

★年収・還元率早見表/社員

※還元率=(給与還元65%+会社負担分の社会保険10%+交通費月3万まで+待機時給与保証2%)=平均82.1%

直接の管理人数が1名増えるごとに、給与還元率が1%+社会会社負担還元率が0.15%ずつ増える。現場の管理実態が必要なため、待機時の役職手当は無し。

単価	メンバー（みなし30H） 140-180H（所定160H）										リーダー ※直接の自社社員の管理人数1名につき単価の1%給与還元									
	月給	賞与	年収	給与還元率	交通費月3万まで年間	交通費還元率	待機時保障年間	待機時保障還元率	社会会社負担分年間15%計算	社会会社負担分還元率	役職手当月額管理1名	給与+社保追加還元率	役職手当月額管理2名	給与+社保追加還元率	役職手当月額管理3名	給与+社保追加還元率	役職手当月額管理4名	給与+社保追加還元率	役職手当月額管理5名	給与+社保追加還元率
430,000	275,700	45,600	3,354,000	65.00%	360,000	6.98%	103,200	2.00%	503,100	9.75%	4,300	1.15%	8,600	2.30%	12,900	3.45%	17,200	4.60%	21,500	5.75%
440,000	275,700	123,600	3,432,000	65.00%	360,000	6.82%	105,600	2.00%	514,800	9.75%	4,400	1.15%	8,800	2.30%	13,200	3.45%	17,600	4.60%	22,000	5.75%
450,000	275,700	201,600	3,510,000	65.00%	360,000	6.67%	108,000	2.00%	526,500	9.75%	4,500	1.15%	9,000	2.30%	13,500	3.45%	18,000	4.60%	22,500	5.75%
460,000	275,700	279,600	3,588,000	65.00%	360,000	6.52%	110,400	2.00%	538,200	9.75%	4,600	1.15%	9,200	2.30%	13,800	3.45%	18,400	4.60%	23,000	5.75%
470,000	275,700	357,600	3,666,000	65.00%	360,000	6.38%	112,800	2.00%	549,900	9.75%	4,700	1.15%	9,400	2.30%	14,100	3.45%	18,800	4.60%	23,500	5.75%
480,000	275,700	435,600	3,744,000	65.00%	360,000	6.25%	115,200	2.00%	561,600	9.75%	4,800	1.15%	9,600	2.30%	14,400	3.45%	19,200	4.60%	24,000	5.75%
490,000	275,700	513,600	3,822,000	65.00%	360,000	6.12%	117,600	2.00%	573,300	9.75%	4,900	1.15%	9,800	2.30%	14,700	3.45%	19,600	4.60%	24,500	5.75%
500,000	278,572	557,144	3,900,000	65.00%	360,000	6.00%	120,000	2.00%	585,000	9.75%	5,000	1.15%	10,000	2.30%	15,000	3.45%	20,000	4.60%	25,000	5.75%
510,000	284,143	568,286	3,978,000	65.00%	360,000	5.88%	122,400	2.00%	596,700	9.75%	5,100	1.15%	10,200	2.30%	15,300	3.45%	20,400	4.60%	25,500	5.75%
520,000	289,715	579,430	4,056,000	65.00%	360,000	5.77%	124,800	2.00%	608,400	9.75%	5,200	1.15%	10,400	2.30%	15,600	3.45%	20,800	4.60%	26,000	5.75%
530,000	295,286	590,572	4,134,000	65.00%	360,000	5.66%	127,200	2.00%	620,100	9.75%	5,300	1.15%	10,600	2.30%	15,900	3.45%	21,200	4.60%	26,500	5.75%
540,000	300,858	601,716	4,212,000	65.00%	360,000	5.56%	129,600	2.00%	631,800	9.75%	5,400	1.15%	10,800	2.30%	16,200	3.45%	21,600	4.60%	27,000	5.75%
550,000	306,429	612,858	4,290,000	65.00%	360,000	5.45%	132,000	2.00%	643,500	9.75%	5,500	1.15%	11,000	2.30%	16,500	3.45%	22,000	4.60%	27,500	5.75%
560,000	312,000	624,000	4,368,000	65.00%	360,000	5.36%	134,400	2.00%	655,200	9.75%	5,600	1.15%	11,200	2.30%	16,800	3.45%	22,400	4.60%	28,000	5.75%
570,000	317,572	635,144	4,446,000	65.00%	360,000	5.26%	136,800	2.00%	666,900	9.75%	5,700	1.15%	11,400	2.30%	17,100	3.45%	22,800	4.60%	28,500	5.75%
580,000	323,143	646,286	4,524,000	65.00%	360,000	5.17%	139,200	2.00%	678,600	9.75%	5,800	1.15%	11,600	2.30%	17,400	3.45%	23,200	4.60%	29,000	5.75%
