,800	245,400	267,800	302,400	345,800	393,600	458,600
10	181,100	215,300	246,500	268,500	304,000	347,900	395,800	461,000
11	182,700	216,800	247,800	268,200	305,500	349,900	398,000	463,600
12	184,600	218,300	248,900	270,000	307,100	351,900	400,200	466,000
13	186,000	219,700	250,200	271,000	308,800	353,400	402,200	468,500
14	187,800	221,200	251,400	272,000	310,700	355,400	404,200	470,000
15	189,800	222,500	252,600	273,000	312,700	357,300	406,200	471,300
16	191,600	224,200	253,800	274,100	314,500	359,300	408,200	472,600
17	193,500	225,500	254,600	275,300	316,300	361,100	410,000	473,800
18	194,700	226,800	255,800	276,800	318,200	363,100	411,900	475,100
19	196,200	228,200	256,900	278,400	320,100	365,100	413,800	476,400
20	197,600	229,500	258,000	280,000	321,900	367,000	415,600	477,700
21	198,800	230,600	259,200	281,500	323,700	368,700	417,400	478,900

22	200,300	231,700	260,000	283,100	325,600	370,700	419,000	480,300
23	201,700	232,800	260,800	284,700	327,400	372,700	420,600	481,700
24	203,000	233,900	261,600	286,300	329,300	374,700	422,100	482,900
25	204,600	235,000	262,500	287,900	331,000	376,100	423,600	484,300
26	205,600	236,200	263,500	289,400	332,900	377,900	424,900	485,600
27	206,700	237,500	264,500	290,900	334,800	379,700	426,200	487,000
28	207,800	228,500	265,500	292,500	336,600	381,400	427,500	488,400
29	209,000	239,500	266,700	293,800	337,900	383,100	428,800	489,800
30	210,100	240,800	268,200	295,300	339,700	384,600	430,000	490,900
31	211,200	242,200	269,700	296,600	341,400	386,100	431,200	492,000
32	212,300	243,400	271,000	298,300	343,200	387,600	432,300	493,100
33	213,700	244,400	272,200	299,800	344,900	388,900	433,500	494,200
34	215,000	245,700	273,800	301,400	346,700	390,200	434,700	495,100
35	216,300	246,600	275,300	303,000	348,500	391,500	445,900	496,000
36	217,500	247,800	276,800	304,600	350,300	392,600	437,100	496,900
37	218,500	249,000	278,100	305,900	351,900	393,700	438,400	497,900
38	219,500	250,100	279,500	307,500	353,600	394,800	439,200	
39	220,500	254,600	280,800	309,000	355,200	395,900	439,600	
40	221,500	252,100	282,100	310,500	356,800	397,000	440,300	
41	222,400	253,000	283,200	312,100	358,000	397,800	440,800	
42	223,400	253,800	284,600	313,700	359,100	398,600	441,200	
43	224,000	254,600	286,000	315,300	360,300	399,400	441,600	
44	224,900	255,400	287,300	316,800	361,500	400,200	442,000	
45	225,800	256,200	288,600	317,700	365,500	400,600	442,400	
46	226,700	257,400	290,200	319,100	363,300	401,200	442,800	
47	227,600	258,600	291,700	320,600	364,300	401,700	443,200	
48	228,500	259,700	293,100	322,200	365,400	402,100	443,500	
49	229,200	261,000	294,300	323,600	366,400	402,500	443,800	
50	230,100	262,300	295,800	324,900	367,400	402,800	444,200	
51	231,000	263,400	297,100	326,100	368,400	403,100	444,500	
52	231,800	264,400	298,600	327,300	369,300	403,400	444,800	
53	232,100	265,400	299,900	328,300	370,100	403,700	445,100	
54	232,900	266,500	301,300	329,300	370,900	404,000		
55	233,500	267,600	302,700	330,300	371,800	404,300		
56	234,200	268,700	304,000	331,200	372,600	404,600		
57	234,800	269,400	305,000	331,700	373,100	404,900		
58	235,400	270,500	306,200	332,600	373,900	405,200		
59	235,900	271,600	307,400	333,400	374,700	405,500		
60	236,400	272,500	308,800	334,300	375,500	405,900		
61	237,000	273,300	310,100	335,000	375,900	406,100		
62	237,500	274,300	311,300	335,300	376,600	406,400		
63	238,000	275,200	312,500	335,800	377,300	406,700		
64	238,600	276,100	313,700	336,400	377,900	407,000		
65	239,100	276,900	315,000	337,000	378,300	407,200		
66	239,600	277,900	315,800	337,700	378,900			
67	240,200	278,800	316,500	338,400	379,600			
68	240,700	279,700	317,200	339,000	380,200			
69	241,200	280,600	317,800	339,700	380,600			
70	241,700	281,600	318,500	340,200	381,100			
71	242,100	282,700	319,200	340,800	381,600			
72	242,600	283,700	319,800	341,100	382,100			

73	243,100	284,300	320,400	341,700	382,700			
74	243,600	284,800	320,600	342,300	383,200			
75	244,100	285,300	321,100	342,800	383,800			
76	244,600	285,100	321,600	343,300	384,400			
77	244,900	286,900	322,200	343,800	384,900			
78	245,200	287,500	322,700	344,300	385,400			
79	245,50	288,100	323,200	344,800	385,900			
80	245,700	288,600	323,600	345,200	386,400			
81	245,900	289,100	324,200	345,500	386,700			
82	246,200	289,600	324,700	345,800	387,200			
83	246,500	290,000	325,100	346,200	387,600			
84	246,700	290,300	325,600	345,500	388,000			
85	246,900	290,500	326,100	347,000	388,400			
86		290,700	326,500	347,300				
87		290,900	326,700	347,600				
88		291,100	327,000	347,900				
89		291,500	327,400	348,300				
90		291,700	327,800	348,600				
91		291,900	328,200	349,000				
92		292,100	328,600	349,300				
93		292,500	328,900	349,700				
94		292,700	329,100	350,000				
95		292,900	329,500	350,300				
96		293,200	329,800	350,600				
97		293,500	330,000	350,900				
98		293,700	330,300	351,300				
99		293,900	330,600	351,700				
100		294,200	330,900	352,100				
101		294,500	331,100	352,600				
102		294,700	331,400	353,000				
103		294,900	331,800	353,400				
104		295,200	332,000	353,800				
105		295,500	332,200	354,300				
106			332,400					
107			332,800					
108			333,000					
109			333,200					
110			333,600					
111			334,000					
112			334,400					
113			334,600					

**(b) Medical Service Salary Table II****(From February 1, 2024)**

Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
	JPY	JPY	JPY	JPY	JPY	JPY	JPY
1	183,500	211,000	253,600	272,400	293,800	332,800	376,100
2	184,900	212,900	255,000	273,300	295,300	334,800	378,700
3	186,400	214,900	256,500	274,100	296,900	336,800	381,400
4	187,800	216,800	257,900	274,900	298,500	338,800	384,000
5	189,300	218,800	259,100	275,400	299,800	340,800	386,200
6	190,800	220,600	259,900	276,300	301,500	342,900	388,400
7	192,300	222,400	260,700	277,000	303,100	344,900	390,700
8	193,800	224,100	261,400	277,900	304,700	346,900	393,000
9	195,000	225,800	262,100	278,800	306,300	348,400	394,900
10	196,700	227,200	262,800	279,400	307,700	350,400	397,000
11	198,300	228,500	263,600	280,300	308,900	352,300	399,200
12	199,800	229,400	264,300	281,200	310,200	354,300	401,400
13	201,200	230,800	265,100	282,100	311,400	356,200	403,300
14	203,200	231,800	266,000	283,000	313,000	358,200	405,300
15	205,300	232,800	266,800	283,900	314,600	360,200	407,400
16	207,300	233,700	267,700	284,800	316,200	362,200	409,400
17	209,300	234,800	268,200	285,800	317,700	364,100	411,400
18	211,300	236,200	269,000	286,800	319,200	366,100	413,600
19	213,400	237,600	269,800	287,800	320,700	368,200	415,800
20	215,400	238,700	270,600	288,900	322,100	370,200	417,900
21	217,300	239,800	271,300	290,200	323,500	371,900	419,800
22	219,300	241,400	272,000	291,600	324,400	374,000	421,700
23	220,700	243,100	272,700	292,800	326,400	379,100	423,500
24	222,400	244,500	273,500	294,000	327,800	378,100	425,400
25	223,700	245,700	274,300	295,100	329,200	380,000	427,100
26	225,000	247,000	275,000	296,500	330,600	381,600	428,700
27	226,100	248,400	275,800	297,900	332,000	383,400	430,400
28	227,100	249,700	276,600	299,300	333,300	385,200	432,000
29	228,200	251,100	277,600	300,300	334,500	386,900	433,300
30	229,000	252,100	278,700	301,600	336,000	388,600	434,600
31	229,800	252,900	280,100	302,900	337,400	390,500	436,200
32	230,500	253,600	281,300	304,100	338,900	392,200	437,700
33	231,600	254,400	282,500	305,300	340,400	393,900	439,400
34	232,800	255,300	283,800	306,700	341,900	395,600	441,000
35	233,900	256,200	284,900	308,100	343,400	397,400	442,400
36	234,900	256,900	286,100	309,500	344,900	399,100	443,800
37	235,900	257,600	287,500	310,800	346,500	400,700	444,900
38	237,200	258,500	288,600	312,100	348,100	402,400	446,200
39	238,500	259,400	289,700	313,500	349,600	404,200	447,500
40	239,700	260,300	290,700	314,900	351,100	406,000	447,900
41	240,500	260,700	291,700	316,400	352,300	407,500	449,900
42	241,500	261,500	292,900	317,800	353,800	409,000	450,600
43	242,500	262,300	294,100	319,200	355,300	410,800	451,400
44	243,500	263,000	295,300	320,500	356,700	411,800	452,000
45	244,500	263,400	296,400	321,300	358,100	412,900	452,900
46	245,500	264,400	297,700	322,700	359,100	414,000	453,600

47	246,400	265,100	299,000	324,100	360,500	415,100	454,400
48	247,200	265,800	300,200	325,600	361,800	416,300	455,200
49	248,800	266,500	301,300	326,700	363,100	417,600	455,900
50	248,900	267,300	302,500	328,000	364,500	418,7400	456,600
51	249,800	268,000	303,700	329,300	365,800	419,900	457,300
52	250,600	268,900	305,000	330,600	367,100	421,000	458,100
53	251,200	269,800	306,400	331,900	368,600	422,200	455,900
54	252,100	270,900	307,700	333,200	369,800	423,200	459,700
55	253,000	272,000	309,000	334,500	370,900	424,300	460,400
56	253,800	273,200	310,200	335,800	372,100	425,400	461,100
57	254,500	274,400	311,000	336,700	373,200	426,500	461,900
58	255,400	275,800	312,200	338,000	374,100	427,000	
59	256,000	277,100	313,400	339,200	375,100	427,600	
60	256,800	278,400	314,800	340,800	376,000	428,000	
61	257,500	279,600	315,900	341,500	376,600	428,600	
62	258,200	280,800	317,200	342,400	377,400	429,100	
63	258,900	281,900	318,400	343,500	378,200	429,500	
64	259,600	283,000	319,600	344,700	379,000	430,000	
65	260,200	284,000	320,800	345,800	379,700	430,500	
66	260,900	285,200	322,100	347,000	380,400	430,900	
67	261,500	286,400	323,300	348,200	381,200	431,200	
68	262,100	287,400	324,500	349,200	381,900	431,500	
69	262,700	288,400	325,200	350,200	382,500	431,900	
70	263,300	289,800	326,300	351,200	383,100		
71	264,100	291,100	327,400	352,300	383,800		
72	264,900	292,300	328,300	353,400	384,400		
73	266,100	293,300	329,400	354,200	385,100		
74	267,200	294,600	330,100	355,300	385,600		
75	268,200	295,800	331,200	356,400	386,200		
76	269,200	297,000	332,300	357,400	386,700		
77	270,100	298,300	333,400	358,100	387,100		
78	271,000	299,500	334,600	358,900	387,700		
79	271,900	300,700	335,700	359,700	388,200		
80	272,800	301,900	336,800	360,400	388,500		
81	273,600	302,400	337,900	361,000	388,800		
82	274,500	303,600	339,000	361,500	389,300		
83	275,400	304,700	340,000	362,100	389,700		
84	276,000	305,800	341,100	362,600	390,000		
85	276,700	306,900	342,000	363,200	390,300		
86	277,400	308,100	343,000	363,700	390,800		
87	278,100	309,300	343,900	364,300	391,300		
88	278,800	310,400	344,900	364,800	391,700		
89	279,600	311,500	345,800	365,200	392,000		
90	280,400	312,700	346,600	365,600	392,400		
91	281,200	313,900	347,400	366,200	392,900		
92	282,000	315,000	348,200	366,700	393,300		
93	282,800	315,800	348,800	367,000	393,700		
94	283,800	316,500	349,400	367,500			
95	284,700	317,200	350,100	367,900			
96	285,600	317,800	350,700	368,200			
97	286,200	318,300	351,100	368,800			

98	286,800	318,600	351,500	369,300			
99	287,400	319,200	352,000	369,800			
100	288,300	319,800	352,400	370,300			
101	289,100	320,200	352,900	370,900			
102	289,900	320,800	353,300	371,400			
103	290,700	321,400	353,800	371,900			
104	291,500	321,900	354,200	372,300			
105	292,100	322,300	354,500	372,900			
106	292,600	322,800	355,000	373,400			
107	293,100	323,300	355,400	373,900			
108	293,500	323,800	355,700	374,400			
109	293,700	324,200	356,200	375,000			
110	294,000	324,600	356,700	375,400			
111	294,200	324,900	357,200	375,900			
112	294,500	325,200	357,700	376,400			
113	294,800	325,500	358,200	377,000			
114	295,000	325,900	358,700				
115	295,300	326,300	359,200				
116	295,500	326,600	359,600				
117	295,800	326,800	360,000				
118	296,100	327,100	360,400				
119	296,400	327,500	360,900				
120	296,700	327,700	361,400				
121	297,000	327,900	361,800				
122	297,400	328,200	362,300				
123	297,700	328,500	362,800				
124	298,100	328,800	363,300				
125	298,300	329,000	363,600				
126	298,500	329,300					
127	298,800	329,700					
128	299,200	329,900					
129	299,400	330,100					
130	299,700	330,300					
131	300,100	330,700					
132	300,500	330,900					
133	300,700	331,200					
134	301,000	331,600					
135	301,400	332,000					
136	301,700	332,400					
137	301,900	332,700					
138	302,200	333,100					
139	302,600	333,500					
140	302,900	333,900					
141	303,100	334,200					
142	303,500	334,600					
143	303,900	334,900					
144	304,200	335,300					
145	304,400	335,600					
146	304,600	336,000					
147	304,900	336,400					
148	305,300	336,800					

149	305,500	337,100					
150	305,700	337,500					
151	306,000	337,900					
152	306,300	338,300					
153	306,700	338,600					
154	306,900						
155	307,100						
156	307,400						
157	307,700						
158	308,000						
159	308,300						
160	308,600						
161	309,000						
162	309,300						
163	309,600						
164	309,900						
165	310,300						
166	310,600						
167	310,900						
168	311,200						
169	311,600						

**4. Re: Article 11 Designated Service Salary Table**

(From February 1, 2024)

Level	Monthly Salary
	JPY
1	518,000
2	576,000
3	636,000
4	708,000
5	763,000
6	820,000
7	898,000
8	968,000
9	1,038,000
10	1,110,000
11	1,178,000
12	1,203,000

**Re: Paragraph 2 of the Supplementary Provisions of the Rules to Partially Revise the University of Tokyo Rules on Compensation for Academic and Administrative Staff (University of Tokyo Rules No. 115 of 2006)**

The salary changeover prescribed in paragraph 2 of the Rules of the Rules to Partially Revise the University of Tokyo Rules on Compensation for Academic and Administrative Staff shall be provided for as follows.

**1. Job Grade Changeover**

From the effective date, the job grade of employees who were subject to a salary table other than the Designated Service Salary Table on the day before the effective date (hereinafter referred to as the “new job grade”) shall be the job grade set out in the New Job Grade column of Appended Table 1 that corresponds to the salary table and the job grade applicable to them on the day before the effective date (hereinafter referred to as the “former job grade”); provided, however, that changeover to the new Grade 10 of the General Service Salary Table I shall be subject to provisions provided separately, and no changeover shall be made to the new Grade 6 of the Educational Service Salary Table I on the effective date.

**2. Salary Level Changeover**

- (1) From the effective date, the salary level of employees who were subject to a salary table other than the Designated Service Salary Table on the day before the effective date (hereinafter referred to as the “new salary level”) shall be the salary level set out in Appended Table 2 that corresponds to the salary table, former job grade and salary level (including levels specially assigned above the highest level listed in the salary table) applicable to them on the day before the effective date (hereinafter referred to as the “former salary level”) and the period during which the former salary level applied (hereinafter referred to as the “transitional period”).
- (2) From the effective date, the salary level of employees who were subject to the Designated Service Salary Table on the day before the effective date shall be the salary level set out in Appended Table 3 that corresponds to the salary level applicable to them on the day before the effective date.

