



Ministerio de Salud  
Subsecretaría de Redes Asistenciales  
División de Gestión y Desarrollo de las Personas  
Departamento de Gestión de Recursos Humanos

## ESCALA DE REMUNERACIONES SECTOR PÚBLICO DE SALUD

**PERSONAL REGIDO POR LAS LEYES N° 18.834; LEY N° 15.076; LEY N° 19.664; RESOLUCIONES N° 20, N° 21 Y N° 26 CORRESPONDIENTES AL CRS PEÑALOLÉN CORDILLERA ORIENTE, CRS MAIPÚ Y HOSPITAL PADRE HURTADO, RESPECTIVAMENTE (ACTUALIZADA CONFORME LEY N° 21.126)**

### VIGENTE A CONTAR DEL 1° DE DICIEMBRE DE 2018

INCLUYE LA APLICACIÓN DE LA LEY N° 21.126, PUBLICADA EN EL D.O. EL 17.12.2018, QUE REAJUSTA A CONTAR DEL 1° DE DICIEMBRE DE 2018, EN UN 3,5% LAS REMUNERACIONES, ASIGNACIONES, BENEFICIOS Y DEMÁS RETRIBUCIONES EN DINERO, IMPONIBLES PARA SALUD Y PENSIONES, O NO IMPONIBLES, DE TRABAJADORES DEL SECTOR PÚBLICO, QUE SE SEÑALAN EN ESE CUERPO LEGAL. CONCEDE AGUINALDOS Y OTROS BENEFICIOS PECUNIARIOS.

#### PERSONAL REGIDO POR LA LEY N° 18.834

- AUTORIDADES SUPERIORES DE GOBIERNO
- DIRECTIVOS QUE PERCIBEN ASIGNACIÓN PROFESIONAL
- DIRECTIVOS QUE NO PERCIBEN ASIGNACIÓN PROFESIONAL
- PROFESIONALES
- TÉCNICOS, ADMINISTRATIVOS Y AUXILIARES

#### PERSONAL REGIDO POR LA LEY N° 15.076

PROFESIONALES FUNCIONARIOS CON:

- 28 HORAS SEMANALES

#### PERSONAL REGIDO POR LA LEY N° 19.664

PROFESIONALES FUNCIONARIOS CON:

- 11 HORAS SEMANALES
- 22 HORAS SEMANALES
- 33 HORAS SEMANALES
- 44 HORAS SEMANALES

#### ESTABLECIMIENTOS EXPERIMENTALES

- CRS PEÑALOLÉN CORDILLERA ORIENTE, RESOLUCIÓN N° 21/2004
- CRS MAIPÚ, RESOLUCIÓN N° 26/2004
- HOSPITAL PADRE ALBERTO HURTADO, RESOLUCIÓN N° 20/2004

SANTIAGO, DICIEMBRE DE 2018  
CRC / PCR / GCA / KAQ / CVP

**TABLA DE SUELDOS LEY N° 18.834 PARA FUNCIONARIOS CON 0 BIENIOS**  
DICIEMBRE 2018 A NOVIEMBRE 2019

GRADO	SUELDO BASE	DECRETO LEY N° 3.501/80	SUB-TOT IMPONIBLE DESAHUC.	ASIG. PROF. ART. 19 LEY N° 19.185	ASIG. SUSTIT. ART. 18 LEY N° 19.185	RESPONS. SUPERIOR 40%	LEY N° 18.566 ART. 3	LEY N° 18.675 ART. 10	TOTAL HABER DL N° 3.500	LEY N° 18.675 ART. 11	TOTAL HABER DL N° 3.501	VALOR DE HORA EXTRAORDINARIA VIGENTE A CONTAR DE 01/12/2018		
												100%	125%	150%
												13	14	15
<b>AUTORIDADES DE GOBIERNO Y JEFES SUPERIORES DE SERVICIO</b>														
A	697,468	91,020	788,488	557,976	1,668,117	0	122,556	178,854	3,315,991	75,207	3,391,198	15,387.16	19,233.95	23,080.74
B	683,261	89,166	772,427	546,612	1,637,304	0	120,229	181,019	3,257,591	76,089	3,333,680	15,090.41	18,863.01	22,635.62
C	657,282	85,775	743,057	525,828	1,632,677	0	119,865	184,980	3,206,407	77,720	3,284,127	14,819.93	18,524.91	22,229.90
1A	655,177	85,501	740,678	524,144	1,219,431	262,071	85,764	185,315	3,017,403	75,910	3,093,313	12,625.01	15,781.26	18,937.52
1B	714,185	93,201	807,386	571,352	1,330,143	285,674	96,487	208,233	3,299,275	85,293	3,384,568	13,766.74	17,208.43	20,650.11
1C	700,213	91,378	791,591	560,172	1,304,989	280,085	97,581	210,359	3,244,777	86,174	3,330,951	13,501.97	16,877.46	20,252.96
02	686,474	89,585	776,059	549,179	1,280,255	274,590	98,677	212,462	3,190,669	87,018	3,278,240	13,241.62	16,552.03	19,862.43
03	647,652	84,519	732,171	518,126	1,210,382	259,061	101,757	218,380	3,039,877	89,459	3,129,336	12,506.11	15,632.64	18,759.17
04	611,009	79,737	690,746	488,804	1,144,422	244,404	104,647	223,973	2,896,996	91,758	2,988,754	11,811.76	14,764.70	17,717.64
05	576,444	75,226	651,670	487,220	1,082,206	0	112,803	229,251	2,563,150	93,905	2,657,055	11,294.05	14,117.56	16,941.08
<b>CARGOS DIRECTIVOS QUE PERCIBEN ASIGNACION PROFESIONAL</b>														
1C	700,213	91,378	791,591	560,172	1,380,713	280,085	97,581	210,359	3,320,501	86,174	3,406,675	13,900.52	17,375.65	20,850.78
02	686,474	89,585	776,059	549,179	1,279,702	274,590	98,677	212,462	3,190,669	87,018	3,277,687	13,238.71	16,548.39	19,858.07
03	647,652	84,519	732,171	518,126	1,209,276	259,061	101,757	218,380	3,038,771	89,459	3,128,230	12,500.28	15,625.35	18,750.42
04	611,009	79,737	690,746	488,804	1,142,759	244,404	104,647	223,973	2,895,333	91,758	2,987,091	11,803.01	14,753.76	17,704.52
05	576,444	75,226	651,670	487,220	1,124,237	0	108,912	232,845	2,604,884	93,700	2,698,584	11,515.27	14,394.09	17,272.91
06	543,772	70,962	614,734	435,014	971,691	0	102,719	246,575	2,370,733	95,230	2,465,963	10,265.67	12,832.09	15,398.51
07	501,225	65,410	566,635	396,936	892,339	0	87,342	211,868	2,155,120	79,832	2,234,952	9,423.68	11,779.60	14,135.52
08	464,060	60,560	524,620	356,006	801,930	0	80,852	196,172	1,959,580	73,923	2,033,503	8,536.82	10,671.03	12,805.23
09	429,642	56,068	485,710	322,170	727,137	0	72,132	174,947	1,782,096	65,936	1,848,032	7,783.94	9,729.93	11,675.91
10	397,844	51,919	449,763	291,553	664,648	0	66,782	162,004	1,634,750	61,051	1,695,801	7,126.55	8,908.19	10,689.83
11	368,400	48,076	416,476	263,853	610,282	0	61,846	150,017	1,502,474	56,528	1,559,002	6,539.66	8,174.58	9,809.49
12	341,108	44,515	385,623	238,779	560,410	0	57,258	138,897	1,380,967	52,348	1,433,315	6,001.56	7,501.95	9,002.34
13	315,831	41,216	357,047	214,452	519,816	0	48,501	117,638	1,257,454	44,336	1,301,790	5,526.84	6,908.55	8,290.26
14	292,389	38,157	330,546	192,509	477,391	0	44,903	108,914	1,154,263	41,050	1,195,313	5,064.68	6,330.85	7,597.02
15	270,750	35,333	306,083	172,803	438,462	0	41,547	100,850	1,059,745	37,995	1,097,740	4,642.18	5,802.73	6,963.27
16	250,645	32,709	283,354	155,122	402,726	0	38,482	93,365	973,049	35,190	1,008,239	4,255.23	5,319.04	6,382.85
17	232,086	30,287	262,373	139,251	369,939	0	35,644	86,454	893,661	32,591	926,252	3,901.45	4,876.81	5,852.18
<b>CARGOS DIRECTIVOS QUE NO PERCIBEN ASIGNACION PROFESIONAL</b>														
02	686,474	89,585	776,059	0	852,758	274,590	72,350	175,484	2,151,241	66,133	2,217,374	8,101.22	10,126.53	12,151.83
03	647,652	84,519	732,171	0	844,006	259,061	68,276	165,572	2,069,086	62,376	2,131,462	7,850.83	9,813.54	11,776.25
04	611,009	79,737	690,746	0	835,324	244,404	64,389	156,184	1,991,047	58,870	2,049,917	7,612.28	9,515.35	11,418.42
05	576,444	75,226	651,670	0	826,725	0	58,148	141,042	1,677,585	53,156	1,730,741	7,385.10	9,231.38	11,077.65
06	543,772	70,962	614,734	0	770,487	0	54,848	133,050	1,573,119	50,149	1,623,268	6,917.15	8,646.44	10,375.73
07	501,225	65,410	566,635	0	712,915	0	50,554	122,638	1,452,742	46,219	1,498,961	6,390.21	7,987.76	9,585.32
08	464,060	60,560	524,620	0	662,564	0	46,809	113,553	1,347,546	42,799	1,390,345	5,929.60	7,412.00	8,894.40
09	429,642	56,068	485,710	0	617,516	0	35,577	86,297	1,225,100	32,523	1,257,623	5,511.36	6,889.20	8,267.04
10	397,844	51,919	449,763	0	562,600	0	32,939	79,907	1,125,209	30,115	1,155,324	5,054.97	6,318.71	7,582.46
11	368,400	48,076	416,476	0	513,894	0	30,513	74,008	1,034,891	27,872	1,062,763	4,643.65	5,804.56	6,965.48
12	341,108	44,515	385,623	0	462,863	0	29,329	72,986	950,801	27,505	978,306	4,231.43	5,289.29	6,347.15
13	315,831	41,216	357,047	0	439,510	0	27,240	67,915	891,712	25,604	917,316	3,975.48	4,969.35	5,963.22
14	292,389	38,157	330,546	0	420,230	0	26,001	64,940	841,717	24,477	866,194	3,750.63	4,688.29	5,625.95
15	270,750	35,333	306,083	0	393,816	0	24,207	60,579	784,685	22,845	807,530	3,497.72	4,372.15	5,246.58
16	250,645	32,709	283,354	0	367,185	0	22,402	56,154	729,095	21,143	750,238	3,251.74	4,064.68	4,877.61
17	232,086	30,287	262,373	0	344,733	0	20,855	52,416	680,377	19,755	700,132	3,035.89	3,794.86	4,553.84

**TABLA DE SUELDOS LEY N° 18.834 PARA FUNCIONARIOS CON 0 BIENIOS**  
DICIEMBRE 2018 A NOVIEMBRE 2019

GRADO	SUELDO BASE	DECRETO LEY N° 3.501/80	SUB-TOT IMPONIBLE DESAHUC.	ASIG. PROF. ART. 19 LEY N° 19.185	ASIG. SUSTIT. ART. 18 LEY N° 19.185	RESPONS. SUPERIOR 40%	LEY N° 18.566 ART. 3	LEY N° 18.675 ART. 10	TOTAL HABER DL N° 3.500	LEY N° 18.675 ART. 11	TOTAL HABER DL N° 3.501	VALOR DE HORA EXTRAORDINARIA VIGENTE A CONTAR DE 01/12/2018		
												100%	125%	150%
												13	14	15
1	2	3	4	5	6	7	8	9	10	11	12			
<b>CARGOS PROFESIONALES</b>														
05	576,444	75,226	651,670	487,220	987,916	0	105,000	236,756	2,468,562	93,469	2,562,031	10,797.79	13,497.24	16,196.69
06	543,772	70,962	614,734	435,014	924,174	0	99,052	250,258	2,323,232	94,989	2,418,221	10,015.58	12,519.48	15,023.37
07	501,225	65,410	566,635	396,936	878,747	0	84,133	204,089	2,130,540	76,897	2,207,437	9,352.15	11,690.19	14,028.23
08	464,060	60,560	524,620	356,006	793,221	0	77,888	188,964	1,940,699	71,203	2,011,902	8,490.98	10,613.73	12,736.47
09	429,642	56,068	485,710	322,170	728,203	0	72,132	174,947	1,783,162	65,936	1,849,098	7,789.55	9,736.94	11,684.33
10	397,844	51,919	449,763	291,553	665,599	0	66,782	162,004	1,635,701	61,051	1,696,752	7,131.56	8,914.45	10,697.34
11	368,400	48,076	416,476	263,853	611,116	0	61,846	150,017	1,503,308	56,528	1,559,836	6,544.05	8,180.06	9,816.08
12	341,108	44,515	385,623	238,779	561,122	0	57,258	138,897	1,381,679	52,348	1,434,027	6,005.31	7,506.64	9,007.97
13	315,831	41,216	357,047	214,452	520,408	0	48,501	117,638	1,258,046	44,336	1,302,382	5,529.95	6,912.44	8,294.93
14	292,389	38,157	330,546	192,509	477,863	0	44,903	108,914	1,154,735	41,050	1,195,785	5,067.16	6,333.95	7,600.74
15	270,750	35,333	306,083	172,803	438,815	0	41,547	100,850	1,060,098	37,995	1,098,093	4,644.04	5,805.05	6,966.06
16	250,645	32,709	283,354	155,122	402,964	0	38,482	93,365	973,287	35,190	1,008,477	4,256.48	5,320.60	6,384.72
17	232,086	30,287	262,373	139,251	370,060	0	35,644	86,454	893,782	32,591	926,373	3,902.09	4,877.61	5,853.14
18	214,901	28,045	242,946	121,658	368,145	0	23,338	58,426	814,513	22,032	836,545	3,708.97	4,636.21	5,563.46
19	200,847	26,211	227,058	96,553	345,043	0	22,604	56,648	747,906	21,358	769,264	3,381.28	4,226.60	5,071.92
20	187,717	24,497	212,214	76,633	322,308	0	21,233	53,354	685,742	20,103	705,845	3,087.67	3,859.59	4,631.51
21	175,419	22,892	198,311	60,820	301,146	0	19,960	50,238	630,475	18,942	649,417	2,828.34	3,535.43	4,242.51
22	163,956	21,396	185,352	48,264	281,438	0	18,840	47,526	581,420	17,903	599,323	2,598.20	3,247.75	3,897.30
23	153,229	19,996	173,225	38,308	263,080	0	17,708	44,828	537,149	16,892	554,041	2,392.72	2,990.90	3,589.08
<b>CARGOS NO PROFESIONALES TECNICOS - ADMINISTRATIVOS - AUXILIARES</b>														
05	576,444	75,226	651,670	0	0	0	25,276	61,323	738,269	23,102	761,371	3,033.92	3,792.40	4,550.88
06	543,772	70,962	614,734	0	0	0	24,054	58,342	697,130	21,988	719,118	2,861.96	3,577.45	4,292.94
07	501,225	65,410	566,635	0	0	0	22,441	54,455	643,531	20,507	664,038	2,638.03	3,297.54	3,957.05
08	464,060	60,560	524,620	0	0	0	21,049	51,065	596,734	19,253	615,987	2,442.42	3,053.03	3,663.63
09	429,642	56,068	485,710	0	316,187	0	19,754	47,919	869,570	18,058	887,628	3,925.42	4,906.78	5,888.13
10	397,844	51,919	449,763	0	311,021	0	18,571	45,006	824,361	16,978	841,339	3,730.87	4,663.59	5,596.31
11	368,400	48,076	416,476	0	304,238	0	17,159	41,621	779,494	15,698	795,192	3,540.20	4,425.25	5,310.30
12	341,108	44,515	385,623	0	297,634	0	16,979	43,020	743,256	16,203	759,459	3,361.80	4,202.25	5,042.70
13	315,831	41,216	357,047	0	291,832	0	15,815	40,226	704,920	15,149	720,069	3,198.23	3,997.79	4,797.35
14	292,389	38,157	330,546	0	285,894	0	14,238	36,406	667,084	13,732	680,816	3,043.59	3,804.49	4,565.39
15	270,750	35,333	306,083	0	276,087	0	14,411	36,829	633,410	13,878	647,288	2,878.09	3,597.61	4,317.14
16	250,645	32,709	283,354	0	262,338	0	13,329	34,176	593,197	12,867	606,064	2,699.91	3,374.89	4,049.87
17	232,086	30,287	262,373	0	258,002	0	12,427	31,991	564,793	12,058	576,851	2,579.41	3,224.26	3,869.12
18	214,901	28,045	242,946	0	251,882	0	12,860	33,031	540,719	12,459	553,178	2,456.75	3,070.94	3,685.13
19	200,847	26,211	227,058	0	244,957	0	13,242	33,762	519,019	12,727	531,746	2,346.34	2,932.93	3,519.51
20	187,717	24,497	212,214	0	231,690	0	12,279	31,450	487,633	11,863	499,496	2,207.41	2,759.26	3,311.12
21	175,419	22,892	198,311	0	222,141	0	11,620	29,839	461,911	11,240	473,151	2,092.42	2,615.53	3,138.63
22	163,956	21,396	185,352	0	204,530	0	9,075	23,196	422,153	8,752	430,905	1,939.40	2,424.25	2,909.10
23	153,229	19,996	173,225	0	183,453	0	8,595	22,074	387,347	8,318	395,665	1,772.01	2,215.01	2,658.02
24	143,194	18,687	161,881	0	167,255	0	8,190	21,080	358,406	7,944	366,350	1,633.94	2,042.43	2,450.91
25	133,831	17,465	151,296	0	161,893	0	7,386	18,864	339,439	7,087	346,526	1,556.44	1,945.55	2,334.66
26	125,008	16,314	141,322	0	151,009	0	7,030	18,029	317,390	6,801	324,191	1,452.72	1,815.90	2,179.08
27	116,828	15,246	132,074	0	144,209	0	5,774	14,897	296,954	5,600	302,554	1,373.88	1,717.35	2,060.82
28	109,234	14,255	123,489	0	138,161	0	5,816	14,918	282,384	5,636	288,020	1,302.08	1,627.60	1,953.12
29	102,110	13,325	115,435	0	132,937	0	5,600	14,411	268,383	5,444	273,827	1,237.09	1,546.36	1,855.64
30	99,550	12,991	112,541	0	124,477	0	5,096	13,212	255,326	4,979	260,305	1,179.09	1,473.86	1,768.64
31	97,143	12,677	109,820	0	115,102	0	4,954	12,867	242,743	4,850	247,593	1,117.08	1,396.35	1,675.62

Notas:

\* Columna N° 9: Funcionario que no cotiza para pensión no tiene derecho a esta asignación.

