

給与情報の公表様式の用語解説

Glossary of the Terms used in the Disclosure of
Salary Information

総務省

Ministry of Internal Affairs and Communications

○一般会計

○General accounts

地方公共団体の行政運営の基本的な経費を網羅して、計上した会計で、特別会計で計上される以外のすべての経理を処理する会計のことです。

The term “general accounts” denotes those accounts which include basic administrative management expenses of local public bodies, and embraces all expenses except those earmarked for special accounts.

○一般行政部門

○General administrative field

議会事務局、総務・企画、税務、労働、農林水産、商工、土木、民生、衛生の各部門（教育、公安を除く各種行政委員会を含む。）の総称です。

The term “general administrative field” is a general term denoting various areas of activity, such as secretariat of an assembly, general administration and planning, tax administration, labor, agriculture, forestry and fisheries, industry and commerce, public works, social welfare, sanitation (including all kinds of administrative committees except education and public safety).

○公営企業職員

○Local public enterprise personnel

地方公営企業法を全部適用する公営企業の職員をさします。

The term “local public enterprise personnel” denotes employees of local public enterprises to which the Local Public Enterprise Law is fully applied.

○公営企業等会計部門

○Public businesses account

水道、交通、下水道、病院、その他（国保事業、収益事業、介護保険事業、その他）の各部門の総称です。

The term “public businesses account” is a general term denoting various fields, including water supply, transportation, sewerage, hospitals, and others (such as activities covered by national health insurance, profit-making enterprises, and activities covered by the Long-term Care Insurance).

○集中改革プラン

○Intensive Reform Plan

「地方公共団体における行政改革の推進のための新たな指針（平成17年3月29日総務事務次官通知）」において、各地方公共団体で策定している行政改革大綱に基づき具体的な取組を集中的に実施するため、1)から9)までに掲げる事項（5)及び6)については都道府県に限る。）を中心に平成17年度を起点とし、お

おむね平成21年度までの具体的な取組を住民にわかりやすく明示した計画のことであり、平成17年度中に公表することとされています。

- 1)事務・事業の再編・整理、廃止・統合
- 2)民間委託等の推進（指定管理者制度の活用を含む。）
- 3)定員管理の適正化
- 4)手当の総点検をはじめとする給与の適正化（給料表の運用、退職手当、特殊勤務手当等諸手当の見直し等）
- 5)市町村への権限移譲
- 6)出先機関の見直し
- 7)第三セクターの見直し
- 8)経費節減等の財政効果
- 9)その他

With regard to the “New guidelines for the promotion of local administrative reform in local bodies (notified by the Vice-minister of the Ministry of Internal Affairs and Communications on March 29, 2005),” the Intensive Reform Plan is a plan that aims to show plainly to local residents concrete actions taken from FY 2005 up to around FY 2009 concerning the items below from 1) to 9) (items 5) and 6) are applicable only to prefectures) with a view to intensively implementing administrative reform based on the Administrative Reform Outline, which has been drawn up by each local public body; it is stipulated that the plan should be made public during FY 2005.

- 1) Reorganization and re-arrangement, abolition and integration of administrative work and projects
- 2) Promotion of private-sector consignment, etc. (including utilization of the designated administrator system)
- 3) Rationalization of staff management
- 4) Rationalization of salaries, centering on a thorough examination of allowances (including revision of the use of pay scales, retirement allowance and special service allowance.)
- 5) Transfer / assignment of authority to municipalities
- 6) Re-examination of prefectural branch offices
- 7) Re-examination of the joint third sector
- 8) Fiscal effect achieved through such means as reducing expenses.
- 9) Others

○昇給期間

○Pay increase interval

地方公共団体の職員の給与に関する条例に規定されている職員の昇給に必要とされる期間のことです。

The term “pay increase interval” denotes the period of time needed before employees can receive a pay increase stipulated in the regulations concerning the salaries of local public service employees.

○実質収支

○Net balance of settled accounts

歳入総額から歳出総額を単純に差し引いた額から翌年度に繰り越すべき財源額を差し引いたものです。

The term “net balance of settled accounts” denotes the amount calculated by deducting the funds to be carried forward to the next fiscal year from the gross balance between the total revenues and the total expenditures.

