

\* 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<br>(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> </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-teacher training guidance</li> <li>· Allowance for educational services liaison and</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) |

|  |  |   |
|--|--|---|
| guidance<br>· Polar observation allowance<br>· Special epidemic prevention work allowance<br>· Overtime allowance<br>· Holiday overtime work allowance<br>· Night work allowance<br>· Night/day duty allowance<br>· Entrance examination allowance<br>· Thesis screening allowance |  |   |
| · End of semester bonus<br>· Diligence bonus<br>· Special end of semester bonus  |  | A day in both summer and winter to be specified separately  |
| · Commuting allowance  |  | 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, polar observation allowance or special epidemic prevention work 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 Artic 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 Special Epidemic Prevention Work Allowance**

Special epidemic prevention work allowance shall be paid for the time being to employess engaged in work provided separately.

**Article 41-1 Duty Allowance for Nursing Staff**

Duty allowances for nursing staff shall be paid to separately designated academic and administrative staff who engage in nursing work or work related to medical technology that is required to be performed using advanced special knowledge, experience and expertise.

**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 41-1, 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.

### **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 employess, 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.

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, 2022.

**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, 2020)

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

|    |         |         |         |         |         |         |         |         |         |  |
|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
| 37 | 201,200 | 249,800 | 289,000 | 333,400 | 360,100 | 388,000 | 432,300 | 464,800 | 525,000 |  |
| 38 | 202,500 | 251,100 | 290,700 | 335,300 | 361,400 | 389,200 | 433,100 | 465,400 | 525,600 |  |
| 39 | 203,700 | 252,300 | 292,500 | 337,300 | 362,800 | 390,400 | 433,900 | 466,000 | 526,400 |  |
| 40 | 205,000 | 253,600 | 294,300 | 339,200 | 364,200 | 391,500 | 434,700 | 466,600 | 527,000 |  |
| 41 | 206,300 | 255,000 | 295,800 | 341,100 | 365,500 | 392,600 | 435,300 | 467,100 | 527,500 |  |
| 42 | 207,600 | 256,400 | 297,500 | 343,000 | 366,400 | 393,800 | 436,000 | 467,600 |         |  |
| 43 | 208,900 | 257,600 | 299,000 | 344,800 | 367,500 | 395,000 | 436,700 | 468,000 |         |  |
| 44 | 210,200 | 258,800 | 300,600 | 346,700 | 368,600 | 396,100 | 437,400 | 468,300 |         |  |
| 45 | 211,300 | 260,000 | 302,200 | 348,200 | 369,400 | 396,800 | 438,200 | 468,600 |         |  |
| 46 | 212,600 | 261,200 | 303,900 | 349,600 | 370,300 | 397,500 | 439,000 |         |         |  |
| 47 | 213,900 | 262,500 | 305,500 | 351,100 | 371,200 | 398,200 | 439,400 |         |         |  |
| 48 | 215,200 | 263,600 | 307,200 | 352,600 | 372,100 | 398,900 | 440,100 |         |         |  |
| 49 | 216,300 | 264,700 | 308,100 | 354,200 | 373,000 | 399,500 | 440,600 |         |         |  |
| 50 | 217,400 | 265,800 | 309,600 | 355,000 | 373,800 | 400,100 | 441,000 |         |         |  |
| 51 | 218,400 | 267,100 | 311,100 | 356,200 | 374,600 | 400,600 | 441,400 |         |         |  |
| 52 | 219,500 | 268,400 | 312,700 | 357,200 | 375,400 | 401,000 | 441,800 |         |         |  |
| 53 | 220,600 | 269,400 | 314,300 | 358,100 | 376,100 | 401,400 | 442,200 |         |         |  |
| 54 | 221,600 | 270,500 | 315,900 | 359,200 | 376,800 | 401,700 | 442,600 |         |         |  |
| 55 | 222,500 | 271,800 | 317,500 | 360,100 | 377,500 | 402,000 | 443,000 |         |         |  |
| 56 | 223,500 | 273,100 | 319,000 | 361,200 | 378,200 | 402,300 | 443,300 |         |         |  |
| 57 | 223,800 | 274,000 | 320,500 | 362,100 | 378,700 | 402,600 | 443,600 |         |         |  |
| 58 | 224,600 | 275,000 | 321,700 | 362,800 | 379,300 | 402,900 | 444,000 |         |         |  |
| 59 | 225,400 | 275,900 | 322,900 | 363,500 | 379,900 | 403,200 | 444,300 |         |         |  |
| 60 | 226,100 | 277,000 | 324,100 | 364,200 | 380,600 | 403,500 | 444,600 |         |         |  |
| 61 | 226,800 | 278,100 | 324,800 | 364,600 | 381,000 | 403,800 | 444,900 |         |         |  |
| 62 | 227,800 | 279,100 | 325,700 | 365,200 | 381,700 | 404,100 |         |         |         |  |
| 63 | 228,600 | 280,000 | 326,500 | 365,900 | 382,300 | 404,400 |         |         |         |  |
| 64 | 229,400 | 281,000 | 327,300 | 366,600 | 382,900 | 404,700 |         |         |         |  |
| 65 | 230,100 | 281,500 | 328,200 | 366,900 | 383,300 | 405,000 |         |         |         |  |
| 66 | 230,800 | 282,400 | 328,600 | 367,600 | 383,900 | 405,300 |         |         |         |  |
| 67 | 231,700 | 283,100 | 329,300 | 368,300 | 384,500 | 405,600 |         |         |         |  |
| 68 | 232,700 | 284,000 | 330,100 | 369,000 | 385,100 | 405,900 |         |         |         |  |
| 69 | 233,400 | 285,000 | 330,900 | 369,300 | 385,500 | 406,100 |         |         |         |  |
| 70 | 234,000 | 285,800 | 331,600 | 369,900 | 386,000 | 406,400 |         |         |         |  |
| 71 | 234,500 | 286,600 | 332,300 | 370,600 | 386,500 | 406,700 |         |         |         |  |
| 72 | 235,200 | 287,400 | 333,000 | 371,200 | 387,100 | 407,000 |         |         |         |  |
| 73 | 236,000 | 288,200 | 333,500 | 371,500 | 387,400 | 407,200 |         |         |         |  |
| 74 | 236,600 | 288,700 | 334,100 | 372,100 | 387,800 | 407,500 |         |         |         |  |
| 75 | 237,200 | 289,100 | 334,600 | 372,800 | 388,200 | 407,800 |         |         |         |  |
| 76 | 237,700 | 289,600 | 335,200 | 373,400 | 388,600 | 408,000 |         |         |         |  |
| 77 | 238,400 | 289,800 | 335,500 | 373,800 | 388,900 | 408,200 |         |         |         |  |
| 78 | 239,100 | 290,100 | 336,000 | 374,300 | 389,200 | 408,500 |         |         |         |  |
| 79 | 239,800 | 290,300 | 336,400 | 374,900 | 389,500 | 408,800 |         |         |         |  |
| 80 | 240,300 | 290,700 | 336,900 | 375,400 | 389,800 | 409,000 |         |         |         |  |
| 81 | 240,800 | 290,900 | 337,300 | 375,900 | 390,000 | 409,200 |         |         |         |  |
| 82 | 241,500 | 291,100 | 337,800 | 376,500 | 390,300 | 409,500 |         |         |         |  |
| 83 | 242,200 | 291,500 | 338,300 | 377,000 | 390,600 | 409,800 |         |         |         |  |
| 84 | 242,900 | 291,800 | 338,800 | 377,300 | 390,800 | 410,000 |         |         |         |  |
| 85 | 243,500 | 292,100 | 339,100 | 377,700 | 391,000 | 410,200 |         |         |         |  |
| 86 | 244,200 | 292,400 | 339,500 | 378,200 | 391,300 |         |         |         |         |  |
| 87 | 244,900 | 292,700 | 340,000 | 378,600 | 391,600 |         |         |         |         |  |

