

* The Japanese version is the authoritative version, and this English translation is intended for reference purposes only. Should any discrepancies or doubts arise between the two versions, the Japanese version will prevail.

The University of Tokyo Rules on Retirement Allowances for Academic and Administrative Staff

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Article 1 Purpose

The purpose of these Rules is, pursuant to Article 51 of the University of Tokyo Rules on Conditions of Employment of Academic and Administrative Staff (Rules No. 11 of 2004; hereinafter referred to as the “Rules on Conditions of Employment”) to provide the standards concerning the retirement allowances paid to the University of Tokyo academic and administrative staff (hereinafter collectively referred to as “employees,” but excluding employees of the national government, national university corporations other than the University of Tokyo, or other organizations who retained their status as such when dispatched or externally assigned to the University of Tokyo, and employees to whom Article 2, Items 1 and 3 of the University of Tokyo Rules on the Application of the Annual Salary System (Rules

No. 54 of 2012) applies, upon their retirement, resignation, or dismissal (hereinafter referred to as “severance”, or any form thereof).

Article 2 Payment of Retirement Allowances

1. Retirement allowances shall be paid to severed employees (or to their family for retirement due to death). However, if any of the following items apply, retirement allowances shall not be paid.
 - (1) The period in which the employee has continued to be employed for less than six months (only if paragraph 1, item (1) of the following Article applies or if employees resigned after completing their employment period as prescribed in item (4) of the same Article).
 - (2) In cases where employee is dismissed under Rules on Conditions of Employment Article 22, Paragraph 2 (hereinafter referred to as “dismissed after being sentenced to imprisonment or a heavier punishment”) (including cases where the employee receives a sentence greater than imprisonment after the severance due to criminal cases (in cases where prosecution for criminal acts occurs after the severance, only the acts committed during the base employment period applies)).
 - (3) Employees who received a disciplinary dismissal as set forth under Article 39, Item 6 of Rules on Conditions of Employment (hereinafter referred to as “disciplinary discharge”).
 - (4) If determined after severance that an act equivalent to those that would receive a disciplinary discharge had been committed.
2. The base employment period in the preceding paragraph shall be any of the items below. (This provision excludes resignation under Article 4, Article 7, paragraph 9, or Article 8, paragraph 4. Note that the following periods are excluded.)
 - An employment period prior to the resignation day with receipt of a retirement allowance under this Rule;
 - An employment period prior to the resignation day with receipt of a retirement allowance or the equivalent when an employee resigned from another university defined in Article 7, paragraph 6:
 - An employment period prior to the resignation day with receipt of a retirement allowance or the equivalent when an employee resigned as a public employee, as described in Article 8, paragraph 1; or
 - An employment period prior to a dismissal if the University decides not to pay a retirement allowance in full in a dismissal under Article 22, paragraph 2, item (2) of the Rules on Conditions of Employment (hereinafter referred to as “dismissal due to imprisonment or a heavier punishment) or in a disciplinary dismissal.
 - (1) Period of continuous employment as a University of Tokyo employee.
 - (2) Period of continuous employment at other universities that is deemed, under Article 7,

paragraph 6, to be included in the period of continuous employment as a University of Tokyo employee.

(3) Period of continuous employment as a public employee as prescribed in Article 8, paragraph 1 when the employee is reinstated as a University of Tokyo employee as prescribed in Article 8, paragraph 1.

(4) Period of continuous employment as a public employee in the case prescribed in Article 8, paragraph 2.

(5) Period of continuous employment as executive staff that is deemed, under Article 9, paragraph 1, to be included in the period of continuous employment as a University of Tokyo employee.

(6) Period of employment deemed equivalent to any of the periods listed in the preceding items.

3. Retirement allowances shall be paid, minus any deductions required by laws, ordinances, etc., to the account specified by the employee or the bereaved family.

4. Retirement allowances shall be paid within one month from the day of severance, except in cases of retirement due to death and the proper beneficiary cannot be identified, cases to which Article 13 applies, or other cases involving special circumstances.

Article 3 Amount of Retirement Allowance Payable

1. The amount of the retirement allowance paid (hereinafter referred to as the “payable amount”) to a severed employee whose severance is based on any of the reasons listed in the items below (hereinafter referred to as “reason for severance”) shall be calculated by multiplying the employee’s monthly salary (meaning the total of the monthly salary and the salary adjustment; the same shall apply hereinafter) as of the day of severance by the rate specified in Appended Table 1 corresponding to the severed employee’s reason for severance and length of service (the resulting product is hereinafter referred to as the “retirement allowance base rate”), and adding the retirement allowance adjustment calculated using the formula stipulated in Article 3-3. Any resulting fraction less than one yen shall be rounded down to the nearest yen.

(1) Severance due to voluntary resignation as prescribed in Article 17 of the Rules on Conditions of Employment, due to dismissal under any of the provisions of Article 22, paragraph 1, items (1) through (4).

(2) Retirement due to death that occurred off the job, or due to an injury or illness (meaning injury or illness resulting in a disability of the severity that falls under the disability categories prescribed in Article 47, paragraph 2 of the Employees’ Pension Insurance Law (Act No. 115 of 1954)) incurred while commuting (meaning commuting as defined in Article 7, paragraph 2 of the Workers’ Accident

Compensation Insurance Act (Act No. 50 of 1947); the same shall apply hereinafter).

- (3) Severance due to an injury or illness that occurred off the job (excluding commuting-related injury or illness covered by the preceding item).
 - (4) Severance due to mandatory retirement under Article 18 of the Rules on Conditions of Employment (including voluntary resignation during the period from the day that the employee reached mandatory retirement age to the day before the expected date of mandatory retirement), or due to resignation at the completion of the full period of employment as prescribed in Article 20, item (1) of the Rules on Conditions of Employment.
 - (5) Severance due to dismissal under Article 22, paragraph 1, item (5) of the Rules on Conditions of Employment.
 - (6) Severance due to injury, illness or death that occurred on the job.
2. With regard to severed employees whose reason for severance is under item (5) or (6) in the preceding paragraph, if the payable amount prescribed in the preceding paragraph is less than the sum of the employee's monthly salary, monthly dependent allowance and the monthly amounts of subsequent education and research cooperation allowance as of the day of severance multiplied by the rate listed in the table below for the employee's length of service (hereinafter referred to as "minimum guaranteed amount"), the minimum guaranteed amount shall be paid, notwithstanding the provisions of the preceding paragraph.

Length of Service	Rate
Less than one year	2.7
At least one year but less than two years	3.6
At least two years but less than three years	4.5
Three years or more	5.4

3. With regard to employees who were subject to the provisions of the preceding paragraph in a previous case of severance and were reinstated as employees within one year from the day after that severance, that provision shall not apply to severance occurring within one year from the day of reinstatement.
4. Employees who served as directors of organizations (meaning the heads of organizations as prescribed in Chapters 3 and 4 of the University of Tokyo Rules on Basic Organizations (Rules No. 1 of 2004)) or other similar positions may be paid, as their retirement allowance, the payable amount prescribed for their reason for severance in paragraph 1, plus an additional amount in recognition of their performance as a director of organizations, etc.

Article 3-2 Special Provisions for Retirement Allowance Base Rate When Monthly Salary Reduced Due to Reasons Other Than Revision of Rules on Compensation

1. With regard to a severed employee whose monthly salary was reduced during the base employment period due to a reason other than the revision of The University of Tokyo Rules on Compensation for Academic and Administrative Staff (Rule No. 12 of 2004, hereinafter referred to as “Rules on Compensation,”) (only during the period beginning on April 1, 2006) the employee’s retirement allowance base rate shall, notwithstanding the provisions of the preceding Article, be the sum of the amounts listed in the items below in cases where the highest monthly salary amount for that employee before the day on which such reason for reduction became effective (hereinafter referred to as the “day of reduction”; such amount is hereinafter referred to as the “specified pre-reduction monthly salary”) is greater than the employee’s monthly salary on the day of severance (hereinafter referred to as the “severance-day monthly salary”).
 - (1) The amount equivalent to the employee’s retirement allowance base rate as calculated under the provisions of the preceding Article, based on the premise that the employee retired, due to the actual reason for severance, on the day before the latest day of reduction pertaining to the employee’s specified pre-reduction monthly salary, and based on the employee’s length of service up to that day and specified pre-reduction monthly salary.
 - (2) The amount calculated by subtracting the ratio in (b) below from the ratio in (a) below, and multiplying this value by the severance-day monthly salary.
 - (a) The ratio of the employee’s retirement allowance base rate as calculated under the provisions of the preceding Article to the severance-day monthly salary.
 - (b) The ratio of the amount calculated in the preceding item to the specified pre-reduction monthly salary.

Article 3-3 Retirement Allowance Adjustment

The retirement allowance adjustment payable to a severed employee shall be calculated using the following method. The monthly adjustment amount specified for the relevant employee class in Appended Table 2 (hereinafter referred to as the “monthly adjustment”) shall be determined for each applicable month in the period from the month of the first day in the employee’s base employment period (meaning the base employment period prescribed in paragraph 2 of Article 2; the same shall apply hereinafter) to the month of the last day of the base employment period (excluding certain periods determined separately). The 60 largest amounts of these monthly adjustments shall be totaled to determine the retirement allowance adjustment. In cases where the total number of applicable months is less than 60, the retirement allowance adjustment shall be the sum of all the monthly adjustments.

Article 4 Retirement Allowance if Employee Becomes Member of Executive Staff

The retirement allowance shall not be paid if an employee resigns to become a member of the executive staff and directly assumes such post.