TABLA DE SUELDOS LEY N° 15.076

DICIEMBRE 2018 A NOVIEMBRE 2019

TRIENIOS			BASE CÁLCULO			SUELDO BASE	VALOR TRIENIOS	ASIG. ESTÍMULO 150%	VALOR 75 HORAS N.D.Y F.	DL N° 3.501/80	SUBTOTAL IMPONIBLE DESAHUC.	ART. 65 LEY N° 18.482	DECRETO LEY N° 3.551/80	LEY N° 18.566	LEY N° 18.675 ART. 10	LEY N° 18.717 SUSTIT.	LEY N° 19.112 32% A 20% B	LEY N° 19.432 (5%)	BONO ESPECIAL ART. 10 LEY N° 20.261	ASIG. ESTÍMULO COMPETENCIA PROF. (ART. 10 L. N° 20.707)	TOTAL HABER DL N° 3.500
AÑO	N°	%	GR	MONTO	%			28 HRS.	28 HRS.											17	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18				
<b>PROFESIONALES CON 28 HORAS SEMANALES</b>																					
00	00	00	13	315,831	60	143,194	0	414,999	133,472	36,105	727,770	121,279	162,638	45,526	116,293	20,090	267,011	0	179,071	252,633	1,892,311
03	01	40	11	368,400	70	143,194	57,278	476,213	174,281	48,905	899,871	165,043	192,185	54,055	131,115	20,090	312,602	0	179,071	310,174	2,264,206
06	02	60	10	397,844	70	143,194	85,916	495,821	187,353	54,348	966,632	178,234	192,185	57,493	139,454	20,090	328,333	0	179,071	328,605	2,390,097
09	03	80	08	464,060	70	143,194	114,555	555,780	227,326	63,302	1,104,157	207,899	261,794	67,676	164,153	20,090	374,675	0	179,071	384,967	2,764,482
12	04	95	07	501,225	70	143,194	136,034	573,653	239,241	67,660	1,159,782	224,549	261,794	70,783	171,691	20,090	388,876	0	179,071	401,767	2,878,403
15	05	110	07	501,225	70	143,194	157,513	583,721	245,953	71,339	1,201,720	224,549	261,794	72,587	176,065	20,090	397,157	0	179,071	411,231	2,944,264
18	06	125	06	543,772	80	143,194	178,993	637,613	281,881	78,831	1,320,512	278,411	301,422	81,715	198,206	20,090	438,681	0	179,071	461,890	3,279,998
21	07	140	06	543,772	80	143,194	200,472	647,681	288,593	82,510	1,362,450	278,411	301,422	83,518	202,580	20,090	446,962	0	179,071	471,354	3,345,858
24	08	150	06	543,772	80	143,194	214,791	654,393	293,068	84,962	1,390,408	278,411	301,422	84,720	205,496	20,090	452,482	0	179,071	477,663	3,389,763
27	09	155	05	576,444	80	143,194	221,951	724,868	340,051	92,028	1,522,092	295,139	427,878	92,811	215,840	20,090	501,746	0	179,071	543,909	3,798,576
30	10	160	05	576,444	80	143,194	229,110	728,223	342,288	93,254	1,536,069	295,139	427,878	92,811	215,840	20,090	504,094	0	179,071	547,063	3,818,055
33	11	165	05	576,444	80	143,194	236,270	731,579	344,525	94,481	1,550,049	295,139	427,878	92,811	215,840	20,090	506,443	0	179,071	550,218	3,837,539
36	12	170	05	576,444	80	143,194	243,430	734,936	346,763	95,707	1,564,030	295,139	427,878	92,811	215,840	20,090	508,791	0	179,071	553,373	3,857,023
39	13	175	05	576,444	80	143,194	250,590	738,291	349,000	96,933	1,578,008	295,139	427,878	92,811	215,840	20,090	511,140	0	179,071	556,528	3,876,505

**TABLA DE SUELDOS LEY N° 15.076**

DICIEMBRE 2018 A NOVIEMBRE 2019

TRINIOS			BASE CÁLCULO			SUELDO BASE	VALOR TRIENIOS	ASIG. ESTÍMULO	VALOR 75 HORAS	DL N° 3.501/80	SUBTOTAL IMPONIBLE DESAHUC.	ART. 65 LEY N° 18.482	DECRETO LEY N° 3.551/80	LEY N° 18.566	LEY N° 18.675 ART. 10	LEY N° 18.717 SUSTIT.	LEY N° 19.112 32% A 20% B	LEY N° 19.432 (5%)	BONO ESPECIAL ART. 10 LEY N° 20.261	ASIG. ESTÍMULO	LEY N° 18.675 ART. 11	TOTAL HABER DL N° 3.501
AÑO	N°	%	GR	MONTO	%			150% 28 HRS.	N.D.Y F. 28 HRS.											IA PROF.		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19				
<b>PROFESIONALES CON 28 HORAS SEMANALES - IPS</b>																						
00	00	00	13	315,831	60	143,194	0	414,999	133,472	36,105	727,770	121,279	162,638	45,526	116,293	20,090	274,835	0	179,071	252,633	39,117	1,939,252
03	01	40	11	368,400	70	143,194	57,278	476,213	174,281	48,905	899,871	165,043	192,185	54,055	131,115	20,090	322,305	0	179,071	310,174	48,513	2,322,422
06	02	60	10	397,844	70	143,194	85,916	495,821	187,353	54,348	966,632	178,234	192,185	57,493	139,454	20,090	338,653	0	179,071	328,605	51,598	2,452,015
09	03	80	08	464,060	70	143,194	114,555	555,780	227,326	63,302	1,104,157	207,899	261,794	67,676	164,153	20,090	386,822	0	179,071	384,967	60,736	2,837,365
12	04	95	07	501,225	70	143,194	136,034	573,653	239,241	67,660	1,159,782	224,549	261,794	70,783	165,197	20,090	399,802	0	179,071	401,767	61,123	2,943,958
15	05	110	07	501,225	70	143,194	157,513	583,721	245,953	71,339	1,201,720	224,549	261,794	71,035	165,197	20,090	406,897	0	179,071	411,231	61,123	3,002,707
18	06	125	06	543,772	80	143,194	178,993	637,613	281,881	78,831	1,320,512	278,411	301,422	71,035	165,197	20,090	442,168	0	179,071	461,890	61,123	3,300,919
21	07	140	06	543,772	80	143,194	200,472	647,681	288,593	82,510	1,362,450	278,411	301,422	71,035	165,197	20,090	449,213	0	179,071	471,354	61,123	3,359,366
24	08	150	06	543,772	80	143,194	214,791	654,393	293,068	84,962	1,390,408	278,411	301,422	71,035	165,197	20,090	453,910	0	179,071	477,663	61,123	3,398,330
27	09	155	05	576,444	80	143,194	221,951	724,868	340,051	92,028	1,522,092	295,139	427,878	71,035	165,197	20,090	499,487	0	179,071	543,909	61,123	3,785,021
30	10	160	05	576,444	80	143,194	229,110	728,223	342,288	93,254	1,536,069	295,139	427,878	71,035	165,197	20,090	501,835	0	179,071	547,063	61,123	3,804,500
33	11	165	05	576,444	80	143,194	236,270	731,579	344,525	94,481	1,550,049	295,139	427,878	71,035	165,197	20,090	504,184	0	179,071	550,218	61,123	3,823,984
36	12	170	05	576,444	80	143,194	243,430	734,936	346,763	95,707	1,564,030	295,139	427,878	71,035	165,197	20,090	506,532	0	179,071	553,373	61,123	3,843,468
39	13	175	05	576,444	80	143,194	250,590	738,291	349,000	96,933	1,578,008	295,139	427,878	71,035	165,197	20,090	508,880	0	179,071	556,528	61,123	3,862,949

NOTA : ESTA TABLA NO INCLUYE LAS ASIGNACIONES DE LAS LEYES N° 19.230 ART. 2°, ESPECIALIDAD EN FALENCIA 50%, LEY N° 19.112 ART.7° LETRA E, 50% ESTÍMULO PERMANENTE PARA JEFES DE TURNO DE SERVICIO DE URGENCIA, MATERNIDAD Y UCI.

EL VALOR DE LAS 75 HORAS (COL.N°6) SE OBTIENE DE MULTIPLICAR POR EL FACTOR 75/240 LA SUMATORIA DE LAS COLUMNAS 3 - 4 - 9 y 10.

EL VALOR DE LAS 86 HORAS MATERNIDAD, SE OBTIENE DE MULTIPLICAR POR EL FACTOR 86/240 LA SUMATORIAS DE LAS COLUMNAS 3 - 4 - 9 y 10.

RENTA MÁXIMA LEY N° 15.076: 794,312 (SUELDO BASE GRADO 4 EUS + 30% BIENIOS).

BONIFICACIONES ESTABLECIDAS EN EL ART.3 DE LA LEY N° 18.566 Y EN LOS ARTS. 10 Y 11 DE LA LEY N° 18.675			
PROFESIONALES FUNCIONARIOS	ART. 3 LEY N° 18.566 VIGENTE A CONTAR DE 01.11.86 PERSONAL AFECTO AL D.L. 3500	LEY N° 18.675 VIGENTE A CONTAR 01-01-88	
		ART.10 PERSONAL AFECTO AL D.L. N° 3500/80	ART. 11 PERSONAL AFECT. AL D.L. N° 3.501
- QUE NO GOCEN DE TRIENIOS	4,5%	11%	3,7%
- QUE PERCIBEN UNO O MÁS	4,3%	10%	3,7%

BASE DE CÁLCULO SOBRE LA QUE DEBERÁ APLICARSE LOS PORCENTAJES

SUMATORIA COLUMNAS NUM. 3-4-5-6-7-9-10 CON LÍMITE DE 78,3 UF (ART.2 INC.2 LEY N°18.566)

SUMATORIA COLUMNAS N° 3-4-5-6-7-9-10-11 CON LÍMITE DE 78,3 UF (ART. 9 INC. 2° LEY N°18.675)

SUMATORIA COLUMNAS N° 3-4-5-6-7-9-10-11 CON LÍMITE DE 60 UF

NOTA IMPORTANTE: CUANDO LA SUMATORIA DE LAS COLUMNAS 3-4-5-6-7-9 y 10 SUPEREN EL TOPE IMPOSITIVO DE 78,3 U.F. DEL MES DE PROCESO O 60 UF DEL MES ANTERIOR AL DE PROCESO, SEGÚN CORRESPONDA, LA COLUMNA ART 3 DE LA LEY N° 18.566 DEBERÁ SER CALCULADAS CON ESTE TOPE. POR CONSIGUIENTE TAMBIÉN SE VEN AFECTADAS LAS COLUMNAS 12-14 Y ART 11 DE LA LEY N° 18.675. POR TANTO, DEBERÁN RECALCULARSE MENSUALMENTE DE ACUERDO AL VALOR U.F. QUE CORRESPONDA (60 UF MES ANTERIOR O 78,3 UF MES DE PROCESO)

ASÍ MISMO CUANDO LA SUMATORIA DE LAS COLUMNAS 3-4-5-6-7-9 -10 Y 11 SUPEREN EL TOPE IMPOSITIVO DE 78,3 U.F. DEL MES DE PROCESO O 60 UF DEL MES ANTERIOR AL DE PROCESO, LAS COLUMNAS CORRESPONDIENTES AL ART 10 Y ART 11 DE LA LEY N° 18.675 DEBERÁN SER CALCULADAS CON ESTE TOPE. POR CONSIGUIENTE TAMBIÉN SE VE AFECTADA LA COLUMNA 14. POR TANTO DEBERÁN RECALCULARSE MENSUALMENTE DE ACUERDO AL VALOR U.F. QUE CORRESPONDA (60 UF MES ANTERIOR O 78,3 UF MES DE PROCESO)

PARA EFECTOS DE LA DETERMINACIÓN DE LA ASIGNACIÓN ART. 3 DE LA LEY N° 18,566, ART. 10 Y ART. 11 DE LA LEY N° 18,675 SE TRABAJÓ CON LA UF DEL 30.11.18 (AFP) Y UF DEL 31.12.18 (INP), UF DISPONIBLES AL MOMENTO DE LA ELABORACIÓN DE LA TABLA DE REMUNERACIONES.

**TABLA REMUNERACIONES PERMANENTES PROFESIONALES FUNCIONARIOS LEY N° 19.664**

DICIEMBRE 2018 A NOVIEMBRE 2019

TRIENIOS		SUELDO BASE	% TRIENIOS LEY 15.076	TRIENIOS LEY 19.664		INC. PREVISIONALES			EXPERIENCIA CALIFICADA		REFORZ. PROF. DIURNO ART. 27, LT. D) L. 19.664		SUBTOTAL HABER DL N° 3.500		LEY N° 18.675 ART. 11	SUBTOTAL HABER DL N° 3.501	ASIG. POR PERMANENCIA	TOTAL HABER DL N° 3.500		TOTAL HABER DL N° 3.501
AÑOS	TRIENIOS			%	MONTO	DL. N° 3501/80	LEY N° 18.566 ART. 3°	LEY N° 18.675 ART. 10	%	MONTO	EDF 28%	ETAPA PLANTA SUPERIOR 108%	EDF	ETAPA PLANTA SUPERIOR				EDF	PLANTA SUPERIOR	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<b>PROFESIONALES CON 44 HORAS SEMANALES</b>																				
00	00	990,000	(0%)	0%	0	30,831	33,049	84,423	0%	0	277,200	0	1,415,503	0	34,075	1,449,578	396,000	1,811,503	0	1,845,578
03	01	990,000	(40%)	34%	336,600	30,831	33,049	84,423	0%	0	277,200	0	1,752,103	0	34,075	1,786,178	396,000	2,148,103	0	2,182,178
06*	02	990,000	(60%)	44%	435,600	30,831	33,049	84,423	40%	396,000	0	1,069,200	0	3,039,103	34,075	3,073,178	396,000	0	3,435,103	3,469,178
09	03	990,000	(80%)	47%	465,300	30,831	33,049	84,423	40%	396,000	0	1,069,200	0	3,068,803	34,075	3,102,878	396,000	0	3,464,803	3,498,878
12	04	990,000	(95%)	50%	495,000	30,831	33,049	84,423	40%	396,000	0	1,069,200	0	3,098,503	34,075	3,132,578	396,000	0	3,494,503	3,528,578
15	05	990,000	(110%)	53%	524,700	30,831	33,049	84,423	40%	396,000	0	1,069,200	0	3,128,203	34,075	3,162,278	396,000	0	3,524,203	3,558,278
18	06	990,000	(125%)	56%	554,400	30,831	33,049	84,423	82%	811,800	0	1,069,200	0	3,573,703	34,075	3,607,778	396,000	0	3,969,703	4,003,778
21	07	990,000	(140%)	59%	584,100	30,831	33,049	84,423	82%	811,800	0	1,069,200	0	3,603,403	34,075	3,637,478	396,000	0	3,999,403	4,033,478
24	08	990,000	(150%)	62%	613,800	30,831	33,049	84,423	82%	811,800	0	1,069,200	0	3,633,103	34,075	3,667,178	396,000	0	4,029,103	4,063,178
27	09	990,000	(155%)	64%	633,600	30,831	33,049	84,423	102%	1,009,800	0	1,069,200	0	3,850,903	34,075	3,884,978	396,000	0	4,246,903	4,280,978
30	10	990,000	(160%)	66%	653,400	30,831	33,049	84,423	102%	1,009,800	0	1,069,200	0	3,870,703	34,075	3,904,778	396,000	0	4,266,703	4,300,778
33	11	990,000	(165%)	68%	673,200	30,831	33,049	84,423	102%	1,009,800	0	1,069,200	0	3,890,503	34,075	3,924,578	396,000	0	4,286,503	4,320,578
36	12	990,000	(170%)	70%	693,000	30,831	33,049	84,423	102%	1,009,800	0	1,069,200	0	3,910,303	34,075	3,944,378	396,000	0	4,306,303	4,340,378
39	13	990,000	(175%)	72%	712,800	30,831	33,049	84,423	102%	1,009,800	0	1,069,200	0	3,930,103	34,075	3,964,178	396,000	0	4,326,103	4,360,178
<b>PROFESIONALES CON 33 HORAS SEMANALES</b>																				
00	00	742,500	(0%)	0%	0	23,123	24,787	63,317	0%	0	207,900	0	1,061,627	0	25,556	1,087,183	297,000	1,358,627	0	1,384,183
03	01	742,500	(40%)	34%	252,450	23,123	24,787	63,317	0%	0	207,900	0	1,314,077	0	25,556	1,339,633	297,000	1,611,077	0	1,636,633
06*	02	742,500	(60%)	44%	326,700	23,123	24,787	63,317	40%	297,000	0	801,900	0	2,279,327	25,556	2,304,883	297,000	0	2,576,327	2,601,883
09	03	742,500	(80%)	47%	348,975	23,123	24,787	63,317	40%	297,000	0	801,900	0	2,301,602	25,556	2,327,158	297,000	0	2,598,602	2,624,158
12	04	742,500	(95%)	50%	371,250	23,123	24,787	63,317	40%	297,000	0	801,900	0	2,323,877	25,556	2,349,433	297,000	0	2,620,877	2,646,433
15	05	742,500	(110%)	53%	393,525	23,123	24,787	63,317	40%	297,000	0	801,900	0	2,346,152	25,556	2,371,708	297,000	0	2,643,152	2,668,708
18	06	742,500	(125%)	56%	415,800	23,123	24,787	63,317	82%	608,850	0	801,900	0	2,680,277	25,556	2,705,833	297,000	0	2,977,277	3,002,833
21	07	742,500	(140%)	59%	438,075	23,123	24,787	63,317	82%	608,850	0	801,900	0	2,702,552	25,556	2,728,108	297,000	0	2,999,552	3,025,108
24	08	742,500	(150%)	62%	460,350	23,123	24,787	63,317	82%	608,850	0	801,900	0	2,724,827	25,556	2,750,383	297,000	0	3,021,827	3,047,383
27	09	742,500	(155%)	64%	475,200	23,123	24,787	63,317	102%	757,350	0	801,900	0	2,888,177	25,556	2,913,733	297,000	0	3,185,177	3,210,733
30	10	742,500	(160%)	66%	490,050	23,123	24,787	63,317	102%	757,350	0	801,900	0	2,903,027	25,556	2,928,583	297,000	0	3,200,027	3,225,583
33	11	742,500	(165%)	68%	504,900	23,123	24,787	63,317	102%	757,350	0	801,900	0	2,917,877	25,556	2,943,433	297,000	0	3,214,877	3,240,433
36	12	742,500	(170%)	70%	519,750	23,123	24,787	63,317	102%	757,350	0	801,900	0	2,932,727	25,556	2,958,283	297,000	0	3,229,727	3,255,283
39	13	742,500	(175%)	72%	534,600	23,123	24,787	63,317	102%	757,350	0	801,900	0	2,947,577	25,556	2,973,133	297,000	0	3,244,577	3,270,133