|     |         |         |         |         |         |  |  |  |  |  |
|-----|---------|---------|---------|---------|---------|--|--|--|--|--|
| 88  | 245,600 | 293,100 | 340,400 | 379,000 | 391,800 |  |  |  |  |  |
| 89  | 246,100 | 293,400 | 340,700 | 379,400 | 392,000 |  |  |  |  |  |
| 90  | 246,600 | 293,800 | 341,100 | 379,900 | 392,300 |  |  |  |  |  |
| 91  | 246,900 | 294,100 | 341,600 | 380,300 | 392,600 |  |  |  |  |  |
| 92  | 247,300 | 294,500 | 342,000 | 380,700 | 392,800 |  |  |  |  |  |
| 93  | 247,600 | 294,700 | 342,200 | 381,000 | 393,000 |  |  |  |  |  |
| 94  |         | 294,900 | 342,600 |         |         |  |  |  |  |  |
| 95  |         | 295,200 | 343,100 |         |         |  |  |  |  |  |
| 96  |         | 295,600 | 343,500 |         |         |  |  |  |  |  |
| 97  |         | 295,800 | 343,700 |         |         |  |  |  |  |  |
| 98  |         | 296,100 | 344,100 |         |         |  |  |  |  |  |
| 99  |         | 296,500 | 344,500 |         |         |  |  |  |  |  |
| 100 |         | 296,900 | 344,800 |         |         |  |  |  |  |  |
| 101 |         | 297,100 | 345,100 |         |         |  |  |  |  |  |
| 102 |         | 297,400 | 345,500 |         |         |  |  |  |  |  |
| 103 |         | 297,800 | 345,900 |         |         |  |  |  |  |  |
| 104 |         | 298,100 | 346,300 |         |         |  |  |  |  |  |
| 105 |         | 298,300 | 346,800 |         |         |  |  |  |  |  |
| 106 |         | 298,600 | 347,200 |         |         |  |  |  |  |  |
| 107 |         | 299,000 | 347,600 |         |         |  |  |  |  |  |
| 108 |         | 299,300 | 348,000 |         |         |  |  |  |  |  |
| 109 |         | 299,500 | 348,500 |         |         |  |  |  |  |  |
| 110 |         | 299,900 | 348,900 |         |         |  |  |  |  |  |
| 111 |         | 300,300 | 349,200 |         |         |  |  |  |  |  |
| 112 |         | 300,600 | 349,500 |         |         |  |  |  |  |  |
| 113 |         | 300,800 | 350,000 |         |         |  |  |  |  |  |
| 114 |         | 301,000 |         |         |         |  |  |  |  |  |
| 115 |         | 301,300 |         |         |         |  |  |  |  |  |
| 116 |         | 301,700 |         |         |         |  |  |  |  |  |
| 117 |         | 301,900 |         |         |         |  |  |  |  |  |
| 118 |         | 302,100 |         |         |         |  |  |  |  |  |
| 119 |         | 302,400 |         |         |         |  |  |  |  |  |
| 120 |         | 302,700 |         |         |         |  |  |  |  |  |
| 121 |         | 303,100 |         |         |         |  |  |  |  |  |
| 122 |         | 303,300 |         |         |         |  |  |  |  |  |
| 123 |         | 303,600 |         |         |         |  |  |  |  |  |
| 124 |         | 303,900 |         |         |         |  |  |  |  |  |
| 125 |         | 304,200 |         |         |         |  |  |  |  |  |

**(b) General Service Salary Table II****(From February 1, 2020)**

| 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         | 132,300        | 183,600        | 205,200        | 251,500        | 280,000        |
| 2         | 133,200        | 185,100        | 206,400        | 252,700        | 281,900        |
| 3         | 134,200        | 186,600        | 207,800        | 253,800        | 283,500        |
| 4         | 135,100        | 188,000        | 209,100        | 254,900        | 285,200        |
| 5         | 136,100        | 189,200        | 210,400        | 255,800        | 287,000        |
| 6         | 137,100        | 190,700        | 211,800        | 257,000        | 288,600        |
| 7         | 138,100        | 192,100        | 213,200        | 258,100        | 290,200        |
| 8         | 139,100        | 193,400        | 214,600        | 259,300        | 291,800        |
| 9         | 139,900        | 194,200        | 215,900        | 260,400        | 293,300        |
| 10        | 140,900        | 195,800        | 217,500        | 261,200        | 295,100        |
| 11        | 141,900        | 197,100        | 219,100        | 262,100        | 296,800        |
| 12        | 143,000        | 198,200        | 220,500        | 263,600        | 298,600        |
| 13        | 143,800        | 199,400        | 221,700        | 264,600        | 300,000        |
| 14        | 144,800        | 200,500        | 223,200        | 265,600        | 301,700        |
| 15        | 145,800        | 201,600        | 224,700        | 266,500        | 303,300        |
| 16        | 146,800        | 202,700        | 226,000        | 267,400        | 304,800        |
| 17        | 147,900        | 203,600        | 226,900        | 268,400        | 306,300        |
| 18        | 149,200        | 204,700        | 227,600        | 269,500        | 307,900        |
| 19        | 150,400        | 205,700        | 228,500        | 270,500        | 309,500        |
| 20        | 151,600        | 206,700        | 229,500        | 271,300        | 311,200        |
| 21        | 152,700        | 207,600        | 230,300        | 272,300        | 312,200        |
| 22        | 153,900        | 208,700        | 231,800        | 273,200        | 313,600        |
| 23        | 155,100        | 209,800        | 233,100        | 274,200        | 315,000        |
| 24        | 156,300        | 210,800        | 234,200        | 275,000        | 316,500        |
| 25        | 157,400        | 211,700        | 235,600        | 275,800        | 317,600        |
| 26        | 158,900        | 212,600        | 236,900        | 276,900        | 319,100        |
| 27        | 160,400        | 213,300        | 238,200        | 278,000        | 320,500        |
| 28        | 161,900        | 214,200        | 239,500        | 279,100        | 321,900        |
| 29        | 163,300        | 215,100        | 240,300        | 280,000        | 323,500        |
| 30        | 164,700        | 216,300        | 241,500        | 281,100        | 324,700        |
| 31        | 166,200        | 217,300        | 242,800        | 282,100        | 326,000        |
| 32        | 167,700        | 218,200        | 243,900        | 283,100        | 327,200        |
| 33        | 169,100        | 218,800        | 245,000        | 283,800        | 328,300        |
| 34        | 170,900        | 220,000        | 246,200        | 286,200        | 329,200        |
| 35        | 172,700        | 221,100        | 247,300        | 285,600        | 330,300        |
| 36        | 174,500        | 222,300        | 248,500        | 286,700        | 331,400        |
| 37        | 176,200        | 222,800        | 249,800        | 287,300        | 332,500        |
| 38        | 177,900        | 223,900        | 250,800        | 288,200        | 333,600        |
| 39        | 179,600        | 225,100        | 252,100        | 289,100        | 334,600        |
| 40        | 181,300        | 226,100        | 253,400        | 290,000        | 335,600        |
| 41        | 182,800        | 223,900        | 254,400        | 290,600        | 336,600        |
| 42        | 184,200        | 228,100        | 255,600        | 291,600        | 337,600        |
| 43        | 185,500        | 229,100        | 256,500        | 292,600        | 338,600        |
| 44        | 186,900        | 230,200        | 257,800        | 293,500        | 339,600        |
| 45        | 188,600        | 231,300        | 258,600        | 294,200        | 340,500        |
| 46        | 189,700        | 232,200        | 259,500        | 295,100        | 341,500        |
| 47        | 191,610        | 233,300        | 260,100        | 296,000        | 342,500        |