Article 5 Retirement Allowance for Employee taking Early Retirement

1. The retirement allowance base rate for an employee retiring early following provisions provided in Article 19 of the Rules on Conditions of Employment will be determined by the relevant items subject to the categories in the items.
 - (a) If early retirement is taken on the provision of Article 1, Paragraph 2, Item 1 of the University of Tokyo Regulations on Early Retirement of Academic and Administrative Staff (hereinafter referred to as the “early retirement regulations”) – the amount paid will be based on the payout percentages given in Article 3, Paragraph 1, Item 4.
 - (b) If early retirement is taken on the provision of Article 1, Paragraph 2, Item 2 of the early retirement regulations – the amount paid will be based on the payout percentages given in Article 3, Paragraph 1, Item 5.
2. In the application of the provisions of Article 3, paragraph 1 and Article 3-2 to a severed employee whose severance was based on any of the reasons prescribed in the preceding paragraph or in item (5) or (6) of Article 3, paragraph 1 (excluding employees whose salary was Salary Level 9 or higher in the Designated Service Salary Table), the wording of such provisions shall be read in accordance with the table below if the employee’s severance occurred no later than six months before the day that the employee reached mandatory retirement age, the employee’s length of service was at least 20 years and whose age is 20 years (or 15 years for those who are subject to the mandatory retirement age set in accordance with Article 18, paragraph 2 of the Rules of Employment) or more from the mandatory retirement age. The left column of the table indicates the relevant provision, the middle column lists the affected wording, and the right column lists how the wording is to be read in the case prescribed in this paragraph.

Provision	Affected wording	To be read as
Article 3, paragraph 1	the employee’s monthly salary	the sum of the monthly salary and the amount obtained by multiplying the monthly salary by 0.03 (or 0.01 in the case of employee salaries at Salary Level 7 or 8 in the Designated Service Salary Table, or 0.02 in the case of employees whose salary levels are less than Level 7 of the Designated Service Salary Table and have less than 1 year from the date of severance to the mandatory retirement date (excluding employees at salary Level 7 or 8)) and by the number of years remaining when the employee’s age as of the day of severance is subtracted from the applicable mandatory retirement age in effect on the day of severance
Article 3-2, item	and specified pre-	and the sum of the specified pre-reduction

(1)	reduction monthly salary	monthly salary and the amount obtained by multiplying the specified pre-reduction monthly salary by 0.03 (or 0.01 in the case of employee salaries at Salary Level 7 or 8 in the Designated Service Salary Table, or 0.02 in the case of employees whose salary levels are less than Level 7 of the Designated Service Salary Table and have less than 1 year from the date of severance to the mandatory retirement date (excluding employees at salary Level 7 or 8)) and by the number of years remaining when the employee's age as of the day of severance is subtracted from the applicable mandatory retirement age in effect on the day of severance
Article 3-2, item (2)	by the severance-day monthly salary	by the sum of the severance-day monthly salary and the amount obtained by multiplying the severance-day monthly salary by 0.03 (or 0.01 in the case of employee salaries at Salary Level 7 or 8 in the Designated Service Salary Table, or 0.02 in the case of employees whose salary levels are less than Level 7 of the Designated Service Salary Table and have less than 1 year from the date of severance to the mandatory retirement date (excluding employees at salary Level 7 or 8)) and by the number of years remaining when the employee's age as of the day of severance is subtracted from the applicable mandatory retirement age in effect on the day of severance
Article 3-2, item (2), sub-item (b)	the amount calculated in the preceding item	the amount equivalent to the employee's retirement allowance base rate as calculated under the provisions of Article 3, based on the premise that the employee retired, due to the actual reason for severance, on the day before the latest day of reduction pertaining to the employee's specified pre-reduction monthly salary, and based on the employee's length of service up to that day and specified pre-reduction monthly salary

Article 6 Retirement Allowance for Dismissal under Instruction

1. The payable amount of retirement allowance for employees complying with the employer's request to resign as prescribed in Article 39, item (5) of the Rules on Conditions of Employment shall be limited to an amount no greater than two thirds of the payable amount under Article 3, paragraph 1, item (1).
2. The payable amount of retirement allowance for employees failing to comply with the employer's request to resign as prescribed in Article 39, item (5) of the Rules on Conditions

of Employment shall be limited to an amount no greater than one half of the payable amount under Article 3, paragraph 1, item (1).

3. The provisions of the preceding two paragraphs shall apply *mutatis mutandis* to cases where an act committed by the employee during the employee's period of employment was judged, after severance for other reasons, to have warranted dismissal under instruction.

Article 7 Calculation of Length of Service

1. Calculation of the length of service used to calculate retirement allowances shall be based on the employee's period of continuous employment.
2. Calculation of the period of employment as prescribed in the preceding paragraph shall be based on the number of months in the period from the month of the day on which employment began to the month of the day of severance.
3. If the employee's length of service includes any of the periods listed in the following items, one half of the number of months (limited to the number of full calendar months in each period, the same shall apply hereinafter) in such periods (the period prescribed in item 6 shall be the number of months) shall be subtracted from the period of employment calculated in accordance with the provisions of the preceding two paragraphs:
 - (1) Periods of leaves of absence as prescribed in Article 14, paragraph 1, items (1) through (3) and item (5) of the Rules on Conditions of Employment (excluding cases of injury or illness that occurred on the job or while commuting); and Article 3, paragraph 1 (excluding cases of injury or illness that occurred on the job or while commuting) and Article 5, paragraph 1 of the University of Tokyo Regulations on Leave of Absence for Academic and Administrative Staff (Rules No. 24 of 2004) (from hereinafter referred to as the "Rules on Leave of Absence");
 - (2) Periods of external training as prescribed in Article 2 of the University of Tokyo Regulations on External Assignment of Academic and Administrative Staff for Training Involving Research Duties (Rules No. 23 of 2004) (from hereinafter referred to as the "Regulations on External Assignment for Training) (excluding periods of external training that meet the separately prescribed requirements);
 - (3) Periods of long-term suspension as prescribed in Article 39, item (4) of the Rules on Conditions of Employment;
 - (4) Periods of child care leave as prescribed in the University of Tokyo Rules on Temporary Absence from Work for Academic and Administrative Staff (Rules No. 81 of 2014) (from hereinafter referred to as the "Rules on Temporary Absence from Work") (with regard to the period up to the month of the relevant child's first birthday, only one third of the number of months in this period shall be subtracted from the period of employment); or
 - (5) Periods of leave of absence for self-development pursuant to the Rules on Leave of Absence.

- (6) Period of leave of absence to accompany spouse pursuant to the Rules on Leave of Absence
 - (7) Period of leave of absence as stipulated in Article 14, Paragraph 1 of the University of Tokyo Regulations on Conditions of Employment of Academic Staff (Rules No. 16 of 2004. From hereinafter referred to as the “Regulations on Academic Staff Employment).
4. If a period of employment calculated based on the provisions of paragraphs 1 to 3 includes a fraction of a year, such fraction shall be disregarded. However, if the period of employment is at least six months but less than one year (or, in the cases prescribed in items (2) through (7) of paragraph 1 in Article 3, is less than one year), such period shall be treated as one full year.
 5. The provisions of the preceding paragraph shall not apply to calculation of the length of service detailed in Article 3, paragraph 2.
 6. With regard to persons who resigned from employment at a national university other than the University of Tokyo (meaning the national universities prescribed in Article 2, paragraph 2 of the National University Corporation Act (Act No. 112 of 2003); inter-university research institute corporations prescribed in Article 2, paragraph 4 of that Act; and the Institute of National Colleges of Technology, the National Institution for Academic Degrees and Quality Enhancement of Higher Education, National Center for University Entrance Examinations and the JAXA (National Research and Development Agency, Japan Aerospace Exploration Agency) (limited to educational service employees) from the organizations prescribed in Article 2, paragraphs 2 and 3 of the Act on General Rules for Incorporated Administrative Agency (Act No. 103 of 1999); hereinafter collectively referred to as “other universities”) in order to take up employment at the University of Tokyo, and directly became employees of the University of Tokyo without receiving a retirement allowance for the resignation (limited to persons who, during their employment at other universities, were eligible to receive retirement allowances (including equivalent benefits; the same applies in this Article) equivalent to the retirement allowances prescribed in these Rules), such persons’ period of employment at other universities shall be added to the period of employment prescribed in Article 1.
 7. The period of employment of persons employed at other universities as prescribed in the preceding paragraph shall include any directly preceding period of employment at the University of Tokyo or other universities. However, if such persons received a retirement allowance for such preceding period, then the base period of employment used to calculate the retirement allowance for the current severance from the University of Tokyo shall not include such preceding period.
 8. The provisions of the preceding two paragraphs shall apply to cases where a University of Tokyo employee directly takes up employment at other universities and the provisions

adopted by such other universities concerning retirement allowances stipulate that the employee's period of employment at the University of Tokyo is to be added to the employee's period of employment at such other universities.

9. In cases where a University of Tokyo employee directly takes up employment at other universities, the retirement allowance prescribed in these Rules shall not be paid to such employee if the provisions adopted by such other universities concerning retirement allowances (including equivalent benefits) stipulate that the employee's period of employment at the University of Tokyo is to be added to the employee's period of employment at such other universities.
10. The provisions of paragraphs 1 through 3 shall apply *mutatis mutandis* to calculation of periods of employment at other universities.
11. With regard to academic staff members who were hired, as detailed in Article 3 in the Rules on Conditions of Employment, for a fixed term based on the University of Tokyo Rules on Term of Employment for Academic Staff (excluding academic staff members who will receive a retirement allowance at the end of such term), in cases where the academic staff members directly become employees on the day of or the day after completion of such term, their period of service as employees shall include such term.

