Radiation Effects Research Foundation

Regulations Governing Remuneration, etc. and Expense Reimbursement for Councilors, Directors, Auditors, and Chief of Secretariat

(Objective)

Article l – The objective of these regulations is to provide for payment of remuneration, etc. and expense reimbursement for the Councilors, Directors, Auditors, and Chief of Secretariat of the Radiation Effects Research Foundation (hereinafter referred to as "this juristic person"), in accordance with Articles 18 and 37 of the Articles of Incorporation.

(Definition)

Article 2 – The terms used in these regulations are defined as follows:

(1) The term "Officers" denotes Directors and Auditors.
(2) "Resident Officers" denotes Chair, Vice Chair, and Executive Director(s) who work at this juristic person three or more days a week.
(3) "Non-resident Officers" denotes Officers other than those defined above.
(4) "Remuneration, etc." denotes remuneration, other financial benefits paid as compensation for performance of duties, and retirement allowance.
(5) "Expenses" denotes such costs as those for commuting, travel, and communications necessary for the performance of duties.

(Payment of remuneration, etc.)

Article 3 – Councilors can be paid remuneration, etc. as compensation for the performance of duties not exceeding a total annual sum of 5,000,000 yen, as stipulated in paragraph 1, Article 18 of the Articles of Incorporation.

2. The Officers and Chief of Secretariat can be paid remuneration, etc. as compensation for the performance of duties.
3. The Resident Officers and Chief of Secretariat can be paid retirement allowance according to length of service.

(Amount of remuneration)

Article 4 – Honorarium payment for each Councilor will be 28,000 yen/day.

2. Remuneration for the resident Officers and Chief of Secretariat will consist of base pay, area allowance, and seasonal allowances.
   (1) Monthly rates of base pay for the resident Officers and Chief of Secretariat will be as follows:
      a. Chair ¥1,006,000
      b. Vice Chair ¥933,000
      c. Executive Director(s) ¥852,000
      d. Chief of Secretariat ¥736,000
   (2) Area allowance for the resident Officers and Chief of Secretariat will be 8/100 of the monthly rate of base pay.
   (3) Seasonal allowances will be paid to the resident Officers and Chief of Secretariat as follows:
      a. Seasonal allowances will be paid in June and in December to the resident Officers and Chief of Secretariat who hold office as of 1 June and 1 December (hereunder referred to as "cutoff dates"), respectively.
      b. The amount of seasonal allowances for June and December, respectively, will be

1.75 times and 1.75 times the total of one month of base pay and area allowance as of the cutoff date (in case of resignation or death, the date of resignation or death), 25/100 of one month of base pay, and 20/100 of the total of one month of base pay and area allowance.

3. Honorarium payment for each non-resident Officer will be 28,000 yen/day.

(Retirement allowance of resident Officers and Chief of Secretariat)

Article 5 – Retirement allowance will be paid to the resident Officers and Chief of Secretariat as follows:

(1) An amount equivalent to 12.5/100 of one month of base pay as of the time of resignation multiplied by a rate to be determined by the Board of Councilors for each Officer and Chief of Secretariat within a range between 0.0 and 2.0 will be paid for each month of service as retirement allowance.

(2) Length of service will be calculated on the basis of calendar days from the date of appointment. Any fraction of less than one month will be rounded up to one month.

(3) If a person is reappointed for another term with no change in position as a resident Officer on the date of expiration of his/her previous term or on the following day, the two terms will be added for the purpose of computation of retirement allowance.

(4) If a resident Officer is appointed to a different position at the midway point of his/her term of office, the date immediately preceding the date of new appointment will be considered as the person's resignation for the purpose of payment of retirement allowance.

(5) For the purpose of computation of retirement allowance, any fraction of less than 50 yen will be discarded and any fraction of less than 100 yen but at least 50 yen will be rounded up to 100 yen.

(6) Retirement allowance will be paid to the resident Officers and Chief of Secretariat who serve as such satisfactorily and leave this juristic person due to expiration of term of appointment, resignation, or death. For such resident Officers and Chief of Secretariat who die during their term of service, retirement allowance will be paid to their surviving families.

(Additional regulations)

Article 6 – In addition to these regulations, relevant provisions in the Employee Wage Regulations of this juristic person will be used as a basis for the handling of matters related to the remuneration and retirement allowance of the resident Officers and Chief of Secretariat.

(Payment of expenses incurred)

Article 7 – For expenses incurred during the course of performance of their duties, Councilors, Officers and Chief of Secretariat will be reimbursed promptly after request for reimbursement is made. Payment can be made in advance, if necessary.

2. Irrespective of the preceding paragraph, commuting expenses will be paid in accordance with the Employee Wage Regulations of this juristic person.

3. Irrespective of paragraph 1, travel expenses will be paid in accordance with the Travel Reimbursement Regulations of this juristic person.

(Announcement)

Article 8 – These regulations will be announced to the public as standards for the remuneration, etc. to the Councilors and Officers.