|    |         |         |         |         |         |
|----|---------|---------|---------|---------|---------|
| 48 | 192,500 | 234,300 | 261,600 | 296,900 | 343,500 |
| 49 | 193,500 | 235,300 | 262,800 | 297,600 | 344,400 |
| 50 | 194,900 | 236,300 | 263,800 | 298,200 | 345,300 |
| 51 | 196,000 | 237,300 | 264,900 | 298,900 | 346,200 |
| 52 | 197,200 | 238,300 | 265,600 | 299,700 | 347,000 |
| 53 | 198,300 | 239,400 | 266,500 | 300,300 | 347,800 |
| 54 | 199,400 | 240,400 | 267,600 | 301,100 | 348,600 |
| 55 | 200,300 | 241,100 | 268,800 | 301,800 | 349,400 |
| 56 | 201,400 | 241,800 | 270,000 | 302,500 | 350,100 |
| 57 | 202,500 | 242,700 | 270,800 | 303,200 | 350,800 |
| 58 | 203,500 | 243,600 | 271,800 | 303,900 | 351,600 |
| 59 | 204,500 | 244,500 | 272,900 | 304,700 | 352,400 |
| 60 | 205,500 | 245,200 | 273,900 | 305,400 | 353,100 |
| 61 | 206,600 | 246,000 | 274,900 | 306,000 | 353,800 |
| 62 | 207,500 | 246,900 | 276,000 | 306,700 | 354,500 |
| 63 | 208,400 | 247,800 | 276,800 | 307,400 | 355,200 |
| 64 | 209,300 | 248,700 | 277,900 | 308,100 | 355,900 |
| 65 | 210,000 | 249,500 | 278,700 | 308,600 | 356,500 |
| 66 | 210,800 | 250,300 | 279,500 | 309,100 | 357,000 |
| 67 | 211,500 | 251,100 | 280,300 | 309,700 | 357,500 |
| 68 | 212,300 | 251,800 | 281,100 | 310,300 | 358,000 |
| 69 | 212,700 | 252,500 | 281,700 | 310,900 | 358,400 |
| 70 | 213,300 | 253,100 | 282,500 | 311,300 |         |
| 71 | 213,600 | 253,500 | 283,300 | 311,800 |         |
| 72 | 214,000 | 253,900 | 284,000 | 312,300 |         |
| 73 | 214,200 | 254,100 | 284,800 | 312,600 |         |
| 74 | 214,600 | 254,500 | 285,500 | 313,100 |         |
| 75 | 215,100 | 255,000 | 286,300 | 313,600 |         |
| 76 | 215,700 | 255,500 | 287,100 | 314,000 |         |
| 77 | 215,900 | 255,800 | 287,700 | 314,200 |         |
| 78 | 216,600 | 256,200 | 288,200 | 314,500 |         |
| 79 | 217,100 | 256,700 | 288,700 | 314,800 |         |
| 80 | 217,600 | 257,200 | 289,100 | 315,100 |         |
| 81 | 218,300 | 257,500 | 289,500 | 315,400 |         |
| 82 | 218,600 | 257,800 | 289,900 | 315,700 |         |
| 83 | 219,200 | 258,100 | 290,400 | 316,000 |         |
| 84 | 219,900 | 258,400 | 290,900 | 316,300 |         |
| 85 | 220,500 | 258,600 | 291,300 | 316,500 |         |
| 86 | 220,900 | 258,800 | 291,900 | 316,900 |         |
| 87 | 221,300 | 259,100 | 292,500 | 317,200 |         |
| 88 | 222,000 | 259,400 | 293,100 | 317,400 |         |
| 89 | 222,500 | 259,600 | 293,400 | 317,600 |         |
| 90 | 223,000 | 259,800 | 293,900 | 317,900 |         |
| 91 | 223,500 | 260,200 | 294,400 | 318,200 |         |
| 92 | 223,900 | 260,400 | 294,800 | 318,500 |         |
| 93 | 224,300 | 260,700 | 295,200 | 318,700 |         |
| 94 | 224,700 | 261,100 | 295,700 | 319,000 |         |
| 95 | 225,100 | 261,400 | 296,200 | 319,300 |         |
| 96 | 225,400 | 261,700 | 296,700 | 319,500 |         |
| 97 | 225,700 | 261,900 | 297,000 | 319,700 |         |
| 98 | 226,200 | 262,200 | 297,400 | 320,000 |         |

|     |         |         |         |         |  |
|-----|---------|---------|---------|---------|--|
| 99  | 226,700 | 262,400 | 297,900 | 320,300 |  |
| 100 | 227,200 | 262,700 | 298,400 | 320,500 |  |
| 101 | 227,600 | 263,000 | 298,800 | 320,700 |  |
| 102 | 228,100 | 263,200 | 299,200 |         |  |
| 103 | 228,700 | 263,500 | 299,500 |         |  |
| 104 | 229,300 | 263,800 | 299,800 |         |  |
| 105 | 229,700 | 264,000 | 300,100 |         |  |
| 106 | 230,200 | 264,200 | 300,500 |         |  |
| 107 | 230,500 | 264,500 | 300,900 |         |  |
| 108 | 230,900 | 264,700 | 301,300 |         |  |
| 109 | 231,100 | 265,000 | 301,600 |         |  |
| 110 | 231,500 | 265,300 | 302,000 |         |  |
| 111 | 232,000 | 265,600 | 302,400 |         |  |
| 112 | 232,400 | 265,800 | 302,700 |         |  |
| 113 | 232,600 | 266,000 | 302,900 |         |  |
| 114 | 233,100 | 266,300 | 303,200 |         |  |
| 115 | 233,600 | 266,500 | 303,500 |         |  |
| 116 | 234,100 | 266,700 | 303,700 |         |  |
| 117 | 234,400 | 267,000 | 303,900 |         |  |
| 118 | 234,800 | 267,300 | 304,200 |         |  |
| 119 | 235,200 | 267,600 | 304,500 |         |  |
| 120 | 235,600 | 267,900 | 304,700 |         |  |
| 121 | 236,000 | 268,100 | 304,900 |         |  |
| 122 |         | 268,300 | 305,200 |         |  |
| 123 |         | 268,600 | 305,500 |         |  |
| 124 |         | 268,900 | 305,700 |         |  |
| 125 |         | 269,100 | 305,900 |         |  |
| 126 |         | 269,300 | 306,200 |         |  |
| 127 |         | 269,600 | 306,500 |         |  |
| 128 |         | 269,900 | 306,700 |         |  |
| 129 |         | 270,100 | 306,900 |         |  |
| 130 |         | 270,300 | 307,200 |         |  |
| 131 |         | 270,600 | 307,500 |         |  |
| 132 |         | 270,900 | 307,700 |         |  |
| 133 |         | 271,100 | 307,900 |         |  |
| 134 |         | 271,300 |         |         |  |
| 135 |         | 271,600 |         |         |  |
| 136 |         | 271,900 |         |         |  |
| 137 |         | 272,100 |         |         |  |



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

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

**(From February 1, 2020)**

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

|    |         |         |         |         |         |  |
|----|---------|---------|---------|---------|---------|--|
| 46 | 262,300 | 316,500 | 375,400 | 416,900 | 502,500 |  |
| 47 | 263,900 | 317,300 | 376,900 | 418,300 | 504,300 |  |
| 48 | 265,200 | 318,300 | 378,700 | 419,900 | 506,200 |  |
| 49 | 266,700 | 319,200 | 380,200 | 421,300 | 507,900 |  |
| 50 | 267,400 | 320,100 | 381,800 | 422,600 | 509,600 |  |
| 51 | 268,100 | 320,900 | 383,400 | 423,900 | 511,400 |  |
| 52 | 269,000 | 321,700 | 385,100 | 425,200 | 513,300 |  |
| 53 | 269,800 | 322,900 | 386,200 | 425,900 | 514,900 |  |
| 54 | 270,500 | 323,700 | 387,700 | 426,900 | 516,500 |  |
| 55 | 271,300 | 324,500 | 389,100 | 427,800 | 518,200 |  |
| 56 | 272,100 | 325,300 | 390,700 | 428,700 | 519,800 |  |
| 57 | 272,700 | 326,000 | 392,000 | 429,600 | 521,400 |  |
| 58 | 273,800 | 327,100 | 393,400 | 430,500 | 522,700 |  |
| 59 | 274,700 | 328,200 | 394,700 | 431,400 | 524,000 |  |
| 60 | 275,700 | 329,200 | 396,200 | 432,300 | 525,200 |  |
| 61 | 276,800 | 330,200 | 397,500 | 433,200 | 526,400 |  |
| 62 | 277,700 | 331,200 | 398,900 | 434,100 | 527,400 |  |
| 63 | 278,500 | 332,300 | 400,400 | 435,100 | 528,400 |  |
| 64 | 279,300 | 333,400 | 401,900 | 436,200 | 529,400 |  |
| 65 | 280,300 | 334,100 | 402,900 | 437,100 | 530,000 |  |
| 66 | 281,000 | 335,200 | 404,000 | 438,100 | 530,900 |  |
| 67 | 282,000 | 335,900 | 405,000 | 439,100 | 531,800 |  |
| 68 | 282,900 | 337,000 | 406,100 | 440,000 | 532,700 |  |
| 69 | 283,700 | 337,600 | 407,100 | 441,000 | 533,600 |  |
| 70 | 284,800 | 338,700 | 408,000 | 442,000 | 534,400 |  |
| 71 | 285,800 | 339,600 | 408,800 | 442,900 | 535,100 |  |
| 72 | 286,900 | 340,700 | 409,600 | 443,900 | 535,600 |  |
| 73 | 287,800 | 341,000 | 410,400 | 444,900 | 536,300 |  |
| 74 | 288,900 | 342,000 | 411,300 | 445,800 | 536,800 |  |
| 75 | 289,900 | 343,000 | 412,100 | 446,700 | 537,600 |  |
| 76 | 291,000 | 344,000 | 412,900 | 447,700 | 538,200 |  |
| 77 | 291,500 | 345,000 | 413,600 | 448,500 | 538,700 |  |
| 78 | 292,500 | 346,000 | 414,100 | 449,000 | 539,300 |  |
| 79 | 293,400 | 346,900 | 414,500 | 449,700 | 539,900 |  |
| 80 | 294,300 | 347,800 | 414,900 | 450,300 | 540,500 |  |
| 81 | 295,200 | 348,800 | 415,200 | 451,100 | 541,100 |  |
| 82 | 296,100 | 349,800 | 415,600 | 451,800 |         |  |
| 83 | 297,000 | 350,800 | 415,900 | 452,100 |         |  |
| 84 | 297,800 | 351,800 | 416,300 | 452,700 |         |  |
| 85 | 298,100 | 352,400 | 416,600 | 453,100 |         |  |
| 86 | 298,900 | 353,000 | 417,000 | 453,500 |         |  |
| 87 | 299,700 | 353,600 | 417,400 | 453,900 |         |  |
| 88 | 300,600 | 354,200 | 417,800 | 454,200 |         |  |
| 89 | 301,500 | 354,800 | 418,100 | 454,500 |         |  |
| 90 | 302,100 | 355,200 | 418,500 | 454,800 |         |  |
| 91 | 302,800 | 355,600 | 418,900 | 455,300 |         |  |
| 92 | 303,400 | 356,100 | 419,200 | 455,600 |         |  |
| 93 | 304,000 | 356,600 | 419,500 | 455,900 |         |  |
| 94 | 304,700 | 357,000 | 419,900 | 456,200 |         |  |
| 95 | 305,400 | 357,500 | 420,200 | 456,500 |         |  |
| 96 | 306,100 | 358,000 | 420,500 | 456,800 |         |  |