○純損益

○Net profit and loss

地方公営企業法を適用する企業における、総収益から総費用を差し引いた額のことです。純損益の数値がプラスであれば「純利益」、マイナスであれば「純損失」と呼び、地方公営企業決算ではそれぞれを黒字、赤字と呼んでいます。

The term “net profit and loss” denotes a total revenue amount, from which general expenditure has been subtracted, in enterprises which apply the Local Public Enterprise Law. When a numerical value is a positive number, it is called “net profit,” and when it is a negative number, it is called “net loss;” the terms used in the settled accounts of local public enterprises are “surplus” and “deficit” .

○人事委員会

○Personnel commission

都道府県及び政令指定都市では必置とされており、人口15万以上の市及び特別区は、人事委員会又は公平委員会のいずれかを設置することとされています。なお、人口15万未満の市、町、村及び一部事務組合等については、公平委員会が必置とされています。人事委員会は、専門的・中立的機関として、給与、勤務時間その他の勤務条件に関し講ずべき措置について議会及び長に勧告するほか、不利益な処分の不服申立ての審査などの準司法的権限、競争試験又は選考の実施などの行政的権限、管理職員等の範囲を定める規則の制定などの準立法的権限を行使することにより、適正な人事行政の確保をその使命としている機関です。

Prefectures and ordinance-designated cities are required to establish a personnel commission, and cities with a population of 150,000 or more as well as special wards are required to establish either a personnel commission or an equity commission. Cities with a population below 150,000, towns, villages and partial-affairs-associations are required to establish an equity commission. As a specialized and neutral organization, a personnel commission makes recommendations on working hours and other working conditions to an assembly and a head, and holds quasi-judicial powers including examination of appeals, administrative powers such as administration of competitive examinations and selection, and quasi-legislative powers such as enactment of regulations to define the scope of managerial personnel. Thus the mission of the organization is to secure proper personnel administration through exercising the above mentioned powers.

○人事委員会の勧告

○Recommendations of a personnel commission

人事委員会を設置している地方公共団体においては、給与改定にあたって、人事委員会が民間と公務の給与状況を調査・比較して勧告を行います。勧告を受けた首長は、その団体の具体的な給与改定に係る給与条例の改正案を各団体の議会に提出し、各団体の議会における審議を経て、給与条例が制定されることとなります。なお、人事委員会の置かれていない市町村においては、都道府県人事委員会の調査結果等を勘案して、具体的な給与改定が行われます。

In the local public bodies where a personnel commission is established, it carries out research and comparison of the salaries for workers in the private sector and those for civil servants, and utilizes its finding to make recommendation for the revision of salaries. With the recommendation in mind, the chief submits to the assembly concerned a draft of a revised salary ordinance, which will be enacted subject to deliberation and passage through the assembly. The cities, towns and villages without a personnel commission revise salaries after taking into consideration the results of research conducted by the personnel commission of the prefecture concerned.

○定員適正化計画

○Capacity optimization plan

定員管理を計画的に行うために、計画期間を定め、数値目標を掲げた計画のことです。

なお、「集中改革プラン」においては、平成22年4月1日現在における定員の数値目標を掲げることとされています。

A capacity optimization plan is a plan that adopts a numerical target within a specified period of time with a view to implementing staff management in a planned fashion.

In the context of the “Intensive Reform Plan, “ the numerical capacity target is specified as having to be adopted as of April 1, 2010.

○特別会計

○Special accounts

特別会計とは、公営企業などの特定の事業を行う場合に、特定の歳入（収入）をもって特定の歳出（支出）に充て、一般会計と区別して個別に処理する必要がある場合において設置することができる会計のことです。

The term “special accounts” denotes accounts which can be established when it is a case of carrying out specific tasks, such as running public corporations, where specific annual expenditure (disbursement) need to be met by specific annual revenue (income), and where the expenditure and revenue concerned need to be dealt with individually so as to distinguish them from general accounts .

○特別行政部門

○Special administrative field

一般行政部門に対し、便宜的に称している部門であり、教育（教育委員会事務局、社会教育施設等を含む）、警察及び消防の各部門を併せたものです。

通常は、教育、警察及び消防の各部門で定員管理を行っているものです。

In contrast to the term “general administrative field” , the term “special administrative field” is used for convenience, and it covers such fields as education (including the board of education secretariat and social educational facilities), as well as the police and fire services.