590,000	328,715	657,430	4,602,000	65.00%	360,000	5.08%	141,600	2.00%	690,300	9.75%	5,900	1.15%	11,800	2.30%	17,700	3.45%	23,600	4.60%	29,500	5.75%
600,000	334,286	668,572	4,680,000	65.00%	360,000	5.00%	144,000	2.00%	702,000	9.75%	6,000	1.15%	12,000	2.30%	18,000	3.45%	24,000	4.60%	30,000	5.75%
610,000	339,858	679,716	4,758,000	65.00%	360,000	4.92%	146,400	2.00%	713,700	9.75%	6,100	1.15%	12,200	2.30%	18,300	3.45%	24,400	4.60%	30,500	5.75%
620,000	345,429	690,858	4,836,000	65.00%	360,000	4.84%	148,800	2.00%	725,400	9.75%	6,200	1.15%	12,400	2.30%	18,600	3.45%	24,800	4.60%	31,000	5.75%
630,000	351,000	702,000	4,914,000	65.00%	360,000	4.76%	151,200	2.00%	737,100	9.75%	6,300	1.15%	12,600	2.30%	18,900	3.45%	25,200	4.60%	31,500	5.75%
640,000	356,572	713,144	4,992,000	65.00%	360,000	4.69%	153,600	2.00%	748,800	9.75%	6,400	1.15%	12,800	2.30%	19,200	3.45%	25,600	4.60%	32,000	5.75%
650,000	362,143	724,286	5,070,000	65.00%	360,000	4.62%	156,000	2.00%	760,500	9.75%	6,500	1.15%	13,000	2.30%	19,500	3.45%	26,000	4.60%	32,500	5.75%
660,000	367,715	735,430	5,148,000	65.00%	360,000	4.55%	158,400	2.00%	772,200	9.75%	6,600	1.15%	13,200	2.30%	19,800	3.45%	26,400	4.60%	33,000	5.75%
670,000	373,286	746,572	5,226,000	65.00%	360,000	4.48%	160,800	2.00%	783,900	9.75%	6,700	1.15%	13,400	2.30%	20,100	3.45%	26,800	4.60%	33,500	5.75%
680,000	378,858	757,716	5,304,000	65.00%	360,000	4.41%	163,200	2.00%	795,600	9.75%	6,800	1.15%	13,600	2.30%	20,400	3.45%	27,200	4.60%	34,000	5.75%
690,000	384,429	768,858	5,382,000	65.00%	360,000	4.35%	165,600	2.00%	807,300	9.75%	6,900	1.15%	13,800	2.30%	20,700	3.45%	27,600	4.60%	34,500	5.75%
700,000	390,000	780,000	5,460,000	65.00%	360,000	4.29%	168,000	2.00%	819,000	9.75%	7,000	1.15%	14,000	2.30%	21,000	3.45%	28,000	4.60%	35,000	5.75%
710,000	395,572	791,144	5,538,000	65.00%	360,000	4.23%	170,400	2.00%	830,700	9.75%	7,100	1.15%	14,200	2.30%	21,300	3.45%	28,400	4.60%	35,500	5.75%
720,000	401,143	802,286	5,616,000	65.00%	360,000	4.17%	172,800	2.00%	842,400	9.75%	7,200	1.15%	14,400	2.30%	21,600	3.45%	28,800	4.60%	36,000	5.75%
730,000	406,715	813,430	5,694,000	65.00%	360,000	4.11%	175,200	2.00%	854,100	9.75%	7,300	1.15%	14,600	2.30%	21,900	3.45%	29,200	4.60%	36,500	5.75%
740,000	412,286	824,572	5,772,000	65.00%	360,000	4.05%	177,600	2.00%	865,800	9.75%	7,400	1.15%	14,800	2.30%	22,200	3.45%	29,600	4.60%	37,000	5.75%
750,000	417,858	835,716	5,850,000	65.00%	360,000	4.00%	180,000	2.00%	877,500	9.75%	7,500	1.15%	15,000	2.30%	22,500	3.45%	30,000	4.60%	37,500	5.75%
760,000	423,429	846,858	5,928,000	65.00%	360,000	3.95%	182,400	2.00%	889,200	9.75%	7,600	1.15%	15,200	2.30%	22,800	3.45%	30,400	4.60%	38,000	5.75%
