

退職手当給付率一覧表

(令和9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)						
				0.939760	22条4項 24条1項				2.537352	22条4項 26条1項	26条2項				
1	0.563856	24条1項	24条2項	0.939760	24条1項				3.383136	26条1項	"				
2	1.127712	"	"	1.879520	"				4.228920	"	"				
3	1.691568	"	"	2.819280	"				5.074704	"	"				
4	2.255424	"	"	3.759040	"				5.638560	"	"				
5	2.819280	"	"	4.698800	"				7.048200	"	"				
6	3.383136	"	"	5.638560	"				8.457840	"	"				
7	3.946992	"	"	6.578320	"				9.867480	"	"				
8	4.510848	"	"	7.518080	"				11.277120	"	"				
9	5.074704	"	"	8.457840	"				12.686760	"	"				
10	5.638560	"	"	9.397600	"				14.096400	"	"				
11	6.202416	"	"	10.337200	"				15.505040	"	"				
12	6.766272	"	"	11.276800	"				16.913680	"	"				
13	7.330128	"	"	12.216400	"				18.322120	"	"				
14	7.893984	"	"	13.156000	"				19.730560	"	"				
15	8.457840	"	"	14.095600	"	18.207850	25条		21.139000	"	"				
16	9.021696	"	"	15.035200	"	20.087370	"		22.547440	"	"				
17	9.585552	"	"	15.974800	"	21.966890	"		23.959680	"	"				
18	10.149408	"	"	16.914400	"	23.846410	"		25.371920	"	"				
19	10.713264	"	"	17.854000	"	25.725930	"		26.784160	"	"				
20	11.277120	"	"	18.793600	附則2項	28.709668	"	附則2項	28.196400	"	附則2項				
21	11.840976	"	"	19.733200	"	30.664369	"	"	29.608640	"	"				
22	12.404832	"	"	20.672800	"	32.619070	"	"	31.020880	"	"				
23	12.968688	"	"	21.612400	"	34.573770	"	"	32.433120	"	"				
24	13.532544	"	"	22.552000	"	36.528471	"	"	33.845360	"	"				
25	14.096400	"	"	23.491600	"				35.257600	"	"	38.849678	26条1項	附則2項	
26	14.660256	"	"	24.431200	"				36.669840	"	"	40.608909	"	"	
27	15.224112	"	"	25.370800	"				38.082080	"	"	42.368140	"	"	
28	15.787968	"	"	26.310400	"				39.494320	"	"	44.127371	"	"	
29	16.351824	"	"	27.250000	"				40.906560	"	"	45.886601	"	"	
30	16.915680	"	"	28.189600	"				42.318800	"	"	47.645832	"	"	
31	17.479536	"	"	29.129200	"				43.731040	"	"	49.405063	"	"	
32	18.043392	"	"	30.068800	"				45.143280	"	"	51.164293	"	"	
33	18.607248	"	"	31.008400	"				46.555520	"	"	52.923524	"	"	
34	19.171104	"	"	31.948000	"				47.967760	"	"	54.682755	"	"	
35	19.734960	"	"	32.887600	"				49.380000	"	"	55.708973	"	"	
36	20.298816	"	"	33.827200	附則2項 附則3項				50.792240	"	附則2項 附則4項	55.708973	"	附則2項 附則4項	
37	20.862672	"	"	34.766800	"				52.204480	"	"	55.708973	"	"	
38	21.426528	"	"	35.706400	"				53.616720	"	"	55.708973	"	"	
39	21.990384	"	"	36.646000	"				55.028960	"	"	55.708973	"	"	
40	22.554240	"	"	37.585600	"				56.441200	"	"	55.708973	"	"	
41	23.118096	"	"	38.525200	"				57.853440	"	"	55.708973	"	"	
42	23.681952	"	"	39.464800	"				59.265680	"	"	55.708973	"	"	
43	24.245808	"	"	40.404400	"				60.677920	"	"	55.708973	"	"	
44	24.809664	"	"	41.344000	"				62.090160	"	"	55.708973	"	"	
45	25.373520	26条1項	附則2項 附則5項	55.708973	26条1項	附則2項 附則5項			63.502400	"	"	55.708973	"	"	

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。