

標準報酬等級表及び掛金（月額）早見表（令和7年4月～令和8年3月）

（ ）は短期給付のみ

標準報酬			報酬月額	掛金額							
等級		月額		短期給付	介護保険	厚生年金 保険※2	退職等 年金※2	保健事業	介護除く 合計	介護含む 合計	
短期給付 福祉事業	長期給付※2 厚生年金 年金払い 退職給付			49.5%	8.07%	91.5%	7.5%	1.5%			
			円	円以上 ～ 円未満	円	円	円	円	円	円	
1	1※1	1※1	(58,000)	～ (63,000)	2,871	468	8,052	660	87	11,670	12,138
2			(68,000)	(63,000) ～ (73,000)	3,366	548			102	12,180	12,728
3			(78,000)	(73,000) ～ (83,000)	3,861	629			117	12,690	13,319
4			88,000	83,000 ～ 93,000	4,356	710			132	13,200	13,910
5	2	2	98,000	93,000 ～ 101,000	4,851	790	8,967	735	147	14,700	15,490
6	3	3	104,000	101,000 ～ 107,000	5,148	839	9,516	780	156	15,600	16,439
7	4	4	110,000	107,000 ～ 114,000	5,445	887	10,065	825	165	16,500	17,387
8	5	5	118,000	114,000 ～ 122,000	5,841	952	10,797	885	177	17,700	18,652
9	6	6	126,000	122,000 ～ 130,000	6,237	1,016	11,529	945	189	18,900	19,916
10	7	7	134,000	130,000 ～ 138,000	6,633	1,081	12,261	1,005	201	20,100	21,181
11	8	8	142,000	138,000 ～ 146,000	7,029	1,145	12,993	1,065	213	21,300	22,445
12	9	9	150,000	146,000 ～ 155,000	7,425	1,210	13,725	1,125	225	22,500	23,710
13	10	10	160,000	155,000 ～ 165,000	7,920	1,291	14,640	1,200	240	24,000	25,291
14	11	11	170,000	165,000 ～ 175,000	8,415	1,371	15,555	1,275	255	25,500	26,871
15	12	12	180,000	175,000 ～ 185,000	8,910	1,452	16,470	1,350	270	27,000	28,452
16	13	13	190,000	185,000 ～ 195,000	9,405	1,533	17,385	1,425	285	28,500	30,033
17	14	14	200,000	195,000 ～ 210,000	9,900	1,614	18,300	1,500	300	30,000	31,614
18	15	15	220,000	210,000 ～ 230,000	10,890	1,775	20,130	1,650	330	33,000	34,775
19	16	16	240,000	230,000 ～ 250,000	11,880	1,936	21,960	1,800	360	36,000	37,936
20	17	17	260,000	250,000 ～ 270,000	12,870	2,098	23,790	1,950	390	39,000	41,098
21	18	18	280,000	270,000 ～ 290,000	13,860	2,259	25,620	2,100	420	42,000	44,259
22	19	19	300,000	290,000 ～ 310,000	14,850	2,421	27,450	2,250	450	45,000	47,421
23	20	20	320,000	310,000 ～ 330,000	15,840	2,582	29,280	2,400	480	48,000	50,582
24	21	21	340,000	330,000 ～ 350,000	16,830	2,743	31,110	2,550	510	51,000	53,743
25	22	22	360,000	350,000 ～ 370,000	17,820	2,905	32,940	2,700	540	54,000	56,905
26	23	23	380,000	370,000 ～ 395,000	18,810	3,066	34,770	2,850	570	57,000	60,066
27	24	24	410,000	395,000 ～ 425,000	20,295	3,308	37,515	3,075	615	61,500	64,808
28	25	25	440,000	425,000 ～ 455,000	21,780	3,550	40,260	3,300	660	66,000	69,550
29	26	26	470,000	455,000 ～ 485,000	23,265	3,792	43,005	3,525	705	70,500	74,292
30	27	27	500,000	485,000 ～ 515,000	24,750	4,035	45,750	3,750	750	75,000	79,035
31	28	28	530,000	515,000 ～ 545,000	26,235	4,277	48,495	3,975	795	79,500	83,777
32	29	29	560,000	545,000 ～ 575,000	27,720	4,519	51,240	4,200	840	84,000	88,519
33	30	30	590,000	575,000 ～ 605,000	29,205	4,761	53,985	4,425	885	88,500	93,261
34	31	31	620,000	605,000 ～ 635,000	30,690	5,003	56,730	4,650	930	93,000	98,003
35	32※1	32※1	650,000	635,000 ～ 665,000	32,175	5,245	59,475	4,875	975	97,500	102,745
36			(680,000)	(665,000) ～ (695,000)	33,660	5,487			1,020	99,030	104,517
37			(710,000)	(695,000) ～ (730,000)	35,145	5,729			1,065	100,560	106,289
38			(750,000)	(730,000) ～ (770,000)	37,125	6,052			1,125	102,600	108,652
39			(790,000)	(770,000) ～ (810,000)	39,105	6,375			1,185	104,640	111,015
40			(830,000)	(810,000) ～ (855,000)	41,085	6,698			1,245	106,680	113,378
41			(880,000)	(855,000) ～ (905,000)	43,560	7,101			1,320	109,230	116,331
42			(930,000)	(905,000) ～ (955,000)	46,035	7,505			1,395	111,780	119,285
43			(980,000)	(955,000) ～ (1,005,000)	48,510	7,908			1,470	114,330	122,238
44			(1,030,000)	(1,005,000) ～ (1,055,000)	50,985	8,312			1,545	116,880	125,192
45			(1,090,000)	(1,055,000) ～ (1,115,000)	53,955	8,796			1,635	119,940	128,736
46			(1,150,000)	(1,115,000) ～ (1,175,000)	56,925	9,280			1,725	123,000	132,280
47			(1,210,000)	(1,175,000) ～ (1,235,000)	59,895	9,764			1,815	126,060	135,824
48			(1,270,000)	(1,235,000) ～ (1,295,000)	62,865	10,248			1,905	129,120	139,368
49			(1,330,000)	(1,295,000) ～ (1,355,000)	65,835	10,733			1,995	132,180	142,913
50			(1,390,000)	(1,355,000) ～	68,805	11,217			2,085	135,240	146,457