|     |         |         |         |         |  |  |
|-----|---------|---------|---------|---------|--|--|
| 97  | 306,300 | 358,600 | 420,800 | 457,100 |  |  |
| 98  | 306,800 | 359,100 | 421,200 | 457,600 |  |  |
| 99  | 307,300 | 359,500 | 421,500 | 457,900 |  |  |
| 100 | 307,800 | 360,000 | 421,800 | 458,200 |  |  |
| 101 | 308,100 | 360,400 | 422,100 | 458,500 |  |  |
| 102 | 308,500 | 360,900 | 422,500 |         |  |  |
| 103 | 308,800 | 361,200 | 422,800 |         |  |  |
| 104 | 309,400 | 361,700 | 423,100 |         |  |  |
| 105 | 309,800 | 362,200 | 423,400 |         |  |  |
| 106 | 310,200 | 362,600 | 423,800 |         |  |  |
| 107 | 310,500 | 363,100 | 424,100 |         |  |  |
| 108 | 310,900 | 363,600 | 424,400 |         |  |  |
| 109 | 311,100 | 364,000 | 424,700 |         |  |  |
| 110 | 311,500 | 364,500 | 425,000 |         |  |  |
| 111 | 311,900 | 365,000 | 425,300 |         |  |  |
| 112 | 312,300 | 365,400 | 425,600 |         |  |  |
| 113 | 312,600 | 365,800 | 425,900 |         |  |  |
| 114 | 313,000 | 366,200 | 426,200 |         |  |  |
| 115 | 313,300 | 366,700 | 426,500 |         |  |  |
| 116 | 313,600 | 367,100 | 426,800 |         |  |  |
| 117 | 313,900 | 367,500 | 427,000 |         |  |  |
| 118 | 314,300 | 367,900 |         |         |  |  |
| 119 | 314,700 | 368,400 |         |         |  |  |
| 120 | 315,100 | 368,800 |         |         |  |  |
| 121 | 315,300 | 369,100 |         |         |  |  |
| 122 | 315,500 | 369,500 |         |         |  |  |
| 123 | 315,800 | 370,000 |         |         |  |  |
| 124 | 316,100 | 370,300 |         |         |  |  |
| 125 | 316,400 | 370,700 |         |         |  |  |
| 126 | 316,600 | 371,200 |         |         |  |  |
| 127 | 316,900 | 371,700 |         |         |  |  |
| 128 | 317,300 | 372,100 |         |         |  |  |
| 129 | 317,600 | 372,500 |         |         |  |  |
| 130 | 317,900 | 373,000 |         |         |  |  |
| 131 | 318,300 | 373,500 |         |         |  |  |
| 132 | 318,500 | 374,000 |         |         |  |  |
| 133 | 318,700 | 374,500 |         |         |  |  |
| 134 | 319,000 | 375,000 |         |         |  |  |
| 135 | 319,300 | 375,500 |         |         |  |  |
| 136 | 319,500 | 376,000 |         |         |  |  |
| 137 | 319,800 | 376,500 |         |         |  |  |
| 138 | 320,000 | 377,000 |         |         |  |  |
| 139 | 320,300 | 377,500 |         |         |  |  |
| 140 | 320,600 | 378,000 |         |         |  |  |
| 141 | 320,900 | 378,500 |         |         |  |  |
| 142 | 321,300 |         |         |         |  |  |
| 143 | 321,700 |         |         |         |  |  |
| 144 | 322,100 |         |         |         |  |  |
| 145 | 322,300 |         |         |         |  |  |
| 146 | 322,700 |         |         |         |  |  |
| 147 | 323,000 |         |         |         |  |  |

|     |         |  |  |  |  |  |
|-----|---------|--|--|--|--|--|
| 148 | 323,400 |  |  |  |  |  |
| 149 | 323,600 |  |  |  |  |  |
| 150 | 324,000 |  |  |  |  |  |
| 151 | 324,300 |  |  |  |  |  |
| 152 | 324,700 |  |  |  |  |  |
| 153 | 324,900 |  |  |  |  |  |
| 154 | 325,300 |  |  |  |  |  |
| 155 | 325,700 |  |  |  |  |  |
| 156 | 326,100 |  |  |  |  |  |
| 157 | 326,300 |  |  |  |  |  |

**(b) Educational Service Salary Table II****(From February 1, 2020)**

| 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         | 160,000        | 204,000        | 266,500         | 331,200        | 416,600        |
| 2         | 161,500        | 205,700        | 269,000         | 333,400        | 418,600        |
| 3         | 163,000        | 207,300        | 271,300         | 335,500        | 420,600        |
| 4         | 164,500        | 209,000        | 273,600         | 337,500        | 422,400        |
| 5         | 166,100        | 210,800        | 276,200         | 339,700        | 423,900        |
| 6         | 168,000        | 212,500        | 278,500         | 341,600        | 425,600        |
| 7         | 169,800        | 214,300        | 280,700         | 343,800        | 427,500        |
| 8         | 171,600        | 216,000        | 282,900         | 345,900        | 429,400        |
| 9         | 173,300        | 217,600        | 284,700         | 347,600        | 430,900        |
| 10        | 175,400        | 219,500        | 287,000         | 349,700        | 432,800        |
| 11        | 177,400        | 221,400        | 289,300         | 351,800        | 434,700        |
| 12        | 179,400        | 223,300        | 291,300         | 353,900        | 436,500        |
| 13        | 181,300        | 224,800        | 293,400         | 355,900        | 438,200        |
| 14        | 183,600        | 226,800        | 295,300         | 358,000        | 440,000        |
| 15        | 185,900        | 228,800        | 297,100         | 360,100        | 441,700        |
| 16        | 188,200        | 230,800        | 299,000         | 362,200        | 443,500        |
| 17        | 190,200        | 232,500        | 301,000         | 363,800        | 445,300        |
| 18        | 192,800        | 235,300        | 303,200         | 365,700        | 447,200        |
| 19        | 195,300        | 238,100        | 305,600         | 367,500        | 449,100        |
| 20        | 197,800        | 240,900        | 308,000         | 369,500        | 451,000        |
| 21        | 200,200        | 243,300        | 309,900         | 370,800        | 452,600        |
| 22        | 201,900        | 246,100        | 312,400         | 372,700        | 454,300        |
| 23        | 203,600        | 248,700        | 314,500         | 374,500        | 456,200        |
| 24        | 205,300        | 251,400        | 317,200         | 376,400        | 457,900        |
| 25        | 206,800        | 253,900        | 319,600         | 377,800        | 459,600        |
| 26        | 208,300        | 256,300        | 321,900         | 379,600        | 461,200        |
| 27        | 210,000        | 258,800        | 324,100         | 381,400        | 462,800        |
| 28        | 211,600        | 261,100        | 326,200         | 383,300        | 464,300        |
| 29        | 213,200        | 263,600        | 328,300         | 385,100        | 465,700        |
| 30        | 214,900        | 266,000        | 330,100         | 387,000        | 467,000        |
| 31        | 216,600        | 268,200        | 332,200         | 388,900        | 468,300        |
| 32        | 218,300        | 270,400        | 334,300         | 390,900        | 469,600        |
| 33        | 219,700        | 272,400        | 336,100         | 392,800        | 470,700        |
| 34        | 221,500        | 274,700        | 338,100         | 394,400        | 471,400        |
| 35        | 223,300        | 277,000        | 340,200         | 395,900        | 472,100        |
| 36        | 225,100        | 279,000        | 342,300         | 397,600        | 472,800        |
| 37        | 226,600        | 281,200        | 344,300         | 399,000        | 473,400        |
| 38        | 228,400        | 283,100        | 346,400         | 400,500        |                |
| 39        | 230,200        | 285,000        | 348,600         | 401,900        |                |
| 40        | 232,000        | 287,000        | 350,700         | 403,200        |                |
| 41        | 233,600        | 288,800        | 352,500         | 404,600        |                |
| 42        | 235,300        | 291,100        | 354,600         | 406,000        |                |
| 43        | 236,900        | 293,400        | 356,500         | 407,400        |                |
| 44        | 238,500        | 295,900        | 358,600         | 408,900        |                |
| 45        | 239,900        | 297,900        | 360,200         | 410,300        |                |
| 46        | 241,200        | 300,300        | 362,100         | 411,800        |                |