TRINIOS		SUELDO BASE	% TRIENIOS LEY 15.076	TRINIOS LEY 19.664		INC. PREVISIONALES			EXPERIENCIA CALIFICADA		REFORZ. PROF. DIURNO ART. 27, LT. D) L. 19.664		SUBTOTAL HABER DL N° 3.500		LEY N° 18.675 ART. 11	SUBTOTAL HABER DL N° 3.501	ASIG. POR PERMANENCIA	TOTAL HABER DL N° 3.500		TOTAL HABER DL N° 3.501
AÑOS	TRINIOS			%	MONTO	DL. N° 3501/80	LEY N° 18.566 ART. 3°	LEY N° 18.675 ART. 10	%	MONTO	EDF 28%	ETAPA PLANTA SUPERIOR 108%	EDF	ETAPA PLANTA SUPERIOR				EDF	PLANTA SUPERIOR	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
<b>PROFESIONALES CON 22 HORAS SEMANALES</b>																				
00	00	495,000	(0%)	0%	0	15,416	16,525	42,212	0%	0	138,600	0	707,753	569,153	17,038	724,791	198,000	905,753	0	922,791
03	01	495,000	(40%)	34%	168,300	15,416	16,525	42,212	0%	0	138,600	0	876,053	737,453	17,038	893,091	198,000	1,074,053	0	1,091,091
06*	02	495,000	(60%)	44%	217,800	15,416	16,525	42,212	40%	198,000	0	534,600	0	1,519,553	17,038	1,536,591	198,000	0	1,717,553	1,734,591
09	03	495,000	(80%)	47%	232,650	15,416	16,525	42,212	40%	198,000	0	534,600	0	1,534,403	17,038	1,551,441	198,000	0	1,732,403	1,749,441
12	04	495,000	(95%)	50%	247,500	15,416	16,525	42,212	40%	198,000	0	534,600	0	1,549,253	17,038	1,566,291	198,000	0	1,747,253	1,764,291
15	05	495,000	(110%)	53%	262,350	15,416	16,525	42,212	40%	198,000	0	534,600	0	1,564,103	17,038	1,581,141	198,000	0	1,762,103	1,779,141
18	06	495,000	(125%)	56%	277,200	15,416	16,525	42,212	82%	405,900	0	534,600	0	1,786,853	17,038	1,803,891	198,000	0	1,984,853	2,001,891
21	07	495,000	(140%)	59%	292,050	15,416	16,525	42,212	82%	405,900	0	534,600	0	1,801,703	17,038	1,818,741	198,000	0	1,999,703	2,016,741
24	08	495,000	(150%)	62%	306,900	15,416	16,525	42,212	82%	405,900	0	534,600	0	1,816,553	17,038	1,833,591	198,000	0	2,014,553	2,031,591
27	09	495,000	(155%)	64%	316,800	15,416	16,525	42,212	102%	504,900	0	534,600	0	1,925,453	17,038	1,942,491	198,000	0	2,123,453	2,140,491
30	10	495,000	(160%)	66%	326,700	15,416	16,525	42,212	102%	504,900	0	534,600	0	1,935,353	17,038	1,952,391	198,000	0	2,133,353	2,150,391
33	11	495,000	(165%)	68%	336,600	15,416	16,525	42,212	102%	504,900	0	534,600	0	1,945,253	17,038	1,962,291	198,000	0	2,143,253	2,160,291
36	12	495,000	(170%)	70%	346,500	15,416	16,525	42,212	102%	504,900	0	534,600	0	1,955,153	17,038	1,972,191	198,000	0	2,153,153	2,170,191
39	13	495,000	(175%)	72%	356,400	15,416	16,525	42,212	102%	504,900	0	534,600	0	1,965,053	17,038	1,982,091	198,000	0	2,163,053	2,180,091
<b>PROFESIONALES CON 11 HORAS SEMANALES</b>																				
00	00	247,500	(0%)	0%	0	7,708	8,262	21,106	0%	0	69,300	0	353,876	284,576	8,519	362,395	24,750	378,626	0	387,145
03	01	247,500	(40%)	34%	84,150	7,708	8,262	21,106	0%	0	69,300	0	438,026	368,726	8,519	446,545	24,750	462,776	0	471,295
06*	02	247,500	(60%)	44%	108,900	7,708	8,262	21,106	40%	99,000	0	267,300	0	759,776	8,519	768,295	24,750	0	784,526	793,045
09	03	247,500	(80%)	47%	116,325	7,708	8,262	21,106	40%	99,000	0	267,300	0	767,201	8,519	775,720	24,750	0	791,951	800,470
12	04	247,500	(95%)	50%	123,750	7,708	8,262	21,106	40%	99,000	0	267,300	0	774,626	8,519	783,145	24,750	0	799,376	807,895
15	05	247,500	(110%)	53%	131,175	7,708	8,262	21,106	40%	99,000	0	267,300	0	782,051	8,519	790,570	24,750	0	806,801	815,320
18	06	247,500	(125%)	56%	138,600	7,708	8,262	21,106	82%	202,950	0	267,300	0	893,426	8,519	901,945	24,750	0	918,176	926,695
21	07	247,500	(140%)	59%	146,025	7,708	8,262	21,106	82%	202,950	0	267,300	0	900,851	8,519	909,370	24,750	0	925,601	934,120
24	08	247,500	(150%)	62%	153,450	7,708	8,262	21,106	82%	202,950	0	267,300	0	908,276	8,519	916,795	24,750	0	933,026	941,545
27	09	247,500	(155%)	64%	158,400	7,708	8,262	21,106	102%	252,450	0	267,300	0	962,726	8,519	971,245	24,750	0	987,476	995,995
30	10	247,500	(160%)	66%	163,350	7,708	8,262	21,106	102%	252,450	0	267,300	0	967,676	8,519	976,195	24,750	0	992,426	1,000,945
33	11	247,500	(165%)	68%	168,300	7,708	8,262	21,106	102%	252,450	0	267,300	0	972,626	8,519	981,145	24,750	0	997,376	1,005,895
36	12	247,500	(170%)	70%	173,250	7,708	8,262	21,106	102%	252,450	0	267,300	0	977,576	8,519	986,095	24,750	0	1,002,326	1,010,845
39	13	247,500	(175%)	72%	178,200	7,708	8,262	21,106	102%	252,450	0	267,300	0	982,526	8,519	991,045	24,750	0	1,007,276	1,015,795

Notas:

06\*: De acuerdo al Art. 6° de la Ley N° 19.664, a partir del sexto año los profesionales podrán postular a concursos que se llamen para proveer cargos de profesional de la Planta Superior. Asimismo, el Art. 21 de dicha Ley señala que, los Directores de los Servicios de Salud podrán, en ejercicio de sus atribuciones, contratar profesionales asimilados al Nivel I de la Etapa de Planta Superior, siempre que tengan más de seis años de ejercicio profesional y que se difundan públicamente las plazas a proveer.



**TABLA DE SUELDOS LEY N°18.834 SEGÚN ARTÍCULO 18 INCISO 2° LEY N° 19.185  
DICIEMBRE 2018 A NOVIEMBRE 2019**

GRADO	SUELDO BASE	ASIG. PROFES. ART. 19 LEY N° 19.185	RESPONS. SUPERIOR 40%	ASIG. ESPECIAL D.L. N° 3551/80	DESARROLLO DECRETO LEY N°3.551/80								DECRETO LEY N° 2.411/78		LEY N°18.717		
					DIRECTIVO CON ASIGNACIÓN PROFESIONAL		DIRECTIVO SIN ASIGNACIÓN PROFESIONAL		PROFESIONALES		TÉCNICOS- ADMINISTRATIVOS-AUXILIARES		ART. 1°	PROCES. DE DATOS	ART. 4°	SIN ASIG. PROFESIONAL Y LEY N° 19.664	CON ASIG. PROFESIONAL
					%	MONTO	%	MONTO	%	MONTO	%	MONTO					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
A	697,468	557,976		1,627,993	100%	1,255,444									18,069		
B	683,261	546,612		1,597,190	100%	1,229,873									18,069		
C	657,282	525,828		1,592,561	100%	1,183,110									18,069		
1-A	655,177	524,144	262,071		100%	1,179,321									18,069		
A-B	714,185	571,352	285,674		100%	1,285,537									20,090		
A-C	700,213	560,172	280,085		100%	1,260,385									20,090		
2	686,474	549,179	274,590		100%	1,235,653									20,090		
3	647,652	518,126	259,061		100%	1,165,778									20,090		
4	611,009	488,804	244,404		100%	1,099,813									20,090		
5	576,444	487,220			95%	1,010,481	95%	577,779	90%	957,298	50%	304,094	31,744		20,090		
6	543,772	435,014			95%	929,847	95%	546,740	90%	880,907	50%	287,758	31,744		20,090		
7	501,225	396,936			95%	853,253	95%	506,321	90%	808,345	50%	266,485	31,744		20,090		
8	464,060	356,006			95%	779,063	95%	471,014	90%	738,059	50%	247,902	31,744		20,090		
9	429,642	322,170			90%	676,631	75%	346,040	90%	676,631	50%	230,693	31,744		20,090		
10	397,844	291,553			90%	620,457	75%	322,191	90%	620,457	50%	214,794	31,744	31,744	20,090		
11	368,400	263,853			90%	569,028	75%	298,198	90%	569,028	50%	198,799	29,197	29,197	20,090		
12	341,108	238,779			90%	521,898	75%	276,094	90%	521,898	50%	184,063	27,017	27,017	20,090	57,480	
13	315,831	214,452			90%	477,255	75%	255,766	90%	477,255	50%	170,511	25,190	25,190	20,090	65,305	
14	292,389	192,509			90%	436,408	75%	228,879	90%	436,408	50%	152,586	12,783	23,362	20,090	74,765	
15	270,750	172,803			90%	399,198	75%	219,211	90%	399,198	50%	146,141	21,531	21,531	20,090	74,765	
16	250,645	155,122			90%	365,190	75%	203,036	90%	365,190	50%	135,358	20,070	20,070	20,090	72,555	
17	232,086	139,251			90%	334,203	75%	187,749	90%	334,203	50%	125,166	18,246	18,246	20,090	72,555	
18	214,901	121,658			90%	302,903	50%	121,326	90%	302,903	50%	121,326	27,751	27,751	20,090	72,555	65,305
19	200,847	96,553			90%	267,660	50%	115,937	90%	267,660	50%	115,937	31,027	31,027	20,090	76,840	74,788
20	187,717	76,633			90%	237,915	50%	107,367	90%	237,915	50%	107,367	27,017	27,017	20,090	76,840	74,788
21	175,419	60,820			90%	212,615	50%	100,305	90%	212,615	50%	100,305	25,190	25,190	20,090	76,840	74,788
22	163,956	48,264			90%	190,998	35%	65,687	90%	190,998	35%	65,687	23,721	23,721	20,090	71,743	75,608
23	153,229	38,308			90%	172,383	35%	61,299	90%	172,383	35%	61,299	21,912	21,912	20,090	71,743	75,608
24	143,194				90%	157,276	35%	57,276	90%	157,276	35%	57,276	20,452	20,452	20,090	71,743	
25	133,831				90%	142,872	30%	45,953	90%	142,872	30%	45,953	19,346	19,346	20,090	68,847	
26	125,008				90%	127,897	30%	42,872	90%	127,897	30%	42,872	17,897	17,897	20,090	68,847	
27	116,828				90%	112,777	20%	26,721	90%	112,777	20%	26,721	16,777	16,777	20,090	68,847	
28	109,234				90%	104,987	20%	24,987	90%	104,987	20%	24,987	15,702	15,702	20,090	70,536	
29	102,110				90%	96,344	20%	23,344	90%	96,344	20%	23,344	14,612	14,612	20,090	70,536	
30	99,550				90%	91,807	20%	21,807	90%	91,807	20%	21,807	9,486	9,486	20,090	70,536	
31	97,143				90%	89,672	20%	20,963	90%	89,672	20%	20,963	7,672	7,672	20,090	70,536	



### ESCALA DE SUELDOS CENTROS DE REFERENCIA DE SALUD (MAIPÚ - PEÑALOEN)

DICIEMBRE 2018 A NOVIEMBRE 2019

Grado	44 HRS			33 HRS			28 HRS				22 HRS			11 HRS			Hora Normal, jornada 44 hrs.	Hora Diurna, jornada 44 hrs.	Hora Festiva, jornada 44 hrs.
	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Asig. Turno	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>DIRECTIVOS</b>																			
<b>1</b>	686,474	3,164,141	<b>3,850,615</b>	514,856	2,373,106	<b>2,887,962</b>													
<b>2</b>	667,084	2,907,189	<b>3,574,273</b>	500,313	2,180,392	<b>2,680,705</b>													
<b>3</b>	647,652	2,825,727	<b>3,473,379</b>	485,739	2,119,295	<b>2,605,034</b>													
<b>MEDICOS</b>																			
<b>A</b>	1,753,891	1,376,393	<b>3,130,284</b>	1,315,418	1,032,295	<b>2,347,713</b>	1,116,112	875,886	976,079	<b>2,968,077</b>	876,946	688,197	<b>1,565,143</b>	438,473	344,098	<b>782,571</b>	13,180	16,475	19,770
<b>B</b>	1,733,494	1,376,393	<b>3,109,887</b>	1,300,121	1,032,295	<b>2,332,416</b>	1,103,133	875,886	969,719	<b>2,948,738</b>	866,747	688,197	<b>1,554,944</b>	433,374	344,098	<b>777,472</b>	13,094	16,368	19,641
<b>C</b>	1,713,101	1,376,393	<b>3,089,494</b>	1,284,826	1,032,295	<b>2,317,121</b>	1,090,155	875,886	963,360	<b>2,929,401</b>	856,551	688,197	<b>1,544,748</b>	428,275	344,098	<b>772,373</b>	13,008	16,260	19,513
<b>D</b>	1,692,705	1,376,393	<b>3,069,098</b>	1,269,529	1,032,295	<b>2,301,824</b>	1,077,176	875,886	957,000	<b>2,910,062</b>	846,353	688,197	<b>1,534,550</b>	423,176	344,098	<b>767,274</b>	12,923	16,153	19,384
<b>E</b>	1,672,312	1,376,393	<b>3,048,705</b>	1,254,234	1,032,295	<b>2,286,529</b>	1,064,199	875,886	950,642	<b>2,890,727</b>	836,156	688,197	<b>1,524,353</b>	418,078	344,098	<b>762,176</b>	12,837	16,046	19,255
<b>F</b>	1,651,918	1,172,456	<b>2,824,374</b>	1,238,939	879,342	<b>2,118,281</b>	1,051,221	746,108	880,691	<b>2,678,020</b>	825,959	586,228	<b>1,412,187</b>	412,980	293,114	<b>706,094</b>	11,892	14,865	17,838
<b>G</b>	1,621,328	1,172,456	<b>2,793,784</b>	1,215,996	879,342	<b>2,095,338</b>	1,031,754	746,108	871,152	<b>2,649,014</b>	810,664	586,228	<b>1,396,892</b>	405,332	293,114	<b>698,446</b>	11,763	14,704	17,645
<b>H</b>	1,590,737	1,172,456	<b>2,763,193</b>	1,193,053	879,342	<b>2,072,395</b>	1,012,287	746,108	861,614	<b>2,620,009</b>	795,369	586,228	<b>1,381,597</b>	397,684	293,114	<b>690,798</b>	11,634	14,543	17,452
<b>I</b>	1,560,148	744,181	<b>2,304,329</b>	1,170,111	558,136	<b>1,728,247</b>	992,821	473,570	718,532	<b>2,184,923</b>	780,074	372,091	<b>1,152,165</b>	390,037	186,045	<b>576,082</b>	9,702	12,128	14,554
<b>J</b>	1,529,553	744,181	<b>2,273,734</b>	1,147,165	558,136	<b>1,705,301</b>	973,352	473,570	708,992	<b>2,155,914</b>	764,777	372,091	<b>1,136,868</b>	382,388	186,045	<b>568,433</b>	9,574	11,967	14,360
<b>K</b>	1,498,964	744,181	<b>2,243,145</b>	1,124,223	558,136	<b>1,682,359</b>	953,886	473,570	699,453	<b>2,126,909</b>	749,482	372,091	<b>1,121,573</b>	374,741	186,045	<b>560,786</b>	9,445	11,806	14,167
<b>L</b>	1,468,369	336,300	<b>1,804,669</b>	1,101,277	252,225	<b>1,353,502</b>	934,417	214,009	562,729	<b>1,711,155</b>	734,185	168,150	<b>902,335</b>	367,092	84,075	<b>451,167</b>	7,599	9,498	11,398
<b>M</b>	1,366,399	336,300	<b>1,702,699</b>	1,024,799	252,225	<b>1,277,024</b>	869,527	214,009	530,933	<b>1,614,469</b>	683,200	168,150	<b>851,350</b>	341,600	84,075	<b>425,675</b>	7,169	8,962	10,754
<b>N</b>	1,019,703	336,300	<b>1,356,003</b>	764,777	252,225	<b>1,017,002</b>	648,902	214,009	422,826	<b>1,285,737</b>	509,852	168,150	<b>678,002</b>	254,926	84,075	<b>339,001</b>	5,709	7,137	8,564

### ESCALA DE SUELDOS CENTROS DE REFERENCIA DE SALUD (MAIPÚ - PEÑALOEN)

DICIEMBRE 2018 A NOVIEMBRE 2019

Grado	44 HRS			33 HRS			28 HRS				22 HRS			11 HRS			Hora Normal, jornada 44 hrs.	Hora Diurna, jornada 44 hrs.	Hora Festiva, jornada 44 hrs.
	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Asig. Turno	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>NO PROFESIONALES</b>																			
10	434,368	414,723	849,091							849,091							3,575	4,469	5,363
11	394,631	432,336	826,967							826,967							3,482	4,352	5,223
12	372,425	440,648	813,073							813,073							3,423	4,279	5,135
13	344,824	403,022	747,846							747,846							3,149	3,936	4,723
14	319,230	395,493	714,723							714,723							3,009	3,762	4,514
15	295,602	376,382	671,984							671,984							2,829	3,537	4,244
16	258,163	377,171	635,334							635,334							2,675	3,344	4,013
17	253,390	351,363	604,753							604,753							2,546	3,183	3,819
18	241,668	347,442	589,110							589,110							2,480	3,101	3,721
19	221,603	338,655	560,258							560,258							2,359	2,949	3,538
20	211,098	319,737	530,835							530,835							2,235	2,794	3,353
21	197,267	305,398	502,665							502,665							2,116	2,646	3,175
22	184,380	275,283	459,663							459,663							1,935	2,419	2,903
23	172,316	249,651	421,967							421,967							1,777	2,221	2,665
24	161,030	245,577	406,607							406,607							1,712	2,140	2,568
25	150,499	227,517	378,016							378,016							1,592	1,990	2,387
26	132,617	204,093	336,710							336,710							1,418	1,772	2,127
27	131,380	201,941	333,321							333,321							1,403	1,754	2,105
<b>PROFESIONALES</b>																			
4	629,338	2,046,188	2,675,526							2,675,526							11,265	14,082	16,898
5	605,610	1,950,426	2,556,036							2,556,036							10,762	13,453	16,143
6	593,692	1,837,235	2,430,927							2,430,927							10,235	12,794	15,353
7	536,910	1,680,888	2,217,798							2,217,798							9,338	11,673	14,007
8	497,102	1,523,424	2,020,526							2,020,526							8,507	10,634	12,761
9	442,529	1,394,126	1,836,655							1,836,655							7,733	9,667	11,600
10	434,368	1,278,199	1,712,567							1,712,567							7,211	9,014	10,816
11	394,631	1,170,937	1,565,568							1,565,568							6,592	8,240	9,888
12	372,425	1,074,541	1,446,966							1,446,966							6,092	7,616	9,139
13	344,824	973,024	1,317,848							1,317,848							5,549	6,936	8,323
14	319,230	890,569	1,209,799							1,209,799							5,094	6,367	7,641
15	295,602	815,214	1,110,816							1,110,816							4,677	5,846	7,016
16	258,163	744,320	1,002,483							1,002,483							4,221	5,276	6,331
17	253,390	683,418	936,808							936,808							3,944	4,931	5,917

Notas:

- 1.- La asignación de turno de los profesionales Médicos corresponde al 49% de la suma del sueldo base y la asignación experimental.
- 2.- La asignación de turno de los no profesionales corresponde al 35% de la suma del sueldo base y la asignación experimental.
- 3.- La asignación de turno de los profesionales corresponde al 35% de la suma del sueldo base y la asignación experimental.