**3. Transitional Period**

- (1) The transitional period in item (1) of the preceding paragraph shall be the period beginning on the day deemed to be the day on which the former salary level was applicable (or, in the case of employees unaffected by revisions to the Rules on Compensation, the first day of the former salary level’s salary increase period immediately preceding the expected time of the first salary increase following the effective date; the same shall apply hereinafter), and ending on the day before the effective date (excluding cases mentioned in items (3) and (4) below).
- (2) With regard to the first salary increase on or after the effective date for employees unaffected by revisions to the Rules on Compensation, the transitional period for those employees who were subject to deferment of salary increases on the day before the effective date shall be the period beginning on the day deemed to be the day on which the former salary level became applicable, and ending on the day before the effective date, provided that such employees exhibited good job performance following the effective date (excluding cases mentioned in items (3) and (4) below).
- (3) The transitional period shall be zero months for employees who fall under any of the following descriptions on the day before the changeover date:
  - (i) Employees who were on a leave of absence pursuant to items (1), (2), (3) and (5) of Article 14, paragraph 1 of the University of Tokyo Rules on Conditions of Employment of Academic and Administrative Staff, and employees who were placed on a leave of absence pursuant to item (4) of the same paragraph, and who are subject to the provisions of the University of Tokyo Regulations on External Assignment of Academic and Administrative Staff for Training



Involving Research Duties;

- (ii) Employees who were on child care leave or family care leave pursuant to the University of Tokyo Regulations on Child and Family Care Leave for Academic and Administrative Staff; or
  - (iii) Employees who were not scheduled to be subject to a salary increase on or following the effective date because they were not affected by revisions to the Rules on Compensation.
- (4) In the case of employees who returned to work before the effective date after assuming the status mentioned in items (i) and (ii) of the preceding paragraph or after being absent from work due to sick leave pursuant to the University of Tokyo Rules on Working Hours and Leave for Academic and Administrative Staff, and who had not reached the time for the resumption-of-work adjustment (meaning salary level adjustments that are made for the period of absence in comparison to other employees) on the day before the effective date, the transitional period shall be the period beginning on the initial calculation date (meaning, in cases unaffected by revisions to the Rules on Compensation, the first day of the former salary level's salary increase period immediately preceding the time of the relevant resumption-of-work adjustment) and ending on the day before the effective date.

**4. Adjustment of Pre-Effective Date Salary Level for Reassigned Personnel**

In the case of employees who were reassigned to a job with a different job grade before the effective date, their new salary level shall be adjusted as necessary in order to balance it with the salary level they would have received if the change to a new job grade had taken place on the effective date.

Appended Table 1

Changeover Table for Job Grades

Salary Table	Former Job Grade	New Job Grade
General Service Salary Table I	Grade 1	Grade 1
	Grade 2	
	Grade 3	Grade 2
	Grade 4	Grade 3
	Grade 5	
	Grade 6	Grade 4
	Grade 7	Grade 5
	Grade 8	Grade 6
	Grade 9	Grade 7
	Grade 10	Grade 8
	Grade 11	Grade 9
General Service Salary Table II	Grade 1	Grade 1
	Grade 2	Grade 2
	Grade 3	Grade 3
	Grade 4	
	Grade 5	Grade 4
	Grade 6	Grade 5

Educational Service Salary Table I	Grade 1	Grade 1
	Grade 2	Grade 2
	Grade 3	Grade 3
	Grade 4	Grade 4
	Grade 5	Grade 5
		Grade 6
Educational Service Salary Table II	Grade 1	Grade 1
	Grade 2	Grade 2
	Grade 3	Grade 3
	Grade 4	Grade 4
Medical Service Salary Table I	Grade 1	Grade 1
	Grade 2	Grade 2
	Grade 3	Grade 3
	Grade 4	Grade 4
	Grade 5	Grade 5
	Grade 6	Grade 6
	Grade 7	Grade 7
	Grade 8	Grade 8
Medical Service Salary Table II	Grade 1	Grade 1
	Grade 2	Grade 2
	Grade 3	Grade 3
	Grade 4	Grade 4
	Grade 5	Grade 5
	Grade 6	Grade 6
	Grade 7	Grade 7

Appended Table 2

(a) New Salary Level for Employees Subject to General Service Salary Table I

Former Salary Level	Former Job Grade Transitional Period	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	
												New Job Grade 9	New Job Grade 10
1	Less than three months			1	1	5	1	1	1	1	1	1	1
	At least three months but less than six months			2	1	6	1	1	1	1	1	1	1
	At least six months but less than nine months			3	1	7	1	1	1	1	1	1	1
	At least nine months but less than twelve months			4	1	8	1	1	1	1	1	1	1
	Twelve months or more			5	1	9	1	1	1	1	1	1	1
2	Less than three months	1	25	5	1	9	1	1	1	1	1	1	1
	At least three months but less than six months	2	26	6	2	10	1	1	1	1	1	1	1
	At least six months but less than nine months	3	27	7	3	11	1	1	1	1	1	1	1
	At least nine months but less than twelve months	4	28	8	4	12	1	1	1	1	1	1	1
	Twelve months or more	5	29	9	5	13	1	1	1	1	1	1	1
3	Less than three months	5	29	9	5	13	1	1	1	1	1	1	1
	At least three months but less than six months	6	30	10	6	14	2	1	1	1	1	1	1
	At least six months but less than nine months	7	31	11	7	15	3	1	1	1	1	1	1
	At least nine months but less than twelve months	8	32	12	8	16	4	1	1	1	1	1	1
	Twelve months or more	9	33	13	9	17	5	1	1	1	1	1	1
4	Less than three months	9	33	13	9	17	5	1	1	1	1	1	1
	At least three months but less than six months	10	34	14	10	18	6	2	1	1	1	1	1
	At least six months but less than nine months	11	35	15	11	19	7	3	1	1	1	1	1
	At least nine months but less than twelve months	12	36	16	12	20	8	4	1	1	1	1	1
	Twelve months or more	13	37	17	13	21	9	5	1	1	1	1	1
5	Less than	13	37	17	13	21	9	5	1	1	1	1	1

	three months												
	At least three months but less than six months	14	38	18	14	22	10	6	2	1	1	1	1
	At least six months but less than nine months	15	39	19	15	23	11	7	3	1	1	1	1
	At least nine months but less than twelve months	16	40	20	16	24	12	8	4	1	1	1	1
	Twelve months or more	17	41	21	17	25	13	9	5	1	1	1	1
6	Less than three months	17	41	21	17	25	13	9	5	1	1	1	1
	At least three months but less than six months	18	42	22	18	26	14	10	6	2	1	1	1
	At least six months but less than nine months	19	43	23	19	27	15	11	7	3	1	1	1
	At least nine months but less than twelve months	20	44	24	20	28	16	12	8	4	1	1	1
	Twelve months or more	21	45	25	21	29	17	13	9	5	1	1	1
7	Less than three months	21	45	25	21	29	17	13	9	5	1	1	1
	At least three months but less than six months	22	46	26	22	30	18	14	10	6	2	2	1
	At least six months but less than nine months	23	47	27	23	31	19	15	11	7	3	3	1
	At least nine months but less than twelve months	24	48	28	24	32	20	16	12	8	4	4	1
	Twelve months or more	25	49	29	25	33	21	17	13	9	5	5	1
8	Less than three months	25	49	29	25	33	21	17	13	9	5	5	1
	At least three months but less than six months	26	50	30	26	34	22	18	14	10	6	6	1
	At least six months but less than nine months	27	51	31	27	35	23	19	15	11	7	7	1
	At least nine months but less than twelve months	28	52	32	28	36	24	20	16	12	8	8	1
	Twelve months or more	29	53	33	29	37	25	21	17	13	9	9	1
9	Less than three months	29	53	33	29	37	25	21	17	13	9	9	1
	At least three months but less than six months	29	54	34	30	38	26	22	18	14	10	10	1
	At least six months but less than nine months	30	55	35	31	39	27	23	19	15	11	11	1
	At least nine months but less than twelve months	30	56	36	32	40	28	24	20	16	12	12	1

	Twelve months or more	31	57	37	33	41	29	25	21	17	13	13	1
10	Less than three months	31	57	37	33	41	29	25	21	17	13	13	1
	At least three months but less than six months	31	58	38	34	42	30	26	22	18	14	14	1
	At least six months but less than nine months	32	59	39	35	43	31	27	23	19	15	15	1
	At least nine months but less than twelve months	32	60	40	36	44	32	28	24	20	16	16	1
	Twelve months or more	33	61	41	37	45	33	29	25	21	17	17	1
11	Less than three months	33	61	41	37	45	33	29	25	21	17	17	1
	At least three months but less than six months	33	62	42	38	46	34	30	26	22	18	18	1
	At least six months but less than nine months	33	63	43	39	47	35	31	27	23	19	19	1
	At least nine months but less than twelve months	34	64	44	40	48	36	32	28	24	20	20	1
	Twelve months or more	34	65	45	41	49	37	33	29	25	21	21	1
12	Less than three months	34	65	45	41	49	37	33	29	25	21	21	1
	At least three months but less than six months	34	66	46	42	50	38	34	30	26	22	22	2
	At least six months but less than nine months	35	67	47	43	51	39	35	31	27	23	23	3
	At least nine months but less than twelve months	35	68	48	44	52	40	36	32	28	24	24	4
	Twelve months or more	35	69	49	45	53	41	37	33	29	25	25	5
13	Less than three months	35	69	49	45	53	41	37	33	29	25	25	5
	At least three months but less than six months	36	70	50	46	54	42	38	34	30	26	26	6
	At least six months but less than nine months	36	71	51	47	55	43	39	35	31	27	27	7
	At least nine months but less than twelve months	36	72	52	48	56	44	40	36	32	28	28	8
	Twelve months or more	37	73	53	49	57	45	41	37	33	29	29	9
14	Less than three months	37	73	53	49	57	45	41	37	33	29	29	9
	At least three months but less than six months	37	74	54	49	58	46	42	38	34	30	30	10
	At least six months but less than nine months	37	75	55	50	59	47	43	39	35	31	31	11

	At least nine months but less than twelve months	37	76	56	50	60	48	44	40	36	32	32	12
	Twelve months or more	38	77	57	51	61	49	45	41	37	33	33	13
15	Less than three months	38	77	57	51	61	49	45	41	37	33	33	13
	At least three months but less than six months	38	78	58	51	62	50	46	42	38	34	34	13
	At least six months but less than nine months	38	79	59	52	63	51	47	43	39	35	35	13
	At least nine months but less than twelve months	38	80	60	52	64	52	48	44	40	36	36	14
	Twelve months or more	39	81	61	53	65	53	49	45	41	37	37	14
16	Less than three months	39	81	61	53	65	53	49	45	41			
	At least three months but less than six months	39	82	62	54	66	54	50	46	42			
	At least six months but less than nine months	39	83	63	55	67	55	51	47	43			
	At least nine months but less than twelve months	39	84	64	56	68	56	52	48	44			
	Twelve months or more	40	85	65	57	69	57	53	49	45			
17	Less than three months		85	65	57	69	57	53	49	45			
	At least three months but less than six months		86	66	57	70	58	54	50	46			
	At least six months but less than nine months		87	67	58	71	59	55	51	47			
	At least nine months but less than twelve months		88	68	58	72	60	56	52	48			
	Twelve months or more		89	69	59	73	61	57	53	49			
18	Less than three months		89	69	59	73	61	57	53	49			
	At least three months but less than six months		90	70	59	74	62	58	54	50			
	At least six months but less than nine months		91	71	60	75	63	59	55	51			
	At least nine months but less than twelve months		92	72	60	76	64	60	56	52			
	Twelve months or more		93	73	61	77	65	61	57	53			
19	Less than three months		93	73	61	77	65	61	57				
	At least three months but less than six months		93	74	61	78	66	62	58				

	At least six months but less than nine months		93	75	61	79	67	63	59				
	At least nine months but less than twelve months		93	76	62	80	68	64	60				
	Twelve months or more		93	77	62	81	69	65	61				
20	Less than three months			77	62	81	69	65	61				
	At least three months but less than six months			78	62	82	70	66	62				
	At least six months but less than nine months			79	63	83	71	67	63				
	At least nine months but less than twelve months			80	63	84	72	68	64				
	Twelve months or more			81	63	85	73	69	65				
21	Less than three months			81	63	85	73	69	65				
	At least three months but less than six months			82	64	86	74	70	66				
	At least six months but less than nine months			83	64	87	75	71	67				
	At least nine months but less than twelve months			84	64	88	76	72	68				
	Twelve months or more			85	65	89	77	73	69				
22	Less than three months			85	65	89	77	73					
	At least three months but less than six months			86	65	90	78	74					
	At least six months but less than nine months			87	66	91	79	75					
	At least nine months but less than twelve months			88	66	92	80	76					
	Twelve months or more			89	67	93	81	77					
23	Less than three months			89	67	93	81						
	At least three months but less than six months			90	67	94	82						
	At least six months but less than nine months			91	68	95	83						
	At least nine months but less than twelve months			92	68	96	84						
	Twelve months or more			93	69	97	85						
24	Less than three months			93	69	97	85						

	At least three months but less than six months			94	70	98	86						
	At least six months but less than nine months			95	71	99	87						
	At least nine months but less than twelve months			96	72	100	88						
	Twelve months or more			97	73	101	89						
25	Less than three months			97	73	101							
	At least three months but less than six months			98	73	102							
	At least six months but less than nine months			99	74	103							
	At least nine months but less than twelve months			100	74	104							
	Twelve months or more			101	75	105							
26	Less than three months			101	75	105							
	At least three months but less than six months			102	75	106							
	At least six months but less than nine months			103	76	107							
	At least nine months but less than twelve months			104	76	108							
	Twelve months or more			105	77	109							
27	Less than three months			105	77								
	At least three months but less than six months			106	78								
	At least six months but less than nine months			107	79								
	At least nine months but less than twelve months			108	80								
	Twelve months or more			109	81								
28	Less than three months			109	81								
	At least three months but less than six months			110	82								
	At least six months but less than nine months			111	83								
	At least nine months but less than twelve months			112	84								
	Twelve months or more			113	85								



	more												
29	Less than three months			113									
	At least three months but less than six months			114									
	At least six months but less than nine months			115									
	At least nine months but less than twelve months			116									
	Twelve months or more			117									
30	Less than three months			117									
	At least three months but less than six months			118									
	At least six months but less than nine months			119									
	At least nine months but less than twelve months			120									
	Twelve months or more			121									
31	Less than three months			121									
	At least three months but less than six months			122									
	At least six months but less than nine months			123									
	At least nine months but less than twelve months			124									
	Twelve months or more			125									
32	Less than three months			125									
	At least three months but less than six months			125									
	At least six months but less than nine months			125									
	At least nine months but less than twelve months			125									
	Twelve months or more			125									
Special I	Less than three months		93	125	85	109	89	77	69	53	37	37	14
	At least three months but less than six months		93	125	85	110	90	78	70	54	38	38	14
	At least six months but less than nine months		93	125	86	111	91	79	71	55	39	39	15
	At least nine		93	125	86	112	92	80	72	56	40	40	15

	months but less than twelve months												
	Twelve months or more		93	125	87	113	93	81	73	57	41	41	15
Special 2	Less than three months		93	125	87	113	93	81	73	57	41	41	15
	At least three months but less than six months		93	125	87	113	93	82	74	58	42	41	15
	At least six months but less than nine months		93	125	88	113	93	83	75	59	43	41	15
	At least nine months but less than twelve months		93	125	88	113	93	84	76	60	44	41	15
	Twelve months or more		93	125	89	113	93	85	77	61	45	41	15
Special 3 or higher	Less than three months		93	125	89	113	93	85	77	61	45	41	15
	At least three months but less than six months		93	125	90	113	93	85	77	61	45	41	15
	At least six months but less than nine months		93	125	91	113	93	85	77	61	45	41	15
	At least nine months but less than twelve months		93	125	92	113	93	85	77	61	45	41	15
	Twelve months or more		93	125	93	113	93	85	77	61	45	41	15

