

REPUBLICA DE CHILE
MUNICIPALIDAD ANGOL
DEPARTAMENTO DE SALUD

SUELDOS POR CATEGORÍA Y NIVEL FUNCIONARIOS LEY N° 19,378 ESTATUTO DE ATENCIÓN PRIMARIA DE SALUD PARA EL AÑO 2023 DSM ANGOL

| Categoría | Nivel | Jornada | S. Base 2022 | REAJUSTE 12% | S. Base 2023 | Asig. APS. | Asig. Zona | Bon. Sustitutiva Fija | Remuneración Año 2023 |
|-----------|-------|---------|--------------|--------------|--------------|--------------|------------|-----------------------|-----------------------|
| A | 15 | 44 | \$ 630,391 | \$ 75,647 | \$ 706,038 | \$ 706,038 | \$ 105,906 | \$ 25,203 | \$ 1,543,184 |
| A | 14 | 44 | \$ 704,291 | \$ 84,515 | \$ 788,806 | \$ 788,806 | \$ 118,321 | \$ 25,203 | \$ 1,721,136 |
| A | 13 | 44 | \$ 776,532 | \$ 93,184 | \$ 869,716 | \$ 869,716 | \$ 130,457 | \$ 25,203 | \$ 1,895,092 |
| A | 12 | 44 | \$ 848,751 | \$ 101,850 | \$ 950,601 | \$ 950,601 | \$ 142,590 | \$ 25,203 | \$ 2,068,996 |
| A | 11 | 44 | \$ 920,992 | \$ 110,519 | \$ 1,031,511 | \$ 1,031,511 | \$ 154,727 | \$ 25,203 | \$ 2,242,951 |
| A | 10 | 44 | \$ 993,235 | \$ 119,188 | \$ 1,112,423 | \$ 1,112,423 | \$ 166,863 | \$ 25,203 | \$ 2,416,912 |
| A | 9 | 44 | \$ 1,045,753 | \$ 125,490 | \$ 1,171,244 | \$ 1,171,244 | \$ 175,687 | \$ 24,736 | \$ 2,542,910 |

MONTO TOTAL Y UNICO ASCENDENTE A \$264.000 CUYA REMUNERACIONES SEA SUPERIOR A \$2.200.000

| | | | | | | | | | |
|---|---|----|--------------|------------|--------------|--------------|------------|-----------|--------------|
| A | 8 | 44 | \$ 1,116,650 | \$ 264,000 | \$ 1,248,650 | \$ 1,248,650 | \$ 187,298 | \$ 24,736 | \$ 2,709,334 |
| A | 7 | 44 | \$ 1,187,552 | \$ 264,000 | \$ 1,319,552 | \$ 1,319,552 | \$ 197,933 | \$ 24,736 | \$ 2,861,772 |
| A | 6 | 44 | \$ 1,258,455 | \$ 264,000 | \$ 1,390,455 | \$ 1,390,455 | \$ 208,568 | \$ 24,736 | \$ 3,014,215 |
| A | 5 | 44 | \$ 1,329,352 | \$ 264,000 | \$ 1,461,352 | \$ 1,461,352 | \$ 219,203 | \$ 24,736 | \$ 3,166,644 |
| A | 4 | 44 | \$ 1,400,248 | \$ 264,000 | \$ 1,532,248 | \$ 1,532,248 | \$ 229,837 | \$ 24,736 | \$ 3,319,070 |
| A | 3 | 44 | \$ 1,471,148 | \$ 264,000 | \$ 1,603,148 | \$ 1,603,148 | \$ 240,472 | \$ 24,736 | \$ 3,471,503 |
| A | 2 | 44 | \$ 1,542,047 | \$ 264,000 | \$ 1,674,047 | \$ 1,674,047 | \$ 251,107 | \$ 24,736 | \$ 3,623,937 |
| A | 1 | 44 | \$ 1,612,947 | \$ 264,000 | \$ 1,744,947 | \$ 1,744,947 | \$ 261,742 | \$ 24,736 | \$ 3,776,373 |

