

## 平成30年度 第2回 国立大学法人北海道大学経営協議会議事要旨

日 時 平成30年9月28日（金）10:00～12:02  
場 所 事務局 大会議室  
出席者 21名  
（学外）五十嵐，石山，アメージャン，高橋，長澤，樋口，牧野，松沢，松谷，三浦，横山，各委員  
（学内）名和総長，笠原，長谷川，西井，皆川，関，山本，堀内，寶金，長谷川，各委員  
欠席者 4名  
（学外）秋元，浅香，阿部，各委員  
（学内）石森委員  
  
（オブザーバー）  
山口副学長，竹谷監事

### 議 事

総長から，議事に先立ち，新任の委員についての紹介があった後，笠原理事から，9月6日（木）に発生した北海道胆振東部地震による本学の被害状況等の報告があった。引き続き，総長から，前回の経営協議会の議事要旨について確認があった。

#### 【 議 題 】

##### 1 業務上の余裕金の運用に係る認定申請について

皆川理事から，資料1に基づき，国立大学法人法の改正により，国立大学法人等の資産の有効活用を図るための措置として，指定国立大学法人及び文部科学大臣の認定を受けた国立大学法人は，寄附金等を原資として収益性の高い金融商品による運用が可能になったこと，認定基準は，自家運用と委託運用に区分され，運用対象となる金融商品により3段階に分かれ，基準ごとに体制整備が求められていること，資金運用管理委員会は，構成員を選定し内諾を得ていること，本学では運用規模，他大学の状況等を勘案し，今回の申請では中間の区分である自家運用の基準第2及び委託運用の基準第4の1に申請したいと考えていること等について説明の後，審議した結果了承され，10月5日の役員会に付議することとなった。

なお，委員から，寄附金を受け入れる際に，寄付者に対して運用を行うことを説明する必要がある旨の発言があり，これに対し皆川理事から，寄附金を受け入れる際の事前説明の必要性は把握しており，受入れの際に説明を行うこと，また，安全性に十分留意して，極力元本を毀損することがないように運用していく旨の説明があった。

#### 【報告事項】

##### 1 平成31年度概算要求について（財務省要求）

関理事から，資料2から4に基づき，運営費交付金における重点支援にかかる評価の見直しにより，評価対象経費が約400億円に拡充されたこと，評価指標について，

本学が掲げる5つの戦略に設定していた37項目の評価指標を17項目に精選したこと等の説明があった。

引き続き関理事から、平成31年度概算要求について、国立大学法人全体の運営費交付金等については、財務省要求段階では、平成30年度予算額と比べ、316億円の増額要求となっていること、財務省要求時点における伝達については、機能強化促進分など、文部科学省において一括計上している予算が多く存在し、本学に交付される運営費交付金の総額は示されていない旨の説明があった後、今回伝達のあった共通政策課題分、施設整備費補助金分等の要求額について報告があった。

なお、委員から、KPIの達成のためには人件費等の費用がかかるにもかかわらず、国からの運営費交付金等が頭打ちになっているのは非常に問題である旨の発言があり、これに対し関理事から、外部資金の獲得額は年々増えており、今後、間接経費の比率の見直しや産学連携体制の体制強化を進め、さらなる外部資金の獲得を進めていく旨の説明があった。

また、委員から、KPIについて、今後見直す際には、具体的な成果を示すアウトカム指標を念頭に置いていただきたい旨の発言があった。

## 2 北大病院における医療観察法入院病棟（分院）の設置について

寶金病院長から、資料5に基づき、厚生労働省から要請のあった医療観察法入院病棟を、北大病院の分院として札幌キャンパス外に設置すること、医療観察法入院病棟は、刑事裁判で心神喪失等と判断された者について、入院による治療を行い、社会復帰を促進するための病棟であること、北海道のみが未整備のため、厚生労働省から北大病院の分院として設置の依頼があったものであること、大学病院として司法精神医学分野における診療及び研究の発展に寄与するものであること等について報告があった。

### 【その他】

#### 1 平成30年度人事院給与勧告等について

関理事から、資料6に基づき、平成30年度人事院給与勧告等について、月例給は国家公務員給与と民間給与の較差(0.16%)を埋めるため、指定職俸給表を除く各俸給表について平均0.2%引き上げること、勤勉手当は民間の支給割合に見合うよう年間支給月数を0.05月分引き上げること、初任給調整手当、宿日直手当及び夜間看護等手当を引き上げること、実施時期は平成30年4月1日であること等の報告があった。