**ESCALA DE SUELDOS HOSPITAL PADRE ALBERTO HURTADO**  
DICIEMBRE 2018 A NOVIEMBRE 2019

Grado	44 HRS			33 HRS			28 HRS				22 HRS			11 HRS			Hora Normal, jornada 44 hrs.	Hora Diurna, jornada 44 hrs.	Hora Festiva, jornada 44 hrs.
	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Asig. Turno	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>DIRECTIVOS</b>																			
A	686,474	3,617,597	<b>4,304,071</b>																
B	667,084	3,117,440	<b>3,784,524</b>																
C	647,652	3,030,039	<b>3,677,691</b>																
<b>MEDICOS</b>																			
A	1,753,891	1,376,393	<b>3,130,284</b>	1,315,418	1,032,295	<b>2,347,713</b>	1,116,112	875,886	976,079	<b>2,968,077</b>	876,946	688,197	<b>1,565,143</b>	438,473	344,098	<b>782,571</b>	13,180	16,475	19,770
B	1,733,494	1,376,393	<b>3,109,887</b>	1,300,121	1,032,295	<b>2,332,416</b>	1,103,133	875,886	969,719	<b>2,948,738</b>	866,747	688,197	<b>1,554,944</b>	433,374	344,098	<b>777,472</b>	13,094	16,368	19,641
C	1,713,101	1,376,393	<b>3,089,494</b>	1,284,826	1,032,295	<b>2,317,121</b>	1,090,155	875,886	963,360	<b>2,929,401</b>	856,551	688,197	<b>1,544,748</b>	428,275	344,098	<b>772,373</b>	13,008	16,260	19,513
D	1,692,705	1,376,393	<b>3,069,098</b>	1,269,529	1,032,295	<b>2,301,824</b>	1,077,176	875,886	957,000	<b>2,910,062</b>	846,353	688,197	<b>1,534,550</b>	423,176	344,098	<b>767,274</b>	12,923	16,153	19,384
E	1,672,312	1,376,393	<b>3,048,705</b>	1,254,234	1,032,295	<b>2,286,529</b>	1,064,199	875,886	950,642	<b>2,890,727</b>	836,156	688,197	<b>1,524,353</b>	418,078	344,098	<b>762,176</b>	12,837	16,046	19,255
F	1,651,918	1,172,456	<b>2,824,374</b>	1,238,939	879,342	<b>2,118,281</b>	1,051,221	746,108	880,691	<b>2,678,020</b>	825,959	586,228	<b>1,412,187</b>	412,980	293,114	<b>706,094</b>	11,892	14,865	17,838
G	1,621,328	1,172,456	<b>2,793,784</b>	1,215,996	879,342	<b>2,095,338</b>	1,031,754	746,108	871,152	<b>2,649,014</b>	810,664	586,228	<b>1,396,892</b>	405,332	293,114	<b>698,446</b>	11,763	14,704	17,645
H	1,590,737	1,172,456	<b>2,763,193</b>	1,193,053	879,342	<b>2,072,395</b>	1,012,287	746,108	861,614	<b>2,620,009</b>	795,369	586,228	<b>1,381,597</b>	397,684	293,114	<b>690,798</b>	11,634	14,543	17,452
I	1,560,148	744,181	<b>2,304,329</b>	1,170,111	558,136	<b>1,728,247</b>	992,821	473,570	718,532	<b>2,184,923</b>	780,074	372,091	<b>1,152,165</b>	390,037	186,045	<b>576,082</b>	9,702	12,128	14,554
J	1,529,553	744,181	<b>2,273,734</b>	1,147,165	558,136	<b>1,705,301</b>	973,352	473,570	708,992	<b>2,155,914</b>	764,777	372,091	<b>1,136,868</b>	382,388	186,045	<b>568,433</b>	9,574	11,967	14,360
K	1,498,964	744,181	<b>2,243,145</b>	1,124,223	558,136	<b>1,682,359</b>	953,886	473,570	699,453	<b>2,126,909</b>	749,482	372,091	<b>1,121,573</b>	374,741	186,045	<b>560,786</b>	9,445	11,806	14,167
L	1,468,369	336,300	<b>1,804,669</b>	1,101,277	252,225	<b>1,353,502</b>	934,417	214,009	562,729	<b>1,711,155</b>	734,185	168,150	<b>902,335</b>	367,092	84,075	<b>451,167</b>	7,599	9,498	11,398
M	1,366,399	336,300	<b>1,702,699</b>	1,024,799	252,225	<b>1,277,024</b>	869,527	214,009	530,933	<b>1,614,469</b>	683,200	168,150	<b>851,350</b>	341,600	84,075	<b>425,675</b>	7,169	8,962	10,754
N	1,019,703	336,300	<b>1,356,003</b>	764,777	252,225	<b>1,017,002</b>	648,902	214,009	422,826	<b>1,285,737</b>	509,852	168,150	<b>678,002</b>	254,926	84,075	<b>339,001</b>	5,709	7,137	8,564



**ESCALA DE SUELDOS HOSPITAL PADRE ALBERTO HURTADO**  
DICIEMBRE 2018 A NOVIEMBRE 2019

Grado	44 HRS			33 HRS			28 HRS				22 HRS			11 HRS			Hora Normal, jornada 44 hrs.	Hora Diurna, jornada 44 hrs.	Hora Festiva, jornada 44 hrs.
	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Asig. Turno	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes	Sueldo Base	Asig Exp	Subtotal Haberes			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>PROFESIONALES UNIVERSITARIOS, TECNICOS, ADMINISTRATIVOS Y AUXILIARES</b>																			
1	629,338	2,046,217	2,675,555														11,265	14,082	16,898
2	605,610	1,936,696	2,542,306														10,704	13,381	16,057
3	571,289	1,635,503	2,206,792														9,292	11,615	13,938
4	526,586	1,482,744	2,009,330														8,460	10,575	12,691
5	487,541	1,216,514	1,704,055														7,175	8,969	10,762
6	451,382	1,096,301	1,547,683														6,517	8,146	9,775
7	417,979	1,013,502	1,431,481														6,027	7,534	9,041
8	387,041	915,615	1,302,656														5,485	6,856	8,227
9	358,372	838,020	1,196,392														5,037	6,297	7,556
10	331,810	766,569	1,098,379														4,625	5,781	6,937
11	307,183	633,426	940,609														3,960	4,951	5,941
12	284,447	564,590	849,037														3,575	4,469	5,362
13	263,324	510,195	773,519														3,257	4,071	4,885
14	243,828	450,117	693,945														2,922	3,652	4,383
15	225,776	391,093	616,869														2,597	3,247	3,896
16	211,012	370,779	581,791														2,450	3,062	3,674
17	197,217	313,703	510,920														2,151	2,689	3,227
18	184,296	299,650	483,946														2,038	2,547	3,057
19	172,253	266,355	438,608														1,847	2,308	2,770
20	160,981	233,786	394,767														1,662	2,078	2,493
21	150,442	216,603	367,045														1,545	1,932	2,318
22	140,603	212,154	352,757														1,485	1,857	2,228

Notas:

- 1.- La asignación de turno de los profesionales Médicos corresponde al 49% de la suma del sueldo base y la asignación experimental.
- 2.- La asignación de turno de los no profesionales corresponde al 39% de la suma del sueldo base y la asignación experimental.
- 3.- La asignación de turno de los profesionales corresponde al 35.5% de la suma del sueldo base y la asignación experimental.



## OTROS BENEFICIOS PECUNIARIOS REAJUSTABLES Y NO REAJUSTABLES CONFORME A LEY N° 21.126

		ASIGNACIÓN FAMILIAR Y MATERNAL			
		MONTOS VIGENTES PERIODO 01/08/2018 - 28/02/2019			
		TRAMOS	DESDE	HASTA	VALOR CARGA
1	Las asignaciones familiares y maternal del Sistema Único de Prestaciones Familiares, regulado por el D.L. N° 150/82, del Ministerio de Trabajo y Previsión Social, tendrán los siguientes valores, según ingreso mensual del beneficiario, de acuerdo a la Ley N° 21.112.	A	0	302,200	11,887
		B	302,201	441,395	7,259
		C	441,396	688,427	2,295
		D	688,428	y MÁS	0
2		ASIGNACIÓN PÉRDIDA DE CAJA			
		MONTOS VIGENTES A CONTAR 01/12/2018			
		1° CATEGORIA	15% GR. 31 E.U.S	14,571	
		2° CATEGORIA	10% GR. 31 E.U.S	9,714	
	3° CATEGORIA	5% GR. 31 E.U.S	4,857		
3		ASIGNACIÓN DE MOVILIZACIÓN			
		MONTOS VIGENTES A CONTAR 01/12/2018			
		1° CATEGORIA	40% GR. 31 E.U.S	38,857	
		2° CATEGORIA	35% GR. 31 E.U.S	34,000	
	3° CATEGORIA	30% GR. 31 E.U.S	29,143		
4		VIÁTICOS			
		MONTOS VIGENTES A CONTAR 01/12/2018			
		GRADO E.U.S	PORCENTAJE DEL GRADO	VALOR VIÁTICO	VALOR 1/2 VIÁTICO
		GRADO A, B y C	12% GRADO 1A	78,621	31,448
		GRADO 1A al 4	12% GRADO 1A	78,621	31,448
		GRADO 5 al 10	10% GRADO 5	57,644	23,058
GRADO 11 al 31	16% GRADO 14	46,782	18,713		
	VIATICOS LEY 15.076	16% GRADO 14	46,782	18,713	



### OTROS BENEFICIOS PECUNIARIOS REAJUSTABLES Y NO REAJUSTABLES CONFORME A LEY N° 21.126

5		INGRESOS MÍNIMOS PARA FINES NO REMUNERACIONALES							
		MONTOS VIGENTES PERIODO 01/09/2018 - 28/02/2019							
		SUELDO VITAL MENSUAL= AL 22,2757% DEL INGRESO MÍNIMO		TOPES MÁXIMOS BONIFICACIÓN ART. 19 LEY N° 15.386 INP					
Ingresos mínimos para fines no remuneracionales art. 3° Ley N° 21.112		INGRESO MÍNIMO	SUELDO VITAL	6 SUELDOS VITALES	5%	10%	15%	20%	25%
		185,778	41,383	248,298	12,415	24,830	37,245	49,660	62,075

6		BONIFICACIÓN ESPECIAL DE ZONAS EXTREMAS						
		MONTOS TRIMESTRALES						
		COBERTURA	I, II, III Trim 2017	IV Trim 2017	I, II, III Trim 2018	IV Trim 2018	I, II, III Trim 2019	IV Trim 2019*
Art. 13 Ley N° 20.212. Bonificación especial, a las entidades remuneradas por el Sistema del D.L. N° 249/73. Esta bonificación tendrá los valores trimestrales que para cada zona y período se indican. Se pagará en 4 cuotas, las que vencerán el día 1 de los meses de marzo, junio, septiembre y diciembre de cada año. El art. 65 Ley N° 21.050 modifica esta asignación para la provincia de Chiloé a/c del 01.01.2018.		Trabajadores que se desempeñen en la I, II y XV regiones	215,857	217,656	221,253	223,834	228,997	228,997
		Trabajadores que se desempeñen en la XI y XII regiones y en las provincias de palena y de Isla de Pascua y en la comuna de Juan Fernández	317,898	320,547	325,845	329,647	337,250	337,250
		En provincia de Chiloé	117,740	118,721	150,420	152,175	155,685	155,685
		Comuna de Cochamó	117,740	118,721	120,684	122,092	124,908	124,908

**Notas:**

\* IV Trim 2019\*: Puede variar, de acuerdo a Ley de reajuste del año 2020.



## OTROS BENEFICIOS PECUNIARIOS REAJUSTABLES Y NO REAJUSTABLES CONFORME A LEY N° 21.126

7	Bonificación de disponibilidad, art. N° 3 Ley N° 20.209	BONIFICACIÓN DE DISPONIBILIDAD		
		MONTO TRIMESTRAL PLANTA DE PROFESIONALES		
		DIC 2016	DIC 2017	DIC 2018
		\$ 106,544	\$ 109,208	\$ 113,030
		MONTO TRIMESTRAL PLANTA TÉCN. ADMIN. Y AUX.		
		DIC 2016	DIC 2017	DIC 2018
\$ 53,274	\$ 54,606	\$ 56,517		

8	Bonificación mensual, art. 4° Ley N° 20.209	BONIFICACIÓN CONDUCTORES		
		MONTO MENSUAL POR AÑO		
		DIC 2016	DIC 2017	DIC 2018
		\$ 49,721	\$ 50,964	\$ 52,748

9	Asignación de responsabilidad, art. N° 98 al N° 100 del DFL N° 1/2005 de Salud	ASIGNACIÓN DE RESPONSABILIDAD				
		MONTO ANUAL POR AÑO				
		Tipo de Establecimiento	2016	2017	2018	2019
		Hosp. Alta Complejidad	\$ 1,204,621	\$ 1,243,169	\$ 1,274,248	\$ 1,318,847
		Hosp. Mediana Complejidad	\$ 916,422	\$ 945,748	\$ 969,392	\$ 1,003,321
		Hosp. Baja Complejidad	\$ 583,645	\$ 602,322	\$ 617,380	\$ 638,988
CDT y CRS	\$ 583,645	\$ 602,322	\$ 617,380	\$ 638,988		
Consultorio Gral. Urbano y Rural	\$ 583,645	\$ 602,322	\$ 617,380	\$ 638,988		



### OTROS BENEFICIOS PECUNIARIOS REAJUSTABLES Y NO REAJUSTABLES CONFORME A LEY N° 21.126

10	Asig. Trato Usuario, Ley N° 20.646, para funcionarios de planta y a contrata, del estamento profesional, técnico, administrativo, auxiliar, y directivo de carrera (numeral 1.5 de los DFL de planta) que no perciban asignación profesional, ni la asig. especial de la ley N° 19.699.	ASIGNACIÓN ANUAL DE TRATO USUARIO				
		MONTO ANUAL POR AÑO				
		TRAMO	2016	2017	2018	2019
		I	\$ 295,451	\$ 304,905	\$ 312,528	\$ 323,466
II	\$ 220,140	\$ 227,184	\$ 232,864	\$ 241,014		
III	\$ 144,829	\$ 149,464	\$ 153,201	\$ 158,563		

  

11	Asignación de Dedicación Exclusiva, Ley N° 20.909. Profesionales de planta y a contrata, y directivos de carrera con título profesional de a lo menos 8 semestres.	ASIGNACIÓN MENSUAL DE DEDICACIÓN EXCLUSIVA			
		MONTO MENSUAL POR AÑO			
		Mayo 2016	Dic. 2016	Dic. 2017	Dic. 2018
\$ 59,390	\$ 61,290	\$ 62,822	\$ 65,021		



**LEY N° 21.126 VIGENTE A CONTAR DEL 1 DE DICIEMBRE DE 2018 - AGUINALDO, BONOS Y MONTOS SUSTITUTIVOS**

		AGUINALDO DE NAVIDAD FUNCIONARIOS <u>SIN ASIGNACIÓN DE ZONA</u> - DICIEMBRE 2018						
12	Aguinaldo Navidad art. 2° Ley N° 21.126. No Imponible y No Tributable.	REMUNER. LIQUIDA* NOV. 2018	Y, REMUNER. BRUTA* NOV. 2018	MONTO AGUINALDO NAVIDAD		REMUNER. LIQUIDA* NOV. 2018	Y, REMUNER. BRUTA* NOV. 2018	MONTO AGUINALDO NAVIDAD
		IGUAL O INFERIOR	IGUAL O INFERIOR			MAYOR A	IGUAL O INFERIOR	
				752,209	2,490,923	56,297		752,209
		AGUINALDO DE NAVIDAD FUNCIONARIOS <u>CON ASIGNACIÓN DE ZONA</u> - DICIEMBRE 2018						
13	Aguinaldo Navidad art. 2° Ley N° 21.126. No Imponible y No Tributable.	REMUNER. LIQUIDA* NOV. 2018	Y, REMUNER. BRUTA* NOV. 2018	MONTO AGUINALDO NAVIDAD		REMUNER. LIQUIDA* NOV. 2018	Y, REMUNER. BRUTA* NOV. 2018	MONTO AGUINALDO NAVIDAD
		IGUAL O INFERIOR	IGUAL O INFERIOR			MAYOR A	IGUAL O INFERIOR	
				789,387	2,528,101	56,297		789,387
		BONO ESPECIAL FUNCIONARIOS <u>SIN ASIGNACIÓN DE ZONA</u> - DICIEMBRE DE 2018						
14	Art. 57 Ley N° 21.126. Bono Especial No Imponible y No Tributable a los trabajadores mencionados en los art. 2°, 3°, 5°, Y 6° de la Ley N° 21.126.	REMUNER. LIQUIDA* NOV. 2018	MONTO BONO ESPECIAL		REMUNER. LIQUIDA* NOV. 2018	Y, REMUNERACIÓN BRUTA* NOV. 2018	MONTO BONO ESPECIAL	
		IGUAL O INFERIOR			MAYOR A	IGUAL O INFERIOR A		
				683,100	185,000		683,100	2,487,816
		BONO ESPECIAL FUNCIONARIOS <u>CON ASIGNACIÓN DE ZONA</u> - DICIEMBRE DE 2018						
15	Art. 57 Ley N° 21.126. Bono Especial No Imponible y No Tributable a los trabajadores mencionados en los art. 2°, 3°, 5°, Y 6° de la Ley N° 21.126.	REMUNER. LIQUIDA* NOV. 2018	MONTO BONO ESPECIAL		REMUNER. LIQUIDA* NOV. 2018	Y, REMUNERACIÓN BRUTA* NOV. 2018	MONTO BONO ESPECIAL	
		IGUAL O INFERIOR			MAYOR A	IGUAL O INFERIOR A		
				720,278	185,000		720,278	2,524,994