Usually, each section of education, police and fire services is responsible for carrying out staff management respectively.

○特別職

○Special public service personnel

地方公務員法第3条第3項に規定する職で、各地方公共団体の公表ページに掲載しているのは、都道府県の公表ページでは、知事、副知事、出納長、議長、副議長、議員、市区町村の公表ページでは、市区町村長、助役、収入役、議長、副議長、議員についてです。

“Special public service personnel” are prescribed in Article 3, Paragraph 3 of the Local Public Service Law, and appear in the public announcements page of the appropriate local public body; the governor, vice-governor, chief

accountant, chairman, vice-chairman, and assemblyman appear in the public announcements page of prefectures; the mayor, deputy-mayor, treasurer, chairman, vice-chairman, and assemblyman appear in the public announcements page of municipalities.

○普通会計決算

○Settled accounts of ordinary accounts

各地方公共団体の財政状況の把握、地方財政全体の分析等に用いるため、総務省の定める基準により作成されるものです。具体的には、一般会計決算と特別会計決算の一部を合算したものです。

“Settled accounts of ordinary accounts” are created according to criteria established by the Ministry of Internal Affairs and Communications, with the aim of grasping the financial condition of each local public body and analyzing local finance in its entirety. In specific terms, it is the sum of the settled accounts of general accounts and a part of the settled accounts of special accounts.

○普通会計部門

○Ordinary accounts field

一般行政、教育（教育委員会事務局、社会教育施設等を含む）、警察、消防の各部門の総称です。

The term “ordinary accounts field” is a generic term used to refer to the sections of general administration, education (including the office of the board of education and social education facilities), the police and the fire service.

○普通会計予算

○Budget of ordinary accounts

地方公共団体における会計は、団体ごとの範囲が異なるため、比較が難しく困難となっています。そのため地方財政統計上、統一のとれた会計区分が求められており、その会計を普通会計予算といいます。具体的には、一般会計予算と特別会計予算の一部を合算したものです。

Accounts of local public bodies are difficult to compare because they have different ranges, depending on the organization concerned. With this in mind, in the case of local finance statistics, an ordinary accounts budget is created to meet the need for a standardized account classification. In specific terms, it is the sum of the general accounts budget and a part of the special accounts budget.

○平均給与月額

○Average monthly payment

給料月額と毎月支払われる扶養手当、地域手当、住居手当、時間外勤務手当などの諸手当の額を合計したものの平均金額です。

The term “average monthly payment” denotes an average amount derived from the total of monthly salary payments and various allowances paid on a monthly basis, such as family allowance, area allowance, housing allowance, and overtime work allowance.

○平均給料月額

○Average monthly salary

毎年4月1日現在における各職種ごとの職員の基本給の平均です。

The term “average monthly salary” denotes an average of the basic salary of personnel by each occupational category as of April 1 of each year.

○平均月収

○Average monthly income

職員一人当たりの平均年収額を12で除したもので、期末手当及び勤勉手当を含み、管理者の給与、退職給与金、法定福利費及び賃金を含みません。

The term “average monthly income” denotes an average of annual income for an individual person divided by 12. It includes end-of-term allowance and diligence allowance, but excludes the salaries of managers, retirement allowance, social insurance premiums borne by employer, and wage.

○ラスパイレス指数

○Laspeyres index

一般行政職について、地方公務員と国家公務員の給与水準を、国家公務員の職員構成を基準として、職種ごとに学歴別、経験年数別に平均給与月額を比較し、国家公務員の給与を100とした場合の地方公務員の給与水準を指数で示したものです。

Laspeyres index is an indicator of the salary level of local public employees when that of national public employees is taken as 100; it is calculated by comparing average monthly salary of general administration personnel classified by academic careers and years of experience for each category of services, using the personnel composition of national public employees as a base.

