

# UNIVERSIDAD NACIONAL JORGE BASADRE GROHMANN

## ESCALA DE REMUNERACIONES

CATEGORIA /ESCALA	REMUN. BASICA	REUNIFICADA	TPH	REFRIGERIO MOVILIDAD	DS 051-91	DS 276-91-EF	DS 194-92	DS.227-93	DU 037-94	DU 090-96 (16%)	DU 073-97 (16%)	DU 011-99 (16%)	DU 105-01 DS 196-01 (**)	DS 044-03 (***)	DS 092-04 (***)	DS. 107-05 (***)	DS. 008-09 (***)	FEDU	TOTAL SIN HOMOLOGACION
<b>PERSONAL ADMINISTRATIVO</b>																			
<b>ESCALA 11</b>																			
F-5 44%	0.06	42.47	172.48	5.00	17.59		50.00	100.00	390.00	124.42	144.32	167.41	50.00	100.00	50.00	50.00	100.00	76.83	<b>1,640.58</b>
F-4 44%	0.06	40.47	175.17	5.00	16.90		50.00	100.00	380.00	122.82	142.47	165.26	50.00	100.00	50.00	50.00	100.00	76.83	<b>1,624.98</b>
F-3 39%	0.06	38.45	148.89	5.00	16.18		50.00	100.00	370.00	116.57	135.22	156.86	50.00	100.00	50.00	50.00	100.00	65.01	<b>1,552.24</b>
<b>ESCALA 1</b>																			
F-2 (***)	0.06	36.47		5.00	15.51	<b>90.00</b>	50.00	100.00	360.00	105.13	121.95	141.46	50.00	100.00	50.00	50.00	100.00	65.01	<b>1,440.59</b>
F-1 (***)	0.05	32.00		5.00	13.80	<b>90.00</b>	50.00	100.00	350.00	102.54	118.94	137.97	50.00	100.00	50.00	50.00	100.00	65.01	<b>1,415.31</b>
F-5	0.06	42.47		5.00	17.59	30.00	50.00	100.00	390.00	101.62	117.88	136.74	50.00	100.00	50.00	50.00	100.00	76.83	<b>1,418.19</b>
F-4	0.06	40.47		5.00	16.90	30.00	50.00	100.00	380.00	99.59	115.52	134.01	50.00	100.00	50.00	50.00	100.00	76.83	<b>1,398.38</b>
F-3	0.06	38.45		5.00	16.18	30.00	50.00	100.00	370.00	97.55	113.16	131.26	50.00	100.00	50.00	50.00	100.00	65.01	<b>1,366.67</b>
F-2	0.06	36.47		5.00	15.51	30.00	50.00	100.00	360.00	95.53	110.81	128.54	50.00	100.00	50.00	50.00	100.00	65.01	<b>1,346.93</b>
F-1	0.05	32.00		5.00	13.80	30.00	50.00	100.00	350.00	92.94	107.81	125.06	50.00	100.00	50.00	50.00	100.00	65.01	<b>1,321.67</b>
SPA	0.06	30.20		5.00	11.48	82.00	50.00	70.00	270.00	83.00	96.28	111.68	50.00	100.00	50.00	50.00	100.00	56.14	<b>1,215.84</b>
SPB	0.06	30.04		5.00	11.43	75.00	50.00	70.00	254.00	79.28	91.97	106.68	50.00	100.00	50.00	50.00	100.00	56.14	<b>1,179.60</b>
SPC	0.05	29.61		5.00	11.30	69.00	50.00	70.00	238.00	75.67	87.78	101.83	50.00	100.00	50.00	50.00	100.00	56.14	<b>1,144.38</b>
SPD	0.05	29.16		5.00	11.16	64.00	50.00	70.00	222.00	72.22	83.77	97.18	50.00	100.00	50.00	50.00	100.00	56.14	<b>1,110.68</b>
SPE	0.04	28.84		5.00	11.06	60.00	50.00	70.00	206.00	68.95	79.98	92.78	50.00	100.00	50.00	50.00	100.00	56.14	<b>1,078.79</b>
STA	0.04	24.14		5.00	9.65	50.00	50.00	50.00	200.00	62.21	72.17	83.71	50.00	100.00	50.00	50.00	100.00	47.28	<b>1,004.20</b>
STB	0.04	23.95		5.00	9.60	45.00	50.00	50.00	195.00	60.57	70.27	81.51	50.00	100.00	50.00	50.00	100.00	47.28	<b>988.22</b>
STC	0.04	23.82		5.00	9.56	40.00	50.00	50.00	190.00	58.95	68.38	79.32	50.00	100.00	50.00	50.00	100.00	47.28	<b>972.35</b>
STD	0.03	23.67		5.00	9.51	35.00	50.00	50.00	185.00	57.31	66.48	77.12	50.00	100.00	50.00	50.00	100.00	47.28	<b>956.40</b>
STE	0.03	23.52		5.00	9.47	30.00	50.00	50.00	180.00	55.68	64.59	74.93	50.00	100.00	50.00	50.00	100.00	47.28	<b>940.50</b>
SAA	0.03	23.36		5.00	9.42	30.00	50.00	30.00	195.00	54.85	63.63	73.81	50.00	100.00	50.00	50.00	100.00	39.89	<b>924.99</b>
SAB	0.03	23.27		5.00	9.39	30.00	50.00	30.00	190.00	54.03	62.68	72.70	50.00	100.00	50.00	50.00	100.00	39.89	<b>916.99</b>
SAC	0.02	23.19		5.00	9.36	30.00	50.00	30.00	185.00	53.21	61.72	71.60	50.00	100.00	50.00	50.00	100.00	39.89	<b>908.99</b>
SAD	0.02	23.11		5.00	9.34	30.00	50.00	30.00	180.00	52.40	60.78	70.50	50.00	100.00	50.00	50.00	100.00	39.89	<b>901.04</b>
SAE	0.01	23.03		5.00	9.31	30.00	50.00	30.00	175.00	51.58	59.83	69.40	50.00	100.00	50.00	50.00	100.00	39.89	<b>893.05</b>