**LEY N° 21.126 VIGENTE A CONTAR DEL 1 DE DICIEMBRE DE 2018 - AGUINALDO, BONOS Y MONTOS SUSTITUTIVOS**

16	Art. 25 Ley N° 21.126. Bono de vacaciones No Imponible y No Tributable a los trabajadores mencionados en los art. 2°, 3°, 5° Y 6°.	BONO DE VACACIONES FUNCIONARIOS <u>SIN ASIGNACIÓN DE ZONA</u> - ENERO DE 2019					
		REMUNERACION LIQUIDA**, A NOV 2018	MONTO BONO VACACIONES		REMUNERACION LIQUIDA**, A NOV 2018	Y, REMUNERACIÓN BRUTA* NOV. 2018	MONTO BONO VACACIONES
		IGUAL O INFERIOR A			MAYOR A	IGUAL O INFERIOR A	
		752,209	119,000		752,209	2,490,923	83,000
17	Art. 25 Ley N° 21.126. Bono de vacaciones No Imponible y No Tributable a los trabajadores mencionados en los art. 2°, 3°, 5° Y 6°.	BONO DE VACACIONES FUNCIONARIOS <u>CON ASIGNACIÓN DE ZONA</u> - ENERO DE 2019					
		REMUNERACION LIQUIDA**, A NOV 2018	MONTO BONO VACACIONES		REMUNERACION LIQUIDA**, A NOV 2018	Y, REMUNERACIÓN BRUTA* NOV. 2018	MONTO BONO VACACIONES
		IGUAL O INFERIOR A			MAYOR A	IGUAL O INFERIOR A	
		789,387	119,000		789,387	2,528,101	83,000
18	Art. 13 Ley N° 21.126. Bono de Escolaridad No Imponible y No Tributable, por cada hijo entre 4 y 24 años de edad, que sea carga familiar reconocida para efectos del D.L. N° 150/81 y que curse estudios regulares en establecimientos reconocidos por el Estado.	BONO DE ESCOLARIDAD FUNCIONARIOS <u>SIN ASIGNACIÓN DE ZONA</u>					
		REMUNERACIÓN BRUTA* MARZO <= 2.490.923					
		MONTO DEL BONO	CUOTA MARZO 2019	CUOTA JUNIO 2019			
		70,494	35,247	35,247			
19	Art. 13 Ley N° 21.126. Bono de Escolaridad No Imponible y No Tributable, por cada hijo entre 4 y 24 años de edad, que sea carga familiar reconocida para efectos del D.L. N° 150/81 y que curse estudios regulares en establecimientos reconocidos por el Estado.	BONO DE ESCOLARIDAD FUNCIONARIOS <u>CON ASIGNACIÓN DE ZONA</u>					
		REMUNERACIÓN BRUTA* MARZO <= 2.528.101					
		MONTO DEL BONO	CUOTA MARZO 2019	CUOTA JUNIO 2019			
		70,494	35,247	35,247			



**LEY N° 21.126 VIGENTE A CONTAR DEL 1 DE DICIEMBRE DE 2018 - AGUINALDO, BONOS Y MONTOS SUSTITUTIVOS**

20	Art. 14 Ley N° 21.126. Bonificación Adicional al Bono de Escolaridad, que se paga con la primera cuota del Bono de Escolaridad Marzo 2019. No Imponible, No Tributable	BONIFICACIÓN ADICIONAL AL BONO DE ESCOLARIDAD FUNCIONARIOS <u>SIN ASIG. DE ZONA</u>						
		REMUNERACIÓN LÍQUIDA** MARZO 2019						
		IGUAL O INFERIOR			MONTO			
		752,209			29,779			
21	Art. 14 Ley N° 21.126. Bonificación Adicional al Bono de Escolaridad, que se paga con la primera cuota del Bono de Escolaridad Marzo 2019. No Imponible, No Tributable	BONIFICACIÓN ADICIONAL AL BONO DE ESCOLARIDAD FUNCIONARIOS <u>CON ASIG. DE ZONA</u>						
		REMUNERACIÓN LÍQUIDA** MARZO 2019						
		IGUAL O INFERIOR			MONTO			
		789,387			29,779			
22	Aguinaldo Fiestas Patrias art. 8° Ley N° 21.126. No Imponible y No Tributable.	AGUINALDO FIESTAS PATRIAS FUNCIONARIOS <u>SIN ASIGNACIÓN DE ZONA</u> - SEPTIEMBRE 2019						
		REMUNERACIÓN LÍQUIDA* AGOSTO 2019	Y, REMUNERACIÓN BRUTA* AGOSTO 2019	MONTO AGUINALDO FIESTAS PATRIAS		REMUNERACIÓN LÍQUIDA* AGOSTO 2019	Y, REMUNER. BRUTA* AGOSTO 2019	MONTO AGUINALDO FIESTAS PATRIAS
		IGUAL O INFERIOR	IGUAL O INFERIOR		MAYOR A	IGUAL O INFERIOR		
		752,209	2,490,923	72,486		752,209	2,490,923	50,318
23	Aguinaldo Fiestas Patrias art. 8° Ley N° 21.126. No Imponible y No Tributable.	AGUINALDO FIESTAS PATRIAS FUNCIONARIOS <u>CON ASIGNACIÓN DE ZONA</u> - SEPTIEMBRE 2019						
		REMUNERACIÓN LÍQUIDA* AGOSTO 2019	Y, REMUNERACIÓN BRUTA* AGOSTO 2019	MONTO AGUINALDO FIESTAS PATRIAS		REMUNERACIÓN LÍQUIDA* AGOSTO 2019	Y, REMUNER. BRUTA* AGOSTO 2019	MONTO AGUINALDO FIESTAS PATRIAS
		IGUAL O INFERIOR	IGUAL O INFERIOR		MAYOR A	IGUAL O INFERIOR		
		789,387	2,528,101	72,486		789,387	2,528,101	50,318
24	Art. 16 Ley N° 21.126	DURANTE EL AÑO 2019, EL APOORTE MÁXIMO A QUE SE REFIERE EL ART. 23 DEL DECRETO LEY 249 DE 1974, TENDRÁ UN MONTO DE \$122.803						
		EL APOORTE EXTRAORDINARIO A QUE SE REFIERE EL ART. 13, DE LA LEY N° 19.553, SE CALCULARÁ SOBRE DICHO MONTO.						

**LEY N° 21.126 VIGENTE A CONTAR DEL 1 DE DICIEMBRE DE 2018 - AGUINALDO, BONOS Y MONTOS SUSTITUTIVOS**

25	Bonificación art. 23 Ley N° 21.126. No Imponible, Si Tributable	BONIFICACIÓN TRIMESTRAL: ENFERMERAS-MATRONAS Y DEMÁS PROFESIONALES DE COLABORACIÓN MÉDICA (LEY N° 19.536)				
		MARZO 2019	JUNIO 2019	SEPTIEMBRE 2019	DICIEMBRE 2019	
		258,717	258,717	258,717	258,717	
26	Art. N° 18 Ley N° 21.126. Remuneración mínima mensual para plantas: auxiliares, administrativos y técnicos indicados en los art. 21 Ley N° 19.429, cuyos montos son sustituidos por art. 18 Ley N° 21.126, a/c del 01.01.2019	REMUNERACIÓN MÍNIMA MENSUAL (ART. 21 LEY N° 19.429)				
		MONTOS A/C DEL 01.01.2019				
		PLANTA	AUXILIARES	ADMINISTRATIVOS	TÉCNICOS	
		MONTO	382,573	425,767	452,917	
27	Art. 1° y art. 3° Ley N° 19.264	LEY N° 19.264				
		ART. 1° LEY N° 19.264		ART. 3° OPCIÓN DE BENEFICIO DE DESCANSO COMPENSATORIO		
		DIRECTIVOS Y PROFESIONALES	TÉCNICOS, ADMINISTRATIVOS Y AUXILIARES	DIRECTIVOS PROFESIONALES Y PROFESIONALES	DIRECTIVOS NO PROFESIONALES Y TÉCNICOS	ADMINISTRATIVOS Y AUXILIARES
		52,052	34,112	45,264	22,634	11,314
28	Art. N° 72, 73, 74, 75 y los art. N° 8° y 13 transitorios Ley N° 19.937 DFL N° 30	ASIGNACIÓN DE TURNO PERSONAL AFECTO A LA LEY N° 18.834				
		ASIGNACION DE TURNO		BONIFICACIÓN COMPENSATORIA AFILIADOS A		
		TERCER TURNO	CUARTO TURNO	DL 3500 (AFP)	REG.GENERAL (INP)	REBAJA IMP. (INP)
		70%	40%	20.50%	25.62%	21.62%

**LEY N° 21.126 VIGENTE A CONTAR DEL 1 DE DICIEMBRE DE 2018 - AGUINALDO, BONOS Y MONTOS SUSTITUTIVOS**

29	Art. 31 Ley N° 21.126 Bono anual de zona extrema, establecido por el art. 44 Ley N° 20.883, Imponible y tributable, para funcionarios beneficiarios de la bonificación del Art. 13 de la Ley N° 20.212, cuya remuneración bruta mensual en el mes inmediatamente anterior al pago de la cuota sea igual o inferior a \$784.528	<b>BONO ANUAL DE ZONA EXTREMA, ESTABLECIDO POR EL ART. 44 LEY N° 20.883</b>					
		<i>REMUNER. BRUTA* FEBRERO 2019</i>	<i>CUOTA MARZO 2019</i>		<i>REMUNER. BRUTA* AGOSTO 2019</i>	<i>CUOTA SEPT. 2019</i>	<i>MONTO TOTAL DEL BONO (CUOTA MARZO + SEPT.)</i>
		IGUAL O INFERIOR A			IGUAL O INFERIOR A		
		784,528	65,689		784,528	65,689	131,378
30	Art. 33 Ley N° 21.126. Asig. extraordinaria Región de Atacama, establecida en la Ley N° 20.924, No imponible y No tributable. Para funcionarios de planta y a contrata que se desempeñen en la Región de Atacama, remunerados por la EUS, con contrato vigente al 01.01.2018, que se encuentre en servicio a la fecha de su pago.	<b>ASIG. EXTRAORDINARIA REGIÓN DE ATACAMA - AGOSTO 2019</b>					
		<i>REMUNER. BRUTA JULIO 2019</i>	<i>MONTO ASIG. EXTRAORDINARIA</i>		<i>REMUNER. BRUTA JULIO 2019</i>	<i>Y, REMUNER. BRUTA JULIO 2019</i>	<i>MONTO ASIG. EXTRAORDINARIA</i>
		IGUAL O INFERIOR			SUPERIOR A	IGUAL O INFERIOR	
		766,376	218,965		766,376	886,807	109,483
31	<b>REMUNER. LIQUIDA*</b>	Para efectos del aguinaldo de navidad, aguinaldo de fiestas patrias y bono especial de diciembre, se entiende como remuneración líquida el total de las remuneraciones de carácter permanente, excluidas las bonificaciones, asignaciones y bonos asociados al desempeño individual, colectivo o institucional; con la sola deducción de los impuestos y de las cotizaciones previsionales de carácter obligatorio.					
32	<b>REMUNER. BRUTA*</b>	Para efectos del aguinaldo de navidad, aguinaldo de fiestas patrias, bono especial de diciembre, bono vacaciones, bono escolar, bono anual de zona extrema y asignación extraordinaria de Atacama, se entiende como remuneración bruta aquellas de carácter permanente, excluidas las bonificaciones, asignaciones o bonos asociados al desempeño individual, colectivo o institucional.					
33	<b>REMUNERACION LIQUIDA**</b>	Para efectos del bono vacaciones y bono adicional de escolaridad, se deben considerar en la remuneración líquida las remuneraciones fijas y variables, deducidos los impuestos y cotizaciones previsionales (aplica Dictamen N° 47.057/2016 y Dictamen N° 80.250/12).					

**LEYES DE REAJUSTE**

1994	LEY N° 19.355 = 12,2%	1999	LEY N° 19.649 = 4,9%	2004	LEY N° 19.985 = 3,5%	2009	LEY N° 20.403 = 4.5%	2014	LEY N° 20.799 = 6%
1995	LEY N° 19.429 = 11,0%	2000	LEY N° 19.703 = 4,3%	2005	LEY N° 20.079 = 5%	2010	LEY N° 20.486 = 4.2%	2015	LEY N° 20.883 = 4,1%
1996	LEY N° 19.485 = 9,9%	2001	LEY N° 19.775 = 4,5%	2006	LEY N° 20.143 = 5,2%	2011	LEY N° 20.559 = 5%	2016	LEY N° 20.975 = 3,2%
1997	LEY N° 19.533 = 6%	2002	LEY N° 19.843 = 3%	2007	LEY N° 20.233 = 6,9%	2012	LEY N° 20.642 = 5%	2017	LEY N° 21.050 = 2,5%
1998	LEY N° 19.595 = 5%	2003	LEY N° 19.917 = 2,7%	2008	LEY N° 20.313 = 10%	2013	LEY N° 20.717 = 5%	2018	LEY N° 21.126 = 3,5%



Ministerio de Salud  
Subsecretaría de Redes Asistenciales  
División de Gestión y Desarrollo de las Personas  
Departamento de Gestión de Recursos Humanos

## TABLA DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO FUNCIONARIO

VIGENTE A CONTAR DEL 1° DE DICIEMBRE DE 2018

INCLUYE REAJUSTE DEL 3,5%, POR APLICACIÓN DE LA LEY N° 21.126, PUBLICADA EL 17 DE DICIEMBRE DE 2018

### BASE DE CÁLCULO

SUMATORIA (SUELDO BASE + ASIGNACIÓN PROFESIONAL + ASIGNACIÓN SUSTITUTIVA + ASIGNACIÓN RESPONSABILIDAD SUPERIOR) = BASE ASIGNACIONES

ALGORITMO DE CÁLCULO : BASE DE ASIGNACIONES \* (3,25% , 2,00% , 1,25%) = RESULTADO 1

(RESULTADO 1) \* N° DE TRIENIOS = RESULTADO 2

(RESULTADO 2) \* 3 = MONTO TRIMESTRAL LEY N° 19.490

SANTIAGO, DICIEMBRE DE 2018  
CRC / PCR / GCA / KAQ / CVP

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO		
									1	2	3	4	5	6	7	8	9	10	11	12	13	
<b>AUTORIDADES DE GOBIERNO Y JEFES SUPERIORES DE SERVICIO</b>																						
A	697,468	557,976	1,668,117					3.25%	2,923,561	285,047	570,094	855,142	1,140,189	1,425,236	1,710,283	1,995,330	2,280,378	2,565,425	2,850,472	3,135,519	3,420,566	3,705,614
								2.00%	2,923,561	175,414	350,827	526,241	701,655	877,068	1,052,482	1,227,896	1,403,309	1,578,723	1,754,137	1,929,550	2,104,964	2,280,378
								1.25%	2,923,561	109,634	219,267	328,901	438,534	548,168	657,801	767,435	877,068	986,702	1,096,335	1,205,969	1,315,602	1,425,236
B	683,261	546,612	1,637,304					3.25%	2,867,177	279,550	559,100	838,649	1,118,199	1,397,749	1,677,299	1,956,848	2,236,398	2,515,948	2,795,498	3,075,047	3,354,597	3,634,147
								2.00%	2,867,177	172,031	344,061	516,092	688,122	860,153	1,032,184	1,204,214	1,376,245	1,548,276	1,720,306	1,892,337	2,064,367	2,236,398
								1.25%	2,867,177	107,519	215,038	322,557	430,077	537,596	645,115	752,634	860,153	967,672	1,075,191	1,182,711	1,290,230	1,397,749
C	657,282	525,828	1,632,677					3.25%	2,815,787	274,539	549,078	823,618	1,098,157	1,372,696	1,647,235	1,921,775	2,196,314	2,470,853	2,745,392	3,019,932	3,294,471	3,569,010
								2.00%	2,815,787	168,947	337,894	506,842	675,789	844,736	1,013,683	1,182,631	1,351,578	1,520,525	1,689,472	1,858,419	2,027,367	2,196,314
								1.25%	2,815,787	105,592	211,184	316,776	422,368	527,960	633,552	739,144	844,736	950,328	1,055,920	1,161,512	1,267,104	1,372,696
1A	655,177	524,144	1,219,431			262,071		3.25%	2,660,823	259,430	518,860	778,291	1,037,721	1,297,151	1,556,581	1,816,012	2,075,442	2,334,872	2,594,302	2,853,733	3,113,163	3,372,593
								2.00%	2,660,823	159,649	319,299	478,948	638,598	798,247	957,896	1,117,546	1,277,195	1,436,844	1,596,494	1,756,143	1,915,793	2,075,442
								1.25%	2,660,823	99,781	199,562	299,343	399,123	498,904	598,685	698,466	798,247	898,028	997,809	1,097,589	1,197,370	1,297,151
1B	714,185	571,352	1,330,143			285,674		3.25%	2,901,354	282,882	565,764	848,646	1,131,528	1,414,410	1,697,292	1,980,174	2,263,056	2,545,938	2,828,820	3,111,702	3,394,584	3,677,466
								2.00%	2,901,354	174,081	348,162	522,244	696,325	870,406	1,044,487	1,218,569	1,392,650	1,566,731	1,740,812	1,914,894	2,088,975	2,263,056
								1.25%	2,901,354	108,801	217,602	326,402	435,203	544,004	652,805	761,605	870,406	979,207	1,088,008	1,196,809	1,305,609	1,414,410
1C	700,213	560,172	1,304,989			280,085		3.25%	2,845,459	277,432	554,865	832,297	1,109,729	1,387,161	1,664,594	1,942,026	2,219,458	2,496,890	2,774,323	3,051,755	3,329,187	3,606,619
								2.00%	2,845,459	170,728	341,455	512,183	682,910	853,638	1,024,365	1,195,093	1,365,820	1,536,548	1,707,275	1,878,003	2,048,730	2,219,458
								1.25%	2,845,459	106,705	213,409	320,114	426,819	533,524	640,228	746,933	853,638	960,342	1,067,047	1,173,752	1,280,457	1,387,161
02	686,474	549,179	1,280,255			274,590		3.25%	2,790,498	272,074	544,147	816,221	1,088,294	1,360,368	1,632,441	1,904,515	2,176,588	2,448,662	2,720,736	2,992,809	3,264,883	3,536,956
								2.00%	2,790,498	167,430	334,860	502,290	669,720	837,149	1,004,579	1,172,009	1,339,439	1,506,869	1,674,299	1,841,729	2,009,159	2,176,588
								1.25%	2,790,498	104,644	209,287	313,931	418,575	523,218	627,862	732,506	837,149	941,793	1,046,437	1,151,080	1,255,724	1,360,368
03	647,652	518,126	1,210,382			259,061		3.25%	2,635,221	256,934	513,868	770,802	1,027,736	1,284,670	1,541,604	1,798,538	2,055,472	2,312,406	2,569,340	2,826,275	3,083,209	3,340,143
								2.00%	2,635,221	158,113	316,227	474,340	632,453	790,566	948,680	1,106,793	1,264,906	1,423,019	1,581,133	1,739,246	1,897,359	2,055,472
								1.25%	2,635,221	98,821	197,642	296,462	395,283	494,104	592,925	691,746	790,566	889,387	988,208	1,087,029	1,185,849	1,284,670
04	611,009	488,804	1,144,422			244,404		3.25%	2,488,639	242,642	485,285	727,927	970,569	1,213,212	1,455,854	1,698,496	1,941,138	2,183,781	2,426,423	2,669,065	2,911,708	3,154,350
								2.00%	2,488,639	149,318	298,637	447,955	597,273	746,592	895,910	1,045,228	1,194,547	1,343,865	1,493,183	1,642,502	1,791,820	1,941,138
								1.25%	2,488,639	93,324	186,648	279,972	373,296	466,620	559,944	653,268	746,592	839,916	933,240	1,026,564	1,119,888	1,213,212
05	576,444	487,220	1,082,206					3.25%	2,145,870	209,222	418,445	627,667	836,889	1,046,112	1,255,334	1,464,556	1,673,779	1,883,001	2,092,223	2,301,446	2,510,668	2,719,890
								2.00%	2,145,870	128,752	257,504	386,257	515,009	643,761	772,513	901,265	1,030,018	1,158,770	1,287,522	1,416,274	1,545,026	1,673,779
								1.25%	2,145,870	80,470	160,940	241,410	321,881	402,351	482,821	563,291	643,761	724,231	804,701	885,171	965,642	1,046,112