○類似団体

○Organizations (municipalities) classified by similar types

市町村が財政運営の健全性を確保していくためには、自らの財政状況を分析して問題の所在を明らかにし、それを将来の財政運営に反映させていくことが適当です。分析に当たっては、自らの財政状況を他の地方公共団体と比較することが有効ですが、比較対象は、その態様（財政状況を決定する前提条件 [例：人口]）が自らと類似している団体であることが望ましいと考えられます。

類似団体とは、そのような比較検討の資料を提供するため、総務省において、態様が類似している地方公共団体ごとに作成されている種類のことです。

現在、類似団体の類型は、市（政令市を除く。）及び町村別に、団体の人口及び第2次・第3次産業人口比率を基準として、設定されています。

In order for municipalities to secure sound financial management, it is appropriate for them to analyze their own financial situation, to disclose their problems, and to ensure that the results of this disclosure are reflected in future financial management practices. With regard to the analysis, it is useful for them to compare their own financial situation with the financial situations of other local public bodies, but the bodies that are the subject of comparison should be municipalities with similar circumstances (the preconditions that determine their financial situation, such as population numbers).

With the aim of providing data for comparison, the Ministry of Internal Affairs and Communications has created a category of municipalities classified by similar types.

Currently, the category of municipalities classified by similar types is established according to criteria that measure population, the population ratio of secondary industry and that of tertiary industry in cities (except for ordinance-designated cities) as well as in towns and villages.

各種手当の説明（50音順）

地方公務員に支給することができる手当は、地方自治法第204条第2項に列挙されており、手当の額や支給方法は、各地方公共団体の条例等で定めることとされています。

Allowances provided to local public employees are listed in Article 204, Paragraph 2, of the Local Autonomy Law, and the amount of each allowance and the method of payment are established in the bylaws, etc. of each local public body.

○管理職手当

○Managerial allowance

管理又は監督の地位にある一定範囲の職員に対して、その職務ないし勤務形態の特殊性に着目して支払われる手当です。

The term “managerial allowance” denotes an allowance paid to employees who belong to a certain level of managerial or supervisory responsibility, having regard to the particular circumstances of their duties and working conditions.

○管理職員特別勤務手当

○Special holiday work allowance for managerial employees

管理又は監督の地位にある一定範囲の職員が臨時又は緊急の必要その他の公務の運営の必要により週休日又は国民の祝日に関する法律に規定する休日等もしくは年末年始の休日等に勤務した場合に支給される手当です。

The term “special holiday work allowance for managerial employees” denotes an allowance paid to employees who carry out a certain level of managerial or supervisory work, when those employees are required to work due to a temporary or emergency situation or due to other public management matters, on their weekly days-off or on those public holidays which are stipulated in the Law related to National Holidays, or on year-end or New Year holidays.

○寒冷地手当

○Cold district allowance

寒冷積雪の度合のきびしい地域に勤務する職員に対して支給される手当です。

The term “cold district allowance” denotes an allowance paid to employees who work in areas that suffer from a very severely cold climate and heavy snowfalls.

○期末手当

○End-of-term allowance

民間における賞与等の特別給に見合う手当として支給される手当です。6月1日と12月1日を基準とし、それぞれの基準日において職員が受けるべき給料の月額及び扶養手当の月額並びにこれらに対する地域手当の月額の合計額（管理・監督の地位にある職員の一部にあつては、その職責に応じ給料月額に一定の割合を乗じて得た加算額）に一定の割合を乗じて得た額に、それぞれの基準日前6ヶ月以内の期間におけるその職員の在職期間の区分に応じて一定の割合を乗じて得た額が支給されます。

The term “end-of-term allowance” denotes an allowance similar to the salary bonus payment made in the private sector. Setting June 1 and December 1 as the base criterion dates, on each such date, a calculation is made of the total of the monthly salary, family allowance, and area allowance (with an additional payment corresponding to a set percentage of the monthly salary for those employees who occupy the position of manager or supervisor, in consideration of the level of responsibility of their duties) and a calculation is then made of a set percentage of that total in respect of a period of work within 6 months before the base criterion date, and the amount calculated will be paid.

○期末特別手当

○End-of-term special allowance

特定の職（大学の学長など）にある者に対して支給される一般職員の期末・勤勉手当に相当する手当です。

The term “end-of-term special allowance” denotes an allowance paid to personnel in specific posts (such as the president of a university), and is equivalent to the end-of-term allowance or diligence allowance paid to general employees.

