

退職手当給付率一覧表

(令和8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)						
				0.954820	22条4項 24条1項				2.578014	22条4項 26条1項	26条2項				
1	0.572892	24条1項	24条2項	0.954820	24条1項				3.437352	26条1項	"				
2	1.145784	"	"	1.909640	"				4.296690	"	"				
3	1.718676	"	"	2.864460	"				5.156028	"	"				
4	2.291568	"	"	3.819280	"				5.728920	"	"				
5	2.864460	"	"	4.774100	"				7.161150	"	"				
6	3.437352	"	"	5.728920	"				8.593380	"	"				
7	4.010244	"	"	6.683740	"				10.025610	"	"				
8	4.583136	"	"	7.638560	"				11.457840	"	"				
9	5.156028	"	"	8.593380	"				12.890070	"	"				
10	5.728920	"	"	9.548200	"				14.322300	"	"				
11	6.301812	"	"	10.503020	"				15.797753	"	"				
12	6.874704	"	"	11.457840	"				17.273206	"	"				
13	7.447596	"	"	12.411960	"				18.748659	"	"				
14	8.020488	"	"	13.366080	"				20.224112	"	"				
15	8.593380	"	"	14.319970	"	18.499638	25条		22.199565	"	"				
16	9.166272	"	"	15.273860	"	20.409278	"		23.775018	"	"				
17	9.739164	"	"	16.227750	"	22.318918	"		25.350471	"	"				
18	10.312056	"	"	17.181640	"	24.228558	"		26.925924	"	"				
19	10.884948	"	"	18.135530	"	26.138198	"		28.501377	"	"				
20	11.457840	"	"	19.089420	附則2項	29.169751	"	附則2項	31.279903	"	附則2項				
21	12.030732	"	"	20.043310	"	31.155777	"	"	32.918374	"	"				
22	12.603624	"	"	21.000000	"	33.141802	"	"	34.556845	"	"				
23	13.176516	"	"	22.000000	"	35.127828	"	"	36.195317	"	"				
24	13.749408	"	"	23.000000	"	37.113853	"	"	37.833788	"	"				
25	14.322300	"	"	24.000000	"				39.472259	"	"	39.472259	26条1項	附則2項	
26	14.895192	"	"	25.000000	"				41.259682	"	"	41.259682	"	"	
27	15.468084	"	"	26.000000	"				43.047105	"	"	43.047105	"	"	
28	16.040976	"	"	27.000000	"				44.834528	"	"	44.834528	"	"	
29	16.613868	"	"	28.000000	"				46.621951	"	"	46.621951	"	"	
30	17.186760	"	"	29.000000	"				48.409374	"	"	48.409374	"	"	
31	17.759652	"	"	30.000000	"				50.196797	"	"	50.196797	"	"	
32	18.332544	"	"	31.000000	"				51.984220	"	"	51.984220	"	"	
33	18.905436	"	"	32.000000	"				53.771643	"	"	53.771643	"	"	
34	19.478328	"	"	33.000000	"				55.559066	"	"	55.559066	"	"	
35	20.051220	"	"	34.000000	"				56.601730	"	"	56.601730	"	"	
36	20.624112	"	"	35.000000	附則2項 附則3項				56.601730	"	附則2項 附則4項	56.601730	"	附則2項 附則4項	
37	21.197004	"	"	36.000000	"				56.601730	"	"	56.601730	"	"	
38	21.769896	"	"	37.000000	"				56.601730	"	"	56.601730	"	"	
39	22.342788	"	"	38.000000	"				56.601730	"	"	56.601730	"	"	
40	22.915680	"	"	39.000000	"				56.601730	"	"	56.601730	"	"	
41	23.488572	"	"	40.000000	"				56.601730	"	"	56.601730	"	"	
42	24.061464	"	"	41.000000	"				56.601730	"	"	56.601730	"	"	
43	24.634356	"	"	42.000000	"				56.601730	"	"	56.601730	"	"	
44	25.207248	"	"	43.000000	"				56.601730	"	"	56.601730	"	"	
45	25.780140	26条1項	附則2項 附則5項	56.601730	26条1項	附則2項 附則5項			56.601730	"	"	56.601730	"	"	

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。