Article 8 Special Provisions for Retirement Allowances for Employees Reinstated from Public Offices

1. With regard to employees who, at the University of Tokyo's request, resign to directly take up employment at a national government office, an executive administration agency (meaning the executive administration agencies prescribed in Article 2, paragraph 4 of the Act on General Rules for Incorporated Administrative Agency), a local government office and specified local independent administrative agencies (meaning specified local independent administrative agencies in Article 2, paragraph 2 of the Act on General Rules for Local Independent Administrative Agency (Act No. 118 of 2003), or a public corporation, etc. prescribed in Article 7-2, paragraph 1 of the Act on Retirement Allowances for National Public Officers (Act No. 182 of 1953) but excluding the other universities prescribed in the preceding Article (hereinafter, such offices, agencies, and corporations are collectively referred to as "public offices" and their employees are collectively referred to as "public employees") and who directly after their employment as public employees (including cases where this employment was directly followed by another period of employment as a public employee, at different public offices) were reinstated as University of Tokyo employees (including persons whose reinstatement directly followed a period of employment at other universities that directly followed the period of employment as public employees), the time from the start of the earlier period of employment at the University of Tokyo to the end of the subsequent period of employment at the University of Tokyo shall be deemed the period of continuous employment detailed

in paragraph 1 of the preceding article. However, local government offices or specified local independent administrative agencies (hereinafter referred to as “local government offices”) are limited to local government offices where local ordinances concerning retirement allowances provide that the length of service at the University of Tokyo of an employee who, at the university’s request, directly took up employment at local government offices is to be added to the employee’s length of employment at the local government offices.

2. With regard to public employees who, at the request of their public offices, resigned in order to take up employment at the University of Tokyo, and directly became University of Tokyo employees, the period of continuous employment in paragraph 1 of the preceding article shall include their period of continuous employment as a public employee.
3. The provisions of the preceding Article (excluding paragraphs 6 to 11) shall apply *mutatis mutandis* to the calculation of the period of employment as public employee under the preceding two paragraphs.
4. Retirement allowances shall not be paid if employees resign as prescribed in paragraph 1, or if employees subject to the provision of paragraph 2 resign and directly take up employment as a public employee.
5. With regard to severed employees who are subject to the provision of paragraph 2 but are not subject to the preceding paragraph, if their severance was due to an unavoidable reason, the amount of their retirement allowance shall be equivalent to the retirement amount that would be calculated if such employees had been reinstated as a public employee on the day of severance an employee of the University of Tokyo and resigned from their position as a public employee, and their period of employment as a public employee is deemed the period of employment at the University of Tokyo.

Article 9 Period of Employment of Employees Directly Instated from Position as Member of Executive Staff

1. With regard to employees who resigned in order to become a member of the executive staff (excluding those in part-time positions; the same applies in this Article), directly assumed such post, and thereafter were directly reinstated as employees, the time from the start of the earlier period of employment at the University of Tokyo to the end of the subsequent period of employment at the University of Tokyo (such time shall include periods that are, under the provisions of the preceding two Articles, added to or deemed as their period of employment at the University of Tokyo) shall be deemed as the period of continuous employment detailed in Article 7, paragraph 1, unless a retirement allowance was paid to the employees.
2. With regard to executive staff who resign in order to become employees of the University of Tokyo, and directly become employees, the period of continuous employment detailed in Article 7, paragraph 1 shall include their period of continuous employment as executive

staff, unless an executive staff retirement allowance was paid to the employees.

Article 10 Scope and Precedence of Bereaved Family

1. The bereaved family member(s) in the Rules on Retirement Allowances shall be defined as follows:
 - (1) Spouse (including a partner who was in an unregistered but de facto marital relationship with the employee at the time of the employee's death).
 - (2) Children, parents, grandchildren, grandparents and/or siblings whose livelihood was primarily dependent on the employee's income at the time of the employee's death.
 - (3) Persons other than those listed in the preceding item whose livelihood was primarily dependent on the employee's income at the time of the employee's death.
 - (4) Children, parents, grandchildren, grandparents and siblings not covered by item (2) above.
2. The order of precedence among bereaved family members entitled to receive the retirement allowance shall follow the order of the items in the preceding paragraph, and in the case of items (2) and (4), shall follow the order of the persons listed in each item. With regard to the employee's parents, foster parents shall have precedence over biological parents. With regard to the employee's grandparents, the parents of the employee's foster parents shall have precedence over the parents of employee's biological parents, and the foster parents of the employee's parents shall have precedence over the biological parents of the employee's parents.
3. When two or more beneficiaries of the retirement allowance payment occupy the same level of precedence among the bereaved family members, the retirement allowance shall be paid to the person who was elected as the beneficiaries' representative of that level. Payment of the retirement allowance to the representative shall be deemed as a payment to all beneficiaries of that level of precedence.

Article 11 Exclusions from Scope of Bereaved Family

The persons listed in the items below shall be excluded from the scope of the bereaved family eligible to receive the retirement allowance.

- (1) Any person who willfully caused the employee's death.
- (2) Any person who, prior to the employee's death, willfully caused the death of someone who would have been eligible to receive the retirement allowance as bereaved family at the same level of precedence as that person or a higher level.

Article 12 Deleted

Article 13 Suspension of Payment of Retirement Allowances

1. The University shall suspend the payment of retirement allowances if:

- (1) An employee is prosecuted in a criminal case, and he/she resigns before the Court enters a final judgment. Such prosecution shall be limited to crimes punishable with imprisonment or a heavier penalty, and exclude Summary Proceedings described in the Code of Criminal Procedure, Part VI (Act No. 131 of 1948). The same applies below.
 - (2) A severed employee is prosecuted for a criminal case involving an act committed during the base employment period when the retirement allowance has yet to be paid to that employee.
2. The University may suspend the payment of a retirement allowance if the allowance has yet to be paid to the severed employee if:
 - (1) The University has concluded that the employee committed a criminal act during the base employment period based on the facts discovered at the time of the arrest or by the information gained through questioning of that employee or by an investigation.
 - (2) The University has concluded that there is good reason to suspect the employee committed an act during the employment period, which warrants a disciplinary dismissal or dismissal under instruction.
 - (3) The University has concluded that the employee is suspected of having committed an fraudulent act during the base employment period as stipulated Article 2 of the University of Tokyo Rules for the Committee on the Code of Conduct for Scientific Research, and is being investigated by an investigation committee as stipulated in Article 9 of the same rules.
3. After an employee retired due to death, if a retirement allowance has yet to be paid to his/her bereaved family member, and if item 2 or 3 of the preceding paragraph applies, the University may suspend the payment of a retirement allowance to such bereaved family member; such bereaved family members include those who inherited the right to receive the allowance after the severed employee (or his/her bereaved family member) died before receiving the allowance.
4. The University must promptly cancel suspending the payment of a retirement allowance if any of the following items applies after the allowance payment was suspended according to the provisions of paragraphs 1 and 2. In the case of item 3 below, however, the University shall not do so (i) if the employee subject to the suspension has already been under arrest for a criminal case involving the act committed during the base employment period or (ii) if such cancellation should conflict with the stated purpose of the suspension.
 - (1) If the employee is acquitted of a charge or a criminal case that resulted in the payment suspension.
 - (2) (i) if the employee has received a judgment for a charge or a criminal case that resulted in the payment suspension (excluding cases of imprisonment or a heavier punishment and of acquittal) or if the public prosecutor has decided not to press charge, (ii) if the University does not determine as prescribed under paragraph 1, item (4) of Article 2 or paragraph 3 of Article 6, and (iii) if six months have passed since the day the

employee received such judgment or the day the public prosecutor decided not to press charge.

- (3) If one year has passed since the day of the payment suspension and the employee is not prosecuted for a criminal case involving the act committed during the base payment period and receives no action as prescribed by Article 6-2, paragraph 2.
5. If the University suspends the payment of a retirement allowance according to the paragraph 3, it must promptly cancel the suspension if the employee is not determined to be as prescribed under Article 2-4, item 4 or Article 6-3 and one year has passed since the day of the payment suspension.
6. The preceding two paragraphs do not obstruct cancellation of the suspension of the retirement allowance payment when such suspension is no longer necessary based on facts that come to light and circumstances that occur after such suspension is put in place.

Article 14 Return of Retirement Allowances

1. If a retirement allowance has already been paid to a severed employee and any of the following items applies, the University may order the employee to return, in full or in part, the retirement allowance
 - (1) If the employee is sentenced to imprisonment or a heavier punishment for a criminal case involving an act committed during the base employment period
 - (2) If the University judges that an act committed during the employment period warrants a disciplinary dismissal or dismissal under instruction
2. If the item (2) of the preceding paragraph applies after a retirement allowance has already been paid to a bereaved family member(s) of the employee who retired due to death, the University may order such bereaved family member(s) to return, in full or in part, the retirement allowance only within one year from the day of retirement.

Article 15 Request for Returning an Amount Equivalent to a Retirement Allowance from an Heir of the Retirement Allowance Recipient

1. The University may request the return of an amount equivalent to a retirement allowance, in full or in part, from an heir (including a universal legatee) of the recipient of the retirement allowance (hereinafter referred to as the recipient) under the following conditions: (i) if the retirement allowance has already been paid to a severed employee (or a bereaved family member(s) in the case of retirement due to death) and the recipient dies without receiving a return request as prescribed by paragraph 1 or 2 of the preceding Article within six months from the day of retirement; (ii) if the University notifies the heir, within six months from the day of retirement, that there is good reason to suspect that the employee committed an act equivalent to that warrants disciplinary dismissal or dismissal under instruction during the base employment period; and (iii) no more than six months have passed since the day the heir received the notification.