また、定年を段階的に65歳に引き上げるための国家公務員法等の改正についての意見の申出について、段階的に定年を65歳に引き上げること、管理監督職員は60歳に達した日以後管理職から外れること、60歳を超える職員の希望に基づき短時間勤務を可能とすること、俸給月額原則60歳前の7割に引き下げること、実施時期は未定であること等の報告があった後、引き続き総長から、現時点では人事院勧告の実施及び国家公務員の定年延長の導入について、国の動向が不明な状況であることから、定年延長については、関連法改正案の成立を踏まえ、本学における定年年齢について必要な検討を行うこと、人事院給与勧告については、今後の国の動向を見極めた上で、国立大学法人法が準用する独立行政法人通則法の規定に基づき、国家公務員の給与等、民間企業の従業員の給与等、本学の業務の実績等を考慮するほか、本学の厳しい財政状況に鑑み、今年度の財政状況及びその後の継続的な財政負担を考慮した慎

重な検討が必要であり、今後、学内の意向を踏まえた上で進めていくことで、その取扱いは一任願いたい旨の発言があり、審議の結果了承された。

なお、委員から、定年年齢については、年金制度との兼ね合いからマイナスの視点で考えられる側面があるが、定年年齢を過ぎても知識、経験等が豊富な教職員が活躍できる仕組みが必要であり、そのためには能力や実績に基づいた人事管理が重要である旨の発言があり、これに対し笠原理事から、本学では外部資金により雇用される特任教授や、退職教員活用型の特任教授は、65歳を超えて雇用が可能である旨の説明があった。

( 以 上 )

# HOKKAIDO UNIVERSITY

## Administrative Council

Minutes of the **Second FY2018 Meeting** held at 10:00 on Friday, September 28, 2018  
at the Main Conference Room, Administration Bureau, Hokkaido University, Sapporo

Present: 21 persons

External Council members: Igarashi, Ishiyama, Ahmadjian, Takahashi,  
Nagasawa, Higuchi, Makino, Matsuzawa, Matsutani,  
Miura and Yokoyama

Internal Council members: Nawa, Kasahara, K. Hasegawa, Nishii, Minakawa,  
Seki, Yamamoto, Horiuchi, Houkin, J. Hasegawa

In Attendance: 2 Observers  
Yamaguchi and Takeya

Apologies for absence: 4 persons

External Council members: Akimoto, Asaka and Abe

Internal Council members: Ishimori

Prior to the proceedings, President Nawa introduced newly appointed Council members before Executive Director Kasahara gave a damage report of University properties caused by 2018 Hokkaido Eastern Iburi Earthquake on Thursday, September 6.

### **18-02/01**

#### **Minutes:**

The minutes of the previous 1st FY2018 Administrative Council meeting were received, approved and adopted as a true record.

#### **Matters to be Resolved:**

### **18-02/02**

#### **1. Investment authorization application with surplus generated by university operations**

Explained by Executive Director Minakawa (Discussion Material 1 distributed) about the following:

- An amendment of the National University Corporation Act enforced for an effective management practice of the financial assets owned by national university corporations now permits the designated national university corporations and the national university corporations authorized by MEXT (Ministry of Education, Culture, Sports, Science and Technology) to use their endowment funds to invest in profitable financial instruments;
- Investment authorization criteria, of each requires a consolidated system, classify the investments into the internal investment management and the external investment management, and also classify the financial instruments into three levels;
- Fund Investment Management Committee has already selected its members with an informal agreement; and
- With due considerations to the scale of investment and the circumstances in which other universities are placed, HU is planning to apply for the intermediate categories of the level 2 of the internal investment management and the level 4-1 of the external investment management.

The Committee **RESOLVED**

**that the above application be received and approved, and referred to the Board of Executives meeting on October 5.**

One of the Committee members suggested that HU be accountable to the individuals/organizations who endow funds which may be used for our planned investment. Executive Director Minakawa responded that he recognizes the need for explanation to those individuals/organizations when receiving their endowment. He ensured substantial attention to investment risk management to prevent a loss of investment principal.

## **Matters to be Reported:**

**18-02/03**

### **1. FY2019 budgetary request items (requested to the Ministry of Finance)**

Reported by Executive Director Seki (Discussion Material 2, 3 and 4 distributed) on the progress concerning the budgetary request items. A summary was given that:

- The total amount of budgetary items for evaluation has been increased to 40 billion yen after the re-evaluation of priority budgetary support to the operational expenses; and
- 37 items for which performance indicators were set in our 5 strategies have been carefully narrowed down to 17 items.

Executive Director Seki subsequently explained the following as to the FY2019

budgetary request items before reporting on the requested budgetary amount for the Common Policy Challenges category and the Grant-in-Aid for Facilities and Equipment:

- At the time of the request made to MOF (Ministry of Finance), the sum total of the Grants for Operational Expenses requested by all national university corporations has increased by 31.6 billion yen compared to that of FY2018; and
- At the time of the request made to the MOF, the sum total of the Grants for Operational Expenses to be allocated to HU is not proposed in the communication with the MOF because the MEXT adds a number of grant accounts such as Capacity Strengthening Initiatives grants to its bloc budgetary appropriations.