(\*) Anexo del DU 52-94, reajusta las remuneraciones de las autoridades, directivos y docentes de la Carrera Universitaria. Fija Monto Unico de Remuneración Total, incluye: Rem.Principal, I.P.H., Ret.y Movilidad, Bonificación Familiar y todas las asignaciones que se vienen percibiendo, con excepción de la Remuneración Personal y la asignación percibida con cargo al FEDU.

(\*\*) DS. 196-2001-EF Art. 5° el incremento para T.Parcial está en proporción a las horas laboradas.

(\*\*\*) Conceptos remunerativos no pensionables, no afectos a cargas sociales. Con DS.Nº 089-06 se establece que el incremento otorgado con DS.Nº106-2005-EF es pensionable solo para los docentes comprendidos en el DU.Nº 033-2005. Los montos otorgados a las Autoridades son excluyentes de los percibidos de acuerdo al nivel remunerativo, debiendo otorgarse solo uno.

(\*\*\*\*) DS. 276-91-EF, Art. 5° Asignación Especial a Personal en niveles F-2 y F-1 que desempeñan cargos directivos y jefaturales será de S/.90.00 y S/. 80.00 respectivamente.

- DS 276-92, Concepto no afecto a cargas sociales.

Tacna, 31 de julio del 2012.



# UNIVERSIDAD NACIONAL JORGE BASADRE GROHMANN - TACNA / OFICINA DE PERSONAL

## ESCALA DE REMUNERACIONES



CAT./E SCALA	COD. CARGO	REMUN. BASICA	REUNIFICA DA	TPH	REFRIGERIO MOVILIDAD	DU 52- 94 (*)	DU 090- 96 (16%)	DU 073- 97 (16%)	DU 011- 99 (16%)	DU 105-01 DS 196-01 (**)	DS 044- 03 (***)	DS 020- 04 (***)	DS. 106- 05 (***)	FEDU	TOTAL	D.U. 033 (20%)	LEY 29137	3er Tramo Homolog.	TOTAL CON HOMOLOGACION
<b>PERSONAL DOCENTE - AUTORIDADES</b>																			
PDE	D001	0.07	48.24	924.69	5.00	510.00	156.48	181.52	210.56	50.00	100.00	120.00	400.00	106.38	<b>2,812.94</b>	537.41	1,200.00	2,588.13	<b>7,138.48</b>
PDE	D002	0.07	48.24	924.69	5.00	285.00	156.48	181.52	210.56	50.00	100.00	120.00	350.00	106.38	<b>2,537.94</b>	560.44	1,200.00	2,793.94	<b>7,092.32</b>
PDE	D003	0.07	48.24	924.69	5.00	107.00	156.48	181.52	210.56	50.00	100.00	120.00	300.00	106.38	<b>2,309.94</b>	626.01	1,200.00	2,728.37	<b>6,864.32</b>
PDE	D004	0.07	48.24	924.69	5.00	42.00	156.48	181.52	210.56	50.00	100.00	120.00	270.00	106.38	<b>2,214.94</b>	652.30	1,200.00	2,702.08	<b>6,769.32</b>
ADE	D004	0.06	39.31	785.63	5.00	190.00	132.80	154.05	178.70	50.00	100.00	110.00	270.00	90.13	<b>2,105.68</b>	159.15	580.00	413.17	<b>3,258.00</b>
XDE	D004	0.06	28.15	680.79	5.00	306.00	114.24	132.52	153.72	50.00	100.00	105.00	270.00	76.83	<b>2,022.31</b>	0.00	300.00	81.69	<b>2,404.00</b>
PTC	D004	0.07	39.30	684.63	5.00	291.00	116.64	135.30	156.95	50.00	100.00	120.00	270.00	90.13	<b>2,059.02</b>	655.55	1,170.00	3,133.75	<b>7,018.32</b>
ATC	D004	0.06	32.17	587.77	5.00	395.00	100.00	116.00	134.56	50.00	100.00	110.00	270.00	76.83	<b>1,977.39</b>	161.81	560.00	763.80	<b>3,463.00</b>
XTC	D004	0.06	23.41	492.53	5.00	499.00	83.36	96.70	112.17	50.00	100.00	105.00	270.00	65.01	<b>1,902.24</b>	21.15	280.00	393.61	<b>2,597.00</b>
<b>PERSONAL DOCENTE</b>																			