(b) New Salary Level for Employees Subject to General Service Salary Table II

Former Salary Level	Former Job Grade	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6
	Transitional Period						
1	Less than three months		1	1	5	1	1
	At least three months but less than six months		1	1	6	1	1
	At least six months but less than nine months		1	1	7	1	1
	At least nine months but less than twelve months		1	1	8	1	1
	Twelve months or more		1	1	9	1	1
2	Less than three months	1	1	1	9	1	1
	At least three months but less than six months	2	2	1	10	1	1
	At least six months but less than nine months	3	3	1	11	1	1
	At least nine months but less than twelve months	4	4	1	12	1	1
	Twelve months or more	5	5	1	13	1	1

	more						
3	Less than three months	5	5	1	13	1	1
	At least three months but less than six months	6	6	2	14	1	1
	At least six months but less than nine months	7	7	3	15	1	1
	At least nine months but less than twelve months	8	8	4	16	1	1
	Twelve months or more	9	9	5	17	1	1
4	Less than three months	9	9	5	17	1	1
	At least three months but less than six months	10	10	6	18	1	1
	At least six months but less than nine months	11	11	7	19	1	1
	At least nine months but less than twelve months	12	12	8	20	1	1
	Twelve months or more	13	13	9	21	1	1
5	Less than three months	13	13	9	21	1	1
	At least three months but less than six months	14	14	10	22	2	1
	At least six months but less than nine months	15	15	11	23	3	1
	At least nine months but less than twelve months	16	16	12	24	4	1
	Twelve months or more	17	17	13	25	5	1
6	Less than three months	17	17	13	25	5	1
	At least three months but less than six months	18	18	14	26	6	2
	At least six months but less than nine months	19	19	15	27	7	3
	At least nine months but less than twelve months	20	20	16	28	8	4
	Twelve months or more	21	21	17	29	9	5
7	Less than three months	21	21	17	29	9	5
	At least three months but less than six months	22	22	18	30	10	6
	At least six months but less than nine months	23	23	19	31	11	7
	At least nine	24	24	20	32	12	8

	months but less than twelve months						
	Twelve months or more	25	25	21	33	13	9
8	Less than three months	25	25	21	33	13	9
	At least three months but less than six months	26	26	22	34	14	10
	At least six months but less than nine months	27	27	23	35	15	11
	At least nine months but less than twelve months	28	28	24	36	16	12
	Twelve months or more	29	29	25	37	17	13
9	Less than three months	29	29	25	37	17	13
	At least three months but less than six months	30	30	26	38	18	14
	At least six months but less than nine months	31	31	27	39	19	15
	At least nine months but less than twelve months	32	32	28	40	20	16
	Twelve months or more	33	33	29	41	21	17
10	Less than three months	33	33	29	41	21	17
	At least three months but less than six months	34	34	30	42	22	18
	At least six months but less than nine months	35	35	31	43	23	19
	At least nine months but less than twelve months	36	36	32	44	24	20
	Twelve months or more	37	37	33	45	25	21
11	Less than three months	37	37	33	45	25	21
	At least three months but less than six months	38	38	34	46	26	22
	At least six months but less than nine months	39	39	35	47	27	23
	At least nine months but less than twelve months	40	40	36	48	28	24
	Twelve months or more	41	41	37	49	29	25
12	Less than three months	41	41	37	49	29	25
	At least three months but less than six months	42	42	38	50	30	26
	At least six months	43	43	39	51	31	27

	but less than nine months						
	At least nine months but less than twelve months	44	44	40	52	32	28
	Twelve months or more	45	45	41	53	33	29
13	Less than three months	45	45	41	53	33	29
	At least three months but less than six months	46	46	42	54	34	30
	At least six months but less than nine months	47	47	43	55	35	31
	At least nine months but less than twelve months	48	48	44	56	36	32
	Twelve months or more	49	49	45	57	37	33
14	Less than three months	49	49	45	57	37	33
	At least three months but less than six months	50	50	46	58	38	34
	At least six months but less than nine months	51	51	47	59	39	35
	At least nine months but less than twelve months	52	52	48	60	40	36
	Twelve months or more	53	53	49	61	41	37
15	Less than three months	53	53	49	61	41	37
	At least three months but less than six months	54	54	50	62	42	38
	At least six months but less than nine months	55	55	51	63	43	39
	At least nine months but less than twelve months	56	56	52	64	44	40
	Twelve months or more	57	57	53	65	45	41
16	Less than three months	57	57	53	65	45	41
	At least three months but less than six months	58	58	54	66	46	42
	At least six months but less than nine months	59	59	55	67	47	43
	At least nine months but less than twelve months	60	60	56	68	48	44
	Twelve months or more	61	61	57	69	49	45
17	Less than three months	61	61	57	69	49	45
	At least three	62	62	58	70	50	46

	months but less than six months						
	At least six months but less than nine months	63	63	59	71	51	47
	At least nine months but less than twelve months	64	64	60	72	52	48
	Twelve months or more	65	65	61	73	53	49
18	Less than three months	65	65	61	73	53	49
	At least three months but less than six months	66	66	62	74	54	50
	At least six months but less than nine months	67	67	63	75	55	51
	At least nine months but less than twelve months	68	68	64	76	56	52
	Twelve months or more	69	69	65	77	57	53
19	Less than three months	69	69	65	77	57	53
	At least three months but less than six months	70	70	65	78	58	54
	At least six months but less than nine months	71	71	66	79	59	55
	At least nine months but less than twelve months	72	72	66	80	60	56
	Twelve months or more	73	73	67	81	61	57
20	Less than three months	73	73	67	81	61	57
	At least three months but less than six months	74	74	67	82	62	58
	At least six months but less than nine months	75	75	68	83	63	59
	At least nine months but less than twelve months	76	76	68	84	64	60
	Twelve months or more	77	77	69	85	65	61
21	Less than three months	77	77	69	85	65	61
	At least three months but less than six months	78	78	70	86	66	62
	At least six months but less than nine months	79	79	71	87	67	63
	At least nine months but less than twelve months	80	80	72	88	68	64
	Twelve months or more	81	81	73	89	69	65

22	Less than three months	81	81	73	89	69	65
	At least three months but less than six months	82	82	73	90	70	66
	At least six months but less than nine months	83	83	74	91	71	67
	At least nine months but less than twelve months	84	84	74	92	72	68
	Twelve months or more	85	85	75	93	73	69
23	Less than three months	85	85	75	93	73	69
	At least three months but less than six months	86	86	75	94	74	69
	At least six months but less than nine months	87	87	76	95	75	69
	At least nine months but less than twelve months	88	88	76	96	76	69
	Twelve months or more	89	89	77	97	77	69
24	Less than three months	89	89	77	97	77	
	At least three months but less than six months	90	90	77	98	78	
	At least six months but less than nine months	91	91	78	99	79	
	At least nine months but less than twelve months	92	92	78	100	80	
	Twelve months or more	93	93	79	101	81	
25	Less than three months	93	93	79	101	81	
	At least three months but less than six months	94	94	79	102	82	
	At least six months but less than nine months	95	95	80	103	83	
	At least nine months but less than twelve months	96	96	80	104	84	
	Twelve months or more	97	97	81	105	85	
26	Less than three months	97	97	81	105	85	
	At least three months but less than six months	98	98	82	106	86	
	At least six months but less than nine months	99	99	83	107	87	
	At least nine months but less	100	100	84	108	88	

	than twelve months						
	Twelve months or more	101	101	85	109	89	
27	Less than three months	101	101	85	109	89	
	At least three months but less than six months	102	102	85	110	90	
	At least six months but less than nine months	103	103	86	111	91	
	At least nine months but less than twelve months	104	104	86	112	92	
	Twelve months or more	105	105	87	113	93	
28	Less than three months	105	105	87	113		
	At least three months but less than six months	106	106	87	114		
	At least six months but less than nine months	107	107	88	115		
	At least nine months but less than twelve months	108	108	88	116		
	Twelve months or more	109	109	89	117		
29	Less than three months	109	109	89	117		
	At least three months but less than six months	110	110	90	118		
	At least six months but less than nine months	111	111	91	119		
	At least nine months but less than twelve months	112	112	92	120		
	Twelve months or more	113	113	93	121		
30	Less than three months	113	113	93	121		
	At least three months but less than six months	114	114	93	122		
	At least six months but less than nine months	115	115	94	123		
	At least nine months but less than twelve months	116	116	94	124		
	Twelve months or more	117	117	95	125		
31	Less than three months	117	117	95	125		
	At least three months but less than six months	118	118	95	126		
	At least six months but less than nine	119	119	96	127		



	months						
	At least nine months but less than twelve months	120	120	96	128		
	Twelve months or more	121	121	97	129		
32	Less than three months	121	121				
	At least three months but less than six months	121	122				
	At least six months but less than nine months	121	123				
	At least nine months but less than twelve months	121	124				
	Twelve months or more	121	125				
33	Less than three months		125				
	At least three months but less than six months		126				
	At least six months but less than nine months		127				
	At least nine months but less than twelve months		128				
	Twelve months or more		129				
Special 1	Less than three months	121	129	97	129	93	69
	At least three months but less than six months	121	130	98	130	94	69
	At least six months but less than nine months	121	131	99	131	95	69
	At least nine months but less than twelve months	121	132	100	132	96	69
	Twelve months or more	121	133	101	133	97	69
Special 2	Less than three months	121	133	101	133	97	69
	At least three months but less than six months	121	134	102	133	98	69
	At least six months but less than nine months	121	135	103	133	99	69
	At least nine months but less than twelve months	121	136	104	133	100	69
	Twelve months or more	121	137	105	133	101	69
Special 3 or higher	Less than three months	121	137	105	133	101	69
	At least three months but less	121	137	106	133	101	69

	than six months						
	At least six months but less than nine months	121	137	107	133	101	69
	At least nine months but less than twelve months	121	137	108	133	101	69
	Twelve months or more	121	137	109	133	101	69

(c) New Salary Level for Employees Subject to Educational Service Salary Table I

Former Salary Level	Former Job Grade Transitional Period	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	
						New Grade 5	New Grade 6
1	Less than three months			1	1	1	1
	At least three months but less than six months			1	1	1	1
	At least six months but less than nine months			1	1	1	1
	At least nine months but less than twelve months			1	1	1	1
	Twelve months or more			1	1	1	1
2	Less than three months	1	1	1	1	1	1
	At least three months but less than six months	2	2	2	1	1	1
	At least six months but less than nine months	3	3	3	1	1	1
	At least nine months but less than twelve months	4	4	4	1	1	1
	Twelve months or more	5	5	5	1	1	1
3	Less than three months	5	5	5	1	1	1
	At least three months but less than six months	6	6	6	1	1	1
	At least six months but less than nine months	7	7	7	1	1	1
	At least nine months but less than twelve months	8	8	8	1	1	1
	Twelve months or more	9	9	9	1	1	1
4	Less than three months	9	9	9	1	1	1
	At least three months but less than six months	10	10	10	2	1	1
	At least six months but less than nine	11	11	11	3	1	1

	months						
	At least nine months but less than twelve months	12	12	12	4	1	1
	Twelve months or more	13	13	13	5	1	1
5	Less than three months	13	13	13	5	1	1
	At least three months but less than six months	14	14	14	6	1	1
	At least six months but less than nine months	15	15	15	7	1	1
	At least nine months but less than twelve months	16	16	16	8	1	1
	Twelve months or more	17	17	17	9	1	1
6	Less than three months	17	17	17	9	1	1
	At least three months but less than six months	18	18	18	10	2	1
	At least six months but less than nine months	19	19	19	11	3	1
	At least nine months but less than twelve months	20	20	20	12	4	1
	Twelve months or more	21	21	21	13	5	1
7	Less than three months	21	21	21	13	5	1
	At least three months but less than six months	22	22	22	14	6	1
	At least six months but less than nine months	23	23	23	15	7	1
	At least nine months but less than twelve months	24	24	24	16	8	1
	Twelve months or more	25	25	25	17	9	1
8	Less than three months	25	25	25	17	9	1
	At least three months but less than six months	26	26	26	18	10	1
	At least six months but less than nine months	27	27	27	19	11	1
	At least nine months but less than twelve months	28	28	28	20	12	1
	Twelve months or more	29	29	29	21	13	1
9	Less than three months	29	29	29	21	13	1
	At least three months but less than	30	30	30	22	14	1

	six months						
	At least six months but less than nine months	31	31	31	23	15	1
	At least nine months but less than twelve months	32	32	32	24	16	1
	Twelve months or more	33	33	33	25	17	1
10	Less than three months	33	33	33	25	17	1
	At least three months but less than six months	34	34	34	26	18	1
	At least six months but less than nine months	35	35	35	27	19	1
	At least nine months but less than twelve months	36	36	36	28	20	1
	Twelve months or more	37	37	37	29	21	1
11	Less than three months	37	37	37	29	21	1
	At least three months but less than six months	38	38	38	30	22	1
	At least six months but less than nine months	39	39	39	31	23	1
	At least nine months but less than twelve months	40	40	40	32	24	1
	Twelve months or more	41	41	41	33	25	1
12	Less than three months	41	41	41	33	25	1
	At least three months but less than six months	42	42	42	34	26	1
	At least six months but less than nine months	43	43	43	35	27	1
	At least nine months but less than twelve months	44	44	44	36	28	1
	Twelve months or more	45	45	45	37	29	1
13	Less than three months	45	45	45	37	29	1
	At least three months but less than six months	46	46	46	38	30	1
	At least six months but less than nine months	47	47	47	39	31	1
	At least nine months but less than twelve months	48	48	48	40	32	1
	Twelve months or more	49	49	49	41	33	1
14	Less than	49	49	49	41	33	1

	three months						
	At least three months but less than six months	50	50	50	42	34	1
	At least six months but less than nine months	51	51	51	43	35	1
	At least nine months but less than twelve months	52	52	52	44	36	1
	Twelve months or more	53	53	53	45	37	1
15	Less than three months	53	53	53	45	37	1
	At least three months but less than six months	54	54	54	46	38	1
	At least six months but less than nine months	55	55	55	47	39	1
	At least nine months but less than twelve months	56	56	56	48	40	1
	Twelve months or more	57	57	57	49	41	1
16	Less than three months	57	57	57	49	41	1
	At least three months but less than six months	58	58	58	50	42	1
	At least six months but less than nine months	59	59	59	51	43	1
	At least nine months but less than twelve months	60	60	60	52	44	1
	Twelve months or more	61	61	61	53	45	1
17	Less than three months	61	61	61	53	45	1
	At least three months but less than six months	62	62	62	54	46	1
	At least six months but less than nine months	63	63	63	55	47	1
	At least nine months but less than twelve months	64	64	64	56	48	1
	Twelve months or more	65	65	65	57	49	1
18	Less than three months	65	65	65	57	49	1
	At least three months but less than six months	66	66	66	58	50	1
	At least six months but less than nine months	67	67	67	59	51	1
	At least nine months but less than twelve months	68	68	68	60	52	1

	Twelve months or more	69	69	69	61	53	1
19	Less than three months	69	69	69	61	53	1
	At least three months but less than six months	70	70	70	62	54	1
	At least six months but less than nine months	71	71	71	63	55	1
	At least nine months but less than twelve months	72	72	72	64	56	1
	Twelve months or more	73	73	73	65	57	1
20	Less than three months	73	73	73	65	57	1
	At least three months but less than six months	74	74	74	66	58	2
	At least six months but less than nine months	75	75	75	67	59	3
	At least nine months but less than twelve months	76	76	76	68	60	4
	Twelve months or more	77	77	77	69	61	5
21	Less than three months	77	77	77	69	61	5
	At least three months but less than six months	78	78	78	70	62	6
	At least six months but less than nine months	79	79	79	71	63	7
	At least nine months but less than twelve months	80	80	80	72	64	8
	Twelve months or more	81	81	81	73	65	9
22	Less than three months	81	81	81	73	65	9
	At least three months but less than six months	82	82	82	74	66	9
	At least six months but less than nine months	83	83	83	75	67	10
	At least nine months but less than twelve months	84	84	84	76	68	10
	Twelve months or more	85	85	85	77	69	11
23	Less than three months	85	85	85	77	69	11
	At least three months but less than six months	86	86	86	78	70	11
	At least six months but less than nine months	87	87	87	79	71	12

	At least nine months but less than twelve months	88	88	88	80	72	12
	Twelve months or more	89	89	89	81	73	13
24	Less than three months	89	89	89	81		
	At least three months but less than six months	90	90	90	82		
	At least six months but less than nine months	91	91	91	83		
	At least nine months but less than twelve months	92	92	92	84		
	Twelve months or more	93	93	93	85		
25	Less than three months	93	93	93	85		
	At least three months but less than six months	94	94	94	86		
	At least six months but less than nine months	95	95	95	87		
	At least nine months but less than twelve months	96	96	96	88		
	Twelve months or more	97	97	97	89		
26	Less than three months	97	97	97	89		
	At least three months but less than six months	98	98	98	90		
	At least six months but less than nine months	99	99	99	91		
	At least nine months but less than twelve months	100	100	100	92		
	Twelve months or more	101	101	101	93		
27	Less than three months	101	101	101			
	At least three months but less than six months	102	102	102			
	At least six months but less than nine months	103	103	103			
	At least nine months but less than twelve months	104	104	104			
	Twelve months or more	105	105	105			
28	Less than three months	105	105	105			
	At least three months but less than six months	106	106	106			

	At least six months but less than nine months	107	107	107			
	At least nine months but less than twelve months	108	108	108			
	Twelve months or more	109	109	109			
29	Less than three months	109	109				
	At least three months but less than six months	110	110				
	At least six months but less than nine months	111	111				
	At least nine months but less than twelve months	112	112				
	Twelve months or more	113	113				
30	Less than three months	113	113				
	At least three months but less than six months	114	114				
	At least six months but less than nine months	115	115				
	At least nine months but less than twelve months	116	116				
	Twelve months or more	117	117				
31	Less than three months	117	117				
	At least three months but less than six months	118	118				
	At least six months but less than nine months	119	119				
	At least nine months but less than twelve months	120	120				
	Twelve months or more	121	121				
32	Less than three months	121	121				
	At least three months but less than six months	122	122				
	At least six months but less than nine months	123	123				
	At least nine months but less than twelve months	124	124				
	Twelve months or more	125	125				
33	Less than three months	125	125				



	At least three months but less than six months	126	126				
	At least six months but less than nine months	127	127				
	At least nine months but less than twelve months	128	128				
	Twelve months or more	129	129				
34	Less than three months	129	129				
	At least three months but less than six months	130	130				
	At least six months but less than nine months	131	131				
	At least nine months but less than twelve months	132	132				
	Twelve months or more	133	133				
35	Less than three months	133					
	At least three months but less than six months	134					
	At least six months but less than nine months	135					
	At least nine months but less than twelve months	136					
	Twelve months or more	137					
36	Less than three months	137					
	At least three months but less than six months	138					
	At least six months but less than nine months	139					
	At least nine months but less than twelve months	140					
	Twelve months or more	141					
37	Less than three months	141					
	At least three months but less than six months	142					
	At least six months but less than nine months	143					
	At least nine months but less than twelve months	144					
	Twelve months or	145					

	more						
38	Less than three months	145					
	At least three months but less than six months	146					
	At least six months but less than nine months	147					
	At least nine months but less than twelve months	148					
	Twelve months or more	149					

