

## Nagasaki University's Support System for Long-Term Care

### 【Definition of “Person Requiring Long-Term Care”】

One of the following persons in the family of a university staff member where the person has been suffering impediments to daily life for a period of two (2) weeks or longer: spouse of the staff member, parent of either the staff member or the staff member's spouse, child of the staff member, grandparent/grandchild/sibling, etc., who is residing with the staff member.

Nagasaki University's conditions for recognition as a “Person Requiring Long-term Care” are less strict than those for Condition of “Need for Long-Term Care” and “Eligible Families” as prescribed under the Child Care and Family Care Leave Act.

Support System	Outline of System	Full-time staff	Paid/Unpaid	Part-time staff	Paid/Unpaid	Remarks	
Working Hours	Early / Late office attendance	System under which staff who are caring for a person requiring long-term care can change the hours they come to/leave work without changing their prescribed daily working hours.	The time staff begin / end work can be set from after 7:00 and up until 22:00, respectively	—	Same as for full-time staff (Part-timer staff are not eligible)	—	Regulations Regarding Staff Working Hours, Days Off, and Holidays, Etc. (Hereinafter referred to as “Regulations Regarding Working Hours”) Article 6-3 (Part-time) Full-timer Employment Regulations Article 36 Part-timer Employment Regulations Article 33
	Restrictions on overtime work	System that limits the number of overtime hours if workers caring for a person requiring long-term care request restrictions on overtime work for the purpose of providing long-term care.	Even in the case that the worker is required to work overtime, overtime work is limited to 24 hours per month / 150 hours per year.	—	Same as for full-time staff	—	Regulations Regarding Working Hours Article 15-4
	Restrictions on unscheduled work	System that limits unscheduled work if staff members providing long-term care request it for the purpose of providing long-term care, unless it hinders work operations.	Limits overtime work until there is no longer any need for long-term care.	—	Same as for full-time staff	—	(Full-time) Regulations Regarding Working Hours Article 15-2 (Part-time) Full-timer Employment Regulations Article 36 Part-timer Employment Regulations Article 33
	Time for providing long-term care	System that approves shortened work hours when not working in order to provide long-term care is approved as appropriate.	Work shortened by up to two hours per day (for three years from the start of shortened work hours)	Unpaid	Same as full-time staff only for full-timer staff	Unpaid	Regulations Regarding Working Hours Articles 34-36 (Part-time) Full-timer Employment Regulations Article 36 Part-timer Employment Regulations Article 33
Leaves System	Long-Term Care Leave to care for a person requiring long-term care	System granting leave to staff members to enable them to provide long-term care for a person requiring long-term care.	Five days per year (10 days per year in the case of two or more persons requiring long-term care. One-day or one-minute units.)	Paid (Special Leave)	Five days per year (10 days per year in the case of two or more persons requiring long-term care. One-day or one-minute units.)	Unpaid	(Full-time) Regulations Regarding Working Hours Article 26 (Part-time) Full-timer: Employment Regulations Article 22 Part-timer: Employment Regulations Article 21
			No more than three times within a total period of six months for each continuous condition needing long-term care for the person requiring long-term care. One day, or within four consecutive hours from the time the full-time staff member either starts or finishes work.	Unpaid (Maximum of three months of Long-Term Care Leave Allowance paid from employment insurance available)	No more than three times within a total period of 93 days for each continuous condition needing long-term care for the person requiring long-term care. One day, or within four consecutive hours from the time the part-time staff member either starts or finishes work.	Unpaid (Maximum of three months of Long-Term Care Leave Allowance paid from employment insurance available)	(Full-time) Regulations Regarding Working Hours form Articles 28 to 33 (Part-time) Full-timer: Employment Regulations Article 36 Part-timer: Employment Regulations Article 33
Family Care Leave	Family Care Leave	System granting leave to staff members to enable them to provide long-term care for a person requiring long-term care	(Nagasaki University does not have a system of Family Care Leave, but the above-mentioned Long-Term Care Leave system has been established as a system similar to the Family Care Leave prescribed under the Child Care and Family Care Leave Act)	—	(Nagasaki University does not have a system of Family Care Leave, but the above-mentioned Long-Term Care Leave system has been established as a system similar to the Family Care Leave prescribed under the Child Care and Family Care Leave Act)	—	

Note:

- Depending on their work style, it may not be possible for staff members to utilize these systems.
- With regard to the payment of a family care allowance from employment insurance, payment may not be possible without the staff member taking leave fulfilling various requirements.
- **If you wish to utilize any of these systems, please contact the personnel officer in your faculty or department.**