PDE		0.07	48.24	924.69	5.00		156.48	181.52	210.56	50.00	100.00	120.00	250.00	106.38	<b>2,152.94</b>	669.41	1,200.00	2,684.97	<b>6,707.32</b>
ADE		0.06	39.31	785.63	5.00		132.80	154.05	178.70	50.00	100.00	110.00	210.00	90.13	<b>1,855.68</b>	230.46	580.00	341.86	<b>3,008.00</b>
XDE		0.06	28.15	680.79	5.00		114.24	132.52	153.72	50.00	100.00	105.00	180.00	76.83	<b>1,626.31</b>	76.34	300.00	5.35	<b>2,008.00</b>
JDE		0.04	22.54	492.42	5.00		83.20	96.51	111.95	50.00	100.00	100.00	150.00	65.01	<b>1,276.67</b>				<b>1,276.67</b>
PTC		0.07	39.30	684.63	5.00		116.64	135.30	156.95	50.00	100.00	120.00	250.00	90.13	<b>1,748.02</b>	650.40	1,170.00	3,138.90	<b>6,707.32</b>
ATC		0.06	32.17	587.77	5.00		100.00	116.00	134.56	50.00	100.00	110.00	210.00	76.83	<b>1,522.39</b>	297.12	560.00	628.49	<b>3,008.00</b>
XTC		0.06	23.41	492.53	5.00		83.36	96.70	112.17	50.00	100.00	105.00	180.00	65.01	<b>1,313.24</b>	138.95	280.00	275.81	<b>2,008.00</b>
JTC		0.04	20.75	339.21	5.00		58.40	67.74	78.58	50.00	100.00	100.00	150.00	56.14	<b>1,025.86</b>				<b>1,025.86</b>
P20		0.04	20.16	479.30	2.50		80.32	93.17	108.08	25.00	100.00	50.00	140.00	45.80	<b>1,144.37</b>	271.13	585.00	1,353.16	<b>3,353.66</b>
P15		0.03	15.12	359.47	1.88		60.24	69.88	81.06	18.75	100.00	50.00	105.00	34.35	<b>895.78</b>	195.84	438.75	984.87	<b>2,515.24</b>
P10		0.02	10.08	239.65	1.25		40.16	46.59	54.04	12.50	100.00	50.00	70.00	22.90	<b>647.19</b>	120.56	292.50	616.58	<b>1,676.83</b>
A20		0.03	17.37	410.10	2.50		68.80	79.81	92.58	25.00	100.00	40.00	110.00	38.41	<b>984.60</b>	103.88	280.00	135.52	<b>1,504.00</b>
A15		0.02	13.03	307.57	1.88		51.60	59.86	69.43	18.75	100.00	40.00	82.50	28.81	<b>773.44</b>	70.91	210.00	73.65	<b>1,128.00</b>
A10		0.02	8.68	205.05	1.25		34.40	39.90	46.29	12.50	100.00	40.00	55.00	19.21	<b>562.30</b>	37.94	140.00	11.76	<b>752.00</b>
X20		0.03	14.37	341.10	2.50		57.28	66.44	77.08	25.00	100.00	30.00	80.00	32.50	<b>826.30</b>	35.54	140.00	2.16	<b>1,004.00</b>
X15		0.02	10.78	255.82	1.88		42.96	49.83	57.81	18.75	100.00	30.00	60.00	24.38	<b>652.23</b>		100.77		<b>753.00</b>
X10		0.01	7.19	170.55	1.25		28.64	33.22	38.54	12.50	100.00	30.00	40.00	16.25	<b>478.15</b>		23.85		<b>502.00</b>
J20		0.02	10.18	238.30	2.50		40.16	46.59	54.04	25.00	100.00	20.00	50.00	28.07	<b>614.86</b>				<b>614.86</b>
J15		0.02	7.63	178.72	1.88		30.12	34.94	40.53	18.75	100.00	20.00	37.50	20.68	<b>490.77</b>				<b>490.77</b>
J10		0.01	5.09	119.15	1.25		20.08	23.29	27.02	12.50	100.00	20.00	25.00	14.04	<b>367.43</b>				<b>367.43</b>

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- DS 276-92, concepto no afecto a cargas sociales.

**Leyenda:**

**D001 :** Rector **D002 :** Vicerrector **D003 :** Decano, Director de Escuela de Post-Grado, Secretario General

**D004 :** Director de Escuela Profesional, Jefe de Departamento Académico, Jefe de Oficina Central, Director o Jefe de Centro o Instituto de Investigación, Secretario Académico Administrativo.

**NOTA:** No se incluye el concepto por FEDU por ser este variable y no estar considerado en Escala.

**Tacna, 29 de enero del 2009.**