Special 1	Less than three months	149	133	109	93	73	13
	At least three months but less than six months	150	134	110	94	74	13
	At least six months but less than nine months	151	135	111	95	75	14
	At least nine months but less than twelve months	152	136	112	96	76	14
	Twelve months or more	153	137	113	97	77	15
Special 2	Less than three months	153	137	113	97	77	15
	At least three months but less than six months	154	138	114	98	78	15
	At least six months but less than nine months	155	139	115	99	79	15
	At least nine months but less than twelve months	156	140	116	100	80	15
	Twelve months or more	157	141	117	101	81	15
Special 3 or higher	Less than three months	157	141	117	101	81	15
	At least three months but less than six months	157	141	117	101	81	15
	At least six months but less than nine months	157	141	117	101	81	15
	At least nine months but less than twelve months	157	141	117	101	81	15
	Twelve months or more	157	141	117	101	81	15

(d) New Salary Level for Employees Subject to Educational Service Salary Table II

Former Salary Level	Former Job Grade	Grade 1	Grade 2	Grade 3	Grade 4
	Transitional Period				
1	Less than three months			1	1
	At least three months but less than six months			1	1
	At least six months but less than nine months			1	1
	At least nine months but less than twelve months			1	1
	Twelve months or more			1	1
2	Less than three months	1	1	1	1
	At least three	2	2	1	1

	months but less than six months				
	At least six months but less than nine months	3	3	1	1
	At least nine months but less than twelve months	4	4	1	1
	Twelve months or more	5	5	1	1
3	Less than three months	5	5	1	1
	At least three months but less than six months	6	6	1	1
	At least six months but less than nine months	7	7	1	1
	At least nine months but less than twelve months	8	8	1	1
	Twelve months or more	9	9	1	1
4	Less than three months	9	9	1	1
	At least three months but less than six months	10	10	2	1
	At least six months but less than nine months	11	11	3	1
	At least nine months but less than twelve months	12	12	4	1
	Twelve months or more	13	13	5	1
5	Less than three months	13	13	5	1
	At least three months but less than six months	14	14	6	1
	At least six months but less than nine months	15	15	7	1
	At least nine months but less than twelve months	16	16	8	1
	Twelve months or more	17	17	9	1
6	Less than three months	17	17	9	1
	At least three months but less than six months	18	18	10	2
	At least six months but less than nine months	19	19	11	3
	At least nine months but less than twelve months	20	20	12	4
	Twelve months or more	21	21	13	5

7	Less than three months	21	21	13	5
	At least three months but less than six months	22	22	14	6
	At least six months but less than nine months	23	23	15	7
	At least nine months but less than twelve months	24	24	16	8
	Twelve months or more	25	25	17	9
8	Less than three months	25	25	17	9
	At least three months but less than six months	26	26	18	10
	At least six months but less than nine months	27	27	19	11
	At least nine months but less than twelve months	28	28	20	12
	Twelve months or more	29	29	21	13
9	Less than three months	29	29	21	13
	At least three months but less than six months	30	30	22	14
	At least six months but less than nine months	31	31	23	15
	At least nine months but less than twelve months	32	32	24	16
	Twelve months or more	33	33	25	17
10	Less than three months	33	33	25	17
	At least three months but less than six months	34	34	26	18
	At least six months but less than nine months	35	35	27	19
	At least nine months but less than twelve months	36	36	28	20
	Twelve months or more	37	37	29	21
11	Less than three months	37	37	29	21
	At least three months but less than six months	38	38	30	22
	At least six months but less than nine months	39	39	31	23
	At least nine months but less	40	40	32	24

	than twelve months				
	Twelve months or more	41	41	33	25
12	Less than three months	41	41	33	25
	At least three months but less than six months	42	42	34	26
	At least six months but less than nine months	43	43	35	27
	At least nine months but less than twelve months	44	44	36	28
	Twelve months or more	45	45	37	29
13	Less than three months	45	45	37	29
	At least three months but less than six months	46	46	38	30
	At least six months but less than nine months	47	47	39	31
	At least nine months but less than twelve months	48	48	40	32
	Twelve months or more	49	49	41	33
14	Less than three months	49	49	41	33
	At least three months but less than six months	50	50	42	34
	At least six months but less than nine months	51	51	43	35
	At least nine months but less than twelve months	52	52	44	36
	Twelve months or more	53	53	45	37
15	Less than three months	53	53	45	37
	At least three months but less than six months	54	54	46	37
	At least six months but less than nine months	55	55	47	37
	At least nine months but less than twelve months	56	56	48	37
	Twelve months or more	57	57	49	37
16	Less than three months	57	57	49	
	At least three months but less than six months	58	58	50	
	At least six months but less than nine	59	59	51	

	months				
	At least nine months but less than twelve months	60	60	52	
	Twelve months or more	61	61	53	
17	Less than three months	61	61	53	
	At least three months but less than six months	62	62	54	
	At least six months but less than nine months	63	63	55	
	At least nine months but less than twelve months	64	64	56	
	Twelve months or more	65	65	57	
18	Less than three months	65	65	57	
	At least three months but less than six months	66	66	58	
	At least six months but less than nine months	67	67	59	
	At least nine months but less than twelve months	68	68	60	
	Twelve months or more	69	69	61	
19	Less than three months	69	69	61	
	At least three months but less than six months	70	70	62	
	At least six months but less than nine months	71	71	63	
	At least nine months but less than twelve months	72	72	64	
	Twelve months or more	73	73	65	
20	Less than three months	73	73	65	
	At least three months but less than six months	74	74	66	
	At least six months but less than nine months	75	75	67	
	At least nine months but less than twelve months	76	76	68	
	Twelve months or more	77	77	69	
21	Less than three months	77	77	69	
	At least three months but less	78	78	70	

	than six months				
	At least six months but less than nine months	79	79	71	
	At least nine months but less than twelve months	80	80	72	
	Twelve months or more	81	81	73	
22	Less than three months	81	81	73	
	At least three months but less than six months	82	82	74	
	At least six months but less than nine months	83	83	75	
	At least nine months but less than twelve months	84	84	76	
	Twelve months or more	85	85	77	
23	Less than three months	85	85	77	
	At least three months but less than six months	86	86	77	
	At least six months but less than nine months	87	87	77	
	At least nine months but less than twelve months	88	88	77	
	Twelve months or more	89	89	77	
24	Less than three months	89	89		
	At least three months but less than six months	90	90		
	At least six months but less than nine months	91	91		
	At least nine months but less than twelve months	92	92		
	Twelve months or more	93	93		
25	Less than three months	93	93		
	At least three months but less than six months	94	94		
	At least six months but less than nine months	95	95		
	At least nine months but less than twelve months	96	96		
	Twelve months or more	97	97		
26	Less than	97	97		



	three months				
	At least three months but less than six months	98	98		
	At least six months but less than nine months	99	99		
	At least nine months but less than twelve months	100	100		
	Twelve months or more	101	101		
27	Less than three months	101	101		
	At least three months but less than six months	102	102		
	At least six months but less than nine months	103	103		
	At least nine months but less than twelve months	104	104		
	Twelve months or more	105	105		
28	Less than three months	105	105		
	At least three months but less than six months	106	106		
	At least six months but less than nine months	107	107		
	At least nine months but less than twelve months	108	108		
	Twelve months or more	109	109		
29	Less than three months	109	109		
	At least three months but less than six months	110	110		
	At least six months but less than nine months	111	111		
	At least nine months but less than twelve months	112	112		
	Twelve months or more	113	113		
30	Less than three months	113	113		
	At least three months but less than six months	114	114		
	At least six months but less than nine months	115	115		
	At least nine months but less than twelve months	116	116		

	Twelve months or more	117	117		
31	Less than three months	117	117		
	At least three months but less than six months	118	118		
	At least six months but less than nine months	119	119		
	At least nine months but less than twelve months	120	120		
	Twelve months or more	121	121		
32	Less than three months	121	121		
	At least three months but less than six months	122	122		
	At least six months but less than nine months	123	123		
	At least nine months but less than twelve months	124	124		
	Twelve months or more	125	125		
33	Less than three months	125	125		
	At least three months but less than six months	126	126		
	At least six months but less than nine months	127	127		
	At least nine months but less than twelve months	128	128		
	Twelve months or more	129	129		
34	Less than three months	129			
	At least three months but less than six months	130			
	At least six months but less than nine months	131			
	At least nine months but less than twelve months	132			
	Twelve months or more	133			
35	Less than three months	133			
	At least three months but less than six months	134			
	At least six months but less than nine months	135			

	At least nine months but less than twelve months	136			
	Twelve months or more	137			
36	Less than three months	137			
	At least three months but less than six months	138			
	At least six months but less than nine months	139			
	At least nine months but less than twelve months	140			
	Twelve months or more	141			
37	Less than three months	141			
	At least three months but less than six months	142			
	At least six months but less than nine months	143			
	At least nine months but less than twelve months	144			
	Twelve months or more	145			
38	Less than three months	145			
	At least three months but less than six months	146			
	At least six months but less than nine months	147			
	At least nine months but less than twelve months	148			
	Twelve months or more	149			
39	Less than three months	149			
	At least three months but less than six months	150			
	At least six months but less than nine months	151			
	At least nine months but less than twelve months	152			
	Twelve months or more	153			
40	Less than three months	153			
	At least three months but less than six months	153			

	At least six months but less than nine months	153			
	At least nine months but less than twelve months	153			
	Twelve months or more	153			
Special 1	Less than three months	153	129	77	37
	At least three months but less than six months	153	130	77	37
	At least six months but less than nine months	153	131	77	37
	At least nine months but less than twelve months	153	132	77	37
	Twelve months or more	153	133	77	37
Special 2	Less than three months	153	133	77	37
	At least three months but less than six months	153	134	77	37
	At least six months but less than nine months	153	135	77	37
	At least nine months but less than twelve months	153	136	77	37
	Twelve months or more	153	137	77	37
Special 3 or higher	Less than three months	153	137	77	37
	At least three months but less than six months	153	137	77	37
	At least six months but less than nine months	153	137	77	37
	At least nine months but less than twelve months	153	137	77	37
	Twelve months or more	153	137	77	37

(f) New Salary Level for Employees Subject to Medical Service Salary Table I

Former Salary Level	Former Job Grade Transitional Period	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8
		1	Less than three months			1	1	1	1
	At least three months but less than six months			1	1	1	1	1	1
	At least six months but less than nine months			1	1	1	1	1	1

	At least nine months but less than twelve months			1	1	1	1	1	1
	Twelve months or more			1	1	1	1	1	1
2	Less than three months	1	1	1	1	1	1	1	1
	At least three months but less than six months	2	2	2	1	1	1	1	1
	At least six months but less than nine months	3	3	3	1	1	1	1	1
	At least nine months but less than twelve months	4	4	4	1	1	1	1	1
	Twelve months or more	5	5	5	1	1	1	1	1
3	Less than three months	5	5	5	1	1	1	1	1
	At least three months but less than six months	6	6	6	2	1	1	1	1
	At least six months but less than nine months	7	7	7	3	1	1	1	1
	At least nine months but less than twelve months	8	8	8	4	1	1	1	1
	Twelve months or more	9	9	9	5	1	1	1	1
4	Less than three months	9	9	9	5	1	1	1	1
	At least three months but less than six months	10	10	10	6	2	1	1	1
	At least six months but less than nine months	11	11	11	7	3	1	1	1
	At least nine months but less than twelve months	12	12	12	8	4	1	1	1
	Twelve months or more	13	13	13	9	5	1	1	1
5	Less than three months	13	13	13	9	5	1	1	1
	At least three months but less than six months	14	14	14	10	6	2	1	1
	At least six months but less than nine months	15	15	15	11	7	3	1	1
	At least nine months but less than twelve months	16	16	16	12	8	4	1	1
	Twelve months or more	17	17	17	13	9	5	1	1
6	Less than three months	17	17	17	13	9	5	1	1
	At least three months but less than six months	18	18	18	14	10	6	2	1

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

	At least three months but less than six months	38	38	38	34	30	26	22	18
	At least six months but less than nine months	39	39	39	35	31	27	23	19
	At least nine months but less than twelve months	40	40	40	36	32	28	24	20
	Twelve months or more	41	41	41	37	33	29	25	21
12	Less than three months	41	41	41	37	33	29	25	21
	At least three months but less than six months	42	42	42	38	34	30	26	22
	At least six months but less than nine months	43	43	43	39	35	31	27	23
	At least nine months but less than twelve months	44	44	44	40	36	32	28	24
	Twelve months or more	45	45	45	41	37	33	29	25
13	Less than three months	45	45	45	41	37	33	29	25
	At least three months but less than six months	46	46	46	42	38	34	30	26
	At least six months but less than nine months	47	47	47	43	39	35	31	27
	At least nine months but less than twelve months	48	48	48	44	40	36	32	28
	Twelve months or more	49	49	49	45	41	37	33	29
14	Less than three months	49	49	49	45	41	37	33	29
	At least three months but less than six months	50	50	50	46	42	38	34	30
	At least six months but less than nine months	51	51	51	47	43	39	35	31
	At least nine months but less than twelve months	52	52	52	48	44	40	36	32
	Twelve months or more	53	53	53	49	45	41	37	33
15	Less than three months	53	53	53	49	45	41	37	33
	At least three months but less than six months	54	54	54	50	46	42	38	34
	At least six months but less than nine months	55	55	55	51	47	43	39	35
	At least nine months but less than twelve months	56	56	56	52	48	44	40	36
	Twelve months or	57	57	57	53	49	45	41	37

	more								
16	Less than three months	57	57	57	53	49	45	41	37
	At least three months but less than six months	58	58	58	54	50	46	42	37
	At least six months but less than nine months	59	59	59	55	51	47	43	37
	At least nine months but less than twelve months	60	60	60	56	52	48	44	37
	Twelve months or more	61	61	61	57	53	49	45	37
17	Less than three months	61	61	61	57	53	49	45	
	At least three months but less than six months	62	62	62	58	54	50	46	
	At least six months but less than nine months	63	63	63	59	55	51	47	
	At least nine months but less than twelve months	64	64	64	60	56	52	48	
	Twelve months or more	65	65	65	61	57	53	49	
18	Less than three months	65	65	65	61	57	53		
	At least three months but less than six months	66	66	66	62	58	54		
	At least six months but less than nine months	67	67	67	63	59	55		
	At least nine months but less than twelve months	68	68	68	64	60	56		
	Twelve months or more	69	69	69	65	61	57		
19	Less than three months	69	69	69	65	61	57		
	At least three months but less than six months	70	70	70	66	62	58		
	At least six months but less than nine months	71	71	71	67	63	59		
	At least nine months but less than twelve months	72	72	72	68	64	60		
	Twelve months or more	73	73	73	69	65	61		
20	Less than three months	73	73	73	69	65	61		
	At least three months but less than six months	74	74	74	70	66	62		
	At least six months but less than nine months	75	75	75	71	67	63		
	At least nine months	76	76	76	72	68	64		



	but less than twelve months								
	Twelve months or more	77	77	77	73	69	65		
21	Less than three months	77	77	77	73	69			
	At least three months but less than six months	78	78	78	74	70			
	At least six months but less than nine months	79	79	79	75	71			
	At least nine months but less than twelve months	80	80	80	76	72			
	Twelve months or more	81	81	81	77	73			
22	Less than three months	81	81	81	77	73			
	At least three months but less than six months	82	82	82	78	74			
	At least six months but less than nine months	83	83	83	79	75			
	At least nine months but less than twelve months	84	84	84	80	76			
	Twelve months or more	85	85	85	81	77			
23	Less than three months	85	85	85	81	77			
	At least three months but less than six months	85	86	86	82	78			
	At least six months but less than nine months	85	87	87	83	79			
	At least nine months but less than twelve months	85	88	88	84	80			
	Twelve months or more	85	89	89	85	81			
24	Less than three months		89	89	85				
	At least three months but less than six months		90	90	86				
	At least six months but less than nine months		91	91	87				
	At least nine months but less than twelve months		92	92	88				
	Twelve months or more		93	93	89				
25	Less than three months		93	93	89				
	At least three months but less than six months		94	94	90				
	At least six months		95	95	91				

	but less than nine months								
	At least nine months but less than twelve months	96	96	92					
	Twelve months or more	97	97	93					
26	Less than three months	97	97	93					
	At least three months but less than six months	98	98	94					
	At least six months but less than nine months	99	99	95					
	At least nine months but less than twelve months	100	100	96					
	Twelve months or more	101	101	97					
27	Less than three months	101	101	97					
	At least three months but less than six months	102	102	98					
	At least six months but less than nine months	103	103	99					
	At least nine months but less than twelve months	104	104	100					
	Twelve months or more	105	105	101					
28	Less than three months	105	105						
	At least three months but less than six months	105	106						
	At least six months but less than nine months	105	107						
	At least nine months but less than twelve months	105	108						
	Twelve months or more	105	109						
29	Less than three months		109						
	At least three months but less than six months		110						
	At least six months but less than nine months		111						
	At least nine months but less than twelve months		112						
	Twelve months or more		113						
30	Less than three months		113						
	At least three		113						

	months but less than six months								
	At least six months but less than nine months			113					
	At least nine months but less than twelve months			113					
	Twelve months or more			113					
Special 1	Less than three months	85	105	113	101	81	65	49	37
	At least three months but less than six months	85	105	113	102	82	65	50	37
	At least six months but less than nine months	85	105	113	103	83	65	51	37
	At least nine months but less than twelve months	85	105	113	104	84	65	52	37
	Twelve months or more	85	105	113	105	85	65	53	37
Special 2 or higher	Less than three months	85	105	113	105	85	65	53	37
	At least three months but less than six months	85	105	113	105	85	65	53	37
	At least six months but less than nine months	85	105	113	105	85	65	53	37
	At least nine months but less than twelve months	85	105	113	105	85	65	53	37
	Twelve months or more	85	105	113	105	85	65	53	37

