

Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff
(from 1st April 2004)

Number of years of continuous employment	Article 6			Article 7			Article 8	
	Item 2	Item 1		Item 1/2			Item 1/2	
	Retirement for Personal Reasons (< 25 years)	Retirement age/Dehiring/Off-duty death (< 20 years) Off-duty death (< 20 years) Off-duty injury, etc. (< 25 years)		Retirement for Personal Reasons (≥ 25 years) Administrative or operational lowering of enrollment limit/restructuring or abolition of organization Off-duty accident and sickness (≥ 25 years)	Retirement age/dehiring (≥ 20 years and < 25 years) Off-duty death (≥ 20 years and < 25 years)		On-duty accident and sickness On-duty death Lawful improvement or elimination of organization Retirement age/Dehiring/Off-duty death (≥ 25 years) Off-duty death (≥ 25 years)	
< 6 months	0	1	1	1.25			1.5	
≥ 6 months	0.6	1	1	1.25			(2.7a for less than 1 year)	
1 year							1.5	(3.6a)
2	1.2	2	2	2.5			3	(4.5a)
3	1.8	3	3	3.75			4.5	(5.4a)
4	2.4	4	4	5			6	(5.4a)
5	3	5	5	6.25			7.5	
6	4.5	6	6	7.5			9	
7	5.25	7	7	8.75			10.5	
8	6	8	8	10			12	
9	6.75	9	9	11.25			13.5	
10	7.5	10	10	12.5			15	
11	8.88	11.1	11.1	13.875			16.65	
12	9.76	12.2	12.2	15.25			18.3	
13	10.64	13.3	13.3	16.625			19.95	
14	11.52	14.4	14.4	18			21.6	
15	12.4	15.5	15.5	19.375			23.25	
16	13.28	16.6	16.6	20.75			24.9	
17	14.16	17.7	17.7	22.175			26.55	
18	15.04	18.8	18.8	23.5			28.2	
19	15.92	19.9	19.9	24.875			29.85	
20	21		22.47		28.0875	28.0875	33.705	
21	22.2		23.754		29.6925	29.6925	35.631	
22	23.4		25.038		31.2975	31.2975	37.557	
23	24.6		26.322		32.9025	32.9025	39.483	
24	25.8		27.606		34.5075	34.5075	41.409	
25				33.75	36.1125		43.335	
26				35.25	37.7175		45.261	
27				36.75	39.3225		47.187	
28				38.25	40.9275		49.113	
29				39.75	42.5325		51.039	
30				41.25	44.1375		52.965	
31				42.5	45.475		54.57	
32				43.75	46.8125		56.175	
33				45	48.15		57.78	
34				46.25	49.4875		59.385	
35				47.5	50.825		60.99	
36				48.75	〃		〃	
37				50	〃		〃	
38				51.25			〃	
39				52.5			〃	
40				53.75			〃	
41				55			〃	
42				56.25			〃	
43				57.5			〃	
44				58.75			〃	
45				60			〃	

(Note) ■ shows the payment rate based on Item 2 of Supplementary Provisions.

Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff

(from 1st October 2004)

Number of years of continuous employment	Article 6			Article 7			Article 8	
	Item 2	Item 1		Item 1/2			Item 1/2	
	Retirement for Personal Reasons (< 25 years)	Retirement age/Dehiring/Off-duty death (< 20 years) Off-duty death (< 20 years) Off-duty injury, etc. (< 25 years)		Retirement for Personal Reasons (≥ 25 years)	Administrative or operational lowering of enrollment limit/restructuring or abolition of organization Off-duty accident and sickness (≥ 25 years)	Retirement/dehiring (≥ 20 years and < 25 years) Off-duty death (≥ 20 years and < 25 years)	On-duty accident and sickness On-duty death Lawful improvement or elimination of organization Retirement/Dehiring/Off-duty death (≥ 25 years) Off-duty death (≥ 25 years)	
< 6 months	0	1	1	1.25			1.5	
≥ 6 months	0.6	1	1	1.25			(2.7a for less than 1 year)	
1 year							1.5	(3.6a)
2	1.2	2	2	2.5			3	(4.5a)
3	1.8	3	3	3.75			4.5	(5.4a)
4	2.4	4	4	5			6	(5.4a)
5	3	5	5	6.25			7.5	
6	4.5	6	6	7.5			9	
7	5.25	7	7	8.75			10.5	
8	6	8	8	10			12	
9	6.75	9	9	11.25			13.5	
10	7.5	10	10	12.5			15	
11	8.88	11.1	11.1	13.875			16.65	
12	9.76	12.2	12.2	15.25			18.3	
13	10.64	13.3	13.3	16.625			19.95	
14	11.52	14.4	14.4	18			21.6	
15	12.4	15.5	15.5	19.375			23.25	
16	13.28	16.6	16.6	20.75			24.9	
17	14.16	17.7	17.7	22.175			26.55	
18	15.04	18.8	18.8	23.5			28.2	
19	15.92	19.9	19.9	24.875			29.85	
20	21		21.84	27.3	27.3		32.76	
21	22.2		23.088	28.86	28.86		34.632	
22	23.4		24.336	30.42	30.42		36.504	
23	24.6		25.584	31.98	31.98		38.376	
24	25.8		26.832	33.54	33.54		40.248	
25				33.75	35.1		42.12	
26				35.25	36.66		43.992	
27				36.75	38.22		45.864	
28				38.25	39.78		47.736	
29				39.75	41.34		49.608	
30				41.25	42.9		51.48	
31				42.5	44.2		53.04	
32				43.75	45.5		54.6	
33				45	46.8		56.16	
34				46.25	48.1		57.72	
35				47.5	49.4		59.28	
36				48.75	//		//	
37				50			//	
38				51.25			//	
39				52.5			//	
40				53.75			//	
41				55			//	
42				56.25			//	
43				57.5			//	
44				58.75			//	
45				59.28			//	