770,000	429,000	858,000	6,006,000	65.00%	360,000	3.90%	184,800	2.00%	900,900	9.75%	7,700	1.15%	15,400	2.30%	23,100	3.45%	30,800	4.60%	38,500	5.75%
780,000	434,572	869,144	6,084,000	65.00%	360,000	3.85%	187,200	2.00%	912,600	9.75%	7,800	1.15%	15,600	2.30%	23,400	3.45%	31,200	4.60%	39,000	5.75%
790,000	440,143	880,286	6,162,000	65.00%	360,000	3.80%	189,600	2.00%	924,300	9.75%	7,900	1.15%	15,800	2.30%	23,700	3.45%	31,600	4.60%	39,500	5.75%
800,000	445,715	891,430	6,240,000	65.00%	360,000	3.75%	192,000	2.00%	936,000	9.75%	8,000	1.15%	16,000	2.30%	24,000	3.45%	32,000	4.60%	40,000	5.75%
810,000	451,286	902,572	6,318,000	65.00%	360,000	3.70%	194,400	2.00%	947,700	9.75%	8,100	1.15%	16,200	2.30%	24,300	3.45%	32,400	4.60%	40,500	5.75%
820,000	456,858	913,716	6,396,000	65.00%	360,000	3.66%	196,800	2.00%	959,400	9.75%	8,200	1.15%	16,400	2.30%	24,600	3.45%	32,800	4.60%	41,000	5.75%
830,000	462,429	924,858	6,474,000	65.00%	360,000	3.61%	199,200	2.00%	971,100	9.75%	8,300	1.15%	16,600	2.30%	24,900	3.45%	33,200	4.60%	41,500	5.75%
840,000	468,000	936,000	6,552,000	65.00%	360,000	3.57%	201,600	2.00%	982,800	9.75%	8,400	1.15%	16,800	2.30%	25,200	3.45%	33,600	4.60%	42,000	5.75%
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1,080,000	601,715	1,203,430	8,424,000	65.00%	360,000	2.78%	259,200	2.00%	1,263,600	9.75%	10,800	1.15%	21,600	2.30%	32,400	3.45%	43,200	4.60%	54,000	5.75%
1,090,000	607,286	1,214,572	8,502,000	65.00%	360,000	2.75%	261,600	2.00%	1,275,300	9.75%	10,900	1.15%	21,800	2.30%	32,700	3.45%	43,600	4.60%	54,500	5.75%
1,100,000	612,858	1,225,716	8,580,000	65.00%	360,000	2.73%	264,000	2.00%	1,287,000	9.75%	11,000	1.15%	22,000	2.30%	33,000	3.45%	44,000	4.60%	55,000	5.75%
1,110,000	618,429	1,236,858	8,658,000	65.00%	360,000	2.70%	266,400	2.00%	1,298,700	9.75%	11,100	1.15%	22,200	2.30%	33,300	3.45%	44,400	4.60%	55,500	5.75%
1,120,000	624,000	1,248,000	8,736,000	65.00%	360,000	2.68%	268,800	2.00%	1,310,400	9.75%	11,200	1.15%	22,400	2.30%	33,600	3.45%	44,800	4.60%	56,000	5.75%
1,130,000	629,572	1,259,144	8,814,000	65.00%	360,000	2.65%	271,200	2.00%	1,322,100	9.75%	11,300	1.15%	22,600	2.30%	33,900	3.45%	45,200	4.60%	56,500	5.75%
1,140,000	635,143	1,270,286	8,892,000	65.00%	360,000	2.63%	273,600	2.00%	1,333,800	9.75%	11,400	1.15%	22,800	2.30%	34,200	3.45%	45,600	4.60%	57,000	5.75%
1,150,000	640,715	1,281,430	8,970,000	65.00%	360,000	2.61%	276,000	2.00%	1,345,500	9.75%	11,500	1.15%	23,000	2.30%	34,500	3.45%	46,000	4.60%	57,500	5.75%
1,160,000	646,286	1,292,572	9,048,000	65.00%	360,000	2.59%	278,400	2.00%	1,357,200	9.75%	11,600	1.15%	23,200	2.30%	34,800	3.45%	46,400	4.60%	58,000	5.75%