|    |         |         |         |         |  |
|----|---------|---------|---------|---------|--|
| 47 | 242,500 | 302,500 | 364,000 | 413,300 |  |
| 48 | 243,700 | 305,100 | 365,900 | 414,900 |  |
| 49 | 245,200 | 307,500 | 367,500 | 416,400 |  |
| 50 | 246,700 | 309,900 | 369,300 | 418,100 |  |
| 51 | 247,900 | 312,200 | 371,200 | 419,800 |  |
| 52 | 249,400 | 314,400 | 373,200 | 421,400 |  |
| 53 | 250,500 | 316,500 | 374,900 | 422,800 |  |
| 54 | 251,700 | 318,500 | 376,800 | 424,400 |  |
| 55 | 253,100 | 320,500 | 378,600 | 426,000 |  |
| 56 | 254,100 | 322,500 | 380,400 | 427,600 |  |
| 57 | 255,300 | 324,300 | 381,900 | 429,200 |  |
| 58 | 256,300 | 326,400 | 383,500 | 430,700 |  |
| 59 | 257,400 | 328,500 | 385,100 | 431,900 |  |
| 60 | 258,600 | 330,500 | 386,800 | 433,100 |  |
| 61 | 260,000 | 332,500 | 387,900 | 434,200 |  |
| 62 | 261,000 | 334,600 | 389,400 | 435,600 |  |
| 63 | 262,400 | 336,800 | 390,800 | 437,100 |  |
| 64 | 263,500 | 339,000 | 392,300 | 438,400 |  |
| 65 | 264,800 | 340,700 | 393,500 | 439,400 |  |
| 66 | 266,200 | 342,900 | 394,700 | 440,700 |  |
| 67 | 267,600 | 344,900 | 396,100 | 441,900 |  |
| 68 | 269,200 | 347,100 | 397,500 | 443,100 |  |
| 69 | 270,600 | 348,900 | 398,700 | 444,100 |  |
| 70 | 271,800 | 350,800 | 400,200 | 445,300 |  |
| 71 | 273,000 | 352,800 | 401,700 | 446,500 |  |
| 72 | 274,200 | 354,800 | 403,100 | 447,700 |  |
| 73 | 275,500 | 356,500 | 404,500 | 448,900 |  |
| 74 | 276,700 | 358,400 | 405,900 | 449,400 |  |
| 75 | 278,000 | 360,200 | 407,300 | 449,800 |  |
| 76 | 279,000 | 362,100 | 408,600 | 450,200 |  |
| 77 | 280,200 | 363,900 | 409,600 | 450,900 |  |
| 78 | 281,500 | 365,600 | 410,800 |         |  |
| 79 | 282,800 | 367,300 | 412,000 |         |  |
| 80 | 284,100 | 368,900 | 413,400 |         |  |
| 81 | 285,000 | 370,300 | 414,600 |         |  |
| 82 | 286,300 | 371,900 | 415,800 |         |  |
| 83 | 287,600 | 373,500 | 416,800 |         |  |
| 84 | 288,900 | 375,000 | 418,000 |         |  |
| 85 | 289,600 | 376,100 | 419,200 |         |  |
| 86 | 290,800 | 377,500 | 420,300 |         |  |
| 87 | 291,800 | 378,900 | 421,400 |         |  |
| 88 | 293,000 | 380,200 | 422,400 |         |  |
| 89 | 294,000 | 381,400 | 423,600 |         |  |
| 90 | 295,100 | 382,700 | 424,900 |         |  |
| 91 | 296,300 | 383,900 | 426,300 |         |  |
| 92 | 297,500 | 385,200 | 427,800 |         |  |
| 93 | 298,100 | 386,200 | 428,900 |         |  |
| 94 | 299,000 | 387,500 | 429,900 |         |  |
| 95 | 300,000 | 388,900 | 430,800 |         |  |
| 96 | 301,100 | 390,200 | 431,700 |         |  |
| 97 | 302,300 | 391,500 | 432,600 |         |  |

|     |         |         |         |  |  |
|-----|---------|---------|---------|--|--|
| 98  | 303,400 | 392,500 | 432,900 |  |  |
| 99  | 304,400 | 393,600 | 433,200 |  |  |
| 100 | 305,500 | 394,600 | 433,400 |  |  |
| 101 | 306,400 | 395,300 | 433,600 |  |  |
| 102 | 307,500 | 396,300 | 433,900 |  |  |
| 103 | 308,600 | 397,400 | 434,200 |  |  |
| 104 | 309,600 | 398,500 | 434,400 |  |  |
| 105 | 310,200 | 399,500 | 434,600 |  |  |
| 106 | 311,000 | 400,300 | 434,900 |  |  |
| 107 | 311,800 | 401,100 | 435,200 |  |  |
| 108 | 312,500 | 401,900 | 435,400 |  |  |
| 109 | 313,500 | 402,700 | 435,600 |  |  |
| 110 | 313,700 | 403,600 | 435,900 |  |  |
| 111 | 314,200 | 404,400 | 436,200 |  |  |
| 112 | 314,800 | 405,200 | 436,400 |  |  |
| 113 | 315,400 | 406,100 | 436,600 |  |  |
| 114 | 315,900 | 406,800 | 436,900 |  |  |
| 115 | 316,500 | 407,500 | 437,200 |  |  |
| 116 | 317,100 | 408,200 | 437,400 |  |  |
| 117 | 317,500 | 408,600 | 437,600 |  |  |
| 118 | 318,000 | 409,200 |         |  |  |
| 119 | 318,400 | 409,700 |         |  |  |
| 120 | 318,900 | 410,200 |         |  |  |
| 121 | 319,200 | 410,500 |         |  |  |
| 122 | 319,800 | 410,800 |         |  |  |
| 123 | 320,400 | 411,100 |         |  |  |
| 124 | 321,000 | 411,300 |         |  |  |
| 125 | 321,400 | 411,500 |         |  |  |
| 126 | 321,700 | 411,800 |         |  |  |
| 127 | 322,000 | 412,100 |         |  |  |
| 128 | 322,200 | 412,300 |         |  |  |
| 129 | 322,400 | 412,500 |         |  |  |
| 130 | 322,700 | 412,800 |         |  |  |
| 131 | 323,000 | 413,100 |         |  |  |
| 132 | 323,300 | 413,300 |         |  |  |
| 133 | 323,500 | 413,500 |         |  |  |
| 134 | 323,700 | 413,800 |         |  |  |
| 135 | 323,900 | 414,100 |         |  |  |
| 136 | 324,300 | 414,300 |         |  |  |
| 137 | 324,500 | 414,500 |         |  |  |
| 138 | 324,700 | 414,800 |         |  |  |
| 139 | 325,000 | 415,100 |         |  |  |
| 140 | 325,300 | 415,300 |         |  |  |
| 141 | 325,500 | 415,500 |         |  |  |
| 142 | 325,700 | 415,800 |         |  |  |
| 143 | 326,000 | 416,100 |         |  |  |
| 144 | 326,200 | 416,300 |         |  |  |
| 145 | 326,500 | 416,500 |         |  |  |
| 146 | 326,700 |         |         |  |  |
| 147 | 326,900 |         |         |  |  |
| 148 | 327,100 |         |         |  |  |

|     |         |  |  |  |  |
|-----|---------|--|--|--|--|
| 149 | 327,500 |  |  |  |  |
| 150 | 327,700 |  |  |  |  |
| 151 | 327,900 |  |  |  |  |
| 152 | 328,200 |  |  |  |  |
| 153 | 328,500 |  |  |  |  |