| Categoría | Nivel | Jornada | S. Base 2022 | REAJUSTE 12% | S. Base 2023 | Asig. APS. | Asig. Zona | Bon. Sustitutiva Fija | Remuneración Año 2023 |
|-----------|-------|---------|--------------|--------------|--------------|--------------|------------|-----------------------|-----------------------|
| B | 15 | 44 | \$ 480,213 | \$ 57,626 | \$ 537,838 | \$ 537,838 | \$ 80,676 | \$ 25,203 | \$ 1,181,556 |
| B | 14 | 44 | \$ 535,096 | \$ 64,212 | \$ 599,308 | \$ 599,308 | \$ 89,896 | \$ 25,203 | \$ 1,313,715 |
| B | 13 | 44 | \$ 589,972 | \$ 70,797 | \$ 660,769 | \$ 660,769 | \$ 99,115 | \$ 25,203 | \$ 1,445,856 |
| B | 12 | 44 | \$ 644,850 | \$ 77,382 | \$ 722,232 | \$ 722,232 | \$ 108,335 | \$ 25,203 | \$ 1,578,003 |
| B | 11 | 44 | \$ 699,579 | \$ 83,949 | \$ 783,528 | \$ 783,528 | \$ 117,529 | \$ 25,203 | \$ 1,709,789 |
| B | 10 | 44 | \$ 754,615 | \$ 90,554 | \$ 845,169 | \$ 845,169 | \$ 126,775 | \$ 25,203 | \$ 1,842,316 |
| B | 9 | 44 | \$ 809,494 | \$ 97,139 | \$ 906,633 | \$ 906,633 | \$ 135,995 | \$ 25,203 | \$ 1,974,465 |
| B | 8 | 44 | \$ 864,385 | \$ 103,726 | \$ 968,111 | \$ 968,111 | \$ 145,217 | \$ 25,203 | \$ 2,106,642 |
| B | 7 | 44 | \$ 919,260 | \$ 110,311 | \$ 1,029,571 | \$ 1,029,571 | \$ 154,436 | \$ 25,203 | \$ 2,238,781 |
| B | 6 | 44 | \$ 974,144 | \$ 116,897 | \$ 1,091,042 | \$ 1,091,042 | \$ 163,656 | \$ 25,203 | \$ 2,370,943 |
| B | 5 | 44 | \$ 1,029,020 | \$ 123,482 | \$ 1,152,503 | \$ 1,152,503 | \$ 172,875 | \$ 25,203 | \$ 2,503,084 |
| B | 4 | 44 | \$ 1,063,854 | \$ 127,662 | \$ 1,191,517 | \$ 1,191,517 | \$ 178,727 | \$ 24,736 | \$ 2,586,497 |

MONTO TOTAL Y UNICO ASCENDENTE A \$264.000 CUYA REMUNERACIONES SEA SUPERIOR A \$2.200.000

| | | | | | | | | | |
|---|---|----|--------------|------------|--------------|--------------|------------|-----------|--------------|
| B | 3 | 44 | \$ 1,117,718 | \$ 264,000 | \$ 1,249,718 | \$ 1,249,718 | \$ 187,458 | \$ 24,736 | \$ 2,711,629 |
| B | 2 | 44 | \$ 1,171,586 | \$ 264,000 | \$ 1,303,586 | \$ 1,303,586 | \$ 195,538 | \$ 24,736 | \$ 2,827,446 |
| B | 1 | 44 | \$ 1,225,448 | \$ 264,000 | \$ 1,357,448 | \$ 1,357,448 | \$ 203,617 | \$ 24,736 | \$ 2,943,248 |