(g) New Salary Level for Employees Subject to Medical Service Salary Table II

Former Salary Level	Former Job Grade Transitional Period	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
1	Less than three months			1	1	1	1	1
	At least three months but less than six months			1	1	1	1	1
	At least six months but less than nine months			1	1	1	1	1
	At least nine months but less than twelve months			1	1	1	1	1
	Twelve months or more			1	1	1	1	1
2	Less than three months	1	1	1	1	1	1	1
	At least three months but less than six months	2	2	2	1	1	1	1

	At least six months but less than nine months	3	3	3	1	1	1	1
	At least nine months but less than twelve months	4	4	4	1	1	1	1
	Twelve months or more	5	5	5	1	1	1	1
3	Less than three months	5	5	5	1	1	1	1
	At least three months but less than six months	6	6	6	2	1	1	1
	At least six months but less than nine months	7	7	7	3	1	1	1
	At least nine months but less than twelve months	8	8	8	4	1	1	1
	Twelve months or more	9	9	9	5	1	1	1
4	Less than three months	9	9	9	5	1	1	1
	At least three months but less than six months	10	10	10	6	2	1	1
	At least six months but less than nine months	11	11	11	7	3	1	1
	At least nine months but less than twelve months	12	12	12	8	4	1	1
	Twelve months or more	13	13	13	9	5	1	1
5	Less than three months	13	13	13	9	5	1	1
	At least three months but less than six months	14	14	14	10	6	2	1
	At least six months but less than nine months	15	15	15	11	7	3	1
	At least nine months but less than twelve months	16	16	16	12	8	4	1
	Twelve months or more	17	17	17	13	9	5	1
6	Less than three months	17	17	17	13	9	5	1
	At least three months but less than six months	18	18	18	14	10	6	2
	At least six months but less than nine months	19	19	19	15	11	7	3
	At least nine months but less than twelve months	20	20	20	16	12	8	4
	Twelve months or more	21	21	21	17	13	9	5
7	Less than three months	21	21	21	17	13	9	5

	At least three months but less than six months	22	22	22	18	14	10	6
	At least six months but less than nine months	23	23	23	19	15	11	7
	At least nine months but less than twelve months	24	24	24	20	16	12	8
	Twelve months or more	25	25	25	21	17	13	9
8	Less than three months	25	25	25	21	17	13	9
	At least three months but less than six months	26	26	26	22	18	14	10
	At least six months but less than nine months	27	27	27	23	19	15	11
	At least nine months but less than twelve months	28	28	28	24	20	16	12
	Twelve months or more	29	29	29	25	21	17	13
9	Less than three months	29	29	29	25	21	17	13
	At least three months but less than six months	30	30	30	26	22	18	14
	At least six months but less than nine months	31	31	31	27	23	19	15
	At least nine months but less than twelve months	32	32	32	28	24	20	16
	Twelve months or more	33	33	33	29	25	21	17
10	Less than three months	33	33	33	29	25	21	17
	At least three months but less than six months	34	34	34	30	26	22	18
	At least six months but less than nine months	35	35	35	31	27	23	19
	At least nine months but less than twelve months	36	36	36	32	28	24	20
	Twelve months or more	37	37	37	33	29	25	21
11	Less than three months	37	37	37	33	29	25	21
	At least three months but less than six months	38	38	38	34	30	26	22
	At least six months but less than nine months	39	39	39	35	31	27	23
	At least nine months but less than twelve months	40	40	40	36	32	28	24
	Twelve months or	41	41	41	37	33	29	25

	more							
12	Less than three months	41	41	41	37	33	29	25
	At least three months but less than six months	42	42	42	38	34	30	26
	At least six months but less than nine months	43	43	43	39	35	31	27
	At least nine months but less than twelve months	44	44	44	40	36	32	28
	Twelve months or more	45	45	45	41	37	33	29
13	Less than three months	45	45	45	41	37	33	29
	At least three months but less than six months	46	46	46	42	38	34	30
	At least six months but less than nine months	47	47	47	43	39	35	31
	At least nine months but less than twelve months	48	48	48	44	40	36	32
	Twelve months or more	49	49	49	45	41	37	33
14	Less than three months	49	49	49	45	41	37	33
	At least three months but less than six months	50	50	50	46	42	38	34
	At least six months but less than nine months	51	51	51	47	43	39	35
	At least nine months but less than twelve months	52	52	52	48	44	40	36
	Twelve months or more	53	53	53	49	45	41	37
15	Less than three months	53	53	53	49	45	41	37
	At least three months but less than six months	54	54	54	50	46	42	38
	At least six months but less than nine months	55	55	55	51	47	43	39
	At least nine months but less than twelve months	56	56	56	52	48	44	40
	Twelve months or more	57	57	57	53	49	45	41
16	Less than three months	57	57	57	53	49	45	41
	At least three months but less than six months	58	58	58	54	50	46	42
	At least six months but less than nine months	59	59	59	55	51	47	43
	At least nine months	60	60	60	56	52	48	44

	but less than twelve months							
	Twelve months or more	61	61	61	57	53	49	45
17	Less than three months	61	61	61	57	53	49	45
	At least three months but less than six months	62	62	62	58	54	50	46
	At least six months but less than nine months	63	63	63	59	55	51	47
	At least nine months but less than twelve months	64	64	64	60	56	52	48
	Twelve months or more	65	65	65	61	57	53	49
18	Less than three months	65	65	65	61	57	53	49
	At least three months but less than six months	66	66	66	62	58	54	50
	At least six months but less than nine months	67	67	67	63	59	55	51
	At least nine months but less than twelve months	68	68	68	64	60	56	52
	Twelve months or more	69	69	69	65	61	57	53
19	Less than three months	69	69	69	65	61	57	53
	At least three months but less than six months	70	70	70	66	62	58	54
	At least six months but less than nine months	71	71	71	67	63	59	55
	At least nine months but less than twelve months	72	72	72	68	64	60	56
	Twelve months or more	73	73	73	69	65	61	57
20	Less than three months	73	73	73	69	65	61	
	At least three months but less than six months	74	74	74	70	66	62	
	At least six months but less than nine months	75	75	75	71	67	63	
	At least nine months but less than twelve months	76	76	76	72	68	64	
	Twelve months or more	77	77	77	73	69	65	
21	Less than three months	77	77	77	73	69	65	
	At least three months but less than six months	78	78	78	74	70	66	
	At least six months	79	79	79	75	71	67	

	but less than nine months							
	At least nine months but less than twelve months	80	80	80	76	72	68	
	Twelve months or more	81	81	81	77	73	69	
22	Less than three months	81	81	81	77	73	69	
	At least three months but less than six months	82	82	82	78	74	69	
	At least six months but less than nine months	83	83	83	79	75	69	
	At least nine months but less than twelve months	84	84	84	80	76	69	
	Twelve months or more	85	85	85	81	77	69	
23	Less than three months	85	85	85	81	77		
	At least three months but less than six months	86	86	86	82	78		
	At least six months but less than nine months	87	87	87	83	79		
	At least nine months but less than twelve months	88	88	88	84	80		
	Twelve months or more	89	89	89	85	81		
24	Less than three months	89	89	89	85	81		
	At least three months but less than six months	90	90	90	86	82		
	At least six months but less than nine months	91	91	91	87	83		
	At least nine months but less than twelve months	92	92	92	88	84		
	Twelve months or more	93	93	93	89	85		
25	Less than three months	93	93	93	89			
	At least three months but less than six months	94	94	94	90			
	At least six months but less than nine months	95	95	95	91			
	At least nine months but less than twelve months	96	96	96	92			
	Twelve months or more	97	97	97	93			
26	Less than three months	97	97	97	93			
	At least three	98	98	98	94			



	months but less than six months							
	At least six months but less than nine months	99	99	99	95			
	At least nine months but less than twelve months	100	100	100	96			
	Twelve months or more	101	101	101	97			
27	Less than three months	101	101	101	97			
	At least three months but less than six months	102	102	102	98			
	At least six months but less than nine months	103	103	103	99			
	At least nine months but less than twelve months	104	104	104	100			
	Twelve months or more	105	105	105	101			
28	Less than three months	105	105	105	101			
	At least three months but less than six months	106	106	106	102			
	At least six months but less than nine months	107	107	107	103			
	At least nine months but less than twelve months	108	108	108	104			
	Twelve months or more	109	109	109	105			
29	Less than three months	109	109	109				
	At least three months but less than six months	110	110	110				
	At least six months but less than nine months	111	111	111				
	At least nine months but less than twelve months	112	112	112				
	Twelve months or more	113	113	113				
30	Less than three months	113	113	113				
	At least three months but less than six months	114	114	114				
	At least six months but less than nine months	115	115	115				
	At least nine months but less than twelve months	116	116	116				
	Twelve months or more	117	117	117				

31	Less than three months	117	117	117				
	At least three months but less than six months	118	118	118				
	At least six months but less than nine months	119	119	119				
	At least nine months but less than twelve months	120	120	120				
	Twelve months or more	121	121	121				
32	Less than three months	121	121					
	At least three months but less than six months	122	122					
	At least six months but less than nine months	123	123					
	At least nine months but less than twelve months	124	124					
	Twelve months or more	125	125					
33	Less than three months	125	125					
	At least three months but less than six months	126	126					
	At least six months but less than nine months	127	127					
	At least nine months but less than twelve months	128	128					
	Twelve months or more	129	129					
34	Less than three months	129	129					
	At least three months but less than six months	130	130					
	At least six months but less than nine months	131	131					
	At least nine months but less than twelve months	132	132					
	Twelve months or more	133	133					
35	Less than three months	133	133					
	At least three months but less than six months	134	134					
	At least six months but less than nine months	135	135					
	At least nine months but less than twelve	136	136					

	months							
	Twelve months or more	137	137					
36	Less than three months	137	137					
	At least three months but less than six months	138	138					
	At least six months but less than nine months	139	139					
	At least nine months but less than twelve months	140	140					
	Twelve months or more	141	141					
37	Less than three months	141	141					
	At least three months but less than six months	142	142					
	At least six months but less than nine months	143	143					
	At least nine months but less than twelve months	144	144					
	Twelve months or more	145	145					
38	Less than three months	145	145					
	At least three months but less than six months	146	146					
	At least six months but less than nine months	147	147					
	At least nine months but less than twelve months	148	148					
	Twelve months or more	149	149					
39	Less than three months	149						
	At least three months but less than six months	150						
	At least six months but less than nine months	151						
	At least nine months but less than twelve months	152						
	Twelve months or more	153						
40	Less than three months	153						
	At least three months but less than six months	154						
	At least six months but less than nine	155						

	months							
	At least nine months but less than twelve months	156						
	Twelve months or more	157						
41	Less than three months	157						
	At least three months but less than six months	158						
	At least six months but less than nine months	159						
	At least nine months but less than twelve months	160						
	Twelve months or more	161						
Special 1	Less than three months	161	149	121	105	85	69	57
	At least three months but less than six months	162	150	122	106	86	69	57
	At least six months but less than nine months	163	151	123	107	87	69	57
	At least nine months but less than twelve months	164	152	124	108	88	69	57
	Twelve months or more	165	153	125	109	89	69	57
Special 2	Less than three months	165	153	125	109	89	69	57
	At least three months but less than six months	166	153	125	110	90	69	57
	At least six months but less than nine months	167	153	125	111	91	69	57
	At least nine months but less than twelve months	168	153	125	112	92	69	57
	Twelve months or more	169	153	125	113	93	69	57
Special 3 or higher	Less than three months	169	153	125	113	93	69	57
	At least three months but less than six months	169	153	125	113	93	69	57
	At least six months but less than nine months	169	153	125	113	93	69	57
	At least nine months but less than twelve months	169	153	125	113	93	69	57
	Twelve months or more	169	153	125	113	93	69	57

Appended Table 3

Changeover Table of Salary Level for Employees Subject to Designated Service Salary Table

Salary level applicable to employees on the day before the effective date	Salary level as of the effective date
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11	11
12	12

**Re: Article 2 Payment Date of Commuting Allowance**

The “payment unit period” in Article 2 of the Rules is the period provided separately that serves as the unit period for payment of the commuting allowance and is set as a number of months not to exceed six months in total (or one month in the case of payments for commuting by automobile, etc.).

**Re: Article 56 (Article 20) Salary Adjustment**

1. The job positions applicable for salary adjustments pursuant to Article 20, paragraph 1 of the Rules shall be the job positions filled by employees listed in the Academic and Administrative Staff column of Table 1 below, at the locations listed in the table’s Workplace column.
2. The monthly salary adjustment shall be calculated by multiplying the adjustment base amount detailed in Table 2 below for the employee’s salary table and job grade by the adjustment factor for that employee in Table 1.
3. Notwithstanding the provisions of the preceding paragraph, in cases where the adjustment base amount scheduled to be used for employees who have been continuously employed since March 31, 2006 (in this paragraph referred to as the “new adjustment base amount”) is less than the adjustment base amount applicable to them on that date or is less than the adjustment base amount that would have been applicable to them if they had been eligible for the salary adjustment on that date, the adjustment base amount that will actually be used for them shall be calculated as the new adjustment base amount plus the product of the difference in the adjustment base amounts and the rate detailed in the Rate column of Table 3 below for the relevant academic year.
4. With regards to the application of the provisions of paragraph 2 to employees to whom the provisions of paragraph 3 of the supplementary provisions of the regulations apply, for the time being, the term “adjustment base amount” in the same paragraph shall be deemed to be replaced with the amount obtained by multiplying the adjustment base amount by 0.70 (any amount less than JPY 50 is rounded down, and any amount greater than JPY 50 but less than JPY 100, shall be rounded up to JPY 100.)

Table 1

Workplace	Academic and Administrative Staff	Adjustment Factor
1. Graduate Schools	(1) Lecturers or higher positions who lead lecture courses, seminars, training, or experiments at a graduate school (including similar schools; “graduate school”), or who as section chiefs provide research guidance to students at a graduate school	2
	(2) Research associates/assistant professors who provide guidance to students at a graduate school	1
2. Graduate School of Medicine and Institute	(1) Pathological/bacteriological lab technicians who regularly perform duties involving direct handling of dangerous pathogens, or diseased tissue and other materials contaminated with dangerous pathogens	1

of Medical Science (excluding University Hospital)	(2) Academic and administrative staff members whose main job is to perform the duties in (1) above	
3. Center for Disease Biology and Integrative Medicine of the Graduate School of Medicine and Laboratory Animal Research Center of the Institute of Medical Science	Academic and administrative staff members whose main job is to perform duties directly involved in the raising of animals with dangerous pathogens listed in Article 6 of the Act on Infectious Disease Prevention and Medical Care for Patients with Infectious Diseases (Act No. 114 of 1998) or other dangerous pathogens (hereinafter collectively referred to as “dangerous pathogens”), or in the conducting of experiments that use such animals	1
4. University Hospital and Institute of Medical Science Hospital	(1) Nursing aides who work in hospital wards specializing in care for patients with tuberculosis (hereinafter referred to as “tuberculosis wards”) or in hospital wards specializing in care for patients with mental illnesses (hereinafter referred to as “psychiatric wards”)	3
	(2) Head nurses (limited to persons who oversee the tuberculosis wards or psychiatric wards only), nurses and assistant nurses who work in tuberculosis wards or psychiatric wards	2
	(3) Doctors and dentists whose main duties directly involve care for patients with tuberculosis or mental illnesses	
	(4) Pathological/bacteriological lab technicians who regularly perform duties involving direct handling of test specimens contaminated with dangerous pathogens, and who have direct contact with inpatients and outpatients	
	(5) Radiologic technologists who regularly perform duties in which they directly administer radiation therapy or other radiation services to inpatients and outpatients	
	(6) Occupational therapists whose main job is to perform duties directly involving occupational therapy for patients with mental illness	
	(7) Laundry workers who regularly handle laundry contaminated with dangerous pathogens or excrement	

	(8) Head nurses other than those in (2) above who work in tuberculosis wards, psychiatric wards, or hospital wards specializing in intensive monitoring and care of patients (hereinafter referred to as “intensive care wards”) and nurses and assistant nurses who work in intensive care wards	1
	(9) Doctors whose main job is to directly care for intensive care ward patients	
	(10) Patient services administrative staff members who regularly have direct contact with inpatients and outpatients through duties performed at reception counters and other counters	
5. Graduate School of Engineering, Center for Nuclear Study of the Graduate School of Science and Laser and Synchrotron Research Center of the Institute for Solid State Physics	Academic and administrative staff members whose main job directly involves the operation and maintenance of radiation generators (excluding high-energy accelerators, etc.), or measuring instruments and other laboratory equipment attached to radiation generators, or directly involves the conducting of experiments or research that use any of the aforesaid devices	1
6. Graduate School of Engineering and Neutron Science Laboratory of the Institute for Solid State Physics	(1) Academic and administrative staff members whose main job directly involves operation of a nuclear reactor (excluding professors, associate professors and lecturers)	3
	(2) Academic and administrative staff members other than persons in (1) above whose main job directly involves conducting experiments or research in which a nuclear reactor is operated or providing guidance and supervision concerning the operation of a nuclear reactor	2
	(3) Academic and administrative staff members whose main job directly involves the operation and maintenance of test equipment in a laboratory directly connected to a nuclear reactor, or handling of radioactive materials in such a laboratory (excluding professors, associate professors and lecturers)	
	(4) Academic and administrative staff members whose main job directly involves radiation safety management, radioactive material management or radioactive waste disposal (excluding professors, associate professors and lecturers)	



	(5) Academic and administrative staff members other than persons in (3) above whose main job directly involves conducting experiments or research in which test equipment is operated or radioactive materials are used in the type of laboratory detailed in (3), or providing guidance and supervision concerning the operation of test equipment or the handling of radioactive materials in such a laboratory	1
	(6) Academic and administrative staff members other than persons in (4) above whose main job directly involves conducting experiments or research associated with radiation safety management, radioactive material management or radioactive waste disposal, or providing guidance and supervision concerning radiation safety management, radioactive material management or radioactive waste disposal	
	(7) Academic and administrative staff members whose main job directly involves the operation and maintenance of test equipment in laboratories attached to a nuclear reactor (excluding the laboratories detailed in (3) above), or the conduct of experiments or research in such laboratories	
	(8) Academic and administrative staff members who regularly perform duties that directly involve general coordination of nuclear reactor operational management or radiation safety management	
	(9) Academic and administrative staff members who regularly enter restricted areas of test facilities, electrical facilities and other facilities attached to a nuclear reactor in order to perform construction, maintenance, etc.	