2. The University may request the return of an amount equivalent to a retirement allowance, in full or in part, from an heir of the recipient (excluding a bereaved family member(s), and the same applies to the following paragraph) under the following conditions: (i) if the recipient is prosecuted, within six months from the day of retirement, for a criminal case involving an act committed during the base employment period (including Article 13, paragraph 1, item (1) and the same applies to the following paragraph); (ii) if a court has not made a ruling on the case and the recipient dies without receiving action as prescribed by paragraph 1 of the preceding Article; (iii) no more than six months have passed from the day of the recipient's death; and (iv) if the University acknowledges that the employee committed an act equivalent to that warrants a disciplinary dismissal or dismissal under instruction during the employment period.
3. The University may request the return of a retirement allowance, in full or in part, from an heir of the recipient under the following conditions: (i) the recipient is prosecuted, within six months after the day of retirement, for a criminal case involving an act committed during the base employment period; (ii) if the recipient dies without receiving a return request as prescribed by paragraph 1 of the preceding Article after being sentenced to imprisonment or a heavier punishment; (iii) no more than six months have passed since the day of the recipient's death; and (iv) such sentence can justify making the request.
4. When the University requests the return of a retirement allowance based on the provisions of the preceding paragraphs, and when there are two or more heirs, the sum of amounts each heir returns should not exceed the amount of the employee's retirement allowance.

Article 16 Matters Necessary for Implementation

All procedures and other matters necessary for the implementation of these Rules shall be determined separately.

Supplementary Provisions

Effective Date

1. These Rules shall come into force on April 1, 2004.

Transitional Measures

2. Severed employees whose severance occurred during the period from April 1, 2004 to September 30, 2004 shall, notwithstanding the appended table prescribed in Article 3, paragraph 1, be subject to the Appended Table (Transitional Measures).
3. With regard to persons excluded from payment of retirement allowances under Article 6, paragraph 1 or the Supplementary Provisions of the National University Corporation Act who directly became employees of the University of Tokyo, their period of service as

employees prescribed in Article 2, paragraph 1 of the Act on Retirement Allowances for National Public Officers effective on and before March 31, 2004 (including employees prescribed in paragraph 2 of the same Article) shall, in the determination of their retirement allowance following severance from the University of Tokyo, be deemed a part of their period of employment at the University of Tokyo.

4. With regard to persons who directly become employees of the University of Tokyo as prescribed in Article 4 of the Supplementary Provisions of the National University Corporation Act and thereafter resign in order to become public employees, retirement allowances shall, notwithstanding the provisions of Article 2, paragraph 1, not be paid to such persons if their period of employment at the University of Tokyo is prescribed to be added to their period of employment as public employees.
5. With regard to employees whose employment history includes any of the periods listed in Article 7, paragraph 4 of the Act on Retirement Allowances for National Public Officers up to the day before the effective date of these Rules, such periods shall, notwithstanding the provisions of paragraphs 1 and 2 of Article 7, be excluded from the employees' period of employment at the University of Tokyo.
6. The provision of Article 8, paragraph 1 shall apply *mutatis mutandis* to calculation of the period of continuous employment in Article 7, paragraph 1 in the case of employees of the University of Tokyo before its conversion to a national university corporation who, at the request of an officer with power of appointment, resigned in order to take up employment at a local government office or a public corporation prescribed in Article 7-2, paragraph 1 of the Act on Retirement Allowances for National Public Officers (hereinafter collectively referred to as "public corporation"), directly took up employment at the public corporation, and thereafter directly became University of Tokyo employees following such conversion.
7. The monthly salary prescribed in Article 3, paragraph 1 for employees paid the overtime allowance for attached school academic staff prescribed in Article 52 of the Rules on Compensation shall, for a period of time, include an amount equivalent to such allowance.

Supplementary Provisions

These Rules shall come into force on April 1, 2005.

Supplementary Provisions

Effective Date

1. These Rules shall come into force on April 1, 2006.

Transitional Measure

2. In cases of severance on or after the effective date, the severance shall be deemed to have

occurred, due to the actual reason for severance, on the day prior to the effective date, and the payable amount of the retirement allowance shall be calculated, based on the employee's length of service up to that day and monthly salary as of that day, first under these Rules before their revision (hereinafter referred to as "pre-revision Rules"), and then under these Rules after their revision (hereinafter referred to as "post-revision Rules"). If the amount based on the pre-revision Rules exceeds the amount based on the post-revision Rules (hereinafter referred to as "post-revision retirement allowance"), this higher amount shall be deemed the retirement allowance payable to the employee.

Transitional Measure for Severance during Period from Effective Date to March 31, 2009

3. Notwithstanding the provisions of the pre-revision Rules and post-revision Rules, in cases of severance in the period from the effective date to March 31, 2009, if the employee's post-revision retirement allowance exceeds the retirement allowance calculated using the employee's monthly salary amount as of the day before the effective date instead of the monthly salary amount as of the day of severance (hereinafter referred to as "pre-revision retirement allowance"), the post-revision retirement allowance, less the deductions prescribed for the employee's class in the following items, shall be deemed the retirement allowance payable to the employee:
 - (1) Severed employees whose length of service was 25 years or more: the lesser of the two amounts indicated below (if the lesser amount exceeds ¥100,000, then the deduction shall be ¥100,000):
 - (a) The amount equivalent to 5% of the employee's retirement allowance adjustment calculated under the post-revision Rules; or
 - (b) The amount remaining when the pre-revision retirement allowance is subtracted from the post-revision retirement allowance;
 - (2) Severed employees whose severance occurred in the period from the effective date to March 31, 2007 and whose length of service was 24 years or less: the lesser of the two amounts indicated below (if the lesser amount exceeds ¥1,000,000, then the deduction shall be ¥1,000,000):
 - (a) The amount equivalent to 70% of the employee's retirement allowance adjustment calculated under the post-revision Rules; or
 - (b) The amount remaining when the pre-revision retirement allowance is subtracted from the post-revision retirement allowance;
 - (3) Severed employees whose severance occurred in the period from April 1, 2007 to March 31, 2009 and whose length of service is 24 years or less: the lesser of the two amounts indicated below (if the lesser amount exceeds ¥500,000, then the deduction shall be ¥500,000):
 - (a) The amount equivalent to 30% of the employee's retirement allowance adjustment calculated under the post-revision Rules; or

- (b) The amount remaining when the pre-revision retirement allowance is subtracted from the post-revision retirement allowance.

Salary of Employees Severed on or after April 1, 2006

4. Employee salaries provided in Article 3 paragraph 1 subject to the provisions of the proviso to paragraph 2 of the Supplementary Provisions of the University of Tokyo Rules for Partial Revision of Rules on Retirement Allowances for Academic and Administrative Staff (No.115 of 2006; hereinafter referred to as the “2006 revised rules”) will not be subject to the provisions of the proviso to paragraph 2 of the Supplementary Provisions of the 2006 revised rules.

Supplementary Provisions

1. These Rules shall come into force on April 1, 2007.

Supplementary Provisions

1. These Rules shall come into force on April 1, 2008.

Supplementary Provisions

1. These Rules shall come into force on April 1, 2010.

Supplementary Provisions

1. Effective Date

These Rules shall come into force on April 1, 2011, and the provisions of paragraph 4 of the revised Supplementary Provision shall come into force on April 1, 2006.

2. Payment for staff retiring after January 1, 2011

Salaries provided in Article 1, Paragraph 1 for staff subject to the rules given in Paragraph 2 and 4 of the Supplementary Provisions of the Rules to Revise Part of the University of Tokyo Rules on Compensation for Academic and Administrative Staff (Rules No. 36 of 2012, hereinafter referred to as the ‘2010 Revision of Rules’) will be taken as salaries not subject to the provisions provided in Paragraphs 2 and 4 of the 2010 Revision of Rules.

Supplementary Provisions

1. Effective Date

These Rules shall come into force on January 1, 2013

2. Transitional Measures

Notwithstanding the provision provided in Article 3, Paragraph 1, those who retire during the period specified in the following items will be subject to the following tables

- (1) Between January 1, 2013 and September 30, 2013

Length of Service	Reason for Severance under Article 3, paragraph 1						
	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6	Item 7
	Personal reasons, etc.	Death, etc. off-the-job	Injury or illness off-the-job	Mandatory retirement, end of employment period	Relocation of workplace	Decision by employer	On-the-job injury, illness, or death
Less than 6 months	0						
6 months to 1 year	0.588	0.98	0.98	0.98	1.225	1.47	1.47
2 years	1.176	1.96	1.96	1.96	2.45	2.94	2.94
3 years	1.764	2.94	2.94	2.94	3.675	4.41	4.41
4 years	2.352	3.92	3.92	3.92	4.9	5.88	5.88
5 years	2.94	4.9	4.9	4.9	6.125	7.35	7.35
6 years	3.582	5.88	5.88	5.88	7.35	8.82	8.82
7 years	4.116	6.86	6.86	6.86	7.35	10.29	10.29
8 years	4.704	7.84	7.84	7.84	9.8	11.76	11.76
9 years	5.292	8.82	8.82	8.82	11.025	13.23	13.23
10 years	5.88	9.8	9.8	9.8	12.25	14.7	14.7
11 years	8.7024	13.5975	10.878	13.5975	13.5975	16.317	16.317
12 years	9.5648	14.945	11.956	14.945	14.945	17.934	17.934
13 years	10.4272	16.2925	13.034	16.2925	16.2925	19.551	19.551
14 years	11.2896	17.64	14.112	17.64	17.64	21.168	21.168
15 years	12.152	18.9875	15.19	18.9875	18.9875	22.785	22.785
16 years	15.0822	20.9475	16.758	20.9475	20.9475	24.402	24.402
17 years	16.4934	22.9075	18.326	22.9075	22.9075	26.019	26.019
18 years	17.9046	24.8675	19.894	24.8675	24.8675	27.636	27.636
19 years	19.3158	26.8275	21.462	26.8275	26.8275	29.253	29.253
20 years	23.03	28.7875	23.03	28.7875	28.7875	30.87	30.87
21 years	24.99	30.7475	24.99	30.7475	30.7475	32.487	32.487
22 years	26.95	32.7075	26.95	32.7075	32.7075	34.104	34.104
23 years	28.91	34.6675	28.91	34.6675	34.6675	35.721	35.721
24 years	30.87	36.6275	30.87	36.6275	36.6275	37.338	37.3387
25 years	32.83	38.955	32.83	38.955	38.955	38.955	38.955
26 years	34.398	40.719	34.398	40.719	40.719	40.719	40.719
27 years	35.966	42.483	35.966	42.483	42.483	42.483	42.483
28 years	37.534	44.247	37.534	44.247	44.247	44.247	44.247