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, 2020)**

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

|    |         |         |         |         |         |         |         |  |
|----|---------|---------|---------|---------|---------|---------|---------|--|
| 45 | 216,700 | 250,400 | 285,700 | 315,800 | 361,000 | 399,400 | 441,100 |  |
| 46 | 217,800 | 251,700 | 287,400 | 317,200 | 361,800 | 400,000 | 441,500 |  |
| 47 | 218,800 | 253,000 | 289,100 | 318,700 | 363,000 | 400,500 | 441,900 |  |
| 48 | 219,900 | 254,200 | 290,700 | 320,300 | 364,100 | 400,900 | 442,200 |  |
| 49 | 220,900 | 255,800 | 291,900 | 321,700 | 365,100 | 401,300 | 442,500 |  |
| 50 | 221,900 | 257,200 | 293,500 | 323,000 | 366,100 | 401,600 | 442,900 |  |
| 51 | 222,800 | 258,400 | 294,800 | 324,200 | 367,100 | 401,900 | 443,200 |  |
| 52 | 223,800 | 259,600 | 296,400 | 325,500 | 368,100 | 402,200 | 443,500 |  |
| 53 | 224,100 | 260,700 | 297,700 | 326,600 | 368,900 | 402,500 | 443,800 |  |
| 54 | 224,900 | 262,000 | 299,200 | 327,600 | 369,700 | 402,800 |         |  |
| 55 | 225,600 | 263,300 | 300,600 | 328,700 | 370,600 | 403,100 |         |  |
| 56 | 226,400 | 264,400 | 302,100 | 329,700 | 371,500 | 403,400 |         |  |
| 57 | 227,100 | 265,200 | 303,100 | 330,200 | 372,000 | 403,700 |         |  |
| 58 | 228,000 | 266,500 | 304,300 | 331,100 | 372,800 | 404,000 |         |  |
| 59 | 228,700 | 267,800 | 305,500 | 331,900 | 373,600 | 404,300 |         |  |
| 60 | 229,400 | 269,100 | 306,900 | 332,800 | 374,400 | 404,700 |         |  |
| 61 | 230,300 | 270,000 | 308,200 | 333,600 | 374,800 | 404,900 |         |  |
| 62 | 231,000 | 271,200 | 309,400 | 333,900 | 375,500 | 405,200 |         |  |
| 63 | 231,900 | 272,500 | 310,700 | 334,500 | 376,200 | 405,500 |         |  |
| 64 | 232,900 | 273,800 | 311,900 | 335,200 | 376,900 | 405,800 |         |  |
| 65 | 233,500 | 274,600 | 313,300 | 335,800 | 377,300 | 406,000 |         |  |
| 66 | 234,200 | 275,700 | 314,100 | 336,500 | 377,900 |         |         |  |
| 67 | 234,900 | 276,600 | 314,900 | 337,200 | 378,600 |         |         |  |
| 68 | 235,600 | 277,700 | 315,700 | 337,900 | 379,200 |         |         |  |
| 69 | 236,300 | 278,700 | 316,300 | 338,600 | 379,600 |         |         |  |
| 70 | 236,900 | 279,700 | 317,000 | 339,100 | 380,100 |         |         |  |
| 71 | 237,500 | 280,800 | 317,700 | 339,700 | 380,600 |         |         |  |
| 72 | 238,000 | 281,900 | 318,300 | 340,300 | 381,100 |         |         |  |
| 73 | 238,700 | 282,500 | 319,000 | 340,600 | 381,700 |         |         |  |
| 74 | 239,400 | 283,200 | 319,200 | 341,200 | 382,200 |         |         |  |
| 75 | 240,100 | 283,700 | 319,800 | 341,700 | 382,800 |         |         |  |
| 76 | 240,600 | 284,500 | 320,400 | 342,300 | 383,400 |         |         |  |
| 77 | 241,000 | 285,300 | 321,000 | 342,800 | 383,900 |         |         |  |
| 78 | 241,600 | 285,900 | 321,500 | 343,300 | 384,400 |         |         |  |
| 79 | 242,200 | 286,500 | 322,000 | 343,800 | 384,900 |         |         |  |
| 80 | 242,800 | 287,100 | 322,500 | 344,200 | 385,400 |         |         |  |
| 81 | 243,100 | 287,800 | 323,100 | 344,500 | 385,700 |         |         |  |
| 82 | 243,500 | 288,300 | 323,600 | 344,800 | 386,200 |         |         |  |
| 83 | 243,900 | 288,700 | 324,000 | 345,200 | 386,600 |         |         |  |
| 84 | 244,200 | 289,100 | 324,500 | 345,500 | 387,000 |         |         |  |
| 85 | 244,500 | 289,300 | 325,000 | 346,000 | 387,400 |         |         |  |
| 86 |         | 289,500 | 325,400 | 346,300 |         |         |         |  |
| 87 |         | 289,700 | 325,600 | 346,600 |         |         |         |  |
| 88 |         | 289,900 | 326,000 | 346,900 |         |         |         |  |
| 89 |         | 290,300 | 326,400 | 347,300 |         |         |         |  |
| 90 |         | 290,500 | 326,800 | 347,600 |         |         |         |  |
| 91 |         | 290,700 | 327,200 | 348,000 |         |         |         |  |
| 92 |         | 290,900 | 327,600 | 348,300 |         |         |         |  |
| 93 |         | 291,300 | 327,900 | 348,700 |         |         |         |  |
| 94 |         | 291,500 | 328,100 | 349,000 |         |         |         |  |
| 95 |         | 291,700 | 328,500 | 349,300 |         |         |         |  |

|     |  |         |         |         |  |  |  |  |
|-----|--|---------|---------|---------|--|--|--|--|
| 96  |  | 292,000 | 328,800 | 349,600 |  |  |  |  |
| 97  |  | 292,400 | 329,000 | 349,900 |  |  |  |  |
| 98  |  | 292,700 | 329,300 | 350,300 |  |  |  |  |
| 99  |  | 292,900 | 329,600 | 350,700 |  |  |  |  |
| 100 |  | 293,200 | 329,900 | 351,100 |  |  |  |  |
| 101 |  | 293,500 | 330,100 | 351,600 |  |  |  |  |
| 102 |  | 293,700 | 330,400 | 352,000 |  |  |  |  |
| 103 |  | 293,900 | 330,800 | 352,400 |  |  |  |  |
| 104 |  | 294,200 | 331,000 | 352,800 |  |  |  |  |
| 105 |  | 294,500 | 331,200 | 353,300 |  |  |  |  |
| 106 |  |         | 331,400 |         |  |  |  |  |
| 107 |  |         | 331,800 |         |  |  |  |  |
| 108 |  |         | 332,000 |         |  |  |  |  |
| 109 |  |         | 332,200 |         |  |  |  |  |
| 110 |  |         | 332,600 |         |  |  |  |  |
| 111 |  |         | 333,000 |         |  |  |  |  |
| 112 |  |         | 333,400 |         |  |  |  |  |
| 113 |  |         | 333,600 |         |  |  |  |  |

