

標準報酬月額及び掛金一覧【令和7年4月～】

| 標準報酬  |    |     | 報酬月額      |        | 短期                    | 介護     | 福祉     | 厚生年金  | 退職等年金  | 合計     | 間差      |       |
|-------|----|-----|-----------|--------|-----------------------|--------|--------|-------|--------|--------|---------|-------|
| 等級    |    |     | 月額        | 日額     | 52.0%                 | 8.4%   | 1.5%   | 91.5% | 7.5%   | 160.9% |         |       |
| 短・保・介 | 厚生 | 退職等 | 円         | 円      | 円                     | 円      | 円      | 円     | 円      | 円      | 円       |       |
|       |    |     | 58,000    | 2,640  | ～ 63,000              | 3,016  | 487    | 87    |        |        | 12,302  |       |
|       |    |     | 68,000    | 3,090  | 63,000 ～ 73,000       | 3,536  | 571    | 102   | 8,052  | 660    | 12,921  | 619   |
|       |    |     | 78,000    | 3,550  | 73,000 ～ 83,000       | 4,056  | 655    | 117   |        |        | 13,540  | 619   |
| 4     | 1  | 1   | 88,000    | 4,000  | 83,000 ～ 93,000       | 4,576  | 739    | 132   | 8,052  | 660    | 14,159  | 619   |
| 5     | 2  | 2   | 98,000    | 4,450  | 93,000 ～ 101,000      | 5,096  | 823    | 147   | 8,967  | 735    | 15,768  | 1,609 |
| 6     | 3  | 3   | 104,000   | 4,730  | 101,000 ～ 107,000     | 5,408  | 873    | 156   | 9,516  | 780    | 16,733  | 965   |
| 7     | 4  | 4   | 110,000   | 5,000  | 107,000 ～ 114,000     | 5,720  | 924    | 165   | 10,065 | 825    | 17,699  | 966   |
| 8     | 5  | 5   | 118,000   | 5,360  | 114,000 ～ 122,000     | 6,136  | 991    | 177   | 10,797 | 885    | 18,986  | 1,287 |
| 9     | 6  | 6   | 126,000   | 5,730  | 122,000 ～ 130,000     | 6,552  | 1,058  | 189   | 11,529 | 945    | 20,273  | 1,287 |
| 10    | 7  | 7   | 134,000   | 6,090  | 130,000 ～ 138,000     | 6,968  | 1,125  | 201   | 12,261 | 1,005  | 21,560  | 1,287 |
| 11    | 8  | 8   | 142,000   | 6,450  | 138,000 ～ 146,000     | 7,384  | 1,192  | 213   | 12,993 | 1,065  | 22,847  | 1,287 |
| 12    | 9  | 9   | 150,000   | 6,820  | 146,000 ～ 155,000     | 7,800  | 1,260  | 225   | 13,725 | 1,125  | 24,135  | 1,288 |
| 13    | 10 | 10  | 160,000   | 7,270  | 155,000 ～ 165,000     | 8,320  | 1,344  | 240   | 14,640 | 1,200  | 25,744  | 1,609 |
| 14    | 11 | 11  | 170,000   | 7,730  | 165,000 ～ 175,000     | 8,840  | 1,428  | 255   | 15,555 | 1,275  | 27,353  | 1,609 |
| 15    | 12 | 12  | 180,000   | 8,180  | 175,000 ～ 185,000     | 9,360  | 1,512  | 270   | 16,470 | 1,350  | 28,962  | 1,609 |
| 16    | 13 | 13  | 190,000   | 8,640  | 185,000 ～ 195,000     | 9,880  | 1,596  | 285   | 17,385 | 1,425  | 30,571  | 1,609 |
| 17    | 14 | 14  | 200,000   | 9,090  | 195,000 ～ 210,000     | 10,400 | 1,680  | 300   | 18,300 | 1,500  | 32,180  | 1,609 |
| 18    | 15 | 15  | 220,000   | 10,000 | 210,000 ～ 230,000     | 11,440 | 1,848  | 330   | 20,130 | 1,650  | 35,398  | 3,218 |
| 19    | 16 | 16  | 240,000   | 10,910 | 230,000 ～ 250,000     | 12,480 | 2,016  | 360   | 21,960 | 1,800  | 38,616  | 3,218 |
| 20    | 17 | 17  | 260,000   | 11,820 | 250,000 ～ 270,000     | 13,520 | 2,184  | 390   | 23,790 | 1,950  | 41,834  | 3,218 |
| 21    | 18 | 18  | 280,000   | 12,730 | 270,000 ～ 290,000     | 14,560 | 2,352  | 420   | 25,620 | 2,100  | 45,052  | 3,218 |
| 22    | 19 | 19  | 300,000   | 13,640 | 290,000 ～ 310,000     | 15,600 | 2,520  | 450   | 27,450 | 2,250  | 48,270  | 3,218 |
| 23    | 20 | 20  | 320,000   | 14,550 | 310,000 ～ 330,000     | 16,640 | 2,688  | 480   | 29,280 | 2,400  | 51,488  | 3,218 |
| 24    | 21 | 21  | 340,000   | 15,450 | 330,000 ～ 350,000     | 17,680 | 2,856  | 510   | 31,110 | 2,550  | 54,706  | 3,218 |