29 years	39.102	46.011	39.102	46.011	46.011	46.011	46.011
30 years	40.67	47.775	40.67	47.775	47.775	47.775	47.775
31 years	41.846	49.539	41.846	49.539	49.539	49.539	49.539
32 years	43.022	51.303	43.022	51.303	51.303	51.303	51.303
33 years	44.198	53.067	44.198	53.067	53.067	53.067	53.067
34 years	45.374	54.831	45.374	54.831	54.831	54.831	54.831
35 years	46.55	55.86	46.55	55.86	55.86	55.86	55.86
36 years	47.726	55.86	47.726	55.86	55.86	55.86	55.86
37 years	48.902	55.86	48.902	55.86	55.86	55.86	55.86
38 years	50.078	55.86	50.078	55.86	55.86	55.86	55.86
39 years	51.254	55.86	51.254	55.86	55.86	55.86	55.86
40 years	52.43	55.86	52.43	55.86	55.86	55.86	55.86
41 years	53.606	55.86	53.606	55.86	55.86	55.86	55.86
42 years	54.782	55.86	54.782	55.86	55.86	55.86	55.86
43 years or more	55.86	55.86	55.86	55.86	55.86	55.86	55.86

Remarks

1. In cases where the employee's length of service includes service as a member of the executive staff, the payment rate shall be determined by multiplying (0.125 x 0.98) by the number of months of service as an executive staff member and by the job performance coefficient, and adding the resulting product to the payment rate for the applicable reason for severance in Article 3, paragraph 1.
2. The number of months of service as a member of the executive staff and the job performance coefficient shall be applied as determined separately.

(2) Between October 1, 2013 and June 30, 2014

Length of Service	Reason for Severance under Article 3, paragraph 1					
	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6
	Personal reasons, etc.	Death, etc. off-the-job	Injury or illness off-the-job	Mandatory retirement, end of employment period	Decision by employer	On-the-job injury, illness, or death
Less than 6 months	0					
6 months to 1 year	0.552	0.92	0.92	0.92	1.38	1.38
2 years	1.104	1.84	1.84	1.84	2.76	2.76
3 years	1.656	2.76	2.76	2.76	4.14	4.14
4 years	2.208	3.68	3.68	3.68	5.52	5.52
5 years	2.76	4.6	4.6	4.6	6.9	6.9
6 years	3.312	5.52	5.52	5.52	8.28	8.28
7 years	3.864	6.44	6.44	6.44	9.66	9.66
8 years	4.416	7.36	7.36	7.36	11.04	11.04
9 years	4.968	8.28	8.28	8.28	12.42	12.42
10 years	5.52	9.2	9.2	9.2	13.8	13.8
11 years	8.1696	12.765	10.212	12.765	15.318	15.318
12 years	8.9792	14.03	11.224	14.03	16.836	16.836
13 years	9.7888	15.295	12.236	15.295	18.354	18.354
14 years	10.5984	16.56	13.248	16.56	19.872	19.872
15 years	11.408	17.825	14.26	17.825	21.39	21.39
16 years	14.1588	19.665	15.732	19.665	22.908	22.908
17 years	15.4836	21.505	17.204	21.505	24.246	24.246
18 years	16.8084	23.345	18.676	23.345	25.944	25.944
19 years	18.1332	25.185	20.148	25.185	27.462	27.462
20 years	21.62	27.025	21.62	27.025	28.98	28.98
21 years	23.46	28.865	23.46	28.865	30.498	30.498
22 years	25.3	30.705	25.3	30.705	32.016	32.016
23 years	27.14	32.545	27.14	32.545	33.534	33.534
24 years	28.98	34.385	28.98	34.385	35.052	35.052
25 years	30.82	36.57	30.82	36.57	36.57	36.57
26 years	32.292	38.226	32.292	38.226	36.226	32.226
27 years	33.764	39.882	33.764	39.882	39.882	39.882
28 years	35.236	41.538	35.236	41.538	41.538	41.538
29 years	36.708	43.194	36.708	43.194	43.194	43.194

30 years	38.18	44.85	38.18	44.85	44.85	44.85
31 years	39.284	46.506	39.284	46.506	46.506	46.506
32 years	40.388	48.162	40.388	48.162	48.162	48.162
33 years	41.492	49.818	41.492	49.818	49.818	49.818
34 years	42.596	51.474	42.596	51.474	51.474	51.474
35 years	43.7	52.44	43.7	52.44	52.44	52.44
36 years	44.804	52.44	44.804	52.44	52.44	52.44
37 years	45.908	52.44	45.908	52.44	52.44	52.44
38 years	47.012	52.44	47.012	52.44	52.44	52.44
39 years	48.116	52.44	48.116	52.44	52.44	52.44
40 years	49.22	52.44	49.22	52.44	52.44	52.44
41 years	50.324	52.44	50.324	52.44	52.44	52.44
42 years	51.428	52.44	51.428	52.44	52.44	52.44
43 years or more	52.44	52.44	52.44	52.44	52.44	52.44

Remarks

1. In cases where the employee’s length of service includes service as a member of the executive staff, the payment rate shall be determined by multiplying (0.125 x 0.92) by the number of months of service as an executive staff member and by the job performance coefficient, and adding the resulting product to the payment rate for the applicable reason for severance in Article 3, paragraph 1.
2. The number of months of service as a member of the executive staff and the job performance coefficient shall be applied as determined separately.
3. Staff that retired on or after the effective date, and assuming that the said staff retired in March 31, 2006 for the same reason, taking their length of service as well as their salary level at the time of retirement as a base, multiply the amount for the severance pay calculated using the University of Tokyo Rules on Retirement Allowance for Academic and Administrative Staff prior to the revisions made following the Rules to Revise Part of the University of Tokyo Rules on Retirement Allowance for Academic and Administrative Staff (Rules No. 116 of 2006), hereinafter referred to as the ‘Old 2006 Rules’, by 0.87 (however, for staff whose length of service is 43 or 44 years and their reason for severance is Item 1 or 3 of Article 3, Paragraph 1 of the Rules for Retirement Allowance for Academic and Administrative Staff following revision by these rules (hereinafter referred to as the ‘Revised Rules’) shall be taken to have retired due to Item 6 of Article 3, Paragraph 1 of the Old 2006 Rules and in addition the amount of the severance pay to be compared will be calculated taking the length of service to be 35 years.). If this amount should be greater than the amount calculated using the Revised Rules, then the greater amount shall be

considered as the amount of the severance pay according to these rules. (For staff whose length of service is over 20 years (excluding those whose length of services is less than 42 years and reason for retirement is Item 1 of Article 3, Paragraph 1, as well as those whose length of service is more than 37 years but less than 42 years and retired due to Item 3 of the same Paragraph and Article) the calculated value is to be multiplied by [87 over 104] (i.e. 0.83653846).)

4. On application of the rules in the preceding paragraph, where it states [0.87] this should be taken as [0.98] for the period between January 1 and September 30 of 2013. For the period between October 1, 2013 and June 30, 2014 this should be taken as [0.92]. Where it reads [87 over 104] this should be taken as [98 over 104] and [92 over 104] respectively for the periods between January 1 to September 30 of 2013, and October 1, 2013 to June 30, 2014.

Supplementary Provisions

1. Effective Date

These Rules shall come into force on April 1, 2013

2. Temporary Measures

For those to whom the revisions to The University of Tokyo Rules on Compensation for Academic and Administrative Staff (Rule No. 55 for 2012) apply, no retirement allowances will be paid regardless of the provisions prescribed in Article 2, Paragraph 1.

Supplementary Provisions

1. These Rules shall come into force on November 1, 2013.

Supplementary Provisions

1. These Rules shall come into force on April 1, 2014.

Supplementary Provisions

1. Effective Date

These Rules shall come into force on April 1, 2015.

2. Payment for Staff retiring after April 1, 2015

Salaries provided in Article 3, Paragraph 1 for staff subject to the rules given in Paragraph 2 of the Supplementary Provisions of the Rules to Revise Part of the University of Tokyo Rules on Compensation for Academic and Administrative Staff (Rules No. 113 of 2015, hereinafter referred to as the '2015 Revision of Rules') will be taken as salaries not subject to the provisions provided in Paragraphs 2 of the 2015 Revision of Rules.