○休日勤務手当

○Holiday work allowance

国民の祝日に関する法律に規定する休日及び年末年始の休暇日において正規の勤務時間中に勤務を命ぜられて勤務した職員に対して支給される手当です。

The term “holiday work allowance” denotes an allowance paid to employees who have been ordered to work during their regular working hours on those public holidays which are stipulated in the Law related to National Holidays, or on year-end or New Year holidays.

○勤勉手当

○Diligence allowance

民間における賞与に類似したものであり、一定期間における職員の勤務成績に対する報償的意図をもつ手当です。6月1日と12月1日を基準とし、それぞれの基準日において職員が受けるべき給料の月額及びこれに対する地域手当の月額の合計額（管理・監督の地位にある職員の一部にあつては、その職責に応じ給料月額に一定の割合を乗じて得た加算額）に、それぞれの職員の勤務期間に応じて定められた割合に成績に応じて定められた割合を乗じて得た額が支給されます。

The term “diligence allowance” denotes an allowance similar to the bonus payment made in the private sector, and it is intended to be a reward to employees for their working performance over a certain period of time. Setting June 1 and December 1 as the base criterion dates, on each such date, a calculation is made of the total of the monthly salary and area allowances (with an additional payment corresponding to a set percentage of the monthly salary to employees who occupy the position of manager or supervisor, in consideration of the level of responsibility of their duties), and a calculation is then made corresponding to a set percentage of the period worked by each employee and at a rate set according to the work performance of each employee during the period of work in question, and the amount calculated will be paid.

○義務教育等教員特別手当

○Special allowance for teachers in charge of compulsory education

義務教育諸学校の教育職員の給与について必要な優遇措置を講じ、優れた人材を確保し、もって学校教育の水準の維持向上に資することを目的として支給される手当です。

The term “special allowance for teachers in charge of compulsory education” denotes an allowance provided with the objective of taking necessary preferential measures regarding the salary of teaching staff in compulsory education, in order to secure talented personnel, who can maintain and improve the level of school education.

○災害派遣手当

○Allowance for personnel dispatched to disaster scenes

暴風、豪雪雨、洪水等の災害が発生した際、その災害応急対策又は災害復旧のため、災害対策基本法第31条又は地方自治法第252条の17の規定により、国の行政機関あるいは他の地方公共団体から派遣された職員に対して、派遣を受けた地方公共団体が支給する手当です。

The term “allowance for personnel dispatched to disaster scenes” denotes an allowance provided by local public bodies which have received personnel who were dispatched by national administrative bodies or other local public bodies for the purpose of carrying out disaster emergency measures or disaster restoration under the provisions of Article 31 of the Fundamental Law on Disaster Countermeasures and Article 252-17 of the Local Autonomy Law in the case of disasters such as storm, heavy snow or rain, and flood.

○産業教育手当

○Allowance for teachers in charge of vocational education courses

高等学校における農業、水産、工業、電波又は商船に係る産業教育の特殊性にかんがみ、産業振興のため、公立の高等学校のこれらの教育に従事する教員及び実習助手に支給される手当です。

The term “allowance for teachers in charge of vocational education courses” denotes an allowance provided, with the aim of promoting industrial development, to teachers or laboratory assistants, who are in charge of vocational education courses in public high schools in consideration of their special abilities in vocational education, in terms of courses in agriculture, fishery, industry, broadcasting or merchant marine.

○宿日直手当

○Day duty/night duty allowance

正規の勤務時間以外の時間、国民の祝日に関する法律に規定する休日及び年末年始の休暇日等において、本来の勤務に従事しないで行う業務（宿日直勤務）に対して支給される手当です。その勤務形態としては、監視又は断続的業務としての性格を有する勤務及び医師の当直勤務等が挙げられます。

The term “day duty/night duty allowance” denotes an allowance paid for work which is distinct from the person’s engagement in their primary work during hours outside regular working hours on working days, or on public holidays which are stipulated in the Law concerning National Holidays, or on year-end or New Year holidays (day duty/night duty). The working conditions include supervisory work or intermittent work as well as doctors’ night duty, etc.