The Committee **RESOLVED**

**that the above reports be received and noted.**

A Committee member raised an issue that the increase in the Grants for Operational Expenses has stalled for years despite the extra personnel costs required to achieve our KPI outcomes. Executive Director Seki assured the meeting of, having the external research funds increased year by year, a further commitment to acquire external research funds by revising the University's indirect cost rate and the university-industry partnership systems.

Another Committee member made a request to focus on setting the outcome indicators which illustrate some concrete results when reviewing KPIs in the future.

**18-02/04**

## **2. Inpatient unit of Hokkaido University Hospital (a satellite hospital) established under the Medical Observation Act**

Director of Hokkaido University Hospital Houkin gave a background account of the new inpatient unit (Discussion Material 5 distributed) as follows:

- The inpatient unit under the Medical Observation Act shall be established as a satellite hospital of Hokkaido University Hospital outside Sapporo campus upon request of the Ministry of Health, Labour and Welfare (MHLW);
- The inpatient unit shall admit the persons who have been found to be mentally incompetent in criminal cases and provide with medical treatment to facilitate their social reintegration;
- MHLW requested Hokkaido University to establish an inpatient unit as a satellite hospital since Hokkaido was the only prefecture which was yet to set up the said inpatient unit; and
- The inpatient unit as part of the University Hospital will contribute to the development of medical treatment and research in the discipline of forensic psychiatry.

The Committee **RESOLVED**

**that the above reports be received and noted.**

## **Any Other Business**

**18-02/05**

### **1. FY2018 Recommendation on salaries by the National Personnel Authority**

Explained by Executive Director Seki (Discussion Material 6 distributed) about FY2018 recommendation on salaries by the National Personnel Authority. The recommendation includes:

- Monthly salaries in salary schedules (except for those for specified occupational categories) shall be lifted by 0.2% on average to make up for the 0.16% pay gap between national civil servants and private-sector employees;
- Diligence allowance shall be increased by an equivalent of 0.05% of monthly pay to reflect the bonus rates of the private sector;
- Initial payment adjustment allowance, day duty/night duty allowance and nighttime nursing allowance shall be increased; and
- The above amendments come into effect as from April 1, 2018.

Executive Director Seki also explained the following with regard to an offer of opinion in the revision of National Public Service Act to gradually lift the retirement age from 60 to 65:

- The retirement age should be raised to 65 through several phases;
- Managerial staff should move from managerial positions to non-managerial jobs on their 60<sup>th</sup> birthdays;
- Part time contracts should be available on request for the staff at the age of 60 or older;
- Staff aged 60 or older should be paid 70% of the monthly salary they received before becoming 60 years of age; and
- The effective date of the revision is yet to be confirmed.

The President Nawa supplemented the above particulars with the following suggestions:

- In anticipation of the reform bill's enactment of concerned laws, a change in the retirement age for HU staff requires careful examination and further discussion, given the uncertain direction of the government in both the implementation of the recommendation by the National Personnel Authority and the proposals for increasing the mandatory retirement age for national civil servants; and
- To respond to the recommendation on salaries by the National Personnel Authority,

HU should find out what actions the government will take, and take the salaries of national civil servants and private sector employees as well as our operational performance into consideration in conformity with the provisions in the Act on General Rules for Incorporated Administrative Agencies which apply mutatis mutandis to the National University Corporation Act. HU also should give deliberate consideration to making decisions in view of the current fiscal pressure on management, this fiscal year's finances and a continuing financial burden in the coming years.

President Nawa assured the Committee that HU will proceed necessary actions having diverse viewpoints across the organization taken into account, and asked that the actual handling of these matters be entrusted to the President.

The Committee **RESOLVED**

**that the above reports and proposal be received and approved.**

One of the Committee members suggested that, given the negative perspectives towards the postponement of retirement weighed against the age concerns over state pension programs, HU must see the human resources management using a competency/achievement-based assessment approach as critical to establish a system in which retired academic/non-academic staff can play an active part with broad knowledge and experience. Executive Director Kasahara confirmed that specially appointed professors whose salaries are paid from external research funds and those on the government's retired academics employment projects may remain in employment after 65 years of age.

The meeting closed at 12:02

as

Chairman

Translated: 12 February 2019

ts

Note: This English translation is only for reference purposes. The original Japanese document remains the official text. If there are any discrepancies between the original Japanese text and English translation, the original Japanese text will prevail.