1,170,000	651,858	1,303,716	9,126,000	65.00%	360,000	2.56%	280,800	2.00%	1,368,900	9.75%	11,700	1.15%	23,400	2.30%	35,100	3.45%	46,800	4.60%	58,500	5.75%
1,180,000	657,429	1,314,858	9,204,000	65.00%	360,000	2.54%	283,200	2.00%	1,380,600	9.75%	11,800	1.15%	23,600	2.30%	35,400	3.45%	47,200	4.60%	59,000	5.75%
1,190,000	663,000	1,326,000	9,282,000	65.00%	360,000	2.52%	285,600	2.00%	1,392,300	9.75%	11,900	1.15%	23,800	2.30%	35,700	3.45%	47,600	4.60%	59,500	5.75%
1,200,000	668,572	1,337,144	9,360,000	65.00%	360,000	2.50%	288,000	2.00%	1,404,000	9.75%	12,000	1.15%	24,000	2.30%	36,000	3.45%	48,000	4.60%	60,000	5.75%
1,210,000	674,143	1,348,286	9,438,000	65.00%	360,000	2.48%	290,400	2.00%	1,415,700	9.75%	12,100	1.15%	24,200	2.30%	36,300	3.45%	48,400	4.60%	60,500	5.75%
1,220,000	679,715	1,359,430	9,516,000	65.00%	360,000	2.46%	292,800	2.00%	1,427,400	9.75%	12,200	1.15%	24,400	2.30%	36,600	3.45%	48,800	4.60%	61,000	5.75%
1,230,000	685,286	1,370,572	9,594,000	65.00%	360,000	2.44%	295,200	2.00%	1,439,100	9.75%	12,300	1.15%	24,600	2.30%	36,900	3.45%	49,200	4.60%	61,500	5.75%
1,240,000	690,858	1,381,716	9,672,000	65.00%	360,000	2.42%	297,600	2.00%	1,450,800	9.75%	12,400	1.15%	24,800	2.30%	37,200	3.45%	49,600	4.60%	62,000	5.75%
1,250,000	696,429	1,392,858	9,750,000	65.00%	360,000	2.40%	300,000	2.00%	1,462,500	9.75%	12,500	1.15%	25,000	2.30%	37,500	3.45%	50,000	4.60%	62,500	5.75%
1,260,000	702,000	1,404,000	9,828,000	65.00%	360,000	2.38%	302,400	2.00%	1,474,200	9.75%	12,600	1.15%	25,200	2.30%	37,800	3.45%	50,400	4.60%	63,000	5.75%
1,270,000	707,572	1,415,144	9,906,000	65.00%	360,000	2.36%	304,800	2.00%	1,485,900	9.75%	12,700	1.15%	25,400	2.30%	38,100	3.45%	50,800	4.60%	63,500	5.75%
1,280,000	713,143	1,426,286	9,984,000	65.00%	360,000	2.34%	307,200	2.00%	1,497,600	9.75%	12,800	1.15%	25,600	2.30%	38,400	3.45%	51,200	4.60%	64,000	5.75%
1,290,000	718,715	1,437,430	10,062,000	65.00%	360,000	2.33%	309,600	2.00%	1,509,300	9.75%	12,900	1.15%	25,800	2.30%	38,700	3.45%	51,600	4.60%	64,500	5.75%
1,300,000	724,286	1,448,572	10,140,000	65.00%	360,000	2.31%	312,000	2.00%	1,521,000	9.75%	13,000	1.15%	26,000	2.30%	39,000	3.45%	52,000	4.60%	65,000	5.75%
1,310,000	729,858	1,459,716	10,218,000	65.00%	360,000	2.29%	314,400	2.00%	1,532,700	9.75%	13,100	1.15%	26,200	2.30%	39,300	3.45%	52,400	4.60%	65,500	5.75%
1,320,000	735,429	1,470,858	10,296,000	65.00%	360,000	2.27%	316,800	2.00%	1,544,400	9.75%	13,200	1.15%	26,400	2.30%	39,600	3.45%	52,800	4.60%	66,000	5.75%
1,330,000	741,000	1,482,000	10,374,000	65.00%	360,000	2.26%	319,200	2.00%	1,556,100	9.75%	13,300	1.15%	26,600	2.30%	39,900	3.45%	53,200	4.60%	66,500	5.75%
1,340,000	746,572	1,493,144	10,452,000	65.00%	360,000	2.24%	321,600	2.00%	1,567,800	9.75%	13,400	1.15%	26,800	2.30%	40,200	3.45%	53,600	4.60%	67,000	5.75%