○初任給調整手当

○Initial payment adjustment allowance

専門的知識を必要とし、かつ、採用による欠員補充が困難である等の事情が考慮される職に新たに採用される職員に支給される手当です。現在主に支給される職種は医師・歯科医師です。

The term “initial payment adjustment allowance” denotes an allowance provided to personnel newly appointed to a position requiring professional knowledge and considered hard to fill by normal recruitment methods in the case of a vacancy. Currently, the types of occupation to which this allowance is applied are doctors and dentists.

○時間外勤務手当

○Overtime work allowance

正規の勤務時間を超えて勤務することを命じられた職員に支給される手当です。

The term “overtime work allowance” denotes an allowance paid to those employees who are ordered to work beyond normal working hours.

○住居手当

○Housing allowance

借家・借間又は自宅に居住する職員及び単身赴任手当受給者であって、配偶者が借家・借間に居住する職員に支給される手当です。

The term “housing allowance” denotes an allowance paid to employees who live in a rented house or rented room, or in their own house, as well as to employees who are in receipt of a family-unattended-transfer allowance and whose spouses live in a rented house or rented room.

○退職手当

○Retirement allowance

職員が退職した場合に、一時金としてその者（死亡による退職の場合には、その遺族）に支給される手当であって、民間企業における退職金に相当するものです。退職手当の額は、その者の退職の日における給料月額を基礎として、その退職事由及び勤続期間に応じた一定の割合を乗じて得た額が支給されます。

The term “retirement allowance” is similar to the retirement payment in private enterprises and is provided as a lump sum payment to personnel (to surviving family, in the case of retirement caused by death) when an employee retires. The amount of the retirement allowance will be calculated by taking as a basis the monthly salary on the retirement date, and applying a set rate, depending on the reason for retirement and the length of service.

○単身赴任手当

○Family-unattended-transfer allowance

異動又は公署の移転に伴い、住居を移転し、父母の疾病その他のやむを得ない事情により、同居していた配偶者と別居することとなった職員で、通勤が困難であると認められるもののうち、単身で生活することを常況とする職員に支給される手当です。

The term “family-unattended-transfer allowance” denotes an allowance paid to employees who have to live regularly by themselves, in circumstances where it is considered hard for them to commute after changing their place of

residence as a result of transfer or removal of a public building or as a result of parental illness or other inevitable circumstances, and who have to live separately, from the spouse together with whom they used to live.

○地域手当

○Area Allowance

地域の民間賃金水準を公務員給与に適切に反映するため、平成 18 年度より、これまでの調整手当に替えて、物価等も踏まえつつ、主に民間賃金の高い地域に勤務する職員に支給される手当です。国の制度では、平成 22 年度での完成を目指して、平成 18 年度から支給率を段階的に引き上げることとしています。

The term “area allowance” denotes an allowance paid since FY 2006 to government employees in place of the former “city allowance”, with the aim of ensuring that wage standards in the private sector are properly reflected in their salaries. Based on such factors as the cost of living, it is paid mainly to employees who work in areas where private sector wages are high. Under the system for national government employees, the amount of the allowance is due to be raised in annual stages to completion in FY 2010.

○通勤手当

○Commuting allowance

通勤のため、交通機関や自動車等を利用している職員に支給される手当です。

The term “commuting allowance” denotes an allowance paid to employees who utilize public transportation or their cars for commuting.

○定時制通信教育手当

○Allowance for teachers in charge of part-time education courses

高等学校の校長及び教員のうち、定時制教育又は通信制の課程に携わる者の職務の複雑性・困難性にかんがみ支給される手当です。

The term “allowance for teachers in charge of part-time education courses” denotes an allowance paid to those people among principals and high school teachers who are engaged in part-time education courses or correspondence courses, in view of its complex or difficult nature of the work.

○特殊勤務手当

○Extraordinary service allowance

著しく危険、不快、不健康又は困難な勤務その他著しく特殊な勤務で、給与上特別の考慮を必要とするが、その特殊性を給料で考慮することが適当ではないと認められるものに従事する職員に、その勤務の特殊性に応じて支給される手当です。

国家公務員においては、高所作業手当、死体処理手当、放射線取扱手当、夜間看護等手当などが特殊勤務手当として支給されています。

The term “extraordinary service allowance” denotes an allowance paid to employees who are engaged in extremely dangerous, unpleasant, unhealthy, difficult, or otherwise extraordinary tasks. Such tasks require special consideration with regard to payment, but it is not appropriate to consider their distinctive characteristics in terms of salaries, so remuneration is provided in the form of an allowance corresponding to the distinctive nature of the tasks.