| 25    | 22 | 22  | 360,000   | 16,360 | 350,000 ～ 370,000     | 18,720 | 3,024  | 540   | 32,940 | 2,700  | 57,924  | 3,218 |
| 26    | 23 | 23  | 380,000   | 17,270 | 370,000 ～ 395,000     | 19,760 | 3,192  | 570   | 34,770 | 2,850  | 61,142  | 3,218 |
| 27    | 24 | 24  | 410,000   | 18,640 | 395,000 ～ 425,000     | 21,320 | 3,444  | 615   | 37,515 | 3,075  | 65,969  | 4,827 |
| 28    | 25 | 25  | 440,000   | 20,000 | 425,000 ～ 455,000     | 22,880 | 3,696  | 660   | 40,260 | 3,300  | 70,796  | 4,827 |
| 29    | 26 | 26  | 470,000   | 21,360 | 455,000 ～ 485,000     | 24,440 | 3,948  | 705   | 43,005 | 3,525  | 75,623  | 4,827 |
| 30    | 27 | 27  | 500,000   | 22,730 | 485,000 ～ 515,000     | 26,000 | 4,200  | 750   | 45,750 | 3,750  | 80,450  | 4,827 |
| 31    | 28 | 28  | 530,000   | 24,090 | 515,000 ～ 545,000     | 27,560 | 4,452  | 795   | 48,495 | 3,975  | 85,277  | 4,827 |
| 32    | 29 | 29  | 560,000   | 25,450 | 545,000 ～ 575,000     | 29,120 | 4,704  | 840   | 51,240 | 4,200  | 90,104  | 4,827 |
| 33    | 30 | 30  | 590,000   | 26,820 | 575,000 ～ 605,000     | 30,680 | 4,956  | 885   | 53,985 | 4,425  | 94,931  | 4,827 |
| 34    | 31 | 31  | 620,000   | 28,180 | 605,000 ～ 635,000     | 32,240 | 5,208  | 930   | 56,730 | 4,650  | 99,758  | 4,827 |
| 35    | 32 | 32  | 650,000   | 29,550 | 635,000 ～ 665,000     | 33,800 | 5,460  | 975   | 59,475 | 4,875  | 104,585 | 4,827 |
| 36    |    |     | 680,000   | 30,910 | 665,000 ～ 695,000     | 35,360 | 5,712  | 1,020 |        |        | 106,442 | 1,857 |
| 37    |    |     | 710,000   | 32,270 | 695,000 ～ 730,000     | 36,920 | 5,964  | 1,065 |        |        | 108,299 | 1,857 |
| 38    |    |     | 750,000   | 34,090 | 730,000 ～ 770,000     | 39,000 | 6,300  | 1,125 |        |        | 110,775 | 2,476 |
| 39    |    |     | 790,000   | 35,910 | 770,000 ～ 810,000     | 41,080 | 6,636  | 1,185 |        |        | 113,251 | 2,476 |
| 40    |    |     | 830,000   | 37,730 | 810,000 ～ 855,000     | 43,160 | 6,972  | 1,245 |        |        | 115,727 | 2,476 |
| 41    |    |     | 880,000   | 40,000 | 855,000 ～ 905,000     | 45,760 | 7,392  | 1,320 |        |        | 118,822 | 3,095 |
| 42    |    |     | 930,000   | 42,270 | 905,000 ～ 955,000     | 48,360 | 7,812  | 1,395 |        |        | 121,917 | 3,095 |
| 43    |    |     | 980,000   | 44,550 | 955,000 ～ 1,005,000   | 50,960 | 8,232  | 1,470 | 59,475 | 4,875  | 125,012 | 3,095 |
| 44    |    |     | 1,030,000 | 46,820 | 1,005,000 ～ 1,055,000 | 53,560 | 8,652  | 1,545 |        |        | 128,107 | 3,095 |
| 45    |    |     | 1,090,000 | 49,550 | 1,055,000 ～ 1,115,000 | 56,680 | 9,156  | 1,635 |        |        | 131,821 | 3,714 |
| 46    |    |     | 1,150,000 | 52,270 | 1,115,000 ～ 1,175,000 | 59,800 | 9,660  | 1,725 |        |        | 135,535 | 3,714 |
| 47    |    |     | 1,210,000 | 55,000 | 1,175,000 ～ 1,235,000 | 62,920 | 10,164 | 1,815 |        |        | 139,249 | 3,714 |
| 48    |    |     | 1,270,000 | 57,730 | 1,235,000 ～ 1,295,000 | 66,040 | 10,668 | 1,905 |        |        | 142,963 | 3,714 |
| 49    |    |     | 1,330,000 | 60,450 | 1,295,000 ～ 1,355,000 | 69,160 | 11,172 | 1,995 |        |        | 146,677 | 3,714 |
| 50    |    |     | 1,390,000 | 63,180 | 1,355,000 ～           | 72,280 | 11,676 | 2,085 |        |        | 150,391 | 3,714 |

※短期・福祉・介護の標準報酬の下限は58,000円（報酬月額63,000円未満）、

厚生年金及び退職等年金給付の標準報酬の下限は88,000円（報酬月額93,000円未満）です。

※厚生年金及び退職等年金給付の標準報酬の上限は、650,000円です。

※期末手当等に係る掛金・保険料額は、その月に支給された期末手当等額から1,000円未満の端数を切り捨てた額（「標準期末手当等の額」といいます。）に掛金・保険料率を掛けた額となります。

ただし、標準期末手当等の額の上限は、短期・介護・福祉は年度内の合計で573万円、厚生年金・退職等年金は支給月ごとに150万円となります。

※厚生年金は70歳未満、介護保険は40歳以上65歳未満の方が対象となります。

※短期で医療保険が後期高齢者医療制度適用の方（75歳以上の方など）は、育児休業等給付に係る費用(2.52%)のみの負担となります。