| Categoría | Nivel | Jornada | S. Base 2022 | REAJUSTE 12% | S. Base 2023 | Asig. APS. | Asig. Zona | Bon. Sustitutiva Fija | Remuneración Año 2023 |
|-----------|-------|---------|--------------|--------------|--------------|------------|------------|-----------------------|-----------------------|
| C | 15 | 44 | \$ 271,758 | \$ 32,611 | \$ 304,369 | \$ 304,369 | \$ 45,655 | \$ 25,203 | \$ 679,596 |
| C | 14 | 44 | \$ 300,876 | \$ 36,105 | \$ 336,981 | \$ 336,981 | \$ 50,547 | \$ 25,203 | \$ 749,712 |
| C | 13 | 44 | \$ 329,994 | \$ 39,599 | \$ 369,593 | \$ 369,593 | \$ 55,439 | \$ 25,203 | \$ 819,828 |
| C | 12 | 44 | \$ 366,872 | \$ 44,025 | \$ 410,897 | \$ 410,897 | \$ 61,635 | \$ 25,203 | \$ 908,631 |
| C | 11 | 44 | \$ 395,993 | \$ 47,519 | \$ 443,513 | \$ 443,513 | \$ 66,527 | \$ 25,203 | \$ 978,755 |
| C | 10 | 44 | \$ 425,110 | \$ 51,013 | \$ 476,123 | \$ 476,123 | \$ 71,418 | \$ 25,203 | \$ 1,048,867 |
| C | 9 | 44 | \$ 454,229 | \$ 54,508 | \$ 508,737 | \$ 508,737 | \$ 76,311 | \$ 25,203 | \$ 1,118,987 |
| C | 8 | 44 | \$ 483,344 | \$ 58,001 | \$ 541,345 | \$ 541,345 | \$ 81,202 | \$ 25,203 | \$ 1,189,096 |
| C | 7 | 44 | \$ 512,460 | \$ 61,495 | \$ 573,956 | \$ 573,956 | \$ 86,093 | \$ 25,203 | \$ 1,259,208 |
| C | 6 | 44 | \$ 541,570 | \$ 64,988 | \$ 606,559 | \$ 606,559 | \$ 90,984 | \$ 25,203 | \$ 1,329,304 |
| C | 5 | 44 | \$ 570,690 | \$ 68,483 | \$ 639,173 | \$ 639,173 | \$ 95,876 | \$ 25,203 | \$ 1,399,424 |
| C | 4 | 44 | \$ 599,811 | \$ 71,977 | \$ 671,788 | \$ 671,788 | \$ 100,768 | \$ 25,203 | \$ 1,469,548 |
| C | 3 | 44 | \$ 628,926 | \$ 75,471 | \$ 704,397 | \$ 704,397 | \$ 105,660 | \$ 25,203 | \$ 1,539,656 |
| C | 2 | 44 | \$ 658,044 | \$ 78,965 | \$ 737,009 | \$ 737,009 | \$ 110,551 | \$ 25,203 | \$ 1,609,772 |
| C | 1 | 44 | \$ 679,398 | \$ 81,528 | \$ 760,926 | \$ 760,926 | \$ 114,139 | \$ 25,203 | \$ 1,661,194 |