In the case of national government employees, an extraordinary service allowance is paid in such forms as an allowance for work in places at a great height from the ground, an allowance for disposal of the dead, an allowance for the treatment of radiation, and a nighttime nursing allowance.

○特地勤務手当

○Allowance for service in specially designated areas

離島その他の生活の著しく不便な地に勤務のため移転する職員に対して支給される手当です。

The term “allowance for service in specially designated areas” denotes an allowance paid to employees who need to move to work in isolated islands or in areas which are extremely inconvenient for daily living.

○特定任期付職員業績手当

○Achievement allowance for professionals with a fixed term appointment

特定任期付職員のうち、特に顕著な業績を挙げたと認められる職員に、給料月額に相当する額が支給されるものです。特定任期付職員とは、高度の専門的な知識経験又は優れた識見を有する者を一定の期間、地方公共団体がその目的のため任期を定めて任用する職員をいいます。

The term “achievement allowance for professionals with a fixed term appointment” denotes an allowance paid to those who are considered to have achieved especially remarkable results among professionals with a fixed term appointment, at a rate equivalent to their monthly salary. Professionals with a fixed term appointment indicate those personnel appointed for a fixed term by local public bodies who have advanced professional knowledge and experience, or who have a superlative insight into the work concerned.

○任期付研究員業績手当

○Achievement allowance for researchers with fixed term appointment

任期付研究員のうち、特に顕著な研究業績を挙げたと認められる職員に、給料月額に相当する額が支給されるものです。任期付研究員とは、公設試験研究機関の研究業務に従事する業務に任期を定めて任用する職員をいいます。

The term “achievement allowance for researchers with a fixed term appointment” denotes an allowance provided to those who are considered to have achieved especially remarkable research performances among researchers with a fixed term appointment, at a rate equivalent to their monthly salary. Researchers with a fixed term appointment indicate those personnel who are appointed for a fixed term to research tasks in public laboratory and research institutes.

○農林漁業改良普及手当

○Allowance for employees engaged in improving or promoting agriculture,

forestry, or fisheries, etc.

都道府県において農林漁業等の改良普及事業に従事する職員の職務の特殊性に対して支給される手当です。

The term “allowance for employees engaged in improving or promoting agriculture, forestry, or fisheries, etc.” denotes an allowance paid to employees of prefectures who are engaged in improving or promoting agriculture, forestry, or fisheries, in consideration of the distinctive characteristics of their work.

○扶養手当

○Family allowance

扶養親族を有する職員に対して支給される手当です。扶養親族の範囲は、他に生計の途がなく、主としてその職員の扶養を受けている配偶者、満18歳未満の子、孫及び弟妹、満60歳以上の父母及び祖父母並びに心身に障害を有する者に限られています。

The term “family allowance” denotes an allowance paid to employees who have dependent relatives. The range of dependent relatives is limited to spouse, children under 18 years old, grandchildren and siblings, parents or grandparents over 60 years old, and people with mental or physical disabilities, who depend mainly for their livelihood on the support they receive from the employees without any other support.

○へき地手当

○Allowance for employees working at schools in remote rural areas

文部科学省令で定める基準に従い各都道府県の条例で指定するへき地学校並びにこれに準ずる学校及び共同調理場に勤務する教職員に対して支給される手当です。

The term “allowance for employees working at schools in remote rural areas” denotes an allowance paid to employees who work at schools in remote rural areas or equivalent schools, or in common cooking places, as designated by a prefectural bylaw, according to the criteria determined by the Ministry of Education, Culture, Sports, Science and Technology.

○夜間勤務手当

○Nighttime work allowance

正規の勤務時間が深夜にわたる職員に対し、その深夜の勤務に対する割増賃金として支給される手当です。

The term “nighttime work allowance” denotes an allowance paid toward work at night as a premium pay to those employees whose regular working time is very late at night.