(Revision and abolition)

Article 9 – Revision and abolition of these regulations will be made by decision of the Board of Councilors.

Supplementary Provisions

(Effective date)

1. These regulations will take effect from the date of registration of establishment as a public interest corporation as stipulated in paragraph 1 of Article 106 of the Act Serving as a Complement to Related Laws that Accompany Enactment of the Act on Authorization of Public Interest Incorporated Associations and Public Interest Incorporated Foundations and the Act on General Incorporated Associations and General Incorporated Foundations (hereinafter referred to as the "date of registration of establishment").

(Temporary arrangements)

2. The resident Officers and Chief of Secretariat (hereinafter referred to as "resident Officers, etc.") whose monthly rate of base pay was reduced by the base pay revision effected on April 1, 2006, from the monthly rate on March 31, 2006, will be paid an amount equivalent to the difference resulting from the reduced amount, in addition to the base pay.
3. Irrespective of the preceding paragraph, in implementing these regulations, the difference stipulated in the preceding paragraph for the resident Officers, etc. listed in the Supplementary Provisions of the Act of Endowment of the Radiation Effects Research Foundation (effected on April 1, 2011) who hold the same position as that held prior to implementation of these regulations will be 99.76/100 of the total of the monthly rate of base pay as of April 1, 2010, and the difference between the base pay on March 31, 2006 and that on April 1, 2006 paid to the resident Officers, etc. as compensation for base pay reduction (any fraction of less than one yen will be discarded) minus the monthly rate of base pay provided in Article 4.
4. If these regulations are not satisfactory for determining the base pay for the Chief of Secretariat, the Chair will decide the Chief of Secretariat's base pay not exceeding the amount stipulated in d., item (1), paragraph 2, Article 4 of these regulations on a case-by-case basis.
5. If the resident Officers, etc. holding office on the day before the date of registration of establishment continue to hold office on and after the date of registration of establishment, the amount of retirement allowance, irrespective of what is stipulated in Article 5, shall be the sum of amounts calculated according to the following terms of office and pertinent conditions:
   (1) Retirement allowance of the resident Officers, etc. holding office from July 1, 2004, through June 30, 2005, shall be a maximum of the amount obtained by multiplying the monthly rate of base pay as of June 30, 2005, by 36/100 for each month of service during the term in question.
   (2) Retirement allowance of the resident Officers, etc. holding office from July 1, 2005, through the day before the date of registration of establishment shall be a maximum of the amount obtained by multiplying the monthly rate of base pay on the day before the date of registration of establishment by 28/100 for each month of service during the term in question.
   (3) Retirement allowance of the resident Officers, etc. holding office on and after the date of registration of establishment shall be the amount calculated in accordance with the provisions stipulated in Article 5.

(Old regulations)

6. "Radiation Effects Research Foundation Regulations Governing Salaries of Directors and Chief of Secretariat (effective date, April 1, 1975)" shall be abolished effective June 20, 2011.
7. "Radiation Effects Research Foundation Regulations Governing Remuneration, etc. and Expense Reimbursement of Councilors, Directors, Auditors, and Chief of Secretariat (implemented from June 20, 2011)" shall be abolished on the date of registration of establishment, as prescribed in Paragraph 1 of the Supplementary Provisions.

Supplementary Provisions

(Effective date)

1. These regulations will be implemented and effected on June 21, 2012, and July 1, 2012, respectively. However, the revision stipulated in b., item (3), paragraph 2 of Article 4 will be effected on June 1, 2012.
2. These regulations will not be applied to resident Officers resigning before the effective date.

(Handling of balance according to the provision in paragraph 3 of the supplementary provisions effective on the date of registration of establishment)

3. In accordance with the base pay revision as of April 1, 2006, resident Officers whose revised monthly base pay was less than that provided as of March 31, 2006, receive an amount equivalent to the relevant balance. Such a balance amount, to be applied starting on July 1, 2012, will be calculated by subtracting the amount of monthly base pay as of July 1, 2012, from that calculated by multiplying the total of monthly base pay provided as of April 1, 2011 and the aforementioned balance as of April 1, 2006 by 99.5% (discarding fractions of less than one yen).

(Exceptions for monthly base pay to be paid to resident Officers in July 2012)

4. The amount of monthly base pay to be paid in July 2012 will be that calculated according to the formula indicated below.
   (1) Amount of monthly base pay to be paid in July 2012 = (A) – ((B) + (C))
   However, when (B) + (C) is equal to or greater than (A), no base pay will be paid.
   (A) Amount of monthly base pay calculated according to the revised regulations
   (B) Amount calculated by multiplying 0.37% (discarding fractions of less than one yen) of the total of monthly base pay paid to the resident Officers as of April 1, 2011 (for resident Officers who assumed the post during the period from April 2, 2011 to June 30, 2012, the date of assumption of office) by 15 months (for resident Officers whose number of months is to be decreased according to the following paragraph, number of months after the decrease)
   (C) Amount calculated by multiplying the total amount of seasonal allowances paid on June 30, 2011 and December 5, 2011, and seasonal allowances to be paid in June 2012, by 0.37% (discarding fractions of less than one yen)
   (2) With regard to calculation of the amount in the preceding paragraph (B), the months during the period from April 1, 2011 to June 30, 2012, for which individuals did not hold office as resident Officers will be excluded from the calculated number of months to be decreased.