| Categoría | Nivel | Jornada | S. Base 2022 | REAJUSTE 12% | S. Base 2023 | Asig. APS. | Asig. Zona | Bon. Sustitutiva Fija | Remuneración Año 2023 |
|-----------|-------|---------|--------------|--------------|--------------|------------|------------|-----------------------|-----------------------|
| D | 15 | 44 | \$ 252,436 | \$ 30,292 | \$ 282,729 | \$ 282,729 | \$ 42,409 | \$ 25,203 | \$ 633,070 |
| D | 14 | 44 | \$ 279,488 | \$ 33,539 | \$ 313,026 | \$ 313,026 | \$ 46,954 | \$ 25,203 | \$ 698,209 |
| D | 13 | 44 | \$ 306,532 | \$ 36,784 | \$ 343,316 | \$ 343,316 | \$ 51,497 | \$ 25,203 | \$ 763,333 |
| D | 12 | 44 | \$ 333,575 | \$ 40,029 | \$ 373,604 | \$ 373,604 | \$ 56,041 | \$ 25,203 | \$ 828,452 |
| D | 11 | 44 | \$ 360,625 | \$ 43,275 | \$ 403,900 | \$ 403,900 | \$ 60,585 | \$ 25,203 | \$ 893,589 |
| D | 10 | 44 | \$ 387,671 | \$ 46,521 | \$ 434,192 | \$ 434,192 | \$ 65,129 | \$ 25,203 | \$ 958,716 |
| D | 9 | 44 | \$ 414,716 | \$ 49,766 | \$ 464,482 | \$ 464,482 | \$ 69,672 | \$ 25,203 | \$ 1,023,840 |
| D | 8 | 44 | \$ 441,769 | \$ 53,012 | \$ 494,781 | \$ 494,781 | \$ 74,217 | \$ 25,203 | \$ 1,088,982 |
| D | 7 | 44 | \$ 468,820 | \$ 56,258 | \$ 525,078 | \$ 525,078 | \$ 78,762 | \$ 25,203 | \$ 1,154,121 |
| D | 6 | 44 | \$ 495,862 | \$ 59,503 | \$ 555,365 | \$ 555,365 | \$ 83,305 | \$ 25,203 | \$ 1,219,238 |
| D | 5 | 44 | \$ 522,912 | \$ 62,749 | \$ 585,661 | \$ 585,661 | \$ 87,849 | \$ 25,203 | \$ 1,284,374 |
| D | 4 | 44 | \$ 549,957 | \$ 65,995 | \$ 615,951 | \$ 615,951 | \$ 92,393 | \$ 25,203 | \$ 1,349,499 |
| D | 3 | 44 | \$ 577,008 | \$ 69,241 | \$ 646,249 | \$ 646,249 | \$ 96,937 | \$ 25,203 | \$ 1,414,638 |
| D | 2 | 44 | \$ 604,052 | \$ 72,486 | \$ 676,538 | \$ 676,538 | \$ 101,481 | \$ 25,203 | \$ 1,479,760 |
| D | 1 | 44 | \$ 631,096 | \$ 75,731 | \$ 706,827 | \$ 706,827 | \$ 106,024 | \$ 25,203 | \$ 1,544,881 |

| Categoría | Nivel | Jornada | S. Base 2022 | REAJUSTE 12% | S. Base 2023 | Asig. APS. | Asig. Zona | Bon. Sustitutiva Fija | Remuneración Año 2023 |
|-----------|-------|---------|--------------|--------------|--------------|------------|------------|-----------------------|-----------------------|
| E | 15 | 44 | \$ 234,686 | \$ 28,162 | \$ 262,848 | \$ 262,848 | \$ 39,427 | \$ 25,203 | \$ 590,326 |
| E | 14 | 44 | \$ 259,833 | \$ 31,180 | \$ 291,012 | \$ 291,012 | \$ 43,652 | \$ 25,203 | \$ 650,880 |
| E | 13 | 44 | \$ 284,977 | \$ 34,197 | \$ 319,174 | \$ 319,174 | \$ 47,876 | \$ 25,203 | \$ 711,428 |
| E | 12 | 44 | \$ 310,112 | \$ 37,213 | \$ 347,326 | \$ 347,326 | \$ 52,099 | \$ 25,203 | \$ 771,953 |
| E | 11 | 44 | \$ 335,262 | \$ 40,231 | \$ 375,494 | \$ 375,494 | \$ 56,324 | \$ 25,203 | \$ 832,514 |
| E | 10 | 44 | \$ 360,411 | \$ 43,249 | \$ 403,660 | \$ 403,660 | \$ 60,549 | \$ 25,203 | \$ 893,073 |
| E | 9 | 44 | \$ 385,554 | \$ 46,266 | \$ 431,820 | \$ 431,820 | \$ 64,773 | \$ 25,203 | \$ 953,616 |