**(b) Medical Service Salary Table II****(From February 1, 2020)**

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

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

|     |         |         |         |         |  |  |  |
|-----|---------|---------|---------|---------|--|--|--|
| 98  | 285,200 | 317,300 | 350,500 | 368,200 |  |  |  |
| 99  | 285,800 | 317,900 | 351,000 | 368,700 |  |  |  |
| 100 | 286,700 | 318,600 | 351,400 | 369,200 |  |  |  |
| 101 | 287,500 | 319,000 | 351,900 | 369,800 |  |  |  |
| 102 | 288,300 | 319,600 | 352,300 | 370,300 |  |  |  |
| 103 | 289,100 | 320,200 | 352,800 | 370,800 |  |  |  |
| 104 | 289,900 | 320,800 | 353,200 | 371,200 |  |  |  |
| 105 | 290,600 | 321,200 | 353,500 | 371,800 |  |  |  |
| 106 | 291,100 | 321,700 | 354,000 | 372,300 |  |  |  |
| 107 | 291,600 | 322,200 | 354,400 | 372,800 |  |  |  |
| 108 | 292,100 | 322,700 | 354,700 | 373,300 |  |  |  |
| 109 | 292,300 | 323,100 | 355,200 | 373,900 |  |  |  |
| 110 | 292,600 | 323,500 | 355,700 | 374,300 |  |  |  |
| 111 | 292,800 | 323,800 | 356,200 | 374,800 |  |  |  |
| 112 | 293,200 | 324,100 | 356,700 | 375,300 |  |  |  |
| 113 | 293,500 | 324,500 | 357,200 | 375,900 |  |  |  |
| 114 | 293,700 | 324,900 | 357,700 |         |  |  |  |
| 115 | 294,100 | 325,300 | 358,200 |         |  |  |  |
| 116 | 294,400 | 325,600 | 358,600 |         |  |  |  |
| 117 | 294,700 | 325,800 | 359,000 |         |  |  |  |
| 118 | 295,000 | 326,100 | 359,400 |         |  |  |  |
| 119 | 295,300 | 326,500 | 359,900 |         |  |  |  |
| 120 | 295,700 | 326,700 | 360,400 |         |  |  |  |
| 121 | 296,000 | 326,900 | 360,800 |         |  |  |  |
| 122 | 296,400 | 327,200 | 361,300 |         |  |  |  |
| 123 | 296,700 | 327,500 | 361,800 |         |  |  |  |
| 124 | 297,100 | 327,800 | 362,300 |         |  |  |  |
| 125 | 297,300 | 328,000 | 362,600 |         |  |  |  |
| 126 | 297,500 | 328,300 |         |         |  |  |  |
| 127 | 297,800 | 328,700 |         |         |  |  |  |
| 128 | 298,200 | 328,900 |         |         |  |  |  |
| 129 | 298,400 | 329,100 |         |         |  |  |  |
| 130 | 298,700 | 329,300 |         |         |  |  |  |
| 131 | 299,100 | 329,700 |         |         |  |  |  |
| 132 | 299,500 | 329,900 |         |         |  |  |  |
| 133 | 299,700 | 330,200 |         |         |  |  |  |
| 134 | 300,000 | 330,600 |         |         |  |  |  |
| 135 | 300,400 | 331,000 |         |         |  |  |  |
| 136 | 300,700 | 331,400 |         |         |  |  |  |
| 137 | 300,900 | 331,700 |         |         |  |  |  |
| 138 | 301,200 | 332,100 |         |         |  |  |  |
| 139 | 301,600 | 332,500 |         |         |  |  |  |
| 140 | 301,900 | 332,900 |         |         |  |  |  |
| 141 | 302,100 | 333,200 |         |         |  |  |  |
| 142 | 302,500 | 333,600 |         |         |  |  |  |
| 143 | 302,900 | 333,900 |         |         |  |  |  |
| 144 | 303,200 | 334,300 |         |         |  |  |  |
| 145 | 303,400 | 334,600 |         |         |  |  |  |
| 146 | 303,600 | 335,000 |         |         |  |  |  |
| 147 | 303,900 | 335,400 |         |         |  |  |  |
| 148 | 304,300 | 335,800 |         |         |  |  |  |

|     |         |         |  |  |  |  |  |
|-----|---------|---------|--|--|--|--|--|
| 149 | 304,500 | 336,100 |  |  |  |  |  |
| 150 | 304,700 | 336,500 |  |  |  |  |  |
| 151 | 305,000 | 336,900 |  |  |  |  |  |
| 152 | 305,300 | 337,300 |  |  |  |  |  |
| 153 | 305,700 | 337,600 |  |  |  |  |  |
| 154 | 305,900 |         |  |  |  |  |  |
| 155 | 306,100 |         |  |  |  |  |  |
| 156 | 306,400 |         |  |  |  |  |  |
| 157 | 306,700 |         |  |  |  |  |  |
| 158 | 307,000 |         |  |  |  |  |  |
| 159 | 307,300 |         |  |  |  |  |  |
| 160 | 307,600 |         |  |  |  |  |  |
| 161 | 308,000 |         |  |  |  |  |  |
| 162 | 308,300 |         |  |  |  |  |  |
| 163 | 308,600 |         |  |  |  |  |  |
| 164 | 308,900 |         |  |  |  |  |  |
| 165 | 309,300 |         |  |  |  |  |  |
| 166 | 309,600 |         |  |  |  |  |  |
| 167 | 309,900 |         |  |  |  |  |  |
| 168 | 310,200 |         |  |  |  |  |  |
| 169 | 310,600 |         |  |  |  |  |  |

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

(From March 1, 2016)

| Level | Monthly Salary |
|-------|----------------|
|       | JPY            |
| 1     | 516,000        |
| 2     | 574,000        |
| 3     | 634,000        |
| 4     | 706,000        |
| 5     | 761,000        |
| 6     | 818,000        |
| 7     | 895,000        |
| 8     | 965,000        |
| 9     | 1,035,000      |
| 10    | 1,107,000      |
| 11    | 1,175,000      |
| 12    | 1,199,000      |

**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       |
|                                 |                  | Grade 10      |
| 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<br>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<br>Salary Table II | Grade 1 | Grade 1 |
|  | Grade 2 | Grade 2 |
|  | Grade 3 | Grade 3 |
|  | Grade 4 | Grade 4 |
| Medical Service<br>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<br>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<br>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                                 |  |  | 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<br>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<br>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<br>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.

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 of Medical Science (excluding University Hospital) | (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                 |
|   | (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                                       | 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 | 1                 |

|  |  |          |
|--|--|----------|
| <p>the Graduate School of Medicine and Laboratory Animal Research Center of the Institute of Medical Science</p> | <p>(hereinafter collectively referred to as “dangerous pathogens”), or in the conducting of experiments that use such animals</p>  |          |
| <p>4. University Hospital and Institute of Medical Science Hospital</p>  | <p>(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”)</p>                  | <p>3</p> |
|  | <p>(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</p>  | <p>2</p> |
|  | <p>(3) Doctors and dentists whose main duties directly involve care for patients with tuberculosis or mental illnesses</p>   |          |
|  | <p>(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</p>  |          |
|  | <p>(5) Radiologic technologists who regularly perform duties in which they directly administer radiation therapy or other radiation services to inpatients and outpatients</p>   |          |
|  | <p>(6) Occupational therapists whose main job is to perform duties directly involving occupational therapy for patients with mental illness</p>  |          |
|  | <p>(7) Laundry workers who regularly handle laundry contaminated with dangerous pathogens or excrement</p>   |          |
|  | <p>(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</p> | <p>1</p> |
|  | <p>(9) Doctors whose main job is to directly care for intensive care ward patients</p>   |          |
|  | <p>(10) Patient services administrative staff members who regularly have direct contact with inpatients and outpatients through duties performed at reception counters and other counters</p>  |          |

|   |  |          |
|---|--|----------|
| <p>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</p> | <p>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</p>                                       | <p>1</p> |
| <p>6. Graduate School of Engineering and Neutron Science Laboratory of the Institute for Solid State Physics</p>  | <p>(1) Academic and administrative staff members whose main job directly involves operation of a nuclear reactor (excluding professors, associate professors and lecturers)</p>  | <p>3</p> |
|   | <p>(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</p>  | <p>2</p> |
|   | <p>(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)</p>  |          |
|   | <p>(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)</p>  |          |
|   | <p>(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</p> | <p>1</p> |



|  |   |  |
|--|---|--|
|  | (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, 20)

| Job Grade | Adjustment Base Amount                                    |
|-----------|---|
| 1         | JPY 6,600<br>However, Salary Level 1 employees: JPY 6,574 |
| 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, 20)

