



UNIVERSIDAD NACIONAL JORGE BASADRE GROHMANN - TACNA

ESCALA DE REMUNERACIONES



CAT./ ESCALA	REMUN. BASICA	REUNIFICADA	TPH	REFRIGERIO MOVILIDAD	DS 051-91	DS 276-91-EF	DS 194-92	DS.227-93	DU 037-94	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 092-04 (***)	DS. 107-05 (***)	DS. 008-09 (***)	FEDU	TOTAL	
PERSONAL ADMINISTRATIVO																					
ESCALA 11																					
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	1,640.58	
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	1,624.98	
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	1,552.24	
ESCALA 1																					
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	1,418.19	
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	1,398.38	
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	1,366.67	
F-2	0.06	36.47		5.00	15.51	90.00	50.00	100.00	360.00		105.13	121.95	141.46	50.00	100.00	50.00	50.00	100.00	65.01	1,440.59	
F-1	0.05	32.00		5.00	13.80	90.00	50.00	100.00	350.00		102.54	118.94	137.97	50.00	100.00	50.00	50.00	100.00	65.01	1,415.31	
SPA	0.06	30.20		5.00	11.48	82.00	50.00	70.00	270.00		82.97	96.27	111.68	50.00	100.00	50.00	50.00	100.00	56.14	1,215.80	
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	1,179.60	
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	1,144.38	
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	1,110.68	
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	1,078.79	
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	1,004.20	
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	988.22	
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	972.35	
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	956.40	
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	940.50	
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	924.99	
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	916.99	
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	908.99	
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	901.04	
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	893.05	

(**) 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.N° 089-06 se establece que el incremento otorgado con DS.N°106-2005-EF es pensionable solo para los docentes comprendidos en el DU.N° 033-2005. Los montos otorgados a las Autoridades son excluyentes de los percibidos de acuerdo al nivel remunerativo, debiendo otorgarse solo uno.

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

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

Tacna, 02 de mayo 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
PERSONAL DOCENTE - AUTORIDADES																			
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	2,812.94	537.41	1,200.00	2,588.13	7,138.48
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	2,537.94	560.44	1,200.00	2,793.94	7,092.32
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	2,309.94	626.01	1,200.00	2,728.37	6,864.32
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	2,214.94	652.30	1,200.00	2,702.08	6,769.32
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	2,105.68	159.15	580.00	413.17	3,258.00
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	2,022.31	0.00	300.00	81.69	2,404.00
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	2,059.02	655.55	1,170.00	3,133.75	7,018.32
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	1,977.39	161.81	560.00	763.80	3,463.00
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	1,902.24	21.15	280.00	393.61	2,597.00
PERSONAL DOCENTE																			
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	2,152.94	669.41	1,200.00	2,684.97	6,707.32
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	1,855.68	230.46	580.00	341.86	3,008.00
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	1,626.31	76.34	300.00	5.35	2,008.00
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	1,276.67				1,276.67
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	1,748.02	650.40	1,170.00	3,138.90	6,707.32
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	1,522.39	297.12	560.00	628.49	3,008.00
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	1,313.24	138.95	280.00	275.81	2,008.00
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	1,025.86				1,025.86
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	1,144.37	271.13	585.00	1,353.16	3,353.66
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	895.78	195.84	438.75	984.87	2,515.24
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	647.19	120.56	292.50	616.58	1,676.83
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	984.60	103.88	280.00	135.52	1,504.00
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	773.44	70.91	210.00	73.65	1,128.00
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	562.30	37.94	140.00	11.76	752.00
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	826.30	35.54	140.00	2.16	1,004.00
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	652.23		100.77		753.00
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	478.15		23.85		502.00
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	614.86				614.86
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	490.77				490.77
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	367.43				367.43

(*) 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, T.P.H., Ref.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. 5º 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 276-92, 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.