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	
									1	2	3	4	5	6	7	8	9	10	11	12	13
<b>CARGOS DIRECTIVOS QUE PERCIEN ASIGNACIÓN PROFESIONAL</b>																					
1C	700,213	560,172	1,380,713			280,085	3.25%	2,921,183	284,815	569,631	854,446	1,139,261	1,424,077	1,708,892	1,993,707	2,278,523	2,563,338	2,848,153	3,132,969	3,417,784	3,702,599
							2.00%	2,921,183	175,271	350,542	525,813	701,084	876,355	1,051,626	1,226,897	1,402,168	1,577,439	1,752,710	1,927,981	2,103,252	2,278,523
							1.25%	2,921,183	109,544	219,089	328,633	438,177	547,722	657,266	766,811	876,355	985,899	1,095,444	1,204,988	1,314,532	1,424,077
02	686,474	549,179	1,279,702			274,590	3.25%	2,789,945	272,020	544,039	816,059	1,088,079	1,360,098	1,632,118	1,904,137	2,176,157	2,448,177	2,720,196	2,992,216	3,264,236	3,536,255
							2.00%	2,789,945	167,397	334,793	502,190	669,587	836,984	1,004,380	1,171,777	1,339,174	1,506,570	1,673,967	1,841,364	2,008,760	2,176,157
							1.25%	2,789,945	104,623	209,246	313,869	418,492	523,115	627,738	732,361	836,984	941,606	1,046,229	1,150,852	1,255,475	1,360,098
03	647,652	518,126	1,209,276			259,061	3.25%	2,634,115	256,826	513,652	770,479	1,027,305	1,284,131	1,540,957	1,797,783	2,054,610	2,311,436	2,568,262	2,825,088	3,081,915	3,338,741
							2.00%	2,634,115	158,047	316,094	474,141	632,188	790,235	948,281	1,106,328	1,264,375	1,422,422	1,580,469	1,738,516	1,896,563	2,054,610
							1.25%	2,634,115	98,779	197,559	296,338	395,117	493,897	592,676	691,455	790,235	889,014	987,793	1,086,572	1,185,352	1,284,131
04	611,009	488,804	1,142,759			244,404	3.25%	2,486,976	242,480	484,960	727,440	969,921	1,212,401	1,454,881	1,697,361	1,939,841	2,182,321	2,424,802	2,667,282	2,909,762	3,152,242
							2.00%	2,486,976	149,219	298,437	447,656	596,874	746,093	895,311	1,044,530	1,193,748	1,342,967	1,492,186	1,641,404	1,790,623	1,939,841
							1.25%	2,486,976	93,262	186,523	279,785	373,046	466,308	559,570	652,831	746,093	839,354	932,616	1,025,878	1,119,139	1,212,401
05	576,444	487,220	1,124,237				3.25%	2,187,901	213,320	426,641	639,961	853,281	1,066,602	1,279,922	1,493,242	1,706,563	1,919,883	2,133,203	2,346,524	2,559,844	2,773,165
							2.00%	2,187,901	131,274	262,548	393,822	525,096	656,370	787,644	918,918	1,050,192	1,181,467	1,312,741	1,444,015	1,575,289	1,706,563
							1.25%	2,187,901	82,046	164,093	246,139	328,185	410,231	492,278	574,324	656,370	738,417	820,463	902,509	984,555	1,066,602
06	543,772	435,014	971,691				3.25%	1,950,477	190,172	380,343	570,515	760,686	950,858	1,141,029	1,331,201	1,521,372	1,711,544	1,901,715	2,091,887	2,282,058	2,472,230
							2.00%	1,950,477	117,029	234,057	351,086	468,114	585,143	702,172	819,200	936,229	1,053,258	1,170,286	1,287,315	1,404,343	1,521,372
							1.25%	1,950,477	73,143	146,286	219,429	292,572	365,714	438,857	512,000	585,143	658,286	731,429	804,572	877,715	950,858
07	501,225	396,936	892,339				3.25%	1,790,500	174,574	349,148	523,721	698,295	872,869	1,047,443	1,222,016	1,396,590	1,571,164	1,745,738	1,920,311	2,094,885	2,269,459
							2.00%	1,790,500	107,430	214,860	322,290	429,720	537,150	644,580	752,010	859,440	966,870	1,074,300	1,181,730	1,289,160	1,396,590
							1.25%	1,790,500	67,144	134,288	201,431	268,575	335,719	402,863	470,006	537,150	604,294	671,438	738,581	805,725	872,869
08	464,060	356,006	801,930				3.25%	1,621,996	158,145	316,289	474,434	632,578	790,723	948,868	1,107,012	1,265,157	1,423,301	1,581,446	1,739,591	1,897,735	2,055,880
							2.00%	1,621,996	97,320	194,640	291,959	389,279	486,599	583,919	681,238	778,558	875,878	973,198	1,070,517	1,167,837	1,265,157
							1.25%	1,621,996	60,825	121,650	182,475	243,299	304,124	364,949	425,774	486,599	547,424	608,249	669,073	729,898	790,723
09	429,642	322,170	727,137				3.25%	1,478,949	144,198	288,395	432,593	576,790	720,988	865,185	1,009,383	1,153,580	1,297,778	1,441,975	1,586,173	1,730,370	1,874,568
							2.00%	1,478,949	88,737	177,474	266,211	354,948	443,685	532,422	621,159	709,896	798,632	887,369	976,106	1,064,843	1,153,580
							1.25%	1,478,949	55,461	110,921	166,382	221,842	277,303	332,764	388,224	443,685	499,145	554,606	610,066	665,527	720,988
10	397,844	291,553	664,648				3.25%	1,354,045	132,019	264,039	396,058	528,078	660,097	792,116	924,136	1,056,155	1,188,174	1,320,194	1,452,213	1,584,233	1,716,252
							2.00%	1,354,045	81,243	162,485	243,728	324,971	406,214	487,456	568,699	649,942	731,184	812,427	893,670	974,912	1,056,155
							1.25%	1,354,045	50,777	101,553	152,330	203,107	253,883	304,660	355,437	406,214	456,990	507,767	558,544	609,320	660,097
11	368,400	263,853	610,282				3.25%	1,242,535	121,147	242,294	363,441	484,589	605,736	726,883	848,030	969,177	1,090,324	1,211,472	1,332,619	1,453,766	1,574,913
							2.00%	1,242,535	74,552	149,104	223,656	298,208	372,761	447,313	521,865	596,417	670,969	745,521	820,073	894,625	969,177
							1.25%	1,242,535	46,595	93,190	139,785	186,380	232,975	279,570	326,165	372,761	419,356	465,951	512,546	559,141	605,736
12	341,108	238,779	560,410				3.25%	1,140,297	111,179	222,358	333,537	444,716	555,895	667,074	778,253	889,432	1,000,611	1,111,790	1,222,969	1,334,147	1,445,326
							2.00%	1,140,297	68,418	136,836	205,253	273,671	342,089	410,507	478,925	547,343	615,760	684,178	752,596	821,014	889,432
							1.25%	1,140,297	42,761	85,522	128,283	171,045	213,806	256,567	299,328	342,089	384,850	427,611	470,373	513,134	555,895
13	315,831	214,452	519,816				3.25%	1,050,099	102,385	204,769	307,154	409,539	511,923	614,308	716,693	819,077	921,462	1,023,847	1,126,231	1,228,616	1,331,000
							2.00%	1,050,099	63,006	126,012	189,018	252,024	315,030	378,036	441,042	504,048	567,053	630,059	693,065	756,071	819,077
							1.25%	1,050,099	39,379	78,757	118,136	157,515	196,894	236,272	275,651	315,030	354,408	393,787	433,166	472,545	511,923



**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	
									1	2	3	4	5	6	7	8	9	10	11	12	13
14	292,389	192,509	477,391				3.25%	962,289	93,823	187,646	281,470	375,293	469,116	562,939	656,762	750,585	844,409	938,232	1,032,055	1,125,878	1,219,701
							2.00%	962,289	57,737	115,475	173,212	230,949	288,687	346,424	404,161	461,899	519,636	577,373	635,111	692,848	750,585
							1.25%	962,289	36,086	72,172	108,258	144,343	180,429	216,515	252,601	288,687	324,773	360,858	396,944	433,030	469,116
15	270,750	172,803	438,462				3.25%	882,015	85,996	171,993	257,989	343,986	429,982	515,979	601,975	687,972	773,968	859,965	945,961	1,031,958	1,117,954
							2.00%	882,015	52,921	105,842	158,763	211,684	264,605	317,525	370,446	423,367	476,288	529,209	582,130	635,051	687,972
							1.25%	882,015	33,076	66,151	99,227	132,302	165,378	198,453	231,529	264,605	297,680	330,756	363,831	396,907	429,982
16	250,645	155,122	402,726				3.25%	808,493	78,828	157,656	236,484	315,312	394,140	472,968	551,796	630,625	709,453	788,281	867,109	945,937	1,024,765
							2.00%	808,493	48,510	97,019	145,529	194,038	242,548	291,057	339,567	388,077	436,586	485,096	533,605	582,115	630,625
							1.25%	808,493	30,318	60,637	90,955	121,274	151,592	181,911	212,229	242,548	272,866	303,185	333,503	363,822	394,140
17	232,086	139,251	369,939				3.25%	741,276	72,274	144,549	216,823	289,098	361,372	433,646	505,921	578,195	650,470	722,744	795,019	867,293	939,567
							2.00%	741,276	44,477	88,953	133,430	177,906	222,383	266,859	311,336	355,812	400,289	444,766	489,242	533,719	578,195
							1.25%	741,276	27,798	55,596	83,394	111,191	138,989	166,787	194,585	222,383	250,181	277,979	305,776	333,574	361,372
<b>CARGO: DIRECTIVOS QUE NO PERCIBEN ASIGNACIÓN PROFESIONAL</b>																					
02	686,474		852,758			274,590	3.25%	1,813,822	176,848	353,695	530,543	707,391	884,238	1,061,086	1,237,934	1,414,781	1,591,629	1,768,476	1,945,324	2,122,172	2,299,019
							2.00%	1,813,822	108,829	217,659	326,488	435,317	544,147	652,976	761,805	870,635	979,464	1,088,293	1,197,123	1,305,952	1,414,781
							1.25%	1,813,822	68,018	136,037	204,055	272,073	340,092	408,110	476,128	544,147	612,165	680,183	748,202	816,220	884,238
03	647,652		844,006			259,061	3.25%	1,750,719	170,695	341,390	512,085	682,780	853,476	1,024,171	1,194,866	1,365,561	1,536,256	1,706,951	1,877,646	2,048,341	2,219,036
							2.00%	1,750,719	105,043	210,086	315,129	420,173	525,216	630,259	735,302	840,345	945,388	1,050,431	1,155,475	1,260,518	1,365,561
							1.25%	1,750,719	65,652	131,304	196,956	262,608	328,260	393,912	459,564	525,216	590,868	656,520	722,172	787,824	853,476
04	611,009		835,324			244,404	3.25%	1,690,737	164,847	329,694	494,541	659,387	824,234	989,081	1,153,928	1,318,775	1,483,622	1,648,469	1,813,315	1,978,162	2,143,009
							2.00%	1,690,737	101,444	202,888	304,333	405,777	507,221	608,665	710,110	811,554	912,998	1,014,442	1,115,886	1,217,331	1,318,775
							1.25%	1,690,737	63,403	126,805	190,208	253,611	317,013	380,416	443,818	507,221	570,624	634,026	697,429	760,832	824,234
05	576,444		826,725				3.25%	1,403,169	136,809	273,618	410,427	547,236	684,045	820,854	957,663	1,094,472	1,231,281	1,368,090	1,504,899	1,641,708	1,778,517
							2.00%	1,403,169	84,190	168,380	252,570	336,761	420,951	505,141	589,331	673,521	757,711	841,901	926,092	1,010,282	1,094,472
							1.25%	1,403,169	52,619	105,238	157,857	210,475	263,094	315,713	368,332	420,951	473,570	526,188	578,807	631,426	684,045
06	543,772		770,487				3.25%	1,314,259	128,140	256,281	384,421	512,561	640,701	768,842	896,982	1,025,122	1,153,262	1,281,403	1,409,543	1,537,683	1,665,823
							2.00%	1,314,259	78,856	157,711	236,567	315,422	394,278	473,133	551,989	630,844	709,700	788,555	867,411	946,266	1,025,122
							1.25%	1,314,259	49,285	98,569	147,854	197,139	246,424	295,708	344,993	394,278	443,562	492,847	542,132	591,417	640,701
07	501,225		712,915				3.25%	1,214,140	118,379	236,757	355,136	473,515	591,893	710,272	828,651	947,029	1,065,408	1,183,787	1,302,165	1,420,544	1,538,922
							2.00%	1,214,140	72,848	145,697	218,545	291,394	364,242	437,090	509,939	582,787	655,636	728,484	801,332	874,181	947,029
							1.25%	1,214,140	45,530	91,061	136,591	182,121	227,651	273,182	318,712	364,242	409,772	455,303	500,833	546,363	591,893
08	464,060		662,564				3.25%	1,126,624	109,846	219,692	329,538	439,383	549,229	659,075	768,921	878,767	988,613	1,098,458	1,208,304	1,318,150	1,427,996
							2.00%	1,126,624	67,597	135,195	202,792	270,390	337,987	405,585	473,182	540,780	608,377	675,974	743,572	811,169	878,767
							1.25%	1,126,624	42,248	84,497	126,745	168,994	211,242	253,490	295,739	337,987	380,236	422,484	464,732	506,981	549,229
09	429,642		617,516				3.25%	1,047,158	102,098	204,196	306,294	408,392	510,490	612,587	714,685	816,783	918,881	1,020,979	1,123,077	1,225,175	1,327,273
							2.00%	1,047,158	62,829	125,659	188,488	251,318	314,147	376,977	439,806	502,636	565,465	628,295	691,124	753,954	816,783
							1.25%	1,047,158	39,268	78,537	117,805	157,074	196,342	235,611	274,879	314,147	353,416	392,684	431,953	471,221	510,490
10	397,844		562,600				3.25%	960,444	93,643	187,287	280,930	374,573	468,216	561,860	655,503	749,146	842,790	936,433	1,030,076	1,123,719	1,217,363
							2.00%	960,444	57,627	115,253	172,880	230,507	288,133	345,760	403,386	461,013	518,640	576,266	633,893	691,520	749,146
							1.25%	960,444	36,017	72,033	108,050	144,067	180,083	216,100	252,117	288,133	324,150	360,167	396,183	432,200	468,216