1,350,000	752,143	1,504,286	10,530,000	65.00%	360,000	2.22%	324,000	2.00%	1,579,500	9.75%	13,500	1.15%	27,000	2.30%	40,500	3.45%	54,000	4.60%	67,500	5.75%
1,360,000	757,715	1,515,430	10,608,000	65.00%	360,000	2.21%	326,400	2.00%	1,591,200	9.75%	13,600	1.15%	27,200	2.30%	40,800	3.45%	54,400	4.60%	68,000	5.75%
1,370,000	763,286	1,526,572	10,686,000	65.00%	360,000	2.19%	328,800	2.00%	1,602,900	9.75%	13,700	1.15%	27,400	2.30%	41,100	3.45%	54,800	4.60%	68,500	5.75%
1,380,000	768,858	1,537,716	10,764,000	65.00%	360,000	2.17%	331,200	2.00%	1,614,600	9.75%	13,800	1.15%	27,600	2.30%	41,400	3.45%	55,200	4.60%	69,000	5.75%
1,390,000	774,429	1,548,858	10,842,000	65.00%	360,000	2.16%	333,600	2.00%	1,626,300	9.75%	13,900	1.15%	27,800	2.30%	41,700	3.45%	55,600	4.60%	69,500	5.75%
1,400,000	780,000	1,560,000	10,920,000	65.00%	360,000	2.14%	336,000	2.00%	1,638,000	9.75%	14,000	1.15%	28,000	2.30%	42,000	3.45%	56,000	4.60%	70,000	5.75%
1,410,000	785,572	1,571,144	10,998,000	65.00%	360,000	2.13%	338,400	2.00%	1,649,700	9.75%	14,100	1.15%	28,200	2.30%	42,300	3.45%	56,400	4.60%	70,500	5.75%
1,420,000	791,143	1,582,286	11,076,000	65.00%	360,000	2.11%	340,800	2.00%	1,661,400	9.75%	14,200	1.15%	28,400	2.30%	42,600	3.45%	56,800	4.60%	71,000	5.75%
1,430,000	796,715	1,593,430	11,154,000	65.00%	360,000	2.10%	343,200	2.00%	1,673,100	9.75%	14,300	1.15%	28,600	2.30%	42,900	3.45%	57,200	4.60%	71,500	5.75%
1,440,000	802,286	1,604,572	11,232,000	65.00%	360,000	2.08%	345,600	2.00%	1,684,800	9.75%	14,400	1.15%	28,800	2.30%	43,200	3.45%	57,600	4.60%	72,000	5.75%
1,450,000	807,858	1,615,716	11,310,000	65.00%	360,000	2.07%	348,000	2.00%	1,696,500	9.75%	14,500	1.15%	29,000	2.30%	43,500	3.45%	58,000	4.60%	72,500	5.75%
1,460,000	813,429	1,626,858	11,388,000	65.00%	360,000	2.05%	350,400	2.00%	1,708,200	9.75%	14,600	1.15%	29,200	2.30%	43,800	3.45%	58,400	4.60%	73,000	5.75%
1,470,000	819,000	1,638,000	11,466,000	65.00%	360,000	2.04%	352,800	2.00%	1,719,900	9.75%	14,700	1.15%	29,400	2.30%	44,100	3.45%	58,800	4.60%	73,500	5.75%
1,480,000	824,572	1,649,144	11,544,000	65.00%	360,000	2.03%	355,200	2.00%	1,731,600	9.75%	14,800	1.15%	29,600	2.30%	44,400	3.45%	59,200	4.60%	74,000	5.75%
1,490,000	830,143	1,660,286	11,622,000	65.00%	360,000	2.01%	357,600	2.00%	1,743,300	9.75%	14,900	1.15%	29,800	2.30%	44,700	3.45%	59,600	4.60%	74,500	5.75%
1,500,000	835,715	1,671,430	11,700,000	65.00%	360,000	2.00%	360,000	2.00%	1,755,000	9.75%	15,000	1.15%	30,000	2.30%	45,000	3.45%	60,000	4.60%	75,000	5.75%

- ・上記の値は概算の年収となり、社会保険料の変動により実際の年収と異なる場合がございます。
- ・所定時間8h、140-180で欠勤による控除が発生しなかった場合を想定して算出しております。
- ・役職手当：直接の自社社員の管理人数1名につき単価の1%給与還元
- ・待機時給与保証
- ・リファラル手当：紹介者が入社し稼働している間ずっと月1万