Note: As a transitional measure, an adjustment factor of 1 may, notwithstanding the provisions above, be applied to research assistants or research associates who have been continuously employed since the day before the effective date of April 1, 2007 (hereinafter referred to as the “effective date”) and who were acknowledged on or after the effective date as engaging in guidance of students in a graduate school as part of their actual duties.

Table 2

(a) General Service Salary Table I

(From February 1, 2023)

Job Grade	Adjustment Base Amount
1	JPY 6,600
2	JPY 8,500
3	JPY 9,600
4	JPY 10,200
5	JPY 10,600
6	JPY 11,200

7	JPY 12,000
8	JPY 12,700
9	JPY 14,300
10	JPY 15,900

(b) General Service Salary Table II

(From February 1, 2023)

Job Grade	Adjustment Base Amount
1	JPY 6,000
2	JPY 7,400
3	JPY 8,500
4	JPY 8,700
5	JPY 9,600

(c) Educational Service Salary Table I

(From February 1, 2020)

Job Grade	Adjustment Base Amount
1	JPY 9,000 However, Salary Level 1 employees: JPY 8,590, Salary Level 2 employees: JPY 8,685, Salary Level 3 employees: JPY 8,779, Salary Level 4 employees: JPY 8,869, Salary Level 5 employees: JPY 8,955
2	JPY 10,500 However, Salary Level 1 employees: JPY 10,489
3	JPY 11,900
4	JPY 12,700
5	JPY 15,000
6	JPY 16,300

(d) (Deleted)

(e) (Deleted)

(f) Medical Service Salary Table I

Job Grade	Adjustment Base Amount
1	JPY 6,200
2	JPY 8,000
3	JPY 9,100
4	JPY 9,700
5	JPY 10,500
6	JPY 11,300
7	JPY 12,200
8	JPY 13,800

(g) Medical Service Salary Table II

(From February 1, 2024)

Job Grade	Adjustment Base Amount
1	JPY 8,100
2	JPY 9,400
3	JPY 9,700
4	JPY 10,000
5	JPY 10,400
6	JPY 11,600
7	JPY 12,500

Table 3

Academic Year	Rate
2006	1
2007	0.75
2008	0.5
2009	0.25

**Re: Article 56 (Article 22) Starting Salary Adjustment Allowance**

1. The monthly starting salary adjustment allowance shall be the amount detailed in the table below for the period of time beginning on the day of employment or the day on which the person became an employee as prescribed in Article 22, paragraph 2 of the Rules. In cases where the period beginning on the day of the person's university graduation as prescribed in the School Education Act (Act No. 26 of 1947) and ending on the day of employment or the day that the person becomes an employee as prescribed in Article 22, paragraph 2 of the Rules exceeds four years (or six years for those who underwent clinical training as prescribed in the Medical Practitioners Act (Act No. 201 of 1948)), it shall be deemed, when applying the table below, that the employee has already been paid the starting salary adjustment allowance that otherwise would have been payable for the portion of that period that came after the day of employment or the day that the person became an employee as prescribed in Article 22, paragraph 2 of the Rules (where that portion is rounded up to a whole year); however, this shall not apply to any case where the employee earned all the credits required for a university doctoral program as prescribed in the School Education Act and where less than three years have elapsed since the day ending the required period of time for completing that program.
2. In cases where employees receiving the starting salary adjustment allowance are placed on a leave of absence pursuant to Article 14 of the University of Tokyo Rules on Conditions of Employment of Academic and Administrative Staff (Rules No. 11 of 2004; hereinafter referred to as "Rules on Conditions of Employment") or are assigned to external training pursuant to Article 2 or 3 of the University of Tokyo Regulations on External Assignment of Academic and Administrative Staff for Training Involving Research Duties (Rules No. 23 of 2004; hereinafter referred to as "Regulations on External Assignment for Training"), the period calculated for applying the table below shall not include the time spent on the leave of absence or external assignment (except for portions of that time where the employee is entitled to full compensation pursuant to paragraph 1, 5, or 6 of Article 18 of the Rules).
3. In cases where employees covered by paragraph 1 or 2 of Article 22 of the Rules were paid, prior to becoming such employees, a starting salary adjustment allowance pursuant to Article 22 of the Rules and a starting salary adjustment allowance pursuant to the Act on Compensation of General Service Employees (Act No. 95 of 1950), and where the sum of the period they received those allowances and the period applicable for payment of the starting salary adjustment allowance under paragraph 2 of Article 22 of the Rules exceeds 35 years, the period and amount of payment for their starting salary adjustment allowance shall be the period and amount that would be calculated if they had already been paid the starting salary adjustment allowance for the portion of time payable under paragraph 2 of Article 22 of the Rules that exceeds the 35-year total.

(From February 1, 2024)

Applicable Period	Allowance Amount
Less than one year	JPY 51,100
At least one year but less than two years	JPY 51,100
At least two years but less than three years	JPY 51,100
At least three years but less than four years	JPY 51,100
At least four year but less than five years	JPY 51,100
At least five years but less than six years	JPY 51,100
At least six years but less than seven years	JPY 49,300
At least seven years but less than eight years	JPY 47,500
At least eight years but less than nine years	JPY 45,700
At least nine years but less than 10 years	JPY 43,900

At least 10 years but less than 11 years	JPY 42,100
At least 11 years but less than 12 years	JPY 40,300
At least 12 years but less than 13 years	JPY 38,500
At least 13 years but less than 14 years	JPY 36,700
At least 14 years but less than 15 years	JPY 35,300
At least 15 years but less than 16 years	JPY 33,900
At least 16 years but less than 17 years	JPY 32,500
At least 17 years but less than 18 years	JPY 31,100
At least 18 years but less than 19 years	JPY 29,700
At least 19 years but less than 20 years	JPY 28,300
At least 20 years but less than 21 years	JPY 26,900
At least 21 years but less than 22 years	JPY 26,300
At least 22 years but less than 23 years	JPY 25,700
At least 23 years but less than 24 years	JPY 24,700
At least 24 years but less than 25 years	JPY 24,100
At least 25 years but less than 26 years	JPY 23,500
At least 26 years but less than 27 years	JPY 22,900
At least 28 years but less than 28 years	JPY 22,300
At least 28 years but less than 29 years	JPY 21,500
At least 29 years but less than 30 years	JPY 21,200
At least 30 years but less than 31 years	JPY 20,800
At least 31 years but less than 32 years	JPY 20,200
At least 32 years but less than 33 years	JPY 19,300
At least 33 years but less than 34 years	JPY 18,400
At least 34 years but less than 35 years	JPY 17,700

Note: The figures listed in the Applicable Period column of the table above represent the number of years elapsed since the day of employment.

**Re: Article 56 (Article 23)      Dependent Allowance**

1. The “persons provided separately” in Article 23, paragraphs 1 and 2 of the Rules are those listed in the Employees column and Applicable Persons column of Table 1 below, and the payable monthly allowance shall be the total of the allowance amounts in the table for each employee and applicable dependent.
2. Notwithstanding the provisions of the preceding paragraph, the payable monthly dependant allowance shall also include an extra amount calculated by multiplying the Supplementary Amount in Table 2 below by the number of dependent children who are between the first April 1 after their 15th birthday and the first March 31 after their 22nd birthday (this period is hereinafter referred to as the “special period”).

Table 1

(Effective from on April 1, 2017)

Employees	Applicable Persons	Allowance Amount
All employees	Spouse (including a partner who is in an unregistered but de facto married relationship with the employee; the same shall apply hereafter)	JPY 10,000
	Children and grandchildren, up to the first March 31 on or after their 22nd birthday	JPY 8,000 per person (if the employee does not have a spouse, the allowance shall be JPY 1,000 for one applicable dependent)
	Parents and grandparents age 60 and older; younger siblings, up to the first March 31 on or after their 22nd birthday; dependents with severe mental or physical disorder	JPY 6,500 per person (if the employee does not have spouse and dependent children or grandchildren, the allowance shall be JPY 9,000 for one applicable dependent)

(Effective from on April 1, 2018)

Employees	Applicable Persons	Allowance Amount
All employees	Spouse (including a partner who is in an unregistered but de facto married relationship with the employee; the same shall apply hereafter)	JPY 6,500
	Children and grandchildren, up to the first March 31 on or after their 22nd birthday	JPY 10,000 per person
	Parents and grandparents age 60 and older; younger siblings, up to the first March 31 on or after their 22nd birthday; dependents with severe mental or physical disorder	JPY 6,500 per person

(Effective from on April 1, 2019)

Employees	Applicable Persons	Allowance Amount
Employees whose job grade is 8 or above in the General Service Salary Table 1, Grade 5 or above in the Educational Salary Table 1, or Grade 8 in the Medical Service Salary Table 1	Spouse (including a partner who is in an unregistered but de facto married relationship with the employee; the same shall apply hereafter)	JPY 6,500
	Children and grandchildren, up to the first March 31 on or after their 22nd birthday	JPY 10,000 per person
	Parents and grandparents age 60 and older; younger siblings, up to the first March 31 on or after their 22nd birthday; dependents with severe mental or physical disorder	JPY 6,500 per person

All other employees	Spouse (including a partner who is in an unregistered but de facto married relationship with the employee; the same shall apply hereafter)	JPY 6,500
	Children and grandchildren, up to the first March 31 on or after their 22nd birthday	JPY 10,000 per person
	Parents and grandparents age 60 and older; younger siblings, up to the first March 31 on or after their 22nd birthday; dependents with severe mental or physical disorder	JPY 6,500 per person

Note: From 1<sup>st</sup> April 2020, employees whose job grade is 9 or above in the General Service Salary Table 1 or Grade 6 in the Educational Service Salary Table 1 shall only receive the dependence allowance for children and grandchildren, up to the first March 31 on or after their 22nd birthday.

Table 2

Supplementary Amount
JPY 5,000

**Re: Article 56 (Article 24) Education and Research Cooperation Allowance**

1. The “applicable districts” in Article 24, paragraph 1 of the Rules are the districts listed in the table below.
2. The monthly education and research cooperation allowance is calculated by multiplying the monthly sum of the employee’s salary, salary adjustment, overtime allowances for affiliated school academic staff and dependent allowance by the rate detailed in the Allowance Rate column in the following table for the relevant district.

(From November 1, 2022)

Prefecture	Applicable Districts	Allowance Rate
Tokyo	Tokyo’s 23 wards, Mitaka-shi and Nishitokyo-shi	0.195
Hokkaido	Kitami-shi and Hurano-shi	0.195
Iwate	Tohno-shi and Otsuchi-cho Kamihei-gun	0.195
Miyagi	Sendai-shi	0.195
Ibaraki	Tsukuba-shi, Kasama-shi, Hitachiomiya-shi and Tokai-mura Naka-gun	0.195
Tochigi	Nikko-shi	0.195
Chiba	Chiba-shi, Kashiwa-shi, Kamogawa-shi and Kimitsu-shi	0.195
Saitama	Wako-shi, Toda-shi and Chichibu-shi	0.195
Kanagawa	Miura-shi	0.195
Yamanashi	Hokuto-shi, Nambu-cho Minamikoma-gun and Yamanakako-mura Minamitsuru-gun	0.195

Nagano	Nagano-shi, Matsumoto-shi, Komoro-shi, Koumi-machi Minamisaku-gun, Karuizawa-machi Kitasaku-gun and Kiso-machi Kiso-gun	0.195
Gifu	Hidaka-shi and Takayama-shi	0.195
Shizuoka	Hamamatsu-shi, Numazu-shi, Minamiizu-cho Kamo-gun and Arai-cho Hamana-gun	0.195
Aichi	Seto-shi and Inuyama-shi	0.195
Hyogo	Kobe-shi, Sayou-cho Sayou-gun	0.195
Wakayama	Wakayama-shi	0.195
Hiroshima	Hiroshima-shi	0.195
Miyazaki	Ebino-shi	0.195
Kagoshima	Setouchi-cho Oshima-gun	0.195

Note: The district names listed in the table above are those that were officially in use by each municipality or special zone on April 1, 2007; for purposes of this allowance, the districts listed above shall be considered unaffected by any changes to the names or the actual districts themselves that have occurred since that date.

**Re: Article 56 (Article 25)                      Housing Allowance**

The “certain employees” in Article 25 of the Rules are those listed in the Employee Category column of the table below, and the monthly allowance shall be the amount detailed in the Allowance Amount column of the table for the employee’s category (or, in the case of employees who fall under multiple categories, the sum of each category’s amount and the amount detailed in item (2))

Employee Category	Allowance Amount	
(1) Employees who rent a home (including apartments; the same applies in item 2) as their own residence and pay monthly rent exceeding JPY 16,000 (including usage fees; the same applies hereafter), but excluding employees who reside in housing leased from the University of Tokyo, other corporations, etc. or the national government	The monthly rent detailed in items (a) and (b) below, rounded down to the nearest hundred yen	
	(a) Rent up to JPY 27,000	The amount remaining when JPY 16,000 is deducted from the monthly rent
	(b) Rent exceeding JPY 27,000	One-half of the amount remaining when JPY 27,000 is deducted from the monthly rent (if one-half exceeds JPY 17,000, then JPY17,000), plus JPY 11,000
(2) Employees who receive the allowance for assignment away from spouse under Article 27 of the Rules and pay monthly rent exceeding	One-half of the amount calculated using the formula applied to employees listed in item (1), rounded down to the nearest hundred yen	



¥16,000 for a house (excluding housing leased from the University of Tokyo, other corporations, etc. or the national government) in which their spouse resides, and other employees who are deemed to require treatment equivalent to that given to the aforementioned employees	
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**Re: Article 56 (Article 26) Commuting Allowance**

1. The commuting allowance shall be the amount detailed in the Allowance Amount column of Table 1 below for the employee’s category.
2. Employees receiving the commuting allowance (excluding those whose payment unit period is one month) are obligated to repay an amount determined separately when any of the following events occurs, for the portion of their payment unit period during which the event occurred:
  - (1) The employee ceases being employed due to severance or death, or becomes ineligible for the commuting allowance;
  - (2) The employee’s commuting allowance is adjusted for a change in the commuting route, method, or fares;
  - (3) Before the end of the current month, the employee is placed on a leave of absence pursuant to items (1) to (5) (excluding item (4)) in Article 14, paragraph 1 of the Rules on Conditions of Employment, is assigned to external training pursuant to Article 2 or 3 of the Regulations on External Assignment for Training, goes on child care leave pursuant to Article 2 of the University of Tokyo Rules on Temporary Absence from Work for Academic and Administrative Staff (Rules No. 28 of 2004), or is placed on long-term suspension pursuant to item (4) in Article 39 of the Rules on Conditions of Employment, where the period of absence in any of those cases lasts two months or more; or
  - (4) The employee does not commute to work on any day of a certain calendar month due to a business trip, leave, absence or other such reason.
3. In cases where employees defined in Article 26, paragraph 1 of the Rules do not commute to work on any day during a calendar month that falls in a payment unit period due to a business trip, leave, absence or other such reason, the commuting allowance shall not be paid for that payment unit period.

