

退職手当給付率一覧表

(令和7年4月1日以降適用)

勤続年	第24条						第25条			第26条											
	自己の都合による退職等 第25条、第26条に該当しない場合						15年以上25年未満勤続後の 定年退職等			整理退職等											
	自己の都合		傷病・業務外		死亡・業務外 (15年未満)		定年 (15年以上25年未満)	勸奨 (15年以上25年未満)	死亡・業務外 (15年以上25年未満)	整理		傷病・業務上		死亡・業務上		定年 (25年以上)		勸奨 (25年以上)		死亡・業務外 (25年以上)	
				(6ヶ月以上1年未満)							(1年未満)										
				0.969880	22条4項 24条1項						2.618676	22条4項 26条1項	26条2項								
1	0.581928	24条1項	24条2項	0.969880	24条1項						3.491568	26条1項	"								
2	1.163856	"	"	1.939760	"						4.364460	"	"								
3	1.745784	"	"	2.909640	"						5.237352	"	"								
4	2.327712	"	"	3.879520	"						5.819280	"	"								
5	2.909640	"	"	4.849400	"						7.274100	"	"								
6	3.491568	"	"	5.819280	"						8.728920	"	"								
7	4.073496	"	"	6.789160	"						10.183740	"	"								
8	4.655424	"	"	7.759040	"						11.638560	"	"								
9	5.237352	"	"	8.728920	"						13.093380	"	"								
10	5.819280	"	"	9.698800	"						14.548200	"	"								
11	6.401208	"	"	10.668320	"						16.002040	"	"								
12	6.983136	"	"	11.637840	"						17.448800	"	"								
13	7.565064	"	"	12.607360	"						19.349106	"	"								
14	8.146992	"	"	13.576880	"						20.949408	"	"								
15	8.728920	"	"	14.546400	"			18.791425	25条		22.549710	"	"								
16	9.310848	"	"	15.515920	"			20.731185	"		24.150012	"	"								
17	9.892776	"	"	16.485440	"			22.670945	"		25.750314	"	"								
18	10.474704	"	"	17.454960	"			24.610705	"		27.350616	"	"								
19	11.056632	"	"	18.424480	"			26.550465	"		28.950918	"	"								
20	11.638560	"	"	19.394000	"	附則2項		29.629834	"	附則2項	31.773269	"	附則2項								
21	12.220488	"	"	20.363520	"	"		31.647184	"	"	33.437583	"	"								
22	12.802416	"	"	21.333040	"	"		33.664535	"	"	35.101897	"	"								
23	13.384344	"	"	22.302560	"	"		35.681885	"	"	36.766211	"	"								
24	13.966272	"	"	23.272080	"	"		37.699236	"	"	38.430525	"	"								
25	14.548200	"	"	24.241600	"	"					40.094839	"	"	40.094839	26条1項				附則2項		
26	15.130128	"	"	25.211120	"	"					41.910455	"	"	41.910455	"	"			"	"	
27	15.712056	"	"	26.180640	"	"					43.726070	"	"	43.726070	"	"			"	"	
28	16.293984	"	"	27.150160	"	"					45.541685	"	"	45.541685	"	"			"	"	
29	16.875912	"	"	28.119680	"	"					47.357301	"	"	47.357301	"	"			"	"	
30	17.457840	"	"	29.089200	"	"					49.172916	"	"	49.172916	"	"			"	"	
31	18.039768	"	"	30.058720	"	"					50.988531	"	"	50.988531	"	"			"	"	
32	18.621696	"	"	31.028240	"	"					52.804147	"	"	52.804147	"	"			"	"	
33	19.203624	"	"	32.000000	"	"					54.619762	"	"	54.619762	"	"			"	"	
34	19.785552	"	"	32.971760	"	"					56.435377	"	"	56.435377	"	"			"	"	
35	20.367480	"	"	33.943520	"	"					57.494486	"	"	57.494486	"	"			"	"	
36	20.949408	"	"	34.915280	"	"					57.494486	"	附則2項 附則4項	57.494486	"	"			附則2項 附則4項	"	"
37	21.531336	"	"	35.887040	"	"					57.494486	"	"	57.494486	"	"			"	"	
38	22.113264	"	"	36.858800	"	"					57.494486	"	"	57.494486	"	"			"	"	
39	22.695192	"	"	37.830560	"	"					57.494486	"	"	57.494486	"	"			"	"	
40	23.277120	"	"	38.802320	"	"					57.494486	"	"	57.494486	"	"			"	"	
41	23.859048	"	"	39.774080	"	"					57.494486	"	"	57.494486	"	"			"	"	
42	24.440976	"	"	40.745840	"	"					57.494486	"	"	57.494486	"	"			"	"	
43	25.022904	"	"	41.717600	"	"					57.494486	"	"	57.494486	"	"			"	"	
44	25.604832	"	"	42.689360	"	"					57.494486	"	"	57.494486	"	"			"	"	
45	26.186760	26条1項	附則2項 附則5項	57.494486	26条1項	附則2項 附則5項					57.494486	"	"	57.494486	"	"			"	"	

上記の他、全ての給付率に附則第6項、附則第7項が適用されている。