

Job Description and Benefits for a Certified Nursing Caregiver

Organization Name: Midori-kai Social Medical Corporation

Work Location (Tentative):

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

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

Open Positions: 1 to 2 people

Required Japanese Level: JLPT N2 or higher

Position Title: Care Staff (Certified Care Worker)



Job Description

- Physical care (meal assistance, bathing, toileting)
- Life support assistance
- Recreational activities
- Life skills training support
- Accompaniment and caregiving
- Bed linen changes and cleaning



Working Hours

Shift	Time
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: 8 working hours + 45-minute break
- Night shift begins after sufficient training
- Schedule may vary by facility

Holidays & Leave

- 2 days off per week (shift-based)
- Monthly variable working hour system
- FY2025 annual holidays: 123 days
- Paid leave after 6 months (as per labor law)

Salary Details

Component	Amount (¥)
Base Salary	¥139,500
Job Role Pay	¥45,300
Adjustment Pay	[not stated]
Living Allowance	¥5,000 (<i>if head of household</i>)
Care Role Incentive	¥27,000 – ¥46,000 (<i>varies yearly</i>)
Night Shift Allowance	¥8,000 per shift
Holiday Work Allowance	¥1,000 per day (<i>Sun/Holidays</i>)
Commute & Overtime Pay	Included

- **Monthly Salary (Standard):** ¥216,800
- **Estimated Monthly Salary (with 4 night shifts):** ¥248,800
(*Usual range: 4–5 night shifts/month*)

Benefits

- **Salary Raise:** Once per year (*based on performance; available after 1 year*)
- **Bonus:** Twice per year (*typically 3.6 months worth annually; available after 1 year*)
- **Retirement Benefits:** Available after 3 years of employment
- **Dormitory:** ¥20,000/month (*includes rent, utilities, Wi-Fi*)
- **Uniform:** Provided
- **Social Insurance:** Health, pension, employment, workers' compensation insurance
- **Other Fees:** Employee association fee – ¥500/month