

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	(Item 1 of Article 6 for 20 years or longer)			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	21.84	27.3	27.3	32.76		
21	22.2	23.088	23.088	28.86	28.86	34.632		
22	23.4	24.336	24.336	30.42	30.42	36.504		
23	24.6	25.584	25.584	31.98	31.98	38.376		
24	25.8	26.832	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	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" 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.)