(Note)  shows the payment rate based on Item 2 of Supplementary Provisions.

Basic Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff
(from 1st April 2006)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1		Item 1/2	Item 1/2
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (< 11 years)	Off-duty injury, etc.	Administrative or operational dismissal due to unavoidable circumstances (< 25 years) Retirement age/dehiring/Off-duty death (≥ 11 years and < 25 years)	On-duty accident and sickness On-duty decease Dismissal due to lawful restructuring or abolition of organization Administrative or operational dismissal due to unavoidable circumstances (≥ 25 years) Retirement age/dehiring/Off-duty death (≥ 25 years)
< 6 months	0	0	1	1.25	1.5
≥ 6 months 1 year	0.6	1	1	1.25	(2.7a for less than 1 year) 1.5 (3.6a)
2	1.2	2	2	2.5	3 (4.5a)
3	1.8	3	3	3.75	4.5 (5.4a)
4	2.4	4	4	5	6 (5.4a)
5	3	5	5	6.25	7.5
6	3.6	6	6	7.5	9
7	4.2	7	7	8.75	10.5
8	4.8	8	8	10	12
9	5.4	9	9	11.25	13.5
10	6	10	10	12.5	15
11	8.88		11.1	13.875	16.65
12	9.76		12.2	15.25	18.3
13	10.64		13.3	16.625	19.95
14	11.52		14.4	18	21.6
15	12.4		15.5	19.375	23.25
16	15.39		17.1	21.375	24.9
17	16.83		18.7	23.375	26.55
18	18.27		20.3	25.375	28.2
19	19.71		21.9	27.375	29.85
20	23.5		24.44	30.55	32.76
21	25.5		26.52	32.63	34.476
22	27.5		28.6	34.71	36.192
23	29.5		30.68	36.79	37.908
24	31.5		32.76	38.87	39.624
25	33.5		34.84		41.34
26	35.1		36.504		43.212
27	36.7		38.168		45.084
28	38.3		39.832		46.956
29	39.9		41.496		48.828
30	41.5		43.16		50.7
31	42.7		44.408		52.572
32	43.9		45.656		54.444
33	45.1		46.904		56.316
34	46.3		48.152		58.188
35	47.5		49.4		59.28
36	48.7		49.4		〃
37	49.9		49.9		〃
38	51.1		51.1		〃
39	52.3		52.3		〃
40	53.5		53.5		〃
41	54.7		54.7		〃
42	55.9		55.9		〃
43	57.1		57.1		〃
44	58.3		58.3		〃
45	59.28		59.28		〃

- (Note) 1. ■ shows the payment rate based on Item 2 of Supplementary Provision.
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a" next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary and the adjusted amount thereof.)