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	
									1	2	3	4	5	6	7	8	9	10	11	12	13
11	368,400		513,894				3.25%	882,294	86,024	172,047	258,071	344,095	430,118	516,142	602,166	688,189	774,213	860,237	946,260	1,032,284	1,118,308
							2.00%	882,294	52,938	105,875	158,813	211,751	264,688	317,626	370,563	423,501	476,439	529,376	582,314	635,252	688,189
							1.25%	882,294	33,086	66,172	99,258	132,344	165,430	198,516	231,602	264,688	297,774	330,860	363,946	397,032	430,118
12	341,108		462,863				3.25%	803,971	78,387	156,774	235,162	313,549	391,936	470,323	548,710	627,097	705,485	783,872	862,259	940,646	1,019,033
							2.00%	803,971	48,238	96,477	144,715	192,953	241,191	289,430	337,668	385,906	434,144	482,383	530,621	578,859	627,097
							1.25%	803,971	30,149	60,298	90,447	120,596	150,745	180,893	211,042	241,191	271,340	301,489	331,638	361,787	391,936
13	315,831		439,510				3.25%	755,341	73,646	147,291	220,937	294,583	368,229	441,874	515,520	589,166	662,812	736,457	810,103	883,749	957,395
							2.00%	755,341	45,320	90,641	135,961	181,282	226,602	271,923	317,243	362,564	407,884	453,205	498,525	543,846	589,166
							1.25%	755,341	28,325	56,651	84,976	113,301	141,626	169,952	198,277	226,602	254,928	283,253	311,578	339,903	368,229
14	292,389		420,230				3.25%	712,619	69,480	138,961	208,441	277,921	347,402	416,882	486,362	555,843	625,323	694,804	764,284	833,764	903,245
							2.00%	712,619	42,757	85,514	128,271	171,029	213,786	256,543	299,300	342,057	384,814	427,571	470,329	513,086	555,843
							1.25%	712,619	26,723	53,446	80,170	106,893	133,616	160,339	187,062	213,786	240,509	267,232	293,955	320,679	347,402
15	270,750		393,816				3.25%	664,566	64,795	129,590	194,386	259,181	323,976	388,771	453,566	518,361	583,157	647,952	712,747	777,542	842,337
							2.00%	664,566	39,874	79,748	119,622	159,496	199,370	239,244	279,118	318,992	358,866	398,740	438,614	478,488	518,361
							1.25%	664,566	24,921	49,842	74,764	99,685	124,606	149,527	174,449	199,370	224,291	249,212	274,133	299,055	323,976
16	250,645		367,185				3.25%	617,830	60,238	120,477	180,715	240,954	301,192	361,431	421,669	481,907	542,146	602,384	662,623	722,861	783,100
							2.00%	617,830	37,070	74,140	111,209	148,279	185,349	222,419	259,489	296,558	333,628	370,698	407,768	444,838	481,907
							1.25%	617,830	23,169	46,337	69,506	92,675	115,843	139,012	162,180	185,349	208,518	231,686	254,855	278,024	301,192
17	232,086		344,733				3.25%	576,819	56,240	112,480	168,720	224,959	281,199	337,439	393,679	449,919	506,159	562,399	618,638	674,878	731,118
							2.00%	576,819	34,609	69,218	103,827	138,437	173,046	207,655	242,264	276,873	311,482	346,091	380,701	415,310	449,919
							1.25%	576,819	21,631	43,261	64,892	86,523	108,154	129,784	151,415	173,046	194,676	216,307	237,938	259,569	281,199
<b>CARGOS : PROFESIONALES</b>																					
05	576,444	487,220	987,916				3.25%	2,051,580	200,029	400,058	600,087	800,116	1,000,145	1,200,174	1,400,203	1,600,232	1,800,261	2,000,291	2,200,320	2,400,349	2,600,378
							2.00%	2,051,580	123,095	246,190	369,284	492,379	615,474	738,569	861,664	984,758	1,107,853	1,230,948	1,354,043	1,477,138	1,600,232
							1.25%	2,051,580	76,934	153,869	230,803	307,737	384,671	461,606	538,540	615,474	692,408	769,343	846,277	923,211	1,000,145
06	543,772	435,014	924,174				3.25%	1,902,960	185,539	371,077	556,616	742,154	927,693	1,113,232	1,298,770	1,484,309	1,669,847	1,855,386	2,040,925	2,226,463	2,412,002
							2.00%	1,902,960	114,178	228,355	342,533	456,710	570,888	685,066	799,243	913,421	1,027,598	1,141,776	1,255,954	1,370,131	1,484,309
							1.25%	1,902,960	71,361	142,722	214,083	285,444	356,805	428,166	499,527	570,888	642,249	713,610	784,971	856,332	927,693
07	501,225	396,936	878,747				3.25%	1,776,908	173,249	346,497	519,746	692,994	866,243	1,039,491	1,212,740	1,385,988	1,559,237	1,732,485	1,905,734	2,078,982	2,252,231
							2.00%	1,776,908	106,614	213,229	319,843	426,458	533,072	639,687	746,301	852,916	959,530	1,066,145	1,172,759	1,279,374	1,385,988
							1.25%	1,776,908	66,634	133,268	199,902	266,536	333,170	399,804	466,438	533,072	599,706	666,341	732,975	799,609	866,243
08	464,060	356,006	793,221				3.25%	1,613,287	157,295	314,591	471,886	629,182	786,477	943,773	1,101,068	1,258,364	1,415,659	1,572,955	1,730,250	1,887,546	2,044,841
							2.00%	1,613,287	96,797	193,594	290,392	387,189	483,986	580,783	677,581	774,378	871,175	967,972	1,064,769	1,161,567	1,258,364
							1.25%	1,613,287	60,498	120,997	181,495	241,993	302,491	362,990	423,488	483,986	544,484	604,983	665,481	725,979	786,477
09	429,642	322,170	728,203				3.25%	1,480,015	144,301	288,603	432,904	577,206	721,507	865,809	1,010,110	1,154,412	1,298,713	1,443,015	1,587,316	1,731,618	1,875,919
							2.00%	1,480,015	88,801	177,602	266,403	355,204	444,005	532,805	621,606	710,407	799,208	888,009	976,810	1,065,611	1,154,412
							1.25%	1,480,015	55,501	111,001	166,502	222,002	277,503	333,003	388,504	444,005	499,505	555,006	610,506	666,007	721,507
10	397,844	291,553	665,599				3.25%	1,354,996	132,112	264,224	396,336	528,448	660,561	792,673	924,785	1,056,897	1,189,009	1,321,121	1,453,233	1,585,345	1,717,457
							2.00%	1,354,996	81,300	162,600	243,899	325,199	406,499	487,799	569,098	650,398	731,698	812,998	894,297	975,597	1,056,897
							1.25%	1,354,996	50,812	101,625	152,437	203,249	254,062	304,874	355,686	406,499	457,311	508,124	558,936	609,748	660,561

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	
									1	2	3	4	5	6	7	8	9	10	11	12	13
11	368,400	263,853	611,116				3.25%	1,243,369	121,228	242,457	363,685	484,914	606,142	727,371	848,599	969,828	1,091,056	1,212,285	1,333,513	1,454,742	1,575,970
							2.00%	1,243,369	74,602	149,204	223,806	298,409	373,011	447,613	522,215	596,817	671,419	746,021	820,624	895,226	969,828
							1.25%	1,243,369	46,626	93,253	139,879	186,505	233,132	279,758	326,384	373,011	419,637	466,263	512,890	559,516	606,142
12	341,108	238,779	561,122				3.25%	1,141,009	111,248	222,497	333,745	444,994	556,242	667,490	778,739	889,987	1,001,235	1,112,484	1,223,732	1,334,981	1,446,229
							2.00%	1,141,009	68,461	136,921	205,382	273,842	342,303	410,763	479,224	547,684	616,145	684,605	753,066	821,526	889,987
							1.25%	1,141,009	42,788	85,576	128,364	171,151	213,939	256,727	299,515	342,303	385,091	427,878	470,666	513,454	556,242
13	315,831	214,452	520,408				3.25%	1,050,691	102,442	204,885	307,327	409,769	512,212	614,654	717,097	819,539	921,981	1,024,424	1,126,866	1,229,308	1,331,751
							2.00%	1,050,691	63,041	126,083	189,124	252,166	315,207	378,249	441,290	504,332	567,373	630,415	693,456	756,498	819,539
							1.25%	1,050,691	39,401	78,802	118,203	157,604	197,005	236,405	275,806	315,207	354,608	394,009	433,410	472,811	512,212
14	292,389	192,509	477,863				3.25%	962,761	93,869	187,738	281,608	375,477	469,346	563,215	657,084	750,954	844,823	938,692	1,032,561	1,126,430	1,220,300
							2.00%	962,761	57,766	115,531	173,297	231,063	288,828	346,594	404,360	462,125	519,891	577,657	635,422	693,188	750,954
							1.25%	962,761	36,104	72,207	108,311	144,414	180,518	216,621	252,725	288,828	324,932	361,035	397,139	433,242	469,346
15	270,750	172,803	438,815				3.25%	882,368	86,031	172,062	258,093	344,124	430,154	516,185	602,216	688,247	774,278	860,309	946,340	1,032,371	1,118,401
							2.00%	882,368	52,942	105,884	158,826	211,768	264,710	317,652	370,595	423,537	476,479	529,421	582,363	635,305	688,247
							1.25%	882,368	33,089	66,178	99,266	132,355	165,444	198,533	231,622	264,710	297,799	330,888	363,977	397,066	430,154
16	250,645	155,122	402,964				3.25%	808,731	78,851	157,703	236,554	315,405	394,256	473,108	551,959	630,810	709,661	788,513	867,364	946,215	1,025,067
							2.00%	808,731	48,524	97,048	145,572	194,095	242,619	291,143	339,667	388,191	436,715	485,239	533,762	582,286	630,810
							1.25%	808,731	30,327	60,655	90,982	121,310	151,637	181,964	212,292	242,619	272,947	303,274	333,602	363,929	394,256
17	232,086	139,251	370,060				3.25%	741,397	72,286	144,572	216,859	289,145	361,431	433,717	506,003	578,290	650,576	722,862	795,148	867,434	939,721
							2.00%	741,397	44,484	88,968	133,451	177,935	222,419	266,903	311,387	355,871	400,354	444,838	489,322	533,806	578,290
							1.25%	741,397	27,802	55,605	83,407	111,210	139,012	166,814	194,617	222,419	250,221	278,024	305,826	333,629	361,431
18	214,901	121,658	368,145				3.25%	704,704	68,709	137,417	206,126	274,835	343,543	412,252	480,960	549,669	618,378	687,086	755,795	824,504	893,212
							2.00%	704,704	42,282	84,564	126,847	169,129	211,411	253,693	295,976	338,258	380,540	422,822	465,105	507,387	549,669
							1.25%	704,704	26,426	52,853	79,279	105,706	132,132	158,558	184,985	211,411	237,838	264,264	290,690	317,117	
<b>CARGOS TÉCNICOS, ADMINISTRATIVOS Y AUXILIARES</b>																					
05	576,444						3.25%	576,444	56,203	112,407	168,610	224,813	281,016	337,220	393,423	449,626	505,830	562,033	618,236	674,439	730,643
							2.00%	576,444	34,587	69,173	103,760	138,347	172,933	207,520	242,106	276,693	311,280	345,866	380,453	415,040	449,626
							1.25%	576,444	21,617	43,233	64,850	86,467	108,083	129,700	151,317	172,933	194,550	216,167	237,783	259,400	281,016
06	543,772						3.25%	543,772	53,018	106,036	159,053	212,071	265,089	318,107	371,124	424,142	477,160	530,178	583,195	636,213	689,231
							2.00%	543,772	32,626	65,253	97,879	130,505	163,132	195,758	228,384	261,011	293,637	326,263	358,890	391,516	424,142
							1.25%	543,772	20,391	40,783	61,174	81,566	101,957	122,349	142,740	163,132	183,523	203,915	224,306	244,697	265,089
07	501,225						3.25%	501,225	48,869	97,739	146,608	195,478	244,347	293,217	342,086	390,956	439,825	488,694	537,564	586,433	635,303
							2.00%	501,225	30,074	60,147	90,221	120,294	150,368	180,441	210,515	240,588	270,662	300,735	330,809	360,882	390,956
							1.25%	501,225	18,796	37,592	56,388	75,184	93,980	112,776	131,572	150,368	169,163	187,959	206,755	225,551	244,347
08	464,060						3.25%	464,060	45,246	90,492	135,738	180,983	226,229	271,475	316,721	361,967	407,213	452,459	497,704	542,950	588,196
							2.00%	464,060	27,844	55,687	83,531	111,374	139,218	167,062	194,905	222,749	250,592	278,436	306,280	334,123	361,967
							1.25%	464,060	17,402	34,805	52,207	69,609	87,011	104,414	121,816	139,218	156,620	174,023	191,425	208,827	226,229
09	429,642	316,187					3.25%	745,829	72,718	145,437	218,155	290,873	363,592	436,310	509,028	581,747	654,465	727,183	799,902	872,620	945,338
							2.00%	745,829	44,750	89,499	134,249	178,999	223,749	268,498	313,248	357,998	402,748	447,497	492,247	536,997	581,747
							1.25%	745,829	27,969	55,937	83,906	111,874	139,843	167,812	195,780	223,749	251,717	279,686	307,654	335,623	363,592

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	
									1	2	3	4	5	6	7	8	9	10	11	12	13
10	397,844		311,021				3.25%	708,865	69,114	138,229	207,343	276,457	345,572	414,686	483,800	552,915	622,029	691,143	760,258	829,372	898,486
							2.00%	708,865	42,532	85,064	127,596	170,128	212,660	255,191	297,723	340,255	382,787	425,319	467,851	510,383	552,915
							1.25%	708,865	26,582	53,165	79,747	106,330	132,912	159,495	186,077	212,660	239,242	265,824	292,407	318,989	345,572
11	368,400		304,238				3.25%	672,638	65,582	131,164	196,747	262,329	327,911	393,493	459,075	524,658	590,240	655,822	721,404	786,986	852,569
							2.00%	672,638	40,358	80,717	121,075	161,433	201,791	242,150	282,508	322,866	363,225	403,583	443,941	484,299	524,658
							1.25%	672,638	25,224	50,448	75,672	100,896	126,120	151,344	176,567	201,791	227,015	252,239	277,463	302,687	327,911
12	341,108		297,634				3.25%	638,742	62,277	124,555	186,832	249,109	311,387	373,664	435,941	498,219	560,496	622,773	685,051	747,328	809,605
							2.00%	638,742	38,325	76,649	114,974	153,298	191,623	229,947	268,272	306,596	344,921	383,245	421,570	459,894	498,219
							1.25%	638,742	23,953	47,906	71,858	95,811	119,764	143,717	167,670	191,623	215,575	239,528	263,481	287,434	311,387
13	315,831		291,832				3.25%	607,663	59,247	118,494	177,741	236,989	296,236	355,483	414,730	473,977	533,224	592,471	651,719	710,966	770,213
							2.00%	607,663	36,460	72,920	109,379	145,839	182,299	218,759	255,218	291,678	328,138	364,598	401,058	437,517	473,977
							1.25%	607,663	22,787	45,575	68,362	91,149	113,937	136,724	159,512	182,299	205,086	227,874	250,661	273,448	296,236
14	292,389		285,894				3.25%	578,283	56,383	112,765	169,148	225,530	281,913	338,296	394,678	451,061	507,443	563,826	620,209	676,591	732,974
							2.00%	578,283	34,697	69,394	104,091	138,788	173,485	208,182	242,879	277,576	312,273	346,970	381,667	416,364	451,061
							1.25%	578,283	21,686	43,371	65,057	86,742	108,428	130,114	151,799	173,485	195,171	216,856	238,542	260,227	281,913
15	270,750		276,087				3.25%	546,837	53,317	106,633	159,950	213,266	266,583	319,900	373,216	426,533	479,849	533,166	586,483	639,799	693,116
							2.00%	546,837	32,810	65,620	98,431	131,241	164,051	196,861	229,672	262,482	295,292	328,102	360,912	393,723	426,533
							1.25%	546,837	20,506	41,013	61,519	82,026	102,532	123,038	143,545	164,051	184,557	205,064	225,570	246,077	266,583
16	250,645		262,338				3.25%	512,983	50,016	100,032	150,048	200,063	250,079	300,095	350,111	400,127	450,143	500,158	550,174	600,190	650,206
							2.00%	512,983	30,779	61,558	92,337	123,116	153,895	184,674	215,453	246,232	277,011	307,790	338,569	369,348	400,127
							1.25%	512,983	19,237	38,474	57,711	76,947	96,184	115,421	134,658	153,895	173,132	192,369	211,605	230,842	250,079
17	232,086		258,002				3.25%	490,088	47,784	95,567	143,351	191,134	238,918	286,701	334,485	382,269	430,052	477,836	525,619	573,403	621,187
							2.00%	490,088	29,405	58,811	88,216	117,621	147,026	176,432	205,837	235,242	264,648	294,053	323,458	352,863	382,269
							1.25%	490,088	18,378	36,757	55,135	73,513	91,892	110,270	128,648	147,026	165,405	183,783	202,161	220,540	238,918
18	214,901		251,882				3.25%	466,783	45,511	91,023	136,534	182,045	227,557	273,068	318,579	364,091	409,602	455,113	500,625	546,136	591,647
							2.00%	466,783	28,007	56,014	84,021	112,028	140,035	168,042	196,049	224,056	252,063	280,070	308,077	336,084	364,091
							1.25%	466,783	17,504	35,009	52,513	70,017	87,522	105,026	122,531	140,035	157,539	175,044	192,548	210,052	227,557
19	200,847		244,957				3.25%	445,804	43,466	86,932	130,398	173,864	217,329	260,795	304,261	347,727	391,193	434,659	478,125	521,591	565,057
							2.00%	445,804	26,748	53,496	80,245	106,993	133,741	160,489	187,238	213,986	240,734	267,482	294,231	320,979	347,727
							1.25%	445,804	16,718	33,435	50,153	66,871	83,588	100,306	117,024	133,741	150,459	167,177	183,894	200,612	217,329
20	187,717		231,690				3.25%	419,407	40,892	81,784	122,677	163,569	204,461	245,353	286,245	327,137	368,030	408,922	449,814	490,706	531,598
							2.00%	419,407	25,164	50,329	75,493	100,658	125,822	150,987	176,151	201,315	226,480	251,644	276,809	301,973	327,137
							1.25%	419,407	15,728	31,456	47,183	62,911	78,639	94,367	110,094	125,822	141,550	157,278	173,005	188,733	204,461
21	175,419		222,141				3.25%	397,560	38,762	77,524	116,286	155,048	193,811	232,573	271,335	310,097	348,859	387,621	426,383	465,145	503,907
							2.00%	397,560	23,854	47,707	71,561	95,414	119,268	143,122	166,975	190,829	214,682	238,536	262,390	286,243	310,097
							1.25%	397,560	14,909	29,817	44,726	59,634	74,543	89,451	104,360	119,268	134,177	149,085	163,994	178,902	193,811
22	163,956		204,530				3.25%	368,486	35,927	71,855	107,782	143,710	179,637	215,564	251,492	287,419	323,346	359,274	395,201	431,129	467,056
							2.00%	368,486	22,109	44,218	66,327	88,437	110,546	132,655	154,764	176,873	198,982	221,092	243,201	265,310	287,419
							1.25%	368,486	13,818	27,636	41,455	55,273	69,091	82,909	96,728	110,546	124,364	138,182	152,000	165,819	179,637

