

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) 1.5 (3.6a)	
1 year	1.2	2	2	2.5			3 (4.5a)	
2	1.8	3	3	3.75			4.5 (5.4a)	
3	2.4	4	4	5			6 (5.4a)	
4	3	5	5	6.25			7.5	
5	4.5	6	6	7.5			9	
6	5.25	7	7	8.75			10.5	
7	6	8	8	10			12	
8	6.75	9	9	11.25			13.5	
9	7.5	10	10	12.5			15	
10	8.88	11.1	11.1	13.875			16.65	
11	9.76	12.2	12.2	15.25			18.3	
12	10.64	13.3	13.3	16.625			19.95	
13	11.52	14.4	14.4	18			21.6	
14	12.4	15.5	15.5	19.375			23.25	
15	13.28	16.6	16.6	20.75			24.9	
16	14.16	17.7	17.7	22.175			26.55	
17	15.04	18.8	18.8	23.5			28.2	
18	15.92	19.9	19.9	24.875			29.85	
19	21	22.47	22.47	28.0875			33.705	
20	22.2	23.754	23.754	29.6925			35.631	
21	23.4	25.038	25.038	31.2975			37.557	
22	24.6	26.322	26.322	32.9025			39.483	
23	25.8	27.606	27.606	34.5075			41.409	
24				36.1125			43.335	
25				37.7175			45.261	
26				39.3225			47.187	
27				40.9275			49.113	
28				42.5325			51.039	
29				44.1375			52.965	
30				45.7425			54.891	
31				47.3475			56.817	
32				48.9525			58.743	
33				50.5575			60.669	
34				52.1625			62.595	
35				53.7675			64.521	
36				55.3725			66.447	
37				56.9775			68.373	
38				58.5825			70.299	
39				60.1875			72.225	
40				61.7925			74.151	
41				63.3975			76.077	
42				65.0025			78.003	
43				66.6075			79.929	
44				68.2125			81.855	
45				69.8175			83.781	

(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	
Ⅳ 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	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	
21	22.2		23.088	28.86			28.86	
22	23.4		24.336	30.42			30.42	
23	24.6		25.584	31.98			31.98	
24	25.8		26.832	33.54			33.54	
25				33.75			35.1	
26				35.25			36.66	
27				36.75			38.22	
28				38.25			39.78	
29				39.75			41.34	
30				41.25			42.9	
31				42.5			44.2	
32				43.75			45.5	
33				45			46.8	
34				46.25			48.1	
35				47.5			49.4	
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 Administrative or operational dismissal due to unavoidable circumstances (< 25 years) Retirement age/dehiring/Off-duty death (≥ 11 years and < 25 years)	Article 8 On-duty accident and sickness On-duty death 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)
	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
Ⅲ 6 months	0.588	0.98	0.98	1.225	(2.7a for less than 1 year)
1 year	1.176	1.96	1.96	2.45	1.470 (3.6a)
2	1.764	2.94	2.94	3.675	2.940 (4.5a)
3	2.352	3.92	3.92	4.9	4.410 (5.4a)
4	2.94	4.9	4.9	6.125	5.880 (5.4a)
5	3.528	5.88	5.88	7.35	7.350
6	4.116	6.86	6.86	8.575	8.820
7	4.704	7.84	7.84	9.8	10.290
8	5.292	8.82	8.82	11.025	11.760
9	5.88	9.8	9.8	12.25	13.230
10	8.702	10.88	10.88	13.598	14.700
11	9.565	11.96	11.96	14.945	16.317
12	10.43	13.03	13.03	16.293	17.934
13	11.29	14.11	14.11	17.64	19.551
14	12.15	15.19	15.19	18.988	21.168
15	15.08	16.76	16.76	20.948	22.785
16	16.49	18.33	18.33	22.908	24.402
17	17.9	19.89	19.89	24.868	26.019
18	19.32	21.46	21.46	26.828	27.636
19	23.03	23.03	23.03	28.788	29.253
20	24.99	24.99	24.99	30.748	30.870
21	26.95	26.95	26.95	32.708	32.487
22	28.91	28.91	28.91	34.668	34.104
23	30.87	30.87	30.87	36.628	35.721
24	32.83	32.83	32.83		37.338
25	34.4	34.4	34.4		38.955
26	35.97	35.97	35.97		40.719
27	37.53	37.53	37.53		42.483
28	39.1	39.1	39.1		44.247
29	40.67	40.67	40.67		46.011
30	41.85	41.85	41.85		47.775
31	43.02	43.02	43.02		49.539
32	44.2	44.2	44.2		51.303
33	45.37	45.37	45.37		53.067
34	46.55	46.55	46.55		54.831
35	47.73	47.726	47.726		55.860
36	48.9	48.9	48.9		〃
37	50.08	50.08	50.08		〃
38	51.25	51.25	51.25		〃
39	52.43	52.43	52.43		〃
40	53.61	53.61	53.61		〃
41	54.78	54.78	54.78		〃
42	55.86	55.86	55.86		〃
43	55.86	55.86	55.86		〃
44	55.86	55.86	55.86		〃
45	55.86	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	8.17		10.21	12.765	15.32
12	8.979		11.22	14.03	16.84
13	9.789		12.24	15.295	18.35
14	10.6		13.25	16.56	19.87
15	11.41		14.26	17.825	21.39
16	14.16		15.73	19.665	22.91
17	15.48		17.2	21.505	24.43
18	16.81		18.68	23.345	25.94
19	18.13		20.15	25.185	27.46
20		21.62	21.62	27.025	28.98
21		23.46	23.46	28.865	30.5
22		25.3	25.3	30.705	32.02
23		27.14	27.14	32.545	33.53
24		28.98	28.98	34.385	35.05
25		30.82	30.82		36.57
26		32.29	32.29		38.23
27		33.76	33.76		39.88
28		35.24	35.24		41.54
29		36.71	36.71		43.19
30		38.18	38.18		44.85
31		39.28	39.28		46.51
32		40.39	40.39		48.16
33		41.49	41.49		49.82
34		42.6	42.6		51.47
35		43.7	43.7		52.44
36		44.8	44.8		〃
37		45.91	45.91		〃
38		47.01	47.01		〃
39		48.12	48.12		〃
40		49.22	49.22		〃
41		50.32	50.32		〃
42		51.43	51.43		〃
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