Basic Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff
(from 1 January 2013)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1			
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (< 11 years)	Off-duty injury, etc.		
< 6 months	0	0	0.98	1.225	1.47
≧ 6 months 1 year	0.588	0.98	0.98	1.225	(2.7a for less than 1 year) 1.470 (3.6a)
2	1.176	1.96	1.96	2.45	2.940 (4.5a)
3	1.764	2.94	2.94	3.675	4.410 (5.4a)
4	2.352	3.92	3.92	4.9	5.880 (5.4a)
5	2.94	4.9	4.9	6.125	7.350
6	3.528	5.88	5.88	7.35	8.820
7	4.116	6.86	6.86	8.575	10.290
8	4.704	7.84	7.84	9.8	11.760
9	5.292	8.82	8.82	11.025	13.230
10	5.88	9.8	9.8	12.25	14.700
11	8.7024		10.878	13.598	16.317
12	9.5648		11.956	14.945	17.934
13	10.427		13.034	16.293	19.551
14	11.29		14.112	17.64	21.168
15	12.152		15.19	18.988	22.785
16	15.082		16.758	20.948	24.402
17	16.493		18.326	22.908	26.019
18	17.905		19.894	24.868	27.636
19	19.316		21.462	26.828	29.253
20	23.03		23.03	28.788	30.870
21	(Item 1 of Article 6 for 20 years or longer)	24.99	24.99	30.748	32.487
22		26.95	26.95	32.708	34.104
23		28.91	28.91	34.668	35.721
24		30.87	30.87	36.628	37.338
25		32.83	32.83		38.955
26	(Item 1 of Article 6 for 20 years or longer)	34.398	34.398		40.719
27		35.966	35.966		42.483
28		37.534	37.534		44.247
29		39.102	39.102		46.011
30		40.67	40.67		47.775
31	(Item 1 of Article 6 for 20 years or longer)	41.846	41.846		49.539
32		43.022	43.022		51.303
33		44.198	44.198		53.067
34		45.374	45.374		54.831
35		46.55	46.55		55.860
36	(Item 1 of Article 6 for 20 years or longer)	47.726	47.726		〃
37		48.902	48.902		〃
38		50.078	50.078		〃
39		51.254	51.254		〃
40		52.43	52.43		〃
41	(Item 1 of Article 6 for 20 years or longer)	53.606	53.606		〃
42		54.782	54.782		〃
43		55.86	55.86		〃
44		55.86	55.86		〃
45		55.86	55.86		〃

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a" next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff
(from 1 October 2013)

Length of Service	Article 6			Article 7	Article 8
	Item 2	Item 1			
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (< 11 years)	Off-duty injury, etc.		
< 6 months	0	0	0.92	1.15	1.380
≧ 6 months 1 year	0.552	0.92	0.92	1.15	(2.7a for less than 1 year) 1.38 (3.6a)
2	1.104	1.84	1.84	2.3	2.76 (4.5a)
3	1.656	2.76	2.76	3.45	4.14 (5.4a)
4	2.208	3.68	3.68	4.6	5.52 (5.4a)
5	2.76	4.6	4.6	5.75	6.9
6	3.312	5.52	5.52	6.9	8.28
7	3.864	6.44	6.44	8.05	9.66
8	4.416	7.36	7.36	9.2	11.04
9	4.968	8.28	8.28	10.35	12.42
10	5.52	9.2	9.2	11.5	13.8
11	8.1696		10.212	12.765	15.318
12	8.9792		11.224	14.03	16.836
13	9.7888		12.236	15.295	18.354
14	10.598		13.248	16.56	19.872
15	11.408		14.26	17.825	21.39
16	14.159		15.732	19.665	22.908
17	15.484		17.204	21.505	24.426
18	16.808		18.676	23.345	25.944
19	18.133		20.148	25.185	27.462
20	(Item 1 of Article 6 for 20 years or longer) 21.62		21.62	27.025	28.98
21	23.46		23.46	28.865	30.498
22	25.3		25.3	30.705	32.016
23	27.14		27.14	32.545	33.534
24	28.98		28.98	34.385	35.052
25	30.82		30.82		36.57
26	32.292		32.292		38.226
27	33.764		33.764		39.882
28	35.236		35.236		41.538
29	36.708		36.708		43.194
30	38.18		38.18		44.85
31	39.284		39.284		46.506
32	40.388		40.388		48.162
33	41.492		41.492		49.818
34	42.596		42.596		51.474
35	43.7		43.7		52.44
36	44.804		44.804		〃
37	45.908		45.908		〃
38	47.012		47.012		〃
39	48.116		48.116		〃
40	49.22		49.22		〃
41	50.324		50.324		〃
42	51.428		51.428		〃
43	52.44		52.44		〃
44	52.44		52.44		〃
45	52.44		52.44		〃

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a" next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff

(from 1 November 2013)

Article 6

Article 7

Article 8

Length of Service

Retirement for Personal Reasons

Retirement age/dehiring/Off-duty death
(< 11 years)

Off-duty injury, etc.

Retirement age/dehiring/Off-duty death
(≥ 11 years and < 25 years)

Administrative or operational dismissal due to unavoidable circumstances/On-duty death/On-duty accident and sickness
(≥ 25 years)

Retirement age/dehiring/Off-duty death
(≥ 25 years)