| | | | | | | | | | |
|---|---|----|------------|-----------|------------|------------|-----------|-----------|--------------|
| E | 8 | 44 | \$ 410,696 | \$ 49,284 | \$ 459,980 | \$ 459,980 | \$ 68,997 | \$ 25,203 | \$ 1,014,159 |
| E | 7 | 44 | \$ 435,846 | \$ 52,302 | \$ 488,148 | \$ 488,148 | \$ 73,222 | \$ 25,203 | \$ 1,074,720 |
| E | 6 | 44 | \$ 460,989 | \$ 55,319 | \$ 516,307 | \$ 516,307 | \$ 77,446 | \$ 25,203 | \$ 1,135,264 |
| E | 5 | 44 | \$ 486,132 | \$ 58,336 | \$ 544,468 | \$ 544,468 | \$ 81,670 | \$ 25,203 | \$ 1,195,809 |
| E | 4 | 44 | \$ 511,283 | \$ 61,354 | \$ 572,637 | \$ 572,637 | \$ 85,896 | \$ 25,203 | \$ 1,256,373 |
| E | 3 | 44 | \$ 536,424 | \$ 64,371 | \$ 600,794 | \$ 600,794 | \$ 90,119 | \$ 25,203 | \$ 1,316,911 |
| E | 2 | 44 | \$ 561,571 | \$ 67,389 | \$ 628,960 | \$ 628,960 | \$ 94,344 | \$ 25,203 | \$ 1,377,467 |
| E | 1 | 44 | \$ 586,715 | \$ 70,406 | \$ 657,121 | \$ 657,121 | \$ 98,568 | \$ 25,203 | \$ 1,438,013 |

| Categoría | Nivel | Jornada | S. Base 2022 | REAJUSTE 12% | S. Base 2023 | Asig. APS. | Asig. Zona | Bon. Sustitutiva Fija | Remuneración Año 2023 |
|-----------|-------|---------|--------------|--------------|--------------|------------|------------|-----------------------|-----------------------|
| F | 15 | 44 | \$ 206,955 | \$ 24,835 | \$ 231,790 | \$ 231,790 | \$ 34,769 | \$ 25,203 | \$ 523,552 |
| F | 14 | 44 | \$ 229,135 | \$ 27,496 | \$ 256,631 | \$ 256,631 | \$ 38,495 | \$ 25,203 | \$ 576,959 |
| F | 13 | 44 | \$ 251,303 | \$ 30,156 | \$ 281,460 | \$ 281,460 | \$ 42,219 | \$ 25,203 | \$ 630,341 |
| F | 12 | 44 | \$ 273,477 | \$ 32,817 | \$ 306,294 | \$ 306,294 | \$ 45,944 | \$ 25,203 | \$ 683,736 |
| F | 11 | 44 | \$ 295,650 | \$ 35,478 | \$ 331,128 | \$ 331,128 | \$ 49,669 | \$ 25,203 | \$ 737,128 |
| F | 10 | 44 | \$ 317,821 | \$ 38,139 | \$ 355,960 | \$ 355,960 | \$ 53,394 | \$ 25,203 | \$ 790,517 |
| F | 9 | 44 | \$ 340,002 | \$ 40,800 | \$ 380,802 | \$ 380,802 | \$ 57,120 | \$ 25,203 | \$ 843,927 |
| F | 8 | 44 | \$ 362,170 | \$ 43,460 | \$ 405,631 | \$ 405,631 | \$ 60,845 | \$ 25,203 | \$ 897,309 |
| F | 7 | 44 | \$ 384,342 | \$ 46,121 | \$ 430,463 | \$ 430,463 | \$ 64,569 | \$ 25,203 | \$ 950,698 |
| F | 6 | 44 | \$ 406,517 | \$ 48,782 | \$ 455,299 | \$ 455,299 | \$ 68,295 | \$ 25,203 | \$ 1,004,096 |
| F | 5 | 44 | \$ 428,694 | \$ 51,443 | \$ 480,137 | \$ 480,137 | \$ 72,021 | \$ 25,203 | \$ 1,057,498 |
| F | 4 | 44 | \$ 450,865 | \$ 54,104 | \$ 504,968 | \$ 504,968 | \$ 75,745 | \$ 25,203 | \$ 1,110,885 |
| F | 3 | 44 | \$ 473,042 | \$ 56,765 | \$ 529,807 | \$ 529,807 | \$ 79,471 | \$ 25,203 | \$ 1,164,287 |
| F | 2 | 44 | \$ 495,215 | \$ 59,426 | \$ 554,641 | \$ 554,641 | \$ 83,196 | \$ 25,203 | \$ 1,217,682 |
| F | 1 | 44 | \$ 517,389 | \$ 62,087 | \$ 579,476 | \$ 579,476 | \$ 86,921 | \$ 25,203 | \$ 1,271,076 |

