

○ **Hiroshima University Regulations for Disaster Compensation for Employees**

Regulation No. 99 of April 1, 2004

Hiroshima University Regulations for Disaster Compensation for Employees

(Purpose)

Article 1 These Regulations prescribe the matters necessary for non-statutory compensation benefits, non-statutory benefits, etc. (hereinafter referred to as “compensation benefits, etc.”) provided when employees of Hiroshima University (hereinafter referred to as the “University”) become entitled to receive insurance benefits based on the Industrial Accident Compensation Insurance Act (Act No. 50 of 1947; hereinafter referred to as the “Industrial Accident Insurance Act”) in relation to work-related accidents or accidents while commuting, in accordance with the provisions of Article 53 of the Hiroshima University Work Regulations for Employees (Regulation No. 78 of April 1, 2004), Article 82 of the Hiroshima University Work Regulations for Mariners (Regulation No. 79 of April 1, 2004), and Article 42 of the Hiroshima University Work Regulations for Re-Employed Employees (Regulation No. 80 of April 1, 2004).

(Delegation of Authority)

Article 2 The President may delegate part of his/her authority to give permission under these Regulations to other officers or employees.

(Scope of Work-Related Accidents and Accidents While Commuting)

Article 3 (1) The scope of work-related accidents and accidents while commuting (hereinafter referred to as a “work-related accident, etc.”) shall be as follows:

- (i) Work-related accident: an accident in which an employee suffers an injury or illness or dies in the course of his/her duties, and consequently which is approved as an employment accident under the Industrial Accident Insurance Act; and
- (ii) Accident while commuting: an accident in which an employee suffers an injury or illness or dies in connection with commuting, and consequently which is approved as a commuting accident under the Industrial Accident Insurance Act.

(2) Notwithstanding the provisions of the preceding paragraph, in cases where the University recognizes an accident as equivalent to a work-related accident, etc., such accident may be deemed to be a work-related accident, etc. for the purpose of the main clause of Article 7 and the handling of any leave obtained as a result of such accident.

(Compensation Uniquely Provided by the University)

Article 4 The compensation benefits, etc. prescribed below are to be provided by the University:

- (i) With regard to compensation for absence from work provided to an employee who is placed on administrative leave due to a work-related accident, etc., if the benefit amount provided under the Industrial Accident Insurance Act is less than the salary amount not provided due to the administrative leave, the difference in the amounts;
- (ii) The special disability aid money prescribed in Appended Table 1 for an employee who

has come to develop a disability due to a work-related accident, etc.; and

- (iii) The bereaved family special aid money prescribed in Appended Table 2 for the bereaved family of an employee who has died due to a work-related accident, etc. (in the case where an employee who received the special disability aid money prescribed in the preceding item has died due to a recurrence of the injury or illness attributable to the work-related accident, etc. that had caused his/her disability associated with the aid money, the amount obtained by deducting the amount of the already provided special disability aid money from the amount of the bereaved family special aid money prescribed in Appended Table 2).

(Right to Receive Compensation)

Article 5 (1) The right to receive compensation shall not be changed by the retirement of the employee concerned.

(2) The right to receive compensation shall not be transferred to any third party.

(Appropriation to Damages under the Civil Code)

Article 6 In the case where the University is liable under the Civil Code to pay damages to an employee or his/her bereaved family in connection with a work-related accident, etc., the University may appropriate the compensation benefits, etc. that it provides to the payment of such damages.

(On-behalf Payment of Compensation for Absence from Work)

Article 7 With regard to compensation for absence from work, the on-behalf payment of an estimated amount may be made prior to the payment of relevant insurance benefits under the Industrial Accident Insurance Act; provided, however, that if such estimated amount is less than the amount of the actual industrial accident insurance benefits, the difference in the amounts shall be additionally provided.

(Miscellaneous Provisions)

Article 8 When reference to these Regulations is difficult due to special circumstances, or when the President deems it significantly inappropriate to refer to these Regulations, exceptional handling may be accepted.

Supplementary Provisions

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

Supplementary Provisions (Regulation No. 123 of September 27, 2005)

These Regulations shall come into force on October 1, 2005, and the provisions of the Hiroshima University Regulations for Disaster Compensation for Employees after revision by these Regulations shall apply from August 1, 2005.

Supplementary Provisions (Regulation No. 55 of March 31, 2006)

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

Supplementary Provisions (Regulation No. 66 of March 22, 2007)

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

Appended Table 1 (Relating to Article 4 (ii)) Amount to Be Provided as Special Disability Aid Money

Grade	Amount to Be Provided	
	Work-Related Accident (10 thousand yen)	Accident While Commuting (10 thousand yen)
Grade 1 Disability	1,540	975
Grade 2 Disability	1,500	940
Grade 3 Disability	1,460	905
Grade 4 Disability	875	550
Grade 5 Disability	745	470
Grade 6 Disability	615	390
Grade 7 Disability	485	310
Grade 8 Disability	320	195
Grade 9 Disability	250	155
Grade 10 Disability	195	120
Grade 11 Disability	145	90
Grade 12 Disability	105	65
Grade 13 Disability	75	45
Grade 14 Disability	45	30

Note:

The grades of disability shall be as provided for in the Industrial Accident Insurance Act. In the case where an employee has two or more disabilities, or where the degree of his/her disability is exacerbated, his/her grade of disability shall be determined by applying the provisions of the Industrial Accident Insurance Act *mutatis mutandis*.

Appended Table 2 (Relating to Article 4 (iii)) Amount to Be Provided as Bereaved Family Special Aid Money

Matter Concerned	Amount to Be Provided	
	Work-Related Accident (10 thousand yen)	Accident While Commuting (10 thousand yen)
Death	1,860	1,130