2. January 2004) and Item 2 Supplementary Provision (implemented as of 1 January 2013) .

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

"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)

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		1.380
≧ 6 months					(2.7a for less than 1 year)
1 year	0.552	0.92	0.92		1.38 (3.6a)
2	1.104	1.84	1.84		2.76 (4.5a)
3	1.656	2.76	2.76		4.14 (5.4a)
4	2.208	3.68	3.68		5.52 (5.4a)
5	2.76	4.6	4.6		6.9
6	3.312	5.52	5.52		8.28
7	3.864	6.44	6.44		9.66
8	4.416	7.36	7.36		11.04
9	4.968	8.28	8.28		12.42
10	5.52	9.2	9.2		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	10.5984		13.248	16.56	19.872
15	11.408		14.26	17.825	21.39
16	14.1588		15.732	19.665	22.908
17	15.4836		17.204	21.505	24.426
18	16.8084		18.676	23.345	25.944
19	18.1332		20.148	25.185	27.462
20	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 July 2014)

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	0.87		1.3050
6 months					(2.7a for less than 1 year)
1 year	0.552	0.87	0.87		1.3050 (3.6a)
2	1.044	1.74	1.74		2.6100 (4.5a)
3	1.566	2.61	2.61		3.9150 (5.4a)
4	2.088	3.48	3.48		5.2200 (5.4a)
5	2.61	4.35	4.35		6.5250
6	3.132	5.22	5.22		7.8300
7	3.654	6.09	6.09		9.1350
8	4.176	6.96	6.96		10.4400
9	4.698	7.83	7.83		11.7450
10	5.22	8.7	8.7		13.0500
11	7.7256		9.657	12.07125	14.4855
12	8.4912		10.614	13.2675	15.9210
13	9.2568		11.571	14.46375	17.3565
14	10.022		12.528	15.66	18.7920
15	10.788		13.485	16.85625	20.2275
16	13.389		14.877	18.59625	21.6630
17	14.642		16.269	20.33625	23.0985
18	15.895		17.661	22.07625	24.5340
19	17.148		19.053	23.81625	25.9695
20	20.445		20.445	25.55625	27.4050
21	22.185		22.185	27.29625	28.8405
22	23.925		23.925	29.03625	30.2760
23	25.665		25.665	30.77625	31.7115
24	27.405		27.405	32.51625	33.1470
25	29.145		29.145		34.5825
26	30.537		30.537		36.1485
27	31.929		31.929		37.7145
28	33.321		33.321		39.2805
29	34.713		34.713		40.8465
30	36.105		36.105		42.4125
31	37.149		37.149		43.9785
32	38.193		38.193		45.5445
33	39.237		39.237		47.1105
34	40.281		40.281		48.6765
35	41.325		41.325		49.5900
36	42.369		42.369		''
37	43.413		43.413		''
38	44.457		44.457		''
39	45.501		45.501		''
40	46.545		46.545		''
41	47.589		47.589		''
42	48.633		48.633		''
43	49.59		49.59		''
44	49.59		49.59		''
45	49.59		49.59		''

(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			
	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		19.6695	19.6695	24.586875	26.3655
21	(Item 1 of Article 6 for 20 years or longer)	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.)