Supplementary Provisions

These Rules shall come into force on April 1, 2016

Supplementary Provisions

1. These Rules shall come into force on April 1, 2017.
2. With regards to the period of employment of administrative staff employed at the National Institute of Media Education (NIME) prior to March 31, 2009 (including any period if the said staff continued to be employed at the Open University of Japan following its change as stipulated in Article 2, paragraph 1 of the Act of the Open University of Japan (Act No. 156 of 2002), regardless of the provisions prescribed in Article 7, paragraph 6 of the Rules on Retirement Allowances for Academic and Administrative Staff, conditions prior to the revision will apply.
3. With regards to those who have retired prior to March 31, 2017, regardless of the provisions prescribed in Article 13 of the Rules on Retirement Allowances for Academic and Administrative Staff, conditions prior to the revisions will apply.

Supplementary Provisions

1. These Rules shall come into force on March 1, 2018.

Supplementary Provisions

1. These Rules shall come into force on April 1, 2020.

Supplementary Provisions

1. These Rules shall come into force on April 1, 2023.
2. For the time being, those who retire for reasons listed in Article 3, paragraph 1, item (1) on or after the day they reach 60 years of age (excluding those who are subject to the retirement age stipulated under Article 18, paragraph 2 of the Rules on Condition of Employment, and substitutes employed for a fixed term under paragraphs 3, 5 and 6 in the Supplementary Provisions of 2004 in the same Rules. However, this does not apply in the case of retirement under Article 22, paragraph 1 items (1) through (4) or Article 39, item (5) of the Rules on Condition of Employment.
3. In Article 3-2, the revision of the monthly salary of academic and administrative staff in accordance with the provisions of paragraph 3 of the Supplementary Provisions of the Rules on Compensation shall not be regarded as a reduction or revision of the monthly salary on the grounds of a revision of the Rules on Compensation.
4. For the time being, with regards to the application of the provisions of Article 5, paragraph 2 to those who have retired, etc. due to the provisions of Article 19 or the reasons listed in Article 3, paragraph 1, items (5) or (6) of the Rules on Condition of Employment (excluding those to whom the retirement age stipulated under Article 18, paragraph 2 of the Rules on Condition of Employment applies), the term “the age of 20 years from the retirement age” in the same paragraph shall be replaced by “45 years of age” and the age shall be determined as follows according to the reason or time of retirement.

In this paragraph, the number of years corresponding to the difference between the age of 60 and the person’s age on the date of retirement is referred to as the “number of years before the revised retirement age”, and the number of years corresponding to the difference between the retirement age for the person as at the date of retirement, etc., and the person’s age on the date of retirement, etc., is referred to as the “number of years before the retirement age following the revision of the retirement age”.

- (1) Those who retired in accordance with Article 19 of the Rules on Condition of Employment.

In the provision of Article 5, paragraph 2, the words “the day on which they reach the age of retirement” shall be read “the day on which they reach the age of 60 years” and the words “six months” shall be read “zero months”. For the provisions of Article 3, paragraph 1 and Article 3-2, the words and phrases in the middle column of the following table and the provisions listed in the left column shall be replaced with the words and phrases in the right column of the same table, respectively.

Provisions to be replaced	Phrases to be replaced	Replace with
Article 3, paragraph 1	monthly salary	sum of the monthly salary and the amount obtained by the monthly salary multiplied by 3/100 (1/100 in the case of those who receive the monthly salary listed for Level 7 or 8 on the Designated Service Salary Table and 2/100 for those who receive the monthly salary listed for Level 6 or lower on the same table) per year for the number of years before the revised retirement age
Article 3-2, item (1)	and monthly salary before specified reductions	the sum of the monthly salary before the specified reduction and the monthly salary before the specified reduction multiplied by 3/100 (1/100 in the case of those who receive the monthly salary listed for Level 7 or 8 on the Designated Service Salary Table and 2/100 for those who receive the monthly salary listed for Level 6 or lower on the same table) per year for the number of years before the revised retirement age
Article 3-2, item (2)	to the monthly salary on the date of retirement	the sum of the monthly salary on the date of retirement and the monthly salary on the date of retirement multiplied by 3/100 (1/100 in the case of those who receive the monthly salary listed for Level 7 or 8 on the Designated Service Salary Table and 2/100 for those who receive the monthly salary listed for Level 6 or lower on the same table) per year for the number of years before the revised retirement age,
Article 3-2, item (2), (b)	amounts listed in the preceding item	the amount equivalent to the basic amount of the retirement allowance when calculated in accordance with Article 3 on the basis that the person has retired for the same reason as the person actually retired on the day before the lates of the reduction dates relating to the monthly salary before the specified reduction, and on the basis of the person’s length of service up to that date and the monthly salary before the specified reduction

- (2) Those who retired, etc. before reaching the age of 60 years due to the reasons listed in Article 3, paragraph 1 items (5) or (6).

For the provisions of Article 3, paragraph 1 and Article 3-2, the words and phrases in the middle column of the following table and the provisions listed in the left column shall be replaced with the words and phrases in the right column of the same table, respectively.

Provisions to be replaced	Phrases to be replaced	Replace with
Article 3, paragraph 1	monthly salary	the sum of the monthly salary and the percentage obtained by dividing the percentage obtained by multiplying the monthly salary by 3/100 of the number of years before the retirement age for each year of the revised monthly salary by the number of years before the retirement age following the revision of the retirement age (for those who are at Level 7 or 8 of the Designated Service Salary Table, the rate obtained by multiplying the number of years before the revised retirement age by 1/100 and dividing the results by the number of years before the retirement age following the revision of the retirement age, for those who are at Level 6 or lower on the same table, the percentage obtained by multiplying the number of years before the revised retirement age by 2/100 and dividing the results by the number of years before the retirement age following the revision of the retirement age)
Article 3-2, item (1)	and monthly salary before specified reductions	the sum of the monthly salary before the specified reduction and the monthly salary before the specified reduction multiplied by the ratio obtained by dividing the ratio obtained by multiplying the monthly salary before the specified reduction by 3/100 of the number of years before the revised retirement age by the number of years after the revised retirement age (for those who are at Level 7 or 8 of the Designated Service Salary Table, the rate obtained by dividing the rate obtained by multiplying the number of years before the revised retirement age by 1/100 by the number of years after the revised retirement age, and for those who are at Level 6 or lower on the same table, the rate obtained by dividing the rate obtained by multiplying the number of years before the retirement age by 2/100 by the number of years after the revised retirement age)
Article 3-2, item (2)	to the monthly salary on the date of retirement	the sum of the monthly salary on the date of retirement and the monthly salary on the date of retirement multiplied by the percentage obtained by dividing the percentage obtained by multiplying the monthly salary before the specified reduction by the number of years before the revised retirement age by 3/100 for each year of the revised number of years before the revised retirement year (for those who are at Level 7 or 8 of the Designated Service Salary Table, the rate obtained by dividing the rate obtained by multiplying the number of years before the revised retirement age by 1/100 by the number of years after the revised retirement age, and for those who are at Level 6 or lower on the same scale, the rate obtained by dividing the rate obtained by multiplying the number of years before the revised retirement age by 2/100 by the number of years after the revised retirement age),
Article 3-2, item (2), (b)	amounts listed in the preceding item	an amount equivalent to the basic amount of the retirement allowance when calculated in accordance with Article 3 on the basis that the person has retired for the same reason as the person actually retired on the day before the latest of the reductions dates relating to the monthly salary before the specified reduction, and on the basis of the person's length of service up to that date and the monthly salary before the specified reduction

- (3) Those who retired, etc. on or after reaching the age of 60 year due to the reasons listed in Article 3, paragraph 1, items (5) or (6).

For the provisions of Article 3, paragraph 1 and Article 3-2, the words and phrases in the middle column of the following table and the provisions listed in the left column shall be replaced with the words and phrases in the right column of the same table, respectively.

Provisions to be replaced	Phrases to be replaced	Replace with
Article 3, paragraph 1	monthly salary	the sum of the monthly salary and the amount obtained by multiplying the monthly salary by the percentage obtained by dividing 2/100 of the monthly salary for each number of years before the retirement age for each year of the revised monthly salary by the number of years before the retirement age following the revision of the retirement age (for those who are at Level 7 or 8 of the Designated Service Salary Table, the rate obtained by multiplying the number of years before the revised retirement age by 1/100 and dividing the results by the number of years before the retirement age following the revision of the retirement age, for those who are at Level 6 or lower on the same table, the percentage obtained by multiplying the number of years before the revised retirement age by 2/100 and dividing the results by the number of years before the retirement age following the revision of the retirement age)
Article 3-2, item (1)	and monthly salary before specified reductions	the sum of the monthly salary before the specified reduction and the monthly salary before the reduction multiplied by the ratio obtained by dividing the ratio obtained by multiplying the monthly salary before the specified reduction by 3/100 of the number of years before the revised retirement age for each year of the revised number of years before the revised retirement age by the number of years after the revised retirement age (for those who are at Level 7 or 8 of the Designated Service Salary Table, the rate obtained by multiplying the number of years before the revised retirement age by 1/100 and dividing the results by the number of years before the retirement age following the revision of the retirement age, for those who are at Level 6 or lower on the same table, the percentage obtained by multiplying the number of years before the revised retirement age by 2/100 and dividing the results by the number of years before the retirement age following the revision of the retirement age)
Article 3-2, item (2)	to the monthly salary on the date of retirement	the sum of the monthly salary on the date of retirement and the monthly salary on the date of retirement multiplied by the percentage obtained by dividing the percentage obtained by multiplying the monthly salary before the specified reduction by 3/100 of the number of years before the revised retirement year by the number of years before the revised retirement year per year of revised retirement year (for those who are at Level 7 or 8 of the Designated Service Salary Table, the rate obtained by dividing the rate obtained by multiplying the number of years before the revised retirement age by 1/100 by the number of years after the revised retirement age, and for those who are at Level 6 or lower on the same scale, the rate obtained by dividing the rate obtained by multiplying the number of years before the revised retirement age by 2/100 by the number of years after the revised retirement age),
Article 3-2, item (2), (b)	amounts listed in the preceding item	an amount equivalent to the basic amount of the retirement allowance when calculated in accordance with Article 3 on the basis that the person has retired for the same reason as the person actually retired on the day before the latest of the reduction dates relating to the monthly salary before the specified reduction, and on the basis of the person's length of service up to that date and the monthly salary before the specified reduction

