

Job Description for Personnel **without** a Nursing Caregiver License:

Organization Name: Midori-kai Social Medical Corporation

Work Location (Tentative):

2-1845-1 Nagao Kitamachi, Hirakata-shi, Osaka Prefecture (Subject to change)

Facility (Tentative): Care Elderly Health Facility “Nagomi no Sato”

Number of Positions: 1–2 people

Required Japanese Level: JLPT N3 or above

Position: Care Staff

Job Description

- Physical care for users (meal assistance, bathing, toileting, etc.)
- Daily living support
- Recreational activities
- Support for life skills training
- Accompaniment and assistance
- Bed sheet changes and cleaning tasks

Working Hours

- Shift 1: 08:45–17:30
 - Shift 2: 07:30–16:15
 - Shift 3: 11:30–20:15
 - Shift 4: 16:30–09:30 (night shift)
- Shifts 1–3 involve 8 working hours with a 45-minute break.
 - Shift schedules vary by facility.
 - *Night shift starts when the staff member is trusted to manage tasks independently.*

Holidays & Leave

- 2 days off per week, based on a shift system
- Monthly variable working hours
- Annual holidays in FY2025: 123 days
- Paid leave: After 6 months, as per legal regulations

Salary (For Applicants Without Qualification)

Component	Amount (¥)
Base Salary	¥121,400
Job Role Pay	¥39,000
Adjustment Pay	¥8,300
Living Allowance	¥5,000 (for household heads)
Care Role Incentive	¥27,000 (<i>Varies yearly</i>)
Night Shift Pay	¥8,000 per shift
Holiday Pay	¥1,000 per day
Commute & Overtime	Included

- **Monthly Salary (Standard):** ¥200,700
- **Estimated Monthly Salary (with 4 night shifts):** ¥232,700
(*Night shifts typically range from 4–5 per month*)

Benefits

- **Salary Raise:** Once a year (*based on performance; available after 1 year*)
- **Bonus:** Twice a year (*average 3.6 months worth annually; available after 1 year*)
- **Retirement Plan:** Available after 3 years
- **Employee Dormitory:** ¥20,000/month (*Includes rent, utilities, and Wi-Fi*)
- **Uniform:** Provided
- **Social Insurance:** Health, Welfare Pension, Employment, Worker's Compensation Insurance
- **Other Fees:** Employee association fee – ¥500/month