| Job Grade | Adjustment Base Amount   |
|-----------|--|
| 1         | JPY 6,000<br>However, Salary Level 1 employees: JPY 5,953, Salary Level 2 employees: JPY 5,994 |
| 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<br>However, Salary Level 1 employees: JPY 7,807, Salary Level 2 employees: JPY 7,902, Salary Level 3 employees: JPY 7,992, Salary Level 4 employees: JPY 8,082, Salary Level 5 employees: JPY 8,167, Salary Level 6 employees: JPY 8,280, Salary Level 7 employees: JPY 8,392, Salary Level 8 employees: JPY 8,505, Salary Level 9 employees: JPY 8,622, Salary Level 10 employees: JPY 8,748, Salary Level 11 employees: JPY 8,869, Salary Level 12 employees: JPY 8,991 |
| 2         | JPY 10,500<br>However, Salary Level 1 employees: JPY 9,738, Salary Level 2 employees: JPY 9,841, Salary Level 3 employees: JPY 9,940, Salary Level 4 employees: JPY 10,039, Salary Level 5 employees: JPY 10,134, Salary Level 6 employees: JPY 10,228, Salary Level 7 employees: JPY 10,327, Salary Level 8 employees: JPY 10,422  |
| 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, 2020)

| Job Grade | Adjustment Base Amount  |
|-----------|---|
| 1         | JPY 8,100<br>However, Salary Level 1 employees: JPY 7,438, Salary Level 2 employees: JPY 7,501, |

|   |   |
|---|---|
|   | Salary Level 3 employees: JPY 7,569, Salary Level 4 employees: JPY 7,632, Salary Level 5 employees: JPY 7,695, Salary Level 6 employees: JPY 7,762, Salary Level 7 employees: JPY 7,830, Salary Level 8 employees: JPY 7,897, Salary Level 9 employees: JPY 7,951, Salary Level 10 employees: JPY 8,028                     |
| 2 | JPY 9,400<br>However, Salary Level 1 employees: JPY 8,658, Salary Level 2 employees: JPY 8,752, Salary Level 3 employees: JPY 8,847, Salary Level 4 employees: JPY 8,937, Salary Level 5 employees: JPY 9,031, Salary Level 6 employees: JPY 9,135 Salary Level 7 employees: JPY 9,238, Salary Level 8 employees: JPY 9,337 |
| 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 January 1, 2019)

| Applicable Period                              | Allowance Amount |
|--|------------------|
| Less than one year                             | JPY 50,800       |
| At least one year but less than two years      | JPY 50,800       |
| At least two years but less than three years   | JPY 50,800       |
| At least three years but less than four years  | JPY 50,800       |
| At least four year but less than five years    | JPY 50,800       |
| At least five years but less than six years    | JPY 50,800       |
| At least six years but less than seven years   | JPY 49,000       |
| At least seven years but less than eight years | JPY 47,200       |
| At least eight years but less than nine years  | JPY 45,400       |
| At least nine years but less than 10 years     | JPY 43,600       |

|  |            |
|--|------------|
| At least 10 years but less than 11 years | JPY 41,800 |
| At least 11 years but less than 12 years | JPY 40,000 |
| At least 12 years but less than 13 years | JPY 38,200 |
| At least 13 years but less than 14 years | JPY 36,400 |
| At least 14 years but less than 15 years | JPY 35,000 |
| At least 15 years but less than 16 years | JPY 33,600 |
| At least 16 years but less than 17 years | JPY 32,200 |
| At least 17 years but less than 18 years | JPY 30,800 |
| At least 18 years but less than 19 years | JPY 29,400 |
| At least 19 years but less than 20 years | JPY 28,000 |
| At least 20 years but less than 21 years | JPY 26,600 |
| At least 21 years but less than 22 years | JPY 26,000 |
| At least 22 years but less than 23 years | JPY 25,400 |
| At least 23 years but less than 24 years | JPY 24,400 |
| At least 24 years but less than 25 years | JPY 23,800 |
| At least 25 years but less than 26 years | JPY 23,200 |
| At least 26 years but less than 27 years | JPY 22,600 |
| At least 28 years but less than 28 years | JPY 22,000 |
| At least 28 years but less than 29 years | JPY 21,200 |
| At least 29 years but less than 30 years | JPY 20,900 |
| At least 30 years but less than 31 years | JPY 20,500 |
| At least 31 years but less than 32 years | JPY 19,900 |
| At least 32 years but less than 33 years | JPY 19,000 |
| At least 33 years but less than 34 years | JPY 18,100 |
| At least 34 years but less than 35 years | JPY 17,400 |

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 March 1, 2016)

| 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          |
| 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 | 0.195          |

|           |   |       |
|-----------|---|-------|
|           | Kiso-gun  |       |
| 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 JPY 17,000), 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 |  |
|--|--|

**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 |
|-------------------|-----------|
|-------------------|-----------|

|  | 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<br>Educational Service Salary Table I Grade 3 or higher | JPY 2,200        |
| General Service Salary Table I Grade 2 and 3<br>Educational Service Salary Table I Grade 2               | JPY 1,700        |
| General Service Salary Table I Grade 1<br>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<br>Kuttara<br>Esan<br>Oshima-<br>Oshima | Zao-san<br>Hiuchiga-take   | Hakone-yama<br>Niijima<br>Kozushima<br>Hachijojima<br>Aogashima |  |
| Azumayama<br>Adatarayama<br>Bandai-san             | Nasudake<br>Kusatsu-<br>Shirane-san<br>Asama-yama<br>Ontake-san<br>Izu-Tobu<br>Volcano Group<br>Izu-Oshima<br>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<br>Kiyosumi, Kamogawa-shi, Chiba<br>Kiwadahata, Kimitsu-shi, Chiba<br>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<br>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 senior vice-principal, senior teacher, advanced skills teacher, teacher or nursing teacher, 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 teachers 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<br>Educational Service Salary Table I Grade 5 or higher<br>Educational Service Salary Table II Grade 4                 | JPY 4,100        |
| General Service Salary Table I Grade 4, 5 and 6<br>Educational Service Salary Table I Grade 3 and 4<br>Educational Service Salary Table II Grade 2, and Special 2 and 3 | JPY 3,100        |

|   |           |
|---|-----------|
| General Service Salary Table I Grade 3<br>Educational Service Salary Table I Grade 2  | JPY 2,400 |
| General Service Salary Table I Grade 1 and 2<br>Educational Service Salary Table I Grade 1<br>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<br>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<br>Educational Service Salary Table I Grade 4              |                  | JPY 2,900  | JPY 4,600 |
| General Service Salary Table I Grade 4<br>Educational Service Salary Table I Grade 3                     | JPY 1,200        |  | JPY 2,500 |
| General Service Salary Table I Grade 1, 2, or 3<br>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) Special Epidemic Prevention Work Allowance**

1. The special epidemic prevention work specified separately in Article 41 of the Rules shall be work related to the pandemic caused by the novel coronavirus infection (referring to the infection specified in the Act on Prevention of Infectious Diseases and Medical Treatment for Infectious Patients (Act No. 114 of 1998) (hereinafter referred to as the “novel coronavirus infection”), the same shall apply hereinafter, at a place specified separately.
  - (1) Work performed in contact with persons strongly suspected of having the novel coronavirus infection.
  - (2) Disposal of properties used by persons strongly suspected of having the novel coronavirus

infection.

- (3) Other work as deemed necessary
2. The amount of the special epidemic prevention allowance shall be the amount stipulated in the table below for each day of the work specified in items 1 through 3 of the preceding paragraph. In the case of the work performed in contact with the body of a person strongly suspected of having contracted the novel coronavirus or in contact with the body for a long period of time or other work deemed equivalent thereto, the amount shall be the amount calculated by adding the amount stipulated in the column of additional amount on the same table on a daily basis.

| Allowance | Additional amount |
|-----------|-------------------|
| 3,000     | 1,000             |

Unit: JPY

**Re: Article 56 (Article 41-1) Duty Allowance for Nursing Staff**

1. Personnel separately designated pursuant to Article 41-1 of the Rules shall be academic and administrative staff who are affiliated to the University of Tokyo Health Service Center and to whom the Medical Services Salary Table as set forth in Article 11, paragraph 1 item 3 applies.
2. The monthly amount of the duty allowance for nursing staff shall be the amount stipulated in the table below.

| Allowance |
|-----------|
| 3,000     |

**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.
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 6,500        |
| Duties listed in paragraph 1, item (3) | JPY 7,000        |

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)<br>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<br>JPY 5,500 per half day  |
| (5) interviewer  |   | JPY 11,000 per day<br>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<br>specialist committee on international student special screening and other special screenings<br>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<br>JPY 90,000 per academic year   |

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