Table 1

Applicable Employees	Allowance Amount
(1) Employees listed in Article 26, paragraph 1, item (1)	An amount equivalent to the total fares required for each payment unit period (hereinafter referred to as “fare equivalent”). However, if the quotient of the fare equivalent divided by the number of months in the payment unit period (hereinafter referred to as “monthly fare equivalent”) exceeds JPY 55,000, the allowance per payment unit period shall be the product of JPY 55,000 and the number of months in the payment unit period (if the fares are calculated for two or more systems of public transport and the sum of all monthly fare equivalents exceeds JPY

	55,000, then the allowance shall be the product of JPY 55,000 and the number of months in the employee's longest payment unit period).
(2) Employees listed in Article 26, paragraph 1, item (2)	The amount detailed in Table 2 for the employee's category, per payment unit period.
(3) Employees listed in Article 26, paragraph 1, item (3)	The sum of the amounts prescribed in the preceding two items (if the sum of the monthly fare equivalent and the amount in item (2) exceeds JPY 55,000, then the allowance shall be the product of JPY 55,000 and the number of months in the employee's longest payment unit period). However, in cases where the employee commutes by public transport for a distance for which commuting on foot is deemed reasonable or commutes by automobile for a distance less than two kilometers, the allowance shall be the higher of the amount prescribed by item (1) or the amount prescribed by item (2).
(4) Employees listed in Article 26, paragraph 2	Notwithstanding the provisions of paragraph 1, the allowance for employees whose route and method of commuting by Shinkansen service are deemed the most economic and reasonable of all options in light of the commuting fares, time, distance, etc., shall be the sum of (i) one-half of the extra fees required for commuting during the entire payment unit period (however, if the quotient of the resulting amount divided by the number of months in the payment unit period (hereinafter the quotient is referred to as "monthly half extra-fee equivalent") exceeds JPY 20,000, the amount shall be the product of JPY 20,000 and the number of months in the payment unit period (in cases where the extra fees are calculated for two or more systems of Shinkansen services, if the sum of all monthly half extra-fee equivalents exceeds JPY 20,000, then the amount shall be the product of JPY 20,000 and the number of months in the employee's longest payment unit period pertaining to commuting by Shinkansen services)) and (ii) the amount prescribed in paragraph 1.

Table 2

Employee Category	Allowance
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	Amount
Employees whose driving distance (in this table, meaning the one-way distance traveled in an automobile referred to as the “driving distance”) is less than 5 kilometers	JPY 2,000
Employees whose driving distance is at least 5 kilometers but less than 10 kilometers	JPY 4,100
Employees whose driving distance is at least 10 kilometers but less than 15 kilometers	JPY 6,500
Employees whose driving distance is at least 15 kilometers but less than 20 kilometers	JPY 8,900
Employees whose driving distance is at least 20 kilometers but less than 25 kilometers	JPY 11,300
Employees whose driving distance is at least 25 kilometers but less than 30 kilometers	JPY 13,700
Employees whose driving distance is at least 30 kilometers but less than 35 kilometers	JPY 16,100
Employees whose driving distance is at least 35 kilometers but less than 40 kilometers	JPY 18,500
Employees whose driving distance is at least 40 kilometers but less than 45 kilometers	JPY 20,900
Employees whose driving distance is at least 45 kilometers but less than 50 kilometers	JPY 21,800
Employees whose driving distance is at least 50 kilometers but less than 55 kilometers	JPY 22,700
Employees whose driving distance is at least 55 kilometers but less than 60 kilometers	JPY 23,600
Employees whose driving distance is 60 kilometers or more	JPY 24,500

**Re: Article 56 (Article 27) Allowance for Assignment away from Spouse**

The monthly allowance for assignment away from spouse shall be the amount in Table 1 below (if the travel distance between the employee’s residence and the spouse’s residence is 100 kilometers or more, the amount detailed in Table 2 below for the employee’s category shall be added).

Table 1 (from April 1, 2016)

Monthly Amount
JPY 30,000

Table 2 (from April 1, 2016)

Travel Distance	Added Amount
At least 100 km but less than 300 km	JPY 8,000
At least 300 km but less than 500km	JPY 16,000
At least 500 km less than 700 km	JPY 24,000
At least 700 km but less than 900km	JPY 32,000
At least 900 km but less than 1,100km	JPY 40,000

At least 1,100 km but less than 1,300 km	JPY 46,000
At least 1,300 km but less than 1,500 km	JPY 52,000
At least 1,500 km but less than 2,000 km	JPY 58,000
At least 2,000 km but less than 2,500 km	JPY 64,000
2,500 km or more	JPY 70,000

**Re: Article 56 (Article 28) High-place Work Allowance**

The “certain duties” in Article 28 of the Rules are those listed in the Duty Category column of the table below, and the allowance shall be the amount detailed in the Allowance Amount column in the table below for the relevant duty category, paid for each day that the duty is performed (when less than four hours are spent performing the duty on a given day, the allowance for that day shall be calculated by multiplying the regular amount by 0.60).

Duty Category	Allowance Amount
Duties in which employees assigned to the Graduate School of Agricultural and Life Sciences collect seeds or perform other work in trees at heights at least 10 meters above the ground	JPY 220 (or JPY 320 when the duty is performed at least 20 meters above the ground or water)
Duties in which employees assigned to the Facilities Management Department supervise maintenance work in places with unstable footing that are at least 15 meters above the ground	JPY 200 (or JPY 300 when the duty is performed at least 30 meters above the ground)

**Re: Article 56 (Article 29) Allowance for Explosives-handling Work**

The allowance for explosives-handling work shall be the amount in the table below, paid for each day that the duty is performed.

Allowance Amount
JPY 300 (or JPY 180 for days when less than four hours are spent performing the work)

**Re: Article 56 (Article 30) Aviation Allowance**

1. The “certain duties” in Article 30 of the Rules are as follows:
  - (1) Experimentation involving prototype or remodeled aircraft equipment or materials;
  - (2) Observation or research regarding meteorological, terrestrial or hydrological phenomena;
  - (3) Surveying of waterways or land areas;
  - (4) Research regarding magnetic surveying or nuclear raw material resources;
  - (5) Research or testing regarding aircraft fuselages, engines, equipment, and instrumentation or control;

- (6) Observation or research regarding pollution (atmospheric, oceanic, etc.); and
  - (7) Research regarding actual or potential disaster conditions, etc. in disaster areas or high-risk areas.
2. The aviation allowance shall be the amount detailed in the Allowance Amount column in Table 1 below for the employee’s job grade, paid for each hour on board an aircraft.
  3. Notwithstanding the provisions of the preceding paragraph, in cases where the employee performs duties in an unpressurized aircraft flying at or above 5,000 meters for at least 30 minutes, the payable allowance shall be the amount prescribed in the preceding paragraph, plus 30% of that amount for the number of hours spent performing the duties in those conditions.
  4. If any month includes time spent performing a duty listed in paragraph 1 on board a ship-based rotary-wing aircraft, the total aviation allowance for that month shall comprise the amounts obtained under the preceding two paragraphs plus the supplementary amount in Table 2 below, paid for each day that such work was performed during the month.

Table 1

Job Grade	Allowance Amount
Grade 2 or higher in the General Service Salary Table I, and Grade 2 or higher in the Educational Service Salary Table I	JPY 1,900
Grade 1 in the General Service Salary Table I, and Grade 1 in the Educational Service Salary Table I	JPY 1,200

Table 2

Supplementary Amount
JPY 870 (or JPY 1,300 if the employee flew on the ship-based rotary-wing aircraft between sunset and sunrise)

**Re: Article 56 (Article 31) Allowance for Breeding Bulls/Stallions**

1. The “certain duties” in Article 31 of the Rules are the duties in which employees assigned to the Graduate School of Agricultural and Life Sciences’ Experimental Station for Bio-Animal Science or Institute for Sustainable Agro-ecosystem Services breed bulls or stallions in order to involve them in natural mating or collect sperm, or in order to prepare them for such purposes.
2. The allowance for breeding bulls/stallions shall be the amount in the table below, paid for each day that the duty is performed.

Allowance Amount
JPY 230 (or JPY 138 for days when less than four hours are spent performing the work)

**Re: Article 56 (Article 32) Corpse Disposal Allowance**

The “certain duties” in Article 32 of the Rules are those listed in the Duty Category column of the table below, and the allowance shall be the amount detailed in the Allowance Amount column in the table below for the relevant duty category, paid for each day that the duty is performed. However, if the employee performs item (1) duties and item (2) duties on the same day, the allowance shall not be paid for the item (2) duties.

Duty Category	Allowance Amount
(1) Duties in which cadaver disposal is performed for the Faculty of Medicine's anatomy, pathology or forensic medicine classes by employees who are assigned to those classes and who receive their salary under the General Service Salary Tables	JPY 3,200
(2) Duties in which cadavers required for education or research are received or transported from outside by employees who are assigned to those classes and who receive their salary under the General Service Salary Tables	JPY 1,000

**Re: Article 56 (Article 33) Allowance for Radiation Handling**

The allowance for radiation handling shall be the amount in the table below, paid for each day that the duty is performed.

Allowance Amount
JPY 230

**Re: Article 56 (Article 34) Allowance for Work in Abnormally Pressurized Environments**

1. The "certain duties" detailed in Article 34 of the Rules are as follows:

- (1) Medical treatment or clinical tests performed under hyperbaric conditions in a hyperbaric medical chamber;
- (2) Underwater duties performed while wearing diving equipment; or
- (3) Undersea or seafloor observation or research performed on board the JAMSTEC's (National Research and Development Agency Japan Agency for Marine-Earth Science and Technology) *Shinkai 2000* or *Shinkai 6500*.

2. The allowance for work in abnormally pressurized environments shall be the amount detailed in the following items for the relevant duty category:

- (1) Duties listed in paragraph 1, item (1): The amount detailed in the Allowance Amount column in Table 1 for the relevant pressure category, paid for each hour that the duty is performed;
- (2) Duties listed in paragraph 1, item (2): The amount detailed in the Allowance Amount column in Table 2 for the relevant dive depth category, paid for each hour that the duty is performed; or
- (3) Duties listed in paragraph 1, item (3): The amount detailed in the Allowance Amount column in Table 3 for the relevant job grade, paid for each hour that the duty is performed (if the duty is performed deeper than 300 meters, the payable allowance shall be the amount prescribed in Table 3, plus 30% of that amount).

Table 1

Pressure Category	Allowance Amount
Up to 0.2 megapascals	JPY 210
Up to 0.3 megapascals	JPY 560
Over 0.3 megapascals	JPY 1,000

Table 2

Dive Depth Category	Allowance Amount
Up to 20 meters	JPY 310

Up to 30 meters	JPY 780
Over 30 meters	JPY 1,500

Table 3

Job Grade	Allowance Amount
General Service Salary Table I Grade 4 or higher Educational Service Salary Table I Grade 3 or higher	JPY 2,200
General Service Salary Table I Grade 2 and 3 Educational Service Salary Table I Grade 2	JPY 1,700
General Service Salary Table I Grade 1 Educational Service Salary Table I Grade 1	JPY 1,400

**Re: Article 56 (Article 35) Allowance for Work in Mountainous Areas**

The “certain duties” in Article 35 of the Rules are those listed in the Duty Category column of the table below, and the allowance shall be the amount detailed in the Allowance Amount column in the table below for the relevant duty category, paid for each day that the duty is performed.

Table 1

Duty Category	Allowance Amount
Duties in which employees perform field observations of volcanic phenomena at mountaintop observation sites that entail harsh working conditions and are located on a mountain listed in Table 2	JPY 410
Duties in which employees who receive their salary under the General Service Salary Tables fell trees with a chainsaw, clear underbrush with a brushcutter, or yard or transport logs using a skyline under the harsh working conditions of mountains, etc. in a university forest listed in Table 3	JPY 260

Table 2

Name of Volcano	Name of Volcano	Name of Volcano	Name of Volcano
Meakan-dake	Osore-zan	Nikko-Shirane-san	Kuju-san
Tokachi-dake	Iwaki-san	san	Aso-san
Tarumae-zan	Hakkoda-san	Akagi-yama	Unzen-dake
Usu-zan	Towada	Haruna-san	Kirishima-yama
Hokkaido-Komagatake	Akita-Yake-yama	Niigata-Yake-yama	Sakurajima
Shiretoko-Iozan	Hachimantai	Myoko-san	Tsurumi-dake
Rausu-dake	Iwate-san	Midagahara-	Kaimon-dake
Mashu	Akita-Komaga-	Kogen	Satsuma-Iojima
Atosanupuri	take	Yake-dake	Kuchinoerabujima
Maruyama	Chokai-san	Norikura-dake	Nakanoshima
Daisetsu-zan	Kurikomayama	Hakusan	Suwanosejima
	Naruko	Fuji	

Eniwa-dake Kuttara Esan Oshima- Oshima	Zao-san Hiuchiga-take	Hakone-yama Niijima Kozushima Hachijojima Aogashima	
Azumayama Adatarayama Bandai-san	Nasudake Kusatsu- Shirane-san Asama-yama Ontake-san Izu-Tobu Volcano Group Izu-Oshima Miyake-san		

The term “mountaintop observation sites that entail harsh working conditions” in Table 1 refers to observation sites that are located on mountains listed in Table 2 and that fall under any of the following:

- (1) The observation site is located on the normal observation route that requires travel on foot for at least 1,500 meters and at least 45 minutes from the final point on the route where travel by public transport or automobile becomes impossible;
- (2) The observation site is located on a 2,000-meter or more leg of the normal observation route that can be traveled on foot for no less than one hour from the final point on the route where travel by public transport or automobile becomes impossible to the first point on the route where travel by public transport or automobile becomes possible again, and is at the point of the leg that is furthest from the place where the employee starts walking (excluding cases covered by item (1)); or
- (3) The observation site is located in an area that a local government or other public agency has closed or subjected to hiking restrictions, advisories, etc. in order to protect residents, hikers, etc. from harm caused by volcanic explosions, crustal movements, fumaroles, toxic gases or other volcanic phenomena (excluding cases covered by items (1) and (2) above).

Table 3

University Forests	Location	Specific Conditions
University Forest in Chichibu attached to the Graduate School of Agricultural and Life Sciences	Otaki, Chichibu-shi, Saitama	
University Forest in Chiba attached to the Graduate School of Agricultural and Life Sciences	Amatsu, Kamogawa-shi, Chiba Kiyosumi, Kamogawa-shi, Chiba Kiwadahata, Kimitsu-shi, Chiba Orikisawa, Kimitsu-shi, Chiba	
Forest Therapy Research Institute attached to the Graduate School of Agricultural and Life Sciences	Yamanakako-mura, Minamitsurugun, Yamanashi	limited to winter
University Forest in Hokkaido attached to the Graduate School of Agricultural and Life Sciences	Aza-higashiyama, Furano-shi, Hokkaido Aza-yamabe, Furano-shi, Hokkaido	

Note: The term “winter” in the specific conditions above refers to the period from November 1 of



each year to April 30 of the following year.

**Re: Article 56 (Article 36) Allowance for Night Nursing**

1. The “certain duties” in Article 36 of the Rules are as follows:
  - (1) Nursing duties, etc. performed by midwives, nurses and assistant nurses in which all or some of the prescribed working hours are scheduled for late at night (meaning the time from 10 p.m. to the following 5 a.m.; the same shall apply hereinafter); and
  - (2) Emergency medical care, etc. performed outside prescribed working hours by employees who receive their salary under the Medical Service Salary Table, under special conditions with regard to the hours when the work is performed, etc.
2. The allowance for night nursing shall be the amount under the following items for the relevant duty category, paid for each work session:
  - (1) Duties listed in paragraph 1, item (1): The amount detailed in the Allowance Amount column in Table 1 for the relevant duty category; or
  - (2) Duties listed in paragraph 1, item (2): The amount detailed in Table 2.
3. If midwives, nurses, and assistant nurses (excluding employees who reside within a two-kilometer walking distance from their workplace, and employees who receive a commuting allowance pursuant to item (2) in Article 26, paragraph 1 of the Rules) commute for a late-night shift, the allowance paid for the duties defined in item (1) of paragraph 1 shall, notwithstanding the provisions of item (1) of paragraph 2, be the amount detailed in item (1) of paragraph 2, plus the amount detailed in Table 3 for the relevant employee category.

Table 1

Duty Category	Allowance Amount
Duties performed across all late-night hours	JPY 7,300
Duties performed for at least 4 late-night hours	JPY 3,550
Duties performed for at least 2 late-night hours, but less than 4	JPY 3,100
Duties performed for less than 2 late-night hours	JPY 2,150

Table 2

Allowance Amount
JPY 1,620

Table 3

Employee Category	Allowance Amount
Employees whose commuting distance (meaning the total one-way commuting distance that would be fixed for the commuting allowance; the same shall apply hereinafter) is less than 5 kilometers	JPY 380
Employees whose commuting distance is at least 5 kilometers but less than 10 kilometers	JPY 760
Employees whose commuting distance is 10 kilometers or more	JPY 1,140

**Re: Article 56 (Article 37) Special Duty Allowance for Academic Staff**

1. The “certain duties” in Article 37 of the Rules are those listed in the table below that are performed by employees who are assigned to the Faculty of Education’s affiliated secondary school as a teaching staff, and who have a job grade of Special Grade 2, Grade 2 or Grade 1 in Educational Service Salary Table II.
  - (1) The following emergency duties performed in disasters, etc. under the school’s supervision:
    - i. Protective custody of elementary school students (including kindergarten students; the same shall apply hereafter) or secondary school students during disasters; emergency efforts for disaster prevention or mitigation, or disaster recovery work;
    - ii. First aid for injuries, illnesses, etc. suffered by elementary or secondary school students and
    - iii. Emergency guidance for elementary or secondary school students.
  - (2) Leading elementary or secondary school students during school trips, open-air school, seaside school and other such activities that involve overnight stay (limited to activities planned and implemented by the school).
  - (3) Leading elementary or secondary school students during extramural athletic competitions, and other such activities that involve overnight stay or occur on a day off as defined by Article 9 of the University of Tokyo Rules on Working Hours and Leave for Academic and Administrative Staff (Rules No. 13 of 2004); in this Article the term “day off” includes compensatory days off pursuant to Article 5 of the University of Tokyo Detailed Rules on Working Hours and Leave for Academic and Administrative Staff (Rules No. 14 of 2004).
  - (4) Providing guidance to elementary or secondary school students in club activities (meaning all activities equivalent to club activities within the official curriculum) under the school’s supervision, on a day off.
  - (5) Entrance examination proctoring, marking or making decisions on admission of students on a day off.
2. The special duty allowance for academic staff shall be the amount detailed in the Allowance Amount column in the table below for the relevant duty category, paid for each day that the duty is performed.