Appended Table 1

Length of Service	Reason for Severance under Article 3, paragraph 1					
	Item 1	Item 2	Item 3	Item 4	Item 5	Item 6
	Personal reasons, etc.	Death, etc. off-the-job	Injury or illness off-the-job	Mandatory retirement, end of employment period	Decision by employer	On-the-job injury, illness, or death
Less than 6 months	0					
6 months to 1 year	0.5022	0.837	0.837	0.837	1.2555	1.2555
2 years	1.0044	1.674	1.674	1.674	2.511	2.511
3 years	1.5066	2.511	2.511	2.511	3.7665	3.7665
4 years	2.0088	3.348	3.348	3.348	5.022	5.022
5 years	2.511	4.185	4.185	4.185	6.2775	6.2775
6 years	3.0132	5.022	5.022	5.022	7.533	7.533
7 years	3.5154	5.859	5.859	5.859	8.7885	8.7885
8 years	4.0176	6.696	6.696	6.696	10.044	10.044
9 years	4.5198	7.533	7.533	7.533	11.2995	11.2995
10 years	5.022	8.37	8.37	8.37	12.555	12.555
11 years	7.43256	11.513375	9.290	11.613375	13.93605	13.93605
12 years	8.16912	11.76425	10.2114	12.76425	15.3171	15.3171
13 years	8.90568	13.9151255	11.1321	13.9151255	16.69815	16.69815
14 years	9.64224	15.066	12.0528	15.066	18.0792	18.0792
15 years	10.3788	16.216875	12.9735	16.216875	19.46025	19.46025
16 years	12.88143	17.890875	14.3127	17.890875	20.8413	20.8413
17 years	14.08671	19.564875	15.6519	19.564875	22.22235	22.22235
18 years	15.29199	21.238875	16.9911	21.238875	23.6034	24.6034
19 years	16.497277	22.912875	18.3303	22.912875	24.98445	24.98445
20 years	19.6695	24.586875	19.6695	24.586875	26.3655	26.3655
21 years	21.3435	26.260875	21.3435	26.260875	27.74655	27.74655
22 years	23.0175	27.93487	23.0175	27.934875	29.1276	29.1276
23 years	24.6915	29.608875	24.6915	29.608875	30.50865	30.50865
24 years	26.3655	31.282875	26.3655	31.282875	31.8897	31.8897
25 years	28.2395	33.27075	28.0395	33.27075	33.27075	33.27075
26 years	29.3787	34.77735	29.3787	34.77735	34.77735	34.77735
27 years	30.7179	36.28395	30.7179	36.28395	36.28395	36.28395
28 years	32.0571	37.79055	32.0571	37.79055	37.79055	37.79055
29 years	33.3963	39.29715	33.3963	39.29715	39.29715	39.29715

30 years	34.7355	40.80375	34.735	40.80375	40.80375	40.80375
31 years	35.7399	42.31035	35.7399	42.31035	42.31035	42.31035
32 years	36.7443	43.81695	36.7443	43.81695	43.81695	43.81695
33 years	37.7487	45.32355	37.7487	45.32355	45.32355	45.32355
34 years	38.7531	46.83015	38.7531	46.83015	46.83015	46.83015
35 years	39.7575	47.709	39.7575	47.709	47.709	47.709
36 years	40.7619	47.709	40.7619	47.709	47.709	47.709
37 years	41.7663	47.709	41.7663	47.709	47.709	47.709
38 years	42.7707	47.709	42.7707	47.709	47.709	47.709
39 years	43.7751	47.709	43.7751	47.709	47.709	47.709
40 years	44.7795	47.709	44.7795	47.709	47.709	47.709
41 years	45.7839	47.709	45.7839	47.709	47.709	47.709
42 years	46.7883	47.709	46.7883	47.709	47.709	47.709
43 years or more	47.709	47.709	47.709	47.709	47.709	47.709

Remarks

1. In cases where the employee's length of service includes service as a member of the executive staff, the payment rate shall be determined by multiplying (0.125 x 0.837) by the number of months of service as an executive staff member and by the job performance coefficient, and adding the resulting product to the payment rate for the applicable reason for severance in Article 3, paragraph 1.
2. The number of months of service as a member of the executive staff and the job performance coefficient shall be applied as determined separately.

Supplementary Provisions

These Rules shall come into force on November 1, 2013.

Appended Table 2

1. (1)

The following monthly adjustments apply to the relevant employee class for the employee's base employment period during the period from April 1, 1996 to March 31, 2004.

(from April 1, 2015 onwards)

Category	Monthly Adjustment	Employee Class
1	¥95,400	Employees who received a Level 9 or higher salary in the Designated Service Salary Table.
		Employees determined separately who are deemed to be equivalent to those directly above.
2	¥78,750	Employees who received a Level 4 to 8 salary in the Designated Service Salary Table.
		Employees determined separately who are deemed to be equivalent to those directly above.
3	¥70,400	Employees who received a Level 1 to 3 salary in the Designated Service Salary Table.
		Employees determined separately who are deemed to be equivalent to those directly above.
4	¥65,000	Employees who received a Grade 11 salary in the Administrative Service Salary Table I.
		Employees determined separately who received a Grade 5 salary in the Educational Service Salary Table I.
5	¥59,550	Employees who received a Grade 10 salary in the Administrative Service Salary Table I.
		Employees determined separately who received a Grade 5 salary in the Educational Service Salary Table I (excluding employees in Category 4).
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table II.
6	¥54,150	Employees who received a Grade 9 salary in the Administrative Service Salary Table I.
		Employees who received a Grade 5 salary in the Educational Service Salary Table I (excluding employees in Category 4 or 5).
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table II (excluding employees in Category 5).
		Employees who received a Grade 8 salary in the Medical Service Salary Table II.
		Employees who received a Grade 7 salary in the Medical Service Salary Table III.
7	¥43,350	Employees who received a Grade 8 salary in the Administrative Service Salary Table I.
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table I.

		<p>Employees who received a Grade 4 salary in the Educational Service Salary Table II (excluding employees in Category 5 or 6).</p> <p>Employees who received a Grade 6 or 7 salary in the Medical Service Salary Table II.</p> <p>Employees who received a Grade 6 salary in the Medical Service Salary Table III.</p>
8	¥32,500	<p>Employees who received a Grade 7 salary in the Administrative Service Salary Table I.</p> <p>Employees determined separately who received a Grade 6 salary in the Administrative Service Salary Table II.</p> <p>Employees who received a Grade 4 salary in the Educational Service Salary Table I (excluding employees in Category 7).</p> <p>Employees determined separately who received a Grade 3 salary in the Educational Service Salary Table II.</p> <p>Employees determined separately who received a Grade 5 salary in the Medical Service Salary Table II.</p> <p>Employees who received a Grade 5 salary in the Medical Service Salary Table III.</p>
9	¥27,100	<p>Employees who received a Grade 6 salary in the Administrative Service Salary Table I.</p> <p>Employees who received a Grade 6 salary in the Administrative Service Salary Table II (excluding employees in Category 8).</p> <p>Employees who received a Grade 3 salary in the Educational Service Salary Table I.</p> <p>Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table II, and employees who received a Special Grade 2 or a Grade 3 salary in the same table (excluding employees in Category 8).</p> <p>Employees who received a Grade 5 salary in the Medical Service Salary Table II (excluding employees in Category 8).</p> <p>Employees who received a Grade 4 salary in the Medical Service Salary Table III.</p>
10	¥21,700	<p>Employees who received a Grade 4 or 5 salary in the Administrative Service Salary Table I.</p> <p>Employees determined separately who received a Grade 3 salary in the Administrative Service Salary Table II, and employees who received a Grade 4 or 5 salary in the same table.</p> <p>Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table I.</p> <p>Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table II (excluding employees in Category 9).</p> <p>Employees determined separately who received a Grade 2 salary in the Medical Service Salary Table II, and employees who received a Grade 3 or 4 salary in the same table.</p>

		Employees determined separately who received a Grade 2 salary in the Medical Service Salary Table III, and employees who received a Grade 3 salary in the same table.
11	0	Employees who are not covered by any of Categories 1 to 10.

(2)

The following monthly adjustments apply to the relevant employee class for the employee's base employment period during the period from April 1, 2004 to March 31, 2006.