※1 厚生年金と退職等年金給付に係る標準報酬月額は下限1等級88,000円、上限32等級650,000円です。

※2 短期組合員は、厚生年金と退職等年金給付は適用されません。

標準報酬等級表及び掛金（月額）早見表（令和7年4年～令和8年3月）短期組合員用

標準報酬		報酬月額	掛金額				
等級	月額		短期給付	介護保険	保健事業	介護除く 合計	介護含む 合計
短期給付 福祉事業			49.5%	8.07%	1.5%		
	円	円以上 ～ 円未満	円	円	円	円	円
1	58,000	～ 63,000	2,871	468	87	2,958	3,426
2	68,000	63,000 ～ 73,000	3,366	548	102	3,468	4,016
3	78,000	73,000 ～ 83,000	3,861	629	117	3,978	4,607
4	88,000	83,000 ～ 93,000	4,356	710	132	4,488	5,198
5	98,000	93,000 ～ 101,000	4,851	790	147	4,998	5,788
6	104,000	101,000 ～ 107,000	5,148	839	156	5,304	6,143
7	110,000	107,000 ～ 114,000	5,445	887	165	5,610	6,497
8	118,000	114,000 ～ 122,000	5,841	952	177	6,018	6,970
9	126,000	122,000 ～ 130,000	6,237	1,016	189	6,426	7,442
10	134,000	130,000 ～ 138,000	6,633	1,081	201	6,834	7,915
11	142,000	138,000 ～ 146,000	7,029	1,145	213	7,242	8,387
12	150,000	146,000 ～ 155,000	7,425	1,210	225	7,650	8,860
13	160,000	155,000 ～ 165,000	7,920	1,291	240	8,160	9,451
14	170,000	165,000 ～ 175,000	8,415	1,371	255	8,670	10,041
15	180,000	175,000 ～ 185,000	8,910	1,452	270	9,180	10,632
16	190,000	185,000 ～ 195,000	9,405	1,533	285	9,690	11,223
17	200,000	195,000 ～ 210,000	9,900	1,614	300	10,200	11,814
18	220,000	210,000 ～ 230,000	10,890	1,775	330	11,220	12,995
19	240,000	230,000 ～ 250,000	11,880	1,936	360	12,240	14,176
20	260,000	250,000 ～ 270,000	12,870	2,098	390	13,260	15,358
21	280,000	270,000 ～ 290,000	13,860	2,259	420	14,280	16,539
22	300,000	290,000 ～ 310,000	14,850	2,421	450	15,300	17,721
23	320,000	310,000 ～ 330,000	15,840	2,582	480	16,320	18,902
24	340,000	330,000 ～ 350,000	16,830	2,743	510	17,340	20,083
25	360,000	350,000 ～ 370,000	17,820	2,905	540	18,360	21,265
26	380,000	370,000 ～ 395,000	18,810	3,066	570	19,380	22,446
27	410,000	395,000 ～ 425,000	20,295	3,308	615	20,910	24,218
28	440,000	425,000 ～ 455,000	21,780	3,550	660	22,440	25,990
29	470,000	455,000 ～ 485,000	23,265	3,792	705	23,970	27,762
30	500,000	485,000 ～ 515,000	24,750	4,035	750	25,500	29,535
31	530,000	515,000 ～ 545,000	26,235	4,277	795	27,030	31,307
32	560,000	545,000 ～ 575,000	27,720	4,519	840	28,560	33,079
33	590,000	575,000 ～ 605,000	29,205	4,761	885	30,090	34,851
34	620,000	605,000 ～ 635,000	30,690	5,003	930	31,620	36,623
35	650,000	635,000 ～ 665,000	32,175	5,245	975	33,150	38,395
36	680,000	665,000 ～ 695,000	33,660	5,487	1,020	34,680	40,167
37	710,000	695,000 ～ 730,000	35,145	5,729	1,065	36,210	41,939
38	750,000	730,000 ～ 770,000	37,125	6,052	1,125	38,250	44,302
39	790,000	770,000 ～ 810,000	39,105	6,375	1,185	40,290	46,665
40	830,000	810,000 ～ 855,000	41,085	6,698	1,245	42,330	49,028
41	880,000	855,000 ～ 905,000	43,560	7,101	1,320	44,880	51,981
42	930,000	905,000 ～ 955,000	46,035	7,505	1,395	47,430	54,935
43	980,000	955,000 ～ 1,005,000	48,510	7,908	1,470	49,980	57,888
44	1,030,000	1,005,000 ～ 1,055,000	50,985	8,312	1,545	52,530	60,842
45	1,090,000	1,055,000 ～ 1,115,000	53,955	8,796	1,635	55,590	64,386
46	1,150,000	1,115,000 ～ 1,175,000	56,925	9,280	1,725	58,650	67,930
47	1,210,000	1,175,000 ～ 1,235,000	59,895	9,764	1,815	61,710	71,474
48	1,270,000	1,235,000 ～ 1,295,000	62,865	10,248	1,905	64,770	75,018
49	1,330,000	1,295,000 ～ 1,355,000	65,835	10,733	1,995	67,830	78,563
50	1,390,000	1,355,000 ～	68,805	11,217	2,085	70,890	82,107