< 6 months

0

0

0.92

>= 6 months

0.552

0.92

0.92

1 year

1.104

1.84

1.84

2

1.656

2.76

2.76

3

2.208

3.68

3.68

4

2.76

4.6

4.6

5

3.312

5.52

5.52

6

3.864

6.44

6.44

7

4.416

7.36

7.36

8

4.968

8.28

8.28

9

5.52

9.2

9.2

10

8.1696

10.212

12.765

15.318

11

8.9792

11.224

14.03

16.836

12

9.7888

12.236

15.295

18.354

13

10.5984

13.248

16.56

19.872

14

11.408

14.26

17.825

21.39

15

14.1588

15.732

19.665

22.908

16

15.4836

17.204

21.505

24.426

17

16.8084

18.676

23.345

25.944

18

18.1332

20.148

25.185

27.462

19

21.62

21.62

27.025

28.98

20

23.46

23.46

28.865

30.498

21

25.3

25.3

30.705

32.016

22

27.14

27.14

32.545

33.534

23

28.98

28.98

34.385

35.052

24

30.82

30.82

36.57

25

32.292

32.292

38.226

26

33.764

33.764

39.882

27

35.236

35.236

41.538

28

36.708

36.708

43.194

29

38.18

38.18

44.85

30

39.284

39.284

46.506

31

40.388

40.388

48.162

32

41.492

41.492

49.818

33

42.596

42.596

51.474

34

43.7

43.7

52.44

35

44.804

44.804

//

36

45.908

45.908

//

37

47.012

47.012

//

38

48.116

48.116

//

39

49.22

49.22

//

40

50.324

50.324

//

41

51.428

51.428

//

42

52.44

52.44

//

43

52.44

52.44

//

44

52.44

52.44

//

45

52.44

52.44

//

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a" next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff

(from 1 July 2014)

</

(Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .

2. Figure in () shows the basic assured retirement allowance payment rate.

3. "a" next to numbers in the figure shows monthly payment of basic salary.

(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)

Basic Retirement Allowance Payment Rate List for National University Corporation Osaka University Staff
(1. Jan 2018 ~)

Length of Service	Article 6			Article 7	Article 8	
	Item 2	Item 1			Administrative or operational dismissal due to unavoidable circumstances/On-duty death/On-duty accident and sickness(≥25 years)	Retirement age/dehiring/Off-duty death (≥25 years)
	Retirement for Personal Reasons	Retirement age/dehiring/Off-duty death (≤11 years)	Off-duty injury, etc.			
< 6 months	0	0	0.837		1.2555	
≥ 6 months 1 year	0.5022	0.837	0.837		(2.7a for less than 1 year) 1.2555 (3.6a)	
2	1.0044	1.674	1.674		2.511 (4.5a)	
3	1.5066	2.511	2.511		3.7665 (5.4a)	
4	2.0088	3.348	3.348		5.022 (5.4a)	
5	2.511	4.185	4.185		6.2775	
6	3.0132	5.022	5.022		7.533	
7	3.5154	5.859	5.859		8.7885	
8	4.0176	6.696	6.696		10.044	
9	4.5198	7.533	7.533		11.2995	
10	5.022	8.37	8.37		12.555	
11	7.43256		9.2907	11.613375	13.93605	
12	8.16912		10.2114	12.76425	15.3171	
13	8.90568		11.1321	13.915125	16.69815	
14	9.64224		12.0528	15.066	18.0792	
15	10.3788		12.9735	16.216875	19.46025	
16	12.88143		14.3127	17.890875	20.8413	
17	14.08671		15.6519	19.564875	22.22235	
18	15.29199		16.9911	21.238875	23.6034	
19	16.49727		18.3303	22.912875	24.98445	
20	(Item1 of Article 6 for 20 years or longer)	19.6695	19.6695	24.586875	26.3655	
21		21.3435	21.3435	26.260875	27.74655	
22		23.0175	23.0175	27.934875	29.1276	
23		24.6915	24.6915	29.608875	30.50865	
24		26.3655	26.3655	31.282875	31.8897	
25		28.0395	28.0395		33.27075	
26		29.3787	29.3787		34.77735	
27		30.7179	30.7179		36.28395	
28		32.0571	32.0571		37.79055	
29		33.3963	33.3963		39.29715	
30		34.7355	34.7355		40.80375	
31		35.7399	35.7399		42.31035	
32		36.7443	36.7443		43.81695	
33		37.7487	37.7487		45.32355	
34		38.7531	38.7531		46.83015	
35		39.7575	39.7575		47.709	
36		40.7619	40.7619		//	
37		41.7663	41.7663		//	
38		42.7707	42.7707		//	
39		43.7751	43.7751		//	
40		44.7795	44.7795		//	
41		45.7839	45.7839		//	
42		46.7883	46.7883		//	
43		47.709	47.709		//	
44		47.709	47.709		//	
45		47.709	47.709		//	

- (Note) 1. Figure shows the payment rate based on Item 2 through 5 of Supplementary Provision (implemented as of 1 January 2004).
2. Figure in () shows the basic assured retirement allowance payment rate.
3. "a" next to numbers in the figure shows monthly payment of basic salary.
(The monthly payment of basic salary consists of the total amount of basic salary, the adjusted amount thereof (including any amount of additional payment), monthly amount of dependent allowance and monthly amount of regional allowance.)