(From April 1, 2018)

Duty Category	Allowance Amount
Duties listed in paragraph 1, item (1)(i)	JPY 8,000 (in cases of catastrophic disasters where the working conditions are deemed to pose a severe mental or physical burden to the employee, a supplementary amount equal to the standard amount shall be added)
Duties listed in paragraph 1, items (1)(ii) and (1)(iii)	JPY 7,500
Duties listed in paragraph 1, items (2) and (3)	JPY 4,250
Duties listed in paragraph 1, item (4)	JPY 3,600
Duties listed in paragraph 1, item (5)	JPY 900

**Re: Article 56 (Article 38) Allowance for Student-Teacher Training Guidance**

The allowance for student-teacher training guidance shall be the amount in the table below, paid for

each day that the duty is performed.

Allowance Amount
JPY 720

**Re: Article 56 (Article 39) Allowance for Educational Services Liaison and Guidance**

1. The “certain duties” in Article 39 of the Rules are duties in which liaison, coordination, guidance and advice pertaining to teaching and other educational services are provided by teaching staff of the affiliated secondary school who are in any of the positions listed below.

- (1) year-head teacher
- (2) head of curriculum coordination
- (3) head of student counseling and guidance
- (4) head of career guidance
- (5) head of research coordination
- (6) head of public relations
- (7) head of school health
- (8) head librarian
- (9) head of special needs education

2. The allowance for educational services liaison and guidance shall be the amount in the table below, paid for each day that the duty is performed.

Allowance Amount
JPY 200

**Re: Article 56 (Article 40) Polar/High-Altitude Work Allowance**

The polar/high-altitude work allowance shall be the amount detailed in the relevant Allowance Amount column in the relevant tables below for the relevant job grade, paid for each day that the duty is performed.

(1) Article 40, Number 1 Duties

Job Grade	Allowance Amount
General Service Salary Table I Grade 7 or higher Educational Service Salary Table I Grade 5 or higher Educational Service Salary Table II Grade 4	JPY 4,100
General Service Salary Table I Grade 4, 5 and 6 Educational Service Salary Table I Grade 3 and 4 Educational Service Salary Table II Grade 2, and Special 2 and 3	JPY 3,100

General Service Salary Table I Grade 3 Educational Service Salary Table I Grade 2	JPY 2,400
General Service Salary Table I Grade 1 and 2 Educational Service Salary Table I Grade 1 Educational Service Salary Table II Grade 1	JPY 2,000

Note: (if the employee overwinters to perform the duty, a supplementary amount equivalent to 30% of the standard amount shall be added).

(2) Article 40, Number 2 Duties

Job Grade	Allowance amount		
		In the case that duties are performed continuously for more than the number of days listed below	
		30 days	60 days
General Service Salary Table I Grade 7 or higher Educational Service Salary Table I Grade 5 or higher	JPY 2,900	JPY 4,600	JPY 6,400
General Service Salary Table I Grade 5 or Six Educational Service Salary Table I Grade 4		JPY 2,900	JPY 4,600
General Service Salary Table I Grade 4 Educational Service Salary Table I Grade 3	JPY 1,200		JPY 2,500
General Service Salary Table I Grade 1, 2, or 3 Educational Service Salary Table I Grade 1 or 2		JPY 1,200	JPY 1,200

Note: If the person who has conducted relevant duties is subject to the second section of the supplementary provisions that amend part of the Rules on Conditions of Employment (The University of Tokyo Rules No. 55; December 20, 2012), an amount equivalent to Educational Service Salary Table I Grade 2 will be paid.

**Re: Article 56 (Article 41) Deleted**

**Re: Article 56 (Article 41-1) Deleted**

**Re: Article 56 (Article 41-2) Duty Allowance for Nursing Staff**

The duty allowance for nursing staff is paid to employees affiliated to the University of Tokyo Health Service Center, and the monthly amount is set out in the table below.

Classification of salary table	Monthly amount (JPY)
Medical Service Salary Table I	3,000
Medical Service Salary Table II	10,000

**Re: Article 56 (Article 46) Night/Day Duty Allowance**

1. The day or night duties in Article 46 of the Rules are as follows:
  - (1) Duties of maintaining facilities, equipment, fixtures and furnishings, documents, etc., communicating with external parties, collecting documents, and facility surveillance;
  - (2) Duties involving management, etc. of animals or plants at facilities where animals or plants are raised, etc.; or
  - (3) Duties of maintaining safety at nuclear reactors and other facilities that require special safety management practices;
  - (4) Duties for the management of animals and other activities in facilities providing animal medical care.
2. The night/day duty allowance shall be the amount detailed in the Allowance Amount column of the table below for the relevant duty category, paid for each time the duty is performed.

Night/Day Duty Category	Allowance Amount
Duties listed in paragraph 1, item (1)	JPY 6,000
Duties listed in paragraph 1, item (2)	JPY 7,000
Duties listed in paragraph 1, item (3)	JPY 7,200
Duties listed in paragraph 1, item (4)	JPY 10,000

3. Regardless of the preceding paragraph, if one third of the average salary (limited to salaries that are the base for allowances prescribed in Articles 70 through 72 of this Rules) paid per day to an academic or administrative staff who is expected to be on the category of night/day duty exceeds the amount of allowance, then the above amount shall be paid.

**Re: Article 56 (Article 50) Special Allowance for Academic Staff in Compulsory Education**

The monthly special allowance for academic staff in compulsory education shall be the amount detailed in the table below for the employee’s salary level.

(From April 1, 2016)  
(Units: JPY)

Level \ Job Grade	Grade 1	Grade 2	Special Grade 2	Grade 3	Grade 4
1	2,900	3,600	5,000	7,400	9,900
2	2,900	3,600	5,000	7,400	9,900
3	2,900	3,600	5,000	7,400	9,900
4	2,900	3,600	5,000	7,400	9,900
5	3,000	3,800	5,400	7,600	10,100
6	3,000	3,800	5,400	7,600	10,100
7	3,000	3,800	5,400	7,600	10,100
8	3,000	3,800	5,400	7,600	10,100
9	3,100	4,100	5,600	7,900	10,400
10	3,100	4,100	5,600	7,900	10,400
11	3,100	4,100	5,600	7,900	10,400
12	3,100	4,100	5,600	7,900	10,400
13	3,200	4,200	5,800	8,100	10,600
14	3,200	4,200	5,800	8,100	10,600
15	3,200	4,200	5,800	8,100	10,600
16	3,200	4,200	5,800	8,100	10,600
17	3,400	4,400	6,200	8,300	10,800
18	3,400	4,400	6,200	8,300	10,800
19	3,400	4,400	6,200	8,300	10,800
20	3,400	4,400	6,200	8,300	10,800
21	3,600	4,600	6,600	8,600	11,000
22	3,600	4,600	6,600	8,600	11,000
23	3,600	4,600	6,600	8,600	11,000
24	3,600	4,600	6,600	8,600	11,000
25	3,800	4,800	6,800	8,700	11,200
26	3,800	4,800	6,800	8,700	11,200
27	3,800	4,800	6,800	8,700	11,200
28	3,800	4,800	6,800	8,700	11,200
29	3,900	5,100	7,100	9,000	11,300
30	3,900	5,100	7,100	9,000	11,300
31	3,900	5,100	7,100	9,000	11,300
32	3,900	5,100	7,100	9,000	11,300
33	4,100	5,400	7,400	9,200	11,500
34	4,100	5,400	7,400	9,200	11,500
35	4,100	5,400	7,400	9,200	11,500
36	4,100	5,400	7,400	9,200	11,500
37	4,300	5,600	7,800	9,400	11,700
38	4,300	5,600	7,800	9,400	
39	4,300	5,600	7,800	9,400	
40	4,300	5,600	7,800	9,400	
41	4,500	6,000	8,000	9,700	
42	4,500	6,000	8,000	9,700	
43	4,500	6,000	8,000	9,700	
44	4,500	6,000	8,000	9,700	
45	4,600	6,300	8,200	9,900	

46	4,600	6,300	8,200	9,900	
47	4,600	6,300	8,200	9,900	
48	4,600	6,300	8,200	9,900	
49	4,800	6,500	8,400	10,100	
50	4,800	6,500	8,400	10,100	
51	4,800	6,500	8,400	10,100	
52	4,800	6,500	8,400	10,100	
53	4,900	6,900	8,600	10,200	
54	4,900	6,900	8,600	10,200	
55	4,900	6,900	8,600	10,200	
56	4,900	6,900	8,600	10,200	
57	5,100	7,200	8,800	10,400	
58	5,100	7,200	8,800	10,400	
59	5,100	7,200	8,800	10,400	
60	5,100	7,200	8,800	10,400	
61	5,300	7,500	9,000	10,600	
62	5,300	7,500	9,000	10,600	
63	5,300	7,500	9,000	10,600	
64	5,300	7,500	9,000	10,600	
65	5,400	7,700	9,300	10,700	
66	5,400	7,700	9,300	10,700	
67	5,400	7,700	9,300	10,700	
68	5,400	7,700	9,300	10,700	
69	5,600	7,900	9,400	10,800	
70	5,600	7,900	9,400	10,800	
71	5,600	7,900	9,400	10,800	
72	5,600	7,900	9,400	10,800	
73	5,700	8,100	9,600	10,900	
74	5,700	8,100	9,600	9,600	
75	5,700	8,100	9,600	9,600	
76	5,700	8,100	9,600	9,600	
77	5,900	8,300	9,800	11,100	
78	5,900	8,300	9,800		
79	5,900	8,300	9,800		
80	5,900	8,300	9,800		
81	6,000	8,500	10,000		
82	6,000	8,500	10,000		
83	6,000	8,500	10,000		
84	6,000	8,500	10,000		
85	6,100	8,700	10,100		
86	6,100	8,700	10,100		
87	6,100	8,700	10,100		
88	6,100	8,700	10,100		
89	6,300	8,900	10,200		
90	6,300	8,900	10,200		
91	6,300	8,900	10,200		
92	6,300	8,900	10,200		
93	6,400	9,100	10,300		
94	6,400	9,100	10,300		
95	6,400	9,100	10,300		
96	6,400	9,100	10,300		
97	6,500	9,300	10,500		
98	6,500	9,300	10,500		

99	6,500	9,300	10,500		
100	6,500	9,300	10,500		
101	6,600	9,400	10,500		
102	6,600	9,400	10,500		
103	6,600	9,400	10,500		
104	6,600	9,400	10,500		
105	6,700	9,600	10,600		
106	6,700	9,600	10,600		
107	6,700	9,600	10,600		
108	6,700	9,600	10,600		
109	6,700	9,700	10,700		
110	6,700	9,700	10,700		
111	6,700	9,700	10,700		
112	6,700	9,700	10,700		
113	6,800	9,800	10,700		
114	6,800	9,800	10,700		
115	6,800	9,800	10,700		
116	6,800	9,800	10,700		
117	6,900	10,000	10,700		
118	6,900	10,000			
119	6,900	10,000			
120	6,900	10,000			
121	6,900	10,100			
122	6,900	10,100			
123	6,900	10,100			
124	6,900	10,100			
125	7,000	10,200			
126	7,000	10,200			
127	7,000	10,200			
128	7,000	10,200			
129	7,100	10,200			
130	7,100	10,200			
131	7,100	10,200			
132	7,100	10,200			
133	7,200	10,300			
134	7,200	10,300			
135	7,200	10,300			
136	7,200	10,300			
137	7,200	10,400			
138	7,200	10,400			
139	7,200	10,400			
140	7,200	10,400			
141	7,300	10,400			
142	7,300	10,400			
143	7,300	10,400			
144	7,300	10,400			
145	7,400	10,400			
146	7,400				
147	7,400				
148	7,400				
149	7,500				
150	7,500				
151	7,500				



152	7,500				
153	7,500				

**Re: Article 56 (Article 52) Overtime Allowance for Attached School Academic Staff**

The monthly overtime allowance for attached school academic staff shall be the employee's monthly salary multiplied by the rate in the table below.

Payment rate
0.04

**Re: Article 56 (Article 53) Entrance Examination Allowance**

The "certain duties" in Article 53, paragraph 1 of the Rules are those listed in Tables 1 and 2 below, and the allowance shall be the amount detailed in the Allowance Amount column of the table for the relevant duty category.

Table 1 Duty Categories and Allowance Amounts Pertaining to the Common Admission Test for Universities, the University of Tokyo's Entrance Examination, etc.

Duty Category		Allowance Amount
(1) examination design committee member		JPY 140,000 per subject
(2) examination grading committee member		JPY 15,000 per day
(3) general superintendent or assistant to general superintendent		JPY 15,000 per day
(4) examination supervisor	Duties pertaining to the Common Admission Test for Universities	JPY 11,000 per day (1 <sup>st</sup> day of stay) JPY 8,000 per day (2 <sup>nd</sup> day of stay)
	Duties pertaining to the University of Tokyo's entrance examination	JPY 11,000 per day JPY 5,500 per half day
(5) interviewer		JPY 11,000 per day JPY 5,500 per half day
(6) document screener		JPY 8,000 per exam
(7) examination papers sorting committee member		JPY 4,000 per sorting
(8) committee on university entrance examination implementation specialist committee on international student special screening and other special screenings specialist committee on entrance examination held by the International Liaison Office	committee chairperson or committee vice-chairperson	JPY 110,000 per academic year
	committee member	JPY 70,000 per academic year
(9) committee on university		committee chairperson, or JPY 90,000 per academic year

entrance examination subjects university entrance	committee vice- chairperson	
	committee member (limited to those who are members of the executive meeting)	JPY 60,000 per academic year
(10) committee on university entrance examination supervision	committee chairperson or committee vice- chairperson	JPY 20,000 per academic year
	committee member	JPY 10,000 per academic year
(11) other committees	committee chairperson or committee vice- chairperson	JPY 20,000 per academic year
	committee member	JPY 10,000 per academic year

- Note:
1. This table applies to employees who perform duties pertaining to the Common Admission Test for Universities, the University of Tokyo's entrance examination. Examination for candidates selected by school-recommendation, the special selection for international students, or the selection of students for PEAK.
  2. The term "other committees" used in the table refers to committees that are involved in the examination of applicants wishing to enter the University of Tokyo as listed above, but do not fall under the committees listed in items (8) through (10).
  3. For the allowance amount for each committee in (8), in accordance with divisions (i) and (ii) below, it will be taken to include the allowance amount for the relevant work (limited to those whose work relates to the entrance examination of applicants under the jurisdiction of the relevant committee).
    - (i) committee on university entrance examination implementation  
examination supervisor and examination papers sorting committee member
    - (ii) committees other than (i) general superintendent or assistant to general superintendent, examination supervisor, interviewer and document screener.

Table 2 Duties Pertaining to Graduate School Entrance Examinations

Duty Category	Allowance Amount (JPY)
(1) examination designer	10,000 per exam
(2) examination grader	3,000 per exam
(3) examination supervisor	3,000 per exam
(4) supervisor for sorting examination papers	1,000 per exam
(5) chairperson or vice-chairperson of committee on university graduate school entrance examination	30,000 per exam
(6) university graduate school entrance examination committee member	15,000 per exam
(7) thesis screening committee member	3,000 per exam
(8) oral examination committee member	1,000 per exam

- Note: This table applies to employees who perform duties pertaining to graduate school entrance examination, re-entrance examination, transfer examination for withdrawing school students, transfer examination for enrolled school students and examination for postbaccalaureate studies.

**Re: Article 56 (Article 54) Thesis Screening Allowance**

The thesis screening allowance shall be the amount in the table below, paid for each thesis screened.

Allowance Amount
7,000

**Re: Article 56 (Article 54-1) Special Allowance for Research Representatives**

The total amount of the special allowance for research representatives for one fiscal year (from April 1 to March 31 of the following year) shall be limited to the amount stipulated in the following table.

Maximum (JPY)
4,800,000

**Supplementary Provisions**

These Rules shall come into force on October 1, 2017, and the amended rules of Article 56 of The University of Tokyo Rules on Application of the Annual Salary System (limited to the parts which affect Article 53) will apply to those whose work pertains to the examination of applicants wishing to enter the University from April 1<sup>st</sup>, 2018 onwards.

**Supplementary Provisions**

- 1) These Rules shall come into force on March 1, 2018.
- 2) Among employees who are under 37 years old as of April 1, 2018 (excluding those who on that date receive the highest salary grade for their duties or those to whom the Designated Service Salary Table is applied), for those who had their salary raised on January 1, 2015 under Article 16 (excluding those employees as prescribed separately) and those prescribed separately on grounds of the necessity of balance with existing employees, their salary grade on April 1, 2018 shall be one grade higher than they would have received on the same day if the rule stipulated in this paragraph had not been applied.

**Supplementary Provisions**

These Rules shall come into force on April 1, 2018.