

【お知らせ】2024年度 健康保険組合の保険料率等について

題記の件、先般開催しましたルネサス健康保険組合組合会(以下、組合会)において、下記の通り決定しましたので、お知らせ致します。

※健康保険法の年度は、健康保険法に基づき4月～翌年3月となっております。

記

1. 保険料率とは

保険料の算定方法＝標準報酬月額(給与)又は標準賞与額×保険料率



各従業員(被保険者)及び事業主から徴収する保険料の算定にあたり、標準報酬月額又は標準賞与額に乘じるものです。

※尚、当健保規約45条に基づき、2024年度に適用される任意継続被保険者の標準報酬月額の上限は44万円及び特例退職被保険者に適用される標準報酬月額は32万円で開催しております。

2. 2024年度保険料率(単位:%(パーミル:千分率))

		健康保険料 負担料率	介護保険料 負担料率	合計
計	事業主	49.82	9.25	59.07
	被保険者	35.18	9.25	44.43
	計	85.00	18.50	103.50

※健康保険料(介護保険料)負担料率は、内訳を含め2023年度と同様です。

3. 2024年度健康保険料及び介護保険料月額表(下記ご参照)

[getugakuryo.pdf\(renesas-kenpo.or.jp\)](http://getugakuryo.pdf(renesas-kenpo.or.jp))

※任意継続及び特例退職被保険者は、事業主負担はなく、被保険者が全額負担となります。

4. 出産手当付加金(規約61条)の水準改定について

4-1 出産手当金付加金とは

健康保険法102条に基づく、出産のため労務に服せなかった日に支給される「出産手当金」の上乗せ分として支給している当健保独自の「付加給付」です。

4-2 支給水準(1日あたり)

現行	改定後
標準報酬日額の100分の13相当額	標準報酬日額の100分の18相当額

付加給付水準引上げに伴い、法定給付分(67%相当額)と合わせ、標準報酬日額の85%相当額が支給可能となります。

(現行は、法定給付分と合わせ、標準報酬日額の80%相当額の支給)

4-3 改定年月日

2024年4月1日

※尚、出産のため労務に服せなかった期間が4月1日を跨ぐ場合は、3月31日迄は現行水準、4月1日以降は改定後水準で支給となります。

5. 問い合わせ先

ルネサス健康保険組合 kenpo@renesas.com

Announcement regarding insurance premium rates and other matters at the health insurance Society in 2024

The insurance premium rates for 2024 were decided at the Renesas Health Insurance Society's highest voting body, which was held the other day. We will notify our employees of the determined rate.

*According to Japanese law, the health insurance Society's annual period is from April to March of the following year.

1. What is insurance premium rate?

Is the rate by which the standard monthly remuneration or standard bonus amount is multiplied when calculating the insurance premiums to be collected from each employee (insured person) and employer .



Insurance premium calculation method = Standard monthly remuneration (salary) or standard bonus amount x insurance premium rate

2. Insurance premium rate in 2024 (Unit: ‰ (per mil: parts per thousand))

	Health insurance premium rate	Long-term care insurance premium rate	total
Company	49.82	9.25	59.07
Employee	35.18	9.25	44.43
Total	85.00	18.50	103.50

* Health insurance premium rate and long-term care insurance premium rate are the same as in 2023.

3. Monthly table of health insurance premiums and long-term care insurance premiums for 2024

[getugakuryo.pdf \(renesas-kenpo.or.jp\)](#)

〈Example〉

Standard monthly remuneration	Details	Health insurance Premium	Long-term care Insurance Premium	Total
0.36 million yen	Company	17,936yen	3,330yen	21,266yen
	Employee	12,664yen	3,330yen	15,994yen
0.5 million yen	Company	24,910yen	4,625yen	29,535yen
	Employee	17,590yen	4,625yen	22,215yen

4. Regarding revision of the level of maternity allowance supplement (Article 61 of the Regulations)

4-1 Explanation of additional maternity allowance

Maternity allowance supplement is a benefit that is paid in addition to the "maternity allowance" that is paid on days when you do not work due to childbirth, based on Article 102 of the Health Insurance Act. This is a unique "additional benefit" of the Renesas Health Insurance Society.

4-2 Payment level (per day)

current	After revision
An amount equivalent to 13/100 of the standard daily remuneration amount	An amount equivalent to 18/100 of the standard daily remuneration

Due to the increase in additional benefits, 85% of the standard daily remuneration including the statutory benefit (67% equivalent) A corresponding amount will be paid. (Currently, the amount is equivalent to 80% of the standard daily amount, including statutory benefits)

4-3 Revision date: April 1, 2024

*In addition, if the period of not working due to childbirth extends beyond April 1st, until March 31st, and at the revised level from April 1st.

5. Contact information

Renesas Health Insurance Society : kenpo@renesas.com