(from April 1, 2015 onwards)

Category	Monthly Adjustment	Employee Class
1	¥95,400	Employees who received a Level 9 or higher salary in the Designated Service Salary Table, or the equivalent of such salary.
		Employees determined separately who are deemed to be equivalent to those directly above.
2	¥78,750	Employees who received a Level 4 to 8 salary in the Designated Service Salary Table, or the equivalent of such salary.
		Employees determined separately who are deemed to be equivalent to those directly above.
3	¥70,400	Employees who received a Level 1 to 3 salary in the Designated Service Salary Table.
		Employees determined separately who are deemed to be equivalent to those directly above.
4	¥65,000	Employees who received a Grade 11 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 5 salary in the Educational Service Salary Table I.
5	¥59,550	Employees who received a Grade 10 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 5 salary in the Educational Service Salary Table I (excluding employees in Category 4).
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table II.
6	¥54,150	Employees who received a Grade 9 salary in the General Service Salary Table I.
		Employees who received a Grade 5 salary in the Educational Service Salary Table I (excluding employees in Category 4 or 5).
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table II (excluding employees in Category 5).
		Employees who received a Grade 8 salary in the Medical Service Salary Table I.
		Employees who received a Grade 7 salary in the Medical

		Service Salary Table II.
7	¥43,350	Employees who received a Grade 8 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table I.
		Employees who received a Grade 4 salary in the Educational Service Salary Table II (excluding employees in Category 5 or 6).
		Employees who received a Grade 6 or 7 salary in the Medical Service Salary Table I.
		Employees who received a Grade 6 salary in the Medical Service Salary Table II.
8	¥32,500	Employees who received a Grade 7 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 6 salary in the General Service Salary Table II.
		Employees who received a Grade 4 salary in the Educational Service Salary Table I (excluding employees in Category 7).
		Employees determined separately who received a Grade 3 salary in the Educational Service Salary Table II.
		Employees determined separately who received a Grade 5 salary in the Medical Service Salary Table I.
		Employees who received a Grade 5 salary in the Medical Service Salary Table II.
9	¥27,100	Employees who received a Grade 6 salary in the General Service Salary Table I.
		Employees who received a Grade 6 salary in the General Service Salary Table II (excluding employees in Category 8).
		Employees who received a Grade 3 salary in the Educational Service Salary Table I.
		Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table II, and employees who received a Grade 3 salary in the same table (excluding employees in Category 8).
		Employees who received a Grade 5 salary in the Medical Service Salary Table I (excluding employees in Category 8).
		Employees who received a Grade 4 salary in the Medical Service Salary Table II.
10	¥21,700	Employees who received a Grade 4 or 5 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 3 salary in the General Service Salary Table II, and employees who received a Grade 4 or 5 salary in the same table.
		Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table I.
		Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table II (excluding employees in Category 9).
		Employees determined separately who received a Grade 2

		salary in the Medical Service Salary Table I, and employees who received a Grade 3 or 4 salary in the same table.
		Employees determined separately who received a Grade 2 salary in the Medical Service Salary Table II, and employees who received a Grade 3 salary in the same table.
11	0	Employees who are not covered by any of Categories 1 to 10.

(3)

The following monthly adjustments apply to the relevant employee class for the employee's base employment period from April 1, 2006.

(from April 1, 2015 onwards)

Category	Monthly Adjustment	Employee Class
1	¥95,400	Employees who received a Level 9 or higher salary in the Designated Service Salary Table, or the equivalent of such salary.
		Employees determined separately who are deemed to be equivalent to those directly above.
2	¥78,750	Employees who received a Level 4 to 8 salary in the Designated Service Salary Table, or the equivalent of such salary.
		Employees determined separately who are deemed to be equivalent to those directly above.
3	¥70,400	Employees who received a Level 1 to 3 salary in the Designated Service Salary Table.
		Employees who received a Grade 10 salary in the General Service Salary Table I.
		Employees who received a Grade 6 salary in the Educational Service Salary Table I.
		Employees determined separately who are deemed to be equivalent to those above in this Category 3.
4	¥65,000	Employees who received a Grade 9 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 5 salary in the Educational Service Salary Table I.
5	¥59,550	Employees who received a Grade 8 salary in the General Service Salary Table I.
		Employees determined separately who received a Grade 5 salary in the Educational Service Salary Table I (excluding employees in Category 4).
		Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table II.
6	¥54,150	Employees who received a Grade 7 salary in the General Service Salary Table I.
		Employees who received a Grade 5 salary in the Educational Service Salary Table I (excluding employees in Category 4 or 5).

		<p>Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table II (excluding employees in Category 5).</p> <p>Employees who received a Grade 8 salary in the Medical Service Salary Table I.</p> <p>Employees who received a Grade 7 salary in the Medical Service Salary Table II.</p>
7	¥43,350	<p>Employees who received a Grade 6 salary in the General Service Salary Table I.</p> <p>Employees determined separately who received a Grade 4 salary in the Educational Service Salary Table I.</p> <p>Employees who received a Grade 4 salary in the Educational Service Salary Table II (excluding employees in Category 5 or 6).</p> <p>Employees who received a Grade 6 or 7 salary in the Medical Service Salary Table I.</p> <p>Employees who received a Grade 6 salary in the Medical Service Salary Table II.</p>
8	¥32,500	<p>Employees who received a Grade 5 salary in the General Service Salary Table I.</p> <p>Employees determined separately who received a Grade 5 salary in the General Service Salary Table II.</p> <p>Employees who received a Grade 4 salary in the Educational Service Salary Table I (excluding employees in Category 7).</p> <p>Employees determined separately who received a Grade 3 salary in the Educational Service Salary Table II.</p> <p>Employees determined separately who received a Grade 5 salary in the Medical Service Salary Table I.</p> <p>Employees who received a Grade 5 salary in the Medical Service Salary Table II.</p>
9	¥27,100	<p>Employees who received a Grade 4 salary in the General Service Salary Table I.</p> <p>Employees who received a Grade 5 salary in the General Service Salary Table II (excluding employees in Category 8).</p> <p>Employees who received a Grade 3 salary in the Educational Service Salary Table I.</p> <p>Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table II, and employees who received a special Grade 2 or Grade 3 salary in the same table (excluding employees in Category 8).</p> <p>Employees who received a Grade 5 salary in the Medical Service Salary Table I (excluding employees in Category 8).</p> <p>Employees who received a Grade 4 salary in the Medical Service Salary Table II.</p>
10	¥21,700	<p>Employees who received a Grade 3 salary in the General Service Salary Table I.</p> <p>Employees determined separately who received a Grade 3 salary in the General Service Salary Table II, and employees who received a Grade 4 salary in the same table.</p>

		Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table I.
		Employees determined separately who received a Grade 2 salary in the Educational Service Salary Table II (excluding employees in Category 9).
		Employees determined separately who received a Grade 2 salary in the Medical Service Salary Table I, and employees who received a Grade 3 or 4 salary in the same table.
		Employees determined separately who received a Grade 2 salary in the Medical Service Salary Table II, and employees who received a Grade 3 salary in the same table.
11	0	Employees who are not covered by any of Categories 1 to 10.

2. The “certain periods determined separately” in Article 3-3 of these Rules are those categorized and determined as indicated in the following items.

- (1) Periods of child care leave taken under the Rules on Temporary Absence from Work (limited to the period up to the month of the relevant child’s first birthday).

With regard to multiple periods of child care leave taken for one child under the same employee class listed in this Appended Table 2 (hereinafter referred to as “employee class”), one third of the number of months in each period of leave shall be excluded (if one third includes a fraction of a month, the fraction shall be rounded up to one month); with regard to multiple periods of child care leave taken for one child under different employee classes, one third of the number of months in the leave of each applicable class shall be excluded.

- (2) Periods of leaves of absence as prescribed in Article 14, paragraph 1, items (1) through (3) of the Rules on Conditions of Employment (excluding cases of injury or illness incurred on the job or while commuting), Article 3, paragraph 1 (excluding cases of injury or illness incurred on the job or while commuting) and Article 5, paragraph 1 of the Rules on Leave of Absence; periods of external training as prescribed in Article 2 of the Regulations on External Assignment for Training (excluding periods of external training that meet the separately prescribed requirements) ; periods of long-term suspension as prescribed in Article 39, item (4) in the Rules on Conditions of Employment; periods of absence from work as prescribed in Article 14, paragraph 1 in the Regulations on Academic Staff Employment; and periods of child care leave as prescribed in the Rules on Temporary Absence from Work; excluding child care leave covered under the preceding item) and periods of self-development as prescribed in the same Rules; the aforementioned periods are hereinafter collectively referred to as “period of leave.”

With regard to multiple periods of leave taken under the same employee class, one half of the number of months in each period of leave shall be excluded (if one half includes a fraction of a month, the fraction shall be rounded up to one month); with regard to multiple periods of leave taken under different employee classes, one half of the number of months in the leave of each applicable class shall be excluded.

(3) Period of absence to accompany spouse as prescribed in the Rules on Temporary Absence from Work

This shall be the length of period of absence required to accompany said spouse.

3. Retirement allowance adjustments for severed employees listed in the items below shall be, notwithstanding the provisions of Article 3-3 of these Rules, in the relevant amounts indicated below.
 - (1) Severed employees whose length of service was 4 years or less, and severed employees whose severance falls under Article 3, paragraph 1, item (1) of these Rules and whose length of service was at least 10 years but no more than 24 years (excluding persons indicated in item (3) below): The amount equivalent to one half of the amount calculated in Article 3-3 of these Rules.
 - (2) Severed employees whose severance-day monthly salary exceeded the amount in Level 11 of the Designated Service Salary Table in the Rules on Compensation: The amount equivalent to 8.3% of the retirement allowance base rate calculated under the method prescribed in Article 3 of these Rules.
4. The retirement allowance adjustments calculated under the method prescribed in Article 3-3 of these Rules shall not be paid to severed employees to whom either of the items listed below apply.
 - (1) Severed employees whose severance falls under Article 3, paragraph 1, item (1) of these Rules and whose length of service was nine years or less.
 - (2) Severed employees whose severance was due to an illegal act committed by themselves, and who were consequently subject to, under Article 39 of the Rules on Conditions of Employment, disciplinary action or an equivalent punishment at least three months prior to the day of severance.
5. If a severed employee was successively assigned to two or more employee classes in the same month, the employee shall be deemed as having been assigned, during that month, to only the class with the highest monthly adjustment amount.