Supplementary Provisions

(Effective Date)

1. These regulations will be effected on December 13, 2014 and applied retroactively from April 1, 2014. However, the revised provision in item (1), paragraph 2 of Article 4 (Amount of Remuneration), will be applied from April 1, 2015.
2. These regulations will not be applied to the resident Officers and Chief of Secretariat who retire prior to the effective date.

(Special Case of Seasonal Allowances for FY2014)

3. Notwithstanding the provision in b, item (3), paragraph 2 of Article 4 (Amount of Remuneration), the rates of seasonal allowances for FY2014 will be 1.40 and 1.70 in June and December, respectively.

(Temporary Arrangements)

4. Of the resident Officers and Chief of Secretariat who continue their service on and after March 31, 2015, those whose monthly base pay is below that provided as of that date, in accordance with the base pay revision as of the date of application, will receive the new monthly rate of base pay, plus an amount equivalent to the relevant balance, for three years, starting from April 1, 2015. However, the balance according to the provision in paragraph 2 of the supplementary provisions effective on the date of registration of establishment will be excluded.

(Discontinuation of the balance provided in paragraph 3 of the supplementary provisions to the regulations revised in 2006)

5. Of the resident Officers and Chief of Secretariat who continued their service after March 31, 2006, those whose monthly base pay was below that provided as of that date, in accordance with the base pay revision on April 1, 2006, have received an additional amount equivalent to the relevant balance. However, this additional amount, equivalent to the relevant balance, will be discontinued as of March 31, 2015.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on February 8, 2016, and be applied from April 1, 2015.
2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on November 30, 2016 and be applied from April 1, 2016.
2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2016)

3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2016 shall be 1.50 and 1.75 months, respectively.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on December 19, 2017 and be applied from April 1, 2017.

2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2017)

3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2017 shall be 1.55 and 1.75 months, respectively.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on January 8, 2019 and be applied from April 1, 2018.
2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2018)

3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2018 shall be 1.575 and 1.775 months, respectively.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on December 9, 2019 and be applied from April 1, 2019.
2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2019)

3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2019 shall be 1.675 and 1.725 months, respectively.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on December 15, 2020 and be applied from December 1, 2020.

(Special provision regarding seasonal allowances paid in FY2020)

2. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2020 shall be 1.7 and 1.65 months, respectively.

Supplementary Provisions

(Effective Date)

1. These regulations will take effect on June 22, 2022 and be applied from April 1, 2022.

(Special provision regarding seasonal allowances to be paid in June 2022)

2. Regardless of the provisions of Article 4-2-(3) (Amount of remuneration), the payment rates of seasonal allowances for June 2022 will be provided at a rate that that subtracts the 0.10 months that were provided in December 2021 in excess of the stipulations of the revised regulations (an adjustment) from the rate provided for in Article 4-2-(3) (the standard rate). If an adjustment exceeds a standard rate, an allowance will not be provided.

Supplementary Provisions

(Effective Date)
1. These regulations will take effect on December 2, 2022 and be applied from April 1, 2022.
2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2022)
3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2022 shall be 1.625 and 1.675 months, respectively.

Supplementary Provisions

(Effective Date)
1. These regulations will take effect on December 22, 2023 and be applied from April 1, 2023.
2. These regulations will not apply to the resident Officers and Chief of Secretariat who resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2023)
3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2023 shall be 1.65 and 1.75 months, respectively.

Supplementary Provisions

(Effective Date)
1. These regulations will take effect on December 9, 2024 and be applied from April 1, 2024. However, the revised provision in Article 4-2 (2) will be applied from April 1, 2025.
2. These regulations will not apply to resident Officers or Chief of Secretariat who have resigned by the day preceding the effective date.

(Temporary measures regarding area allowances)
3. Regardless of the provisions of Article 4-2-(2), the payment rates of area allowances in FY2024 shall be 10/100, and in FY2025 shall be 9/100.

(Special provision regarding seasonal allowances paid in FY2024)
4. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2024 shall be 1.70 and 1.75 months, respectively.

Supplementary Provisions

(Effective Date)
1. These regulations will take effect on December 22, 2025 and be applied from April 1, 2025.
2. These regulations will not apply to resident Officers or Chief of Secretariat who have resigned by the day preceding the effective date.

(Special provision regarding seasonal allowances paid in FY2025)
3. Regardless of the provisions of Article 4-2-(3)-b., the payment rates of seasonal allowances for June and December in FY2025 shall be 1.725 and 1.775 months, respectively.