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO		
									1	2	3	4	5	6	7	8	9	10	11	12	13	
23	153,229		183,453				3.25%	336,682	32,826	65,653	98,479	131,306	164,132	196,959	229,785	262,612	295,438	328,265	361,091	393,918	426,744	
							2.00%	336,682	20,201	40,402	60,603	80,804	101,005	121,206	141,406	161,607	181,808	202,009	222,210	242,411	262,612	
							1.25%	336,682	12,626	25,251	37,877	50,502	63,128	75,753	88,379	101,005	113,630	126,256	138,881	151,507	164,132	
24	143,194		167,255				3.25%	310,449	30,269	60,538	90,806	121,075	151,344	181,613	211,881	242,150	272,419	302,688	332,957	363,225	393,494	
							2.00%	310,449	18,627	37,254	55,881	74,508	93,135	111,762	130,389	149,016	167,642	186,269	204,896	223,523	242,150	
							1.25%	310,449	11,642	23,284	34,926	46,567	58,209	69,851	81,493	93,135	104,777	116,418	128,060	139,702	151,344	
25	133,831		161,893				3.25%	295,724	28,833	57,666	86,499	115,332	144,165	172,999	201,832	230,665	259,498	288,331	317,164	345,997	374,830	
							2.00%	295,724	17,743	35,487	53,230	70,974	88,717	106,461	124,204	141,948	159,691	177,434	195,178	212,921	230,665	
							1.25%	295,724	11,090	22,179	33,269	44,359	55,448	66,538	77,628	88,717	99,807	110,897	121,986	133,076	144,165	
26	125,008		151,009				3.25%	276,017	26,912	53,823	80,735	107,647	134,558	161,470	188,382	215,293	242,205	269,117	296,028	322,940	349,852	
							2.00%	276,017	16,561	33,122	49,683	66,244	82,805	99,366	115,927	132,488	149,049	165,610	182,171	198,732	215,293	
							1.25%	276,017	10,351	20,701	31,052	41,403	51,753	62,104	72,454	82,805	93,156	103,506	113,857	124,208	134,558	
27	116,828		144,209				3.25%	261,037	25,451	50,902	76,353	101,804	127,256	152,707	178,158	203,609	229,060	254,511	279,962	305,413	330,864	
							2.00%	261,037	15,662	31,324	46,987	62,649	78,311	93,973	109,636	125,298	140,960	156,622	172,284	187,947	203,609	
							1.25%	261,037	9,789	19,578	29,367	39,156	48,944	58,733	68,522	78,311	88,100	97,889	107,678	117,467	127,256	
28	109,234		138,161				3.25%	247,395	24,121	48,242	72,363	96,484	120,605	144,726	168,847	192,968	217,089	241,210	265,331	289,452	313,573	
							2.00%	247,395	14,844	29,687	44,531	59,375	74,219	89,062	103,906	118,750	133,593	148,437	163,281	178,124	192,968	
							1.25%	247,395	9,277	18,555	27,832	37,109	46,387	55,664	64,941	74,219	83,496	92,773	102,050	111,328	120,605	
29	102,110		132,937				3.25%	235,047	22,917	45,834	68,751	91,668	114,585	137,502	160,420	183,337	206,254	229,171	252,088	275,005	297,922	
							2.00%	235,047	14,103	28,206	42,308	56,411	70,514	84,617	98,720	112,823	126,925	141,028	155,131	169,234	183,337	
							1.25%	235,047	8,814	17,629	26,443	35,257	44,071	52,886	61,700	70,514	79,328	88,143	96,957	105,771	114,585	
30	99,550		124,477				3.25%	224,027	21,843	43,685	65,528	87,371	109,213	131,056	152,898	174,741	196,584	218,426	240,269	262,112	283,954	
							2.00%	224,027	13,442	26,883	40,325	53,766	67,208	80,650	94,091	107,533	120,975	134,416	147,858	161,299	174,741	
							1.25%	224,027	8,401	16,802	25,203	33,604	42,005	50,406	58,807	67,208	75,609	84,010	92,411	100,812	109,213	
31	97,143		115,102				3.25%	212,245	20,694	41,388	62,082	82,776	103,469	124,163	144,857	165,551	186,245	206,939	227,633	248,327	269,021	
							2.00%	212,245	12,735	25,469	38,204	50,939	63,674	76,408	89,143	101,878	114,612	127,347	140,082	152,816	165,551	
							1.25%	212,245	7,959	15,918	23,878	31,837	39,796	47,755	55,714	63,674	71,633	79,592	87,551	95,510	103,469	
<b>CARGOS TÉCNICOS, ADMINISTRATIVOS Y AUXILIARES CON ASIGNACIÓN PROFESIONAL</b>																						
11	368,400	263,853		20,090	569,028		3.25%	1,221,371	119,084	238,167	357,251	476,335	595,418	714,502	833,586	952,669	1,071,753	1,190,837	1,309,920	1,429,004	1,548,088	
							2.00%	1,221,371	73,282	146,565	219,847	293,129	366,411	439,694	512,976	586,258	659,540	732,823	806,105	879,387	952,669	
							1.25%	1,221,371	45,801	91,603	137,404	183,206	229,007	274,808	320,610	366,411	412,213	458,014	503,816	549,617	595,418	
12	341,108	238,779		20,090	521,898		3.25%	1,121,875	109,383	218,766	328,148	437,531	546,914	656,297	765,680	875,063	984,445	1,093,828	1,203,211	1,312,594	1,421,977	
							2.00%	1,121,875	67,313	134,625	201,938	269,250	336,563	403,875	471,188	538,500	605,813	673,125	740,438	807,750	875,063	
							1.25%	1,121,875	42,070	84,141	126,211	168,281	210,352	252,422	294,492	336,563	378,633	420,703	462,773	504,844	546,914	
13	315,831	214,452		20,090	477,255		3.25%	1,027,628	100,194	200,387	300,581	400,775	500,969	601,162	701,356	801,550	901,744	1,001,937	1,102,131	1,202,325	1,302,518	
							2.00%	1,027,628	61,658	123,315	184,973	246,631	308,288	369,946	431,604	493,261	554,919	616,577	678,234	739,892	801,550	
							1.25%	1,027,628	38,536	77,072	115,608	154,144	192,680	231,216	269,752	308,288	346,824	385,361	423,897	462,433	500,969	
14	292,389	192,509		20,090	436,408		3.25%	941,396	91,786	183,572	275,358	367,144	458,931	550,717	642,503	734,289	826,075	917,861	1,009,647	1,101,433	1,193,219	
							2.00%	941,396	56,484	112,968	169,451	225,935	282,419	338,903	395,386	451,870	508,354	564,838	621,321	677,805	734,289	
							1.25%	941,396	35,302	70,605	105,907	141,209	176,512	211,814	247,116	282,419	317,721	353,024	388,326	423,628	458,931	

**TABLAS DE ASIGNACIÓN DE ESTÍMULO POR EXPERIENCIA Y DESEMPEÑO. VIGENTE ENTRE DICIEMBRE 2018 y NOVIEMBRE 2019**

G°	SUELDO BASE	A. PROF. ART. 19 L. 19.185	ASIG. SUSTIT.	ART.4° L. N° 18.717	DL N°3551/80	RESPONS. SUPERIOR	% ASIG.	BASE ASIG.	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	TRIENIO	
									1	2	3	4	5	6	7	8	9	10	11	12	13
15	270,750	172,803		20,090	399,198		3.25%	862,841	84,127	168,254	252,381	336,508	420,635	504,762	588,889	673,016	757,143	841,270	925,397	1,009,524	1,093,651
							2.00%	862,841	51,770	103,541	155,311	207,082	258,852	310,623	362,393	414,164	465,934	517,705	569,475	621,246	673,016
							1.25%	862,841	32,357	64,713	97,070	129,426	161,783	194,139	226,496	258,852	291,209	323,565	355,922	388,278	420,635
16	250,645	155,122		20,090	365,190		3.25%	791,047	77,127	154,254	231,381	308,508	385,635	462,762	539,890	617,017	694,144	771,271	848,398	925,525	1,002,652
							2.00%	791,047	47,463	94,926	142,388	189,851	237,314	284,777	332,240	379,703	427,165	474,628	522,091	569,554	617,017
							1.25%	791,047	29,664	59,329	88,993	118,657	148,321	177,986	207,650	237,314	266,978	296,643	326,307	355,971	385,635
17	232,086	139,251		20,090	334,203		3.25%	725,630	70,749	141,498	212,247	282,996	353,745	424,494	495,242	565,991	636,740	707,489	778,238	848,987	919,736
							2.00%	725,630	43,538	87,076	130,613	174,151	217,689	261,227	304,765	348,302	391,840	435,378	478,916	522,454	565,991
							1.25%	725,630	27,211	54,422	81,633	108,845	136,056	163,267	190,478	217,689	244,900	272,111	299,322	326,534	353,745
18	214,901	121,658		65,305	302,903		3.25%	704,767	68,715	137,430	206,144	274,859	343,574	412,289	481,003	549,718	618,433	687,148	755,863	824,577	893,292
							2.00%	704,767	42,286	84,572	126,858	169,144	211,430	253,716	296,002	338,288	380,574	422,860	465,146	507,432	549,718
							1.25%	704,767	26,429	52,858	79,286	105,715	132,144	158,573	185,001	211,430	237,859	264,288	290,716	317,145	343,574
19	200,847	96,553		74,788	267,660		3.25%	639,848	62,385	124,770	187,156	249,541	311,926	374,311	436,696	499,081	561,467	623,852	686,237	748,622	811,007
							2.00%	639,848	38,391	76,782	115,173	153,564	191,954	230,345	268,736	307,127	345,518	383,909	422,300	460,691	499,081
							1.25%	639,848	23,994	47,989	71,983	95,977	119,972	143,966	167,960	191,954	215,949	239,943	263,937	287,932	311,926
20	187,717	76,633		74,788	237,915		3.25%	577,053	56,263	112,525	168,788	225,051	281,313	337,576	393,839	450,101	506,364	562,627	618,889	675,152	731,415
							2.00%	577,053	34,623	69,246	103,870	138,493	173,116	207,739	242,362	276,985	311,609	346,232	380,855	415,478	450,101
							1.25%	577,053	21,639	43,279	64,918	86,558	108,197	129,837	151,476	173,116	194,755	216,395	238,034	259,674	281,313
21	175,419	60,820		74,788	212,615		3.25%	523,642	51,055	102,110	153,165	204,220	255,275	306,331	357,386	408,441	459,496	510,551	561,606	612,661	663,716
							2.00%	523,642	31,419	62,837	94,256	125,674	157,093	188,511	219,930	251,348	282,767	314,185	345,604	377,022	408,441
							1.25%	523,642	19,637	39,273	58,910	78,546	98,183	117,819	137,456	157,093	176,729	196,366	216,002	235,639	255,275
22	163,956	48,264		75,608	190,998		3.25%	478,826	46,686	93,371	140,057	186,742	233,428	280,113	326,799	373,484	420,170	466,855	513,541	560,226	606,912
							2.00%	478,826	28,730	57,459	86,189	114,918	143,648	172,377	201,107	229,836	258,566	287,296	316,025	344,755	373,484
							1.25%	478,826	17,956	35,912	53,868	71,824	89,780	107,736	125,692	143,648	161,604	179,560	197,516	215,472	233,428
23	153,229	38,308		75,608	172,383		3.25%	439,528	42,854	85,708	128,562	171,416	214,270	257,124	299,978	342,832	385,686	428,540	471,394	514,248	557,102
							2.00%	439,528	26,372	52,743	79,115	105,487	131,858	158,230	184,602	210,973	237,345	263,717	290,088	316,460	342,832
							1.25%	439,528	16,482	32,965	49,447	65,929	82,412	98,894	115,376	131,858	148,341	164,823	181,305	197,788	214,270





### PROFESIONALES CONTRATADOS POR EL ART. 13 D.L. N°1608/1976

De conformidad al art. 13 D.L. N° 1608, art. 36 Inciso 2 DL N° 3551/80, art. 96 letra c) Ley N° 18.591, Ley N° 18.566 y Ley N° 18.675

G°	SUELDO BASE	D.L. N° 3501/80	ASIG. PROFESIONAL LEY N° 19.185	D.L. N° 3551/80 (95%)	ASIG. RESPON. SUPERIOR 40%*	ART. 3°, LEY N° 18.566	ART. 10 LEY N° 18.675	ASIG. SUSTITUTIVA (ART. 18 LEY N° 19.185)	ART. 4 LEY N° 18.717	TOTAL HABER D.L. N° 3500/80	ART. 11 LEY N° 18.675	TOTAL HABER D.L. N° 3501/80
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
2	686,474	89,585	549,179	1,173,870	274,590	98,677	212,462	0	20,090	3,104,927	87,018	3,191,945
3	647,652	84,519	518,126	1,107,489	259,061	101,757	218,380	0	20,090	2,957,074	89,459	3,046,533
4	611,009	79,737	488,804	1,044,822	244,404	104,647	223,973	0	20,090	2,817,486	91,758	2,909,244
5	576,444	75,226	487,220	0	0	105,000	236,756	987,916	0	2,468,562	93,469	2,562,031
6	543,772	70,962	435,014	0	0	99,052	250,258	924,174	0	2,323,232	94,989	2,418,221
7	501,225	65,410	396,936	0	0	84,133	204,089	878,747	0	2,130,540	76,897	2,207,437
8	464,060	60,560	356,006	0	0	77,888	188,964	793,221	0	1,940,699	71,203	2,011,902
9	429,642	56,068	322,170	0	0	72,132	174,947	728,203	0	1,783,162	65,936	1,849,098
10	397,844	51,919	291,553	0	0	66,782	162,004	665,599	0	1,635,701	61,051	1,696,752
11	368,400	48,076	263,853	0	0	61,846	150,017	611,116	0	1,503,308	56,528	1,559,836
12	341,108	44,515	238,779	0	0	57,258	138,897	561,122	0	1,381,679	52,348	1,434,027
13	315,831	41,216	214,452	0	0	48,501	117,638	520,408	0	1,258,046	44,336	1,302,382
14	292,389	38,157	192,509	0	0	44,903	108,914	477,863	0	1,154,735	41,050	1,195,785
15	270,750	35,333	172,803	0	0	41,547	100,850	438,815	0	1,060,098	37,995	1,098,093
16	250,645	32,709	155,122	0	0	38,482	93,365	402,964	0	973,287	35,190	1,008,477
17	232,086	30,287	139,251	0	0	35,644	86,454	370,060	0	893,782	32,591	926,373

**Notas:**

Col 5: Col 2 más Col 4 multiplicado por 95%.

Col 7: En los grados 2 al 4, montos según valores EUS de los Directivos Profesionales según Ley N° 18.566, válido también para art. 10 Ley N° 18.675.

Los otros valores están validados según Tabla de Remuneraciones del Sector Público de Salud, vigente a contar del 1 de Diciembre del año 2018.

Aplica Dictamen N° 36.603, de fecha 16-11-1995.

**ASIG. RESPON. SUPERIOR 40%\*:** Se requiere Decreto Supremo para que esta asignación se pueda pagar a los funcionarios asimilados a grado 4° o superiores de la EUS, contratados por el art. 13 del D.L. N° 1608/76.

**EXPERTOS (NO PROFESIONALES) CONTRATADOS POR EL ART. 13 N° D.L. 1608/1976**

De conformidad al art. 13 D.L. N° 1608, art. 36 Inciso 2 D.L. N° 3551/80, art. 96 letra c) Ley N° 18.591, Ley N° 18.566 y Ley N° 18.675

Gº	SUELDO BASE	D.L. N° 3501/80	ASIG. PROFESIONAL LEY N° 19.185	D.L. N° 3551/80 (95%)	ASIG. RESPON. SUPERIOR 40%	ART. 3º, LEY N° 18.566	ART. 10 LEY N° 18.675	ASIG. SUSTITUTIVA (ART. 18 LEY N° 19.185)	ART. 4 LEY N° 18.717	TOTAL HABER D.L. N° 3500/80	ART. 11 LEY N° 18.675	TOTAL HABER D.L. N° 3501/80
Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10	Col 11	Col 12	Col 13
2	686,474	89,585	0	652,150	0	98,677	212,462	0	20,090	1,759,438	87,018	1,846,456
3	647,652	84,519	0	615,269	0	101,757	218,380	0	20,090	1,687,667	89,459	1,777,126
4	611,009	79,737	0	580,459	0	104,647	223,973	0	20,090	1,619,915	91,758	1,711,673
5	576,444	75,226	0	0	0	105,000	236,756	987,916	0	1,981,342	93,469	2,074,811
6	543,772	70,962	0	0	0	99,052	250,258	924,174	0	1,888,218	94,989	1,983,207
7	501,225	65,410	0	0	0	84,133	204,089	878,747	0	1,733,604	76,897	1,810,501
8	464,060	60,560	0	0	0	77,888	188,964	793,221	0	1,584,693	71,203	1,655,896
9	429,642	56,068	0	0	0	72,132	174,947	728,203	0	1,460,992	65,936	1,526,928
10	397,844	51,919	0	0	0	66,782	162,004	665,599	0	1,344,148	61,051	1,405,199
11	368,400	48,076	0	0	0	61,846	150,017	611,116	0	1,239,455	56,528	1,295,983
12	341,108	44,515	0	0	0	57,258	138,897	561,122	0	1,142,900	52,348	1,195,248
13	315,831	41,216	0	0	0	48,501	117,638	520,408	0	1,043,594	44,336	1,087,930
14	292,389	38,157	0	0	0	44,903	108,914	477,863	0	962,226	41,050	1,003,276
15	270,750	35,333	0	0	0	41,547	100,850	438,815	0	887,295	37,995	925,290
16	250,645	32,709	0	0	0	38,482	93,365	402,964	0	818,165	35,190	853,355
17	232,086	30,287	0	0	0	35,644	86,454	370,060	0	754,531	32,591	787,122

**Notas:**

Col 5: Col 2 más Col 4 multiplicado por 95%.

Col 7: En los grados 2 al 4, montos según valores EUS de los Directivos Profesionales según Ley N° 18.566, válido también para art. 10 Ley N° 18.675.

Los otros valores están validados según Tabla de Remuneraciones del Sector Público de Salud, vigente a contar del 1 de Diciembre del año 2017.

Aplica Dictamen N° 36.603, de fecha 16-11-1995.





Ministerio de Salud  
Subsecretaría de Redes Asistenciales  
División de Gestión y Desarrollo de las Personas  
Departamento de Gestión de Recursos Humanos

## ESTIPENDIOS BECARIOS ART. 43 DE LA LEY Nº 15.076

DICIEMBRE 2018 A NOVIEMBRE 2019

HABERES	MONTO (\$)
SUELDO BASE	990,000
DECRETO LEY Nº 3501/80	129,195
ART. 3 LEY Nº 18.566	58,198
ART. 10 LEY Nº 18.675	141,287
ART. 8º QUATER LEY Nº 15.076	643,896
ASIG. ESPECIAL LEY Nº 20.982 (15% DEL SUELDO BASE)	148,500
<b>SUBTOTAL HABERES</b>	<b>2,111,076</b>
ART. 43 INC. 2º LEY Nº 15.076 (50% DEL SUELDO BASE)*	495,000
<b>TOTAL HABERES</b>	<b>2,606,076</b>

ART. 43 INC. 2º LEY Nº 15.076 (50% DEL SUELDO BASE)\*: De acuerdo a Resolución Exenta Nº 925, del 8 de octubre 2014, del Ministerio de Salud, cuentan con este beneficio, por el periodo comprendido entre el 2015 - 2020, y mientras dure el proceso formativo, aquellos médicos con beca de especialización en Medicina de Urgencia, Medicina Intensiva, Anestesiología y Medicina Familiar.