- | |
|---|
| (1) ASIGNACION A.P.S. (100% del sueldo base) |
| (2) ASIGNACION DIRECTIVA (30% del Sueldo Base + A.P.S.) |
| (3) ASIGNACION JEFATURA (15% del Sueldo Base + A.P.S.) |
| (4) ASIGNACION ZONA (15% del Sueldo Base) |
| (5) ASIGNACION BONIFICACION SUSTITUTIVA |
| (6) ASIGNACION OFERTA Y DEMANDA MEDICA |
| (7) ASIGNACION OFERTA Y DEMANDA Q. FARMACEUTICO |
| (8) ASIGNACION ENC. LABOTRATORIO |
| (9) ASIGNACION TEC. PARAMEDICO RURAL |
| (10) ASIGNACION POST TITULO ART. 42 (% SBMN) |
| (11) ASIGNACION DESEMPEÑO DIFICIL RURAL |
| (12) ASIGNACION DESEMPEÑO DIFICIL URBANO (5% DEL SBMN) |
| (13) ASIGNACION DESEMPEÑO DIFICIL SAPU |
| (14) ASIGNACION BONO CHOFERES (17% DEL SBMN) |
| (15) ASIGNACION PERDIDA DE CAJA |
| (16) ASIGNACION DESEMPEÑO COLECTIVO FIJO Y VARIABLE (% SBMN) |
| (17) ASIGNACION MERITO (%SBMN) |
| (18) BONO VACACIONES |
| (19) ASIGNACION ESPECIAL TRANSITORIA, ART. 45 LEY 19.378 (15% DEL SUELDO BASE + A.P.S.) |
| (21) ASIGNACION FORTALECIMIENTO MEDICINA FAMILIAR |
| (22) BONO TRATO AL USUARIO, LEY 20.645 |

(23) ASIGNACION FORTALECIMIENTO MEDICINA FAMILIAR

(24) BONO ESPECIAL

(25) BONIFICACION COMPENSATORIA

(26) AGUINALDO NAVIDAD

Cada nivel tiene un rango de puntaje, y el resultado de la suma de los dos elementos
Bienes y Capacitación

| Cat A - B | | | Cat. C-D-E-F | |
|------------------|----|--|---------------------|----|
| 0-832 | 15 | | 0-766 | 15 |
| 833-1665 | 14 | | 767-1533 | 14 |
| 1666-2498 | 13 | | 1534-2300 | 13 |
| 2499-3331 | 12 | | 2301-3067 | 12 |
| 3332-4164 | 11 | | 3068-3834 | 11 |
| 4165-4997 | 10 | | 3835-4601 | 10 |
| 4998-5830 | 9 | | 4602-5368 | 9 |
| 5831-6663 | 8 | | 5369-6135 | 8 |
| 6664-7496 | 7 | | 6136-6902 | 7 |
| 7497-8329 | 6 | | 6903-7669 | 6 |
| 8330-9162 | 5 | | 7670-8436 | 5 |
| 9163-9995 | 4 | | 8437-9203 | 4 |
| 9996-10828 | 3 | | 9204-9970 | 3 |
| 10829-11661 | 2 | | 9971-10737 | 2 |
| 11662-12500 | 1 | | 10738-11500 | 1 |