



**ILUSTRE MUNICIPALIDAD DE CHILLAN VIEJO**  
**Departamento de Personal**

**ESCALA DE SUELDOS BASE Y ASIGNACIONES DE LOS FUNCIONARIOS DEL DEPARTAMENTO DE SALUD**

**LEY N° 19.378**

**UNIDAD MONETARIA: PESOS**

**CATEGORIA A : MEDICOS, ODONTOLOGOS, QUÍMICOS FARMACEUTICOS , BIOQUIMICOS**

Nivel	Sueldo Base	Asignación Atención Primaria Salud	Bonificación Ley 18717	Asignación de Zona	Total Remuneración Bruta Mensualizada	Horas Extras Diurnas	Horas Extras Festivas / Nocturnas	Asignación Responsabilidad Directiva (Directores Consultorios)	Asignación Postítulo (Hasta 1.000 horas 5%; hasta 2.000 horas 10%; mas de 2.000 horas 15%)	Asignación Desempeño Difícil (Postas)	Nivel
1	1,608,969	1,608,969	20,090	241,345	3,479,373	21,171	25,405	965,381	25,576	115,091	1
2	1,545,325	1,545,325	20,090	231,799	3,342,539	20,333	24,400	927,195	25,576	110,523	2
3	1,480,968	1,480,968	20,090	222,145	3,204,171	19,486	23,384	888,581	25,576	105,956	3
4	1,417,324	1,417,324	20,090	212,599	3,067,337	18,649	22,379	850,394	25,576	101,389	4
5	1,372,369	1,372,369	20,653	205,855	2,971,246	18,057	21,669	823,421	25,576	96,822	5
6	1,307,846	1,307,846	20,653	196,177	2,832,522	17,209	20,650	784,708	25,576	92,255	6
7	1,242,600	1,242,600	20,653	186,390	2,692,243	16,350	19,620	745,560	25,576	87,688	7
8	1,178,079	1,178,079	20,653	176,712	2,553,523	15,501	18,601	706,847	25,576	83,121	8
9	1,113,555	1,113,555	20,653	167,033	2,414,796	14,652	17,582	668,133	25,576	78,554	9
10	1,048,308	1,048,308	20,653	157,246	2,274,515	13,794	16,552	628,985	25,576	73,987	10
11	983,785	983,785	20,653	147,568	2,135,791	12,945	15,533	590,271	25,576	69,420	11
12	919,263	919,263	20,653	137,889	1,997,068	12,096	14,515	551,558	25,576	64,853	12
13	854,740	854,740	20,653	128,211	1,858,344	11,247	13,496	512,844	25,576	60,286	13
14	789,492	789,492	20,653	118,424	1,718,061	10,388	12,466	473,695	25,576	55,718	14
15	724,977	724,977	20,653	108,747	1,579,354	9,539	11,447	434,986	25,576	51,151	15

CATEGORIA B : OTROS PROFESIONALES (ASISTENTES SOCIALES, ENFERMERAS MATRONAS, NUTRICIONISTAS, PSICOLOGOS, FONOAUDILOGOS, KINESIOLOGOS, TERAPEUTAS OCUPACIONALES, PROFESORES, AUDITORES, INGENIEROS, ETC.)

Nivel	Sueldo Base	Asignación Atención Primaria Salud	Bonificación Ley 18717	Asignación de Zona	Total Remuneracion Bruta Mensualizada	Horas Extras Diurnas	Horas Extras Festivas / Nocturnas	Asignación Responsabilidad Directiva (Directores Consultorios)	Asignación Postitulo (Hasta 1.000 horas 5%; hasta 2.000 horas 10%; mas de 2.000 horas 15%)	Asignación Desempeño Dificil (Postas)	Nivel
1	1,042,254	1,042,254	20,653	156,338	2,261,499	13,714	16,457	625,352	19,431	87,441	1
2	1,001,027	1,001,027	20,653	150,154	2,172,861	13,171	15,806	600,616	19,431	83,971	2
3	959,335	959,335	20,653	143,900	2,083,223	12,623	15,147	575,601	19,431	80,501	3
4	918,108	918,108	20,653	137,716	1,994,585	12,080	14,496	550,865	19,431	77,031	4
5	876,880	876,880	20,653	131,532	1,905,945	11,538	13,845	526,128	19,431	73,562	5
6	835,658	835,658	20,653	125,349	1,817,318	10,996	13,195	501,395	19,431	70,092	6
7	793,965	793,965	20,653	119,095	1,727,678	10,447	12,536	476,379	19,431	66,622	7
8	752,740	752,740	20,653	112,911	1,639,044	9,904	11,885	451,644	19,431	63,152	8
9	711,512	711,512	20,653	106,727	1,550,404	9,362	11,234	426,907	19,431	59,682	9
10	669,821	669,821	20,653	100,473	1,460,768	8,813	10,576	401,893	19,431	56,212	10
11	628,591	628,591	20,653	94,289	1,372,124	8,271	9,925	377,155	19,431	52,742	11
12	587,368	587,368	20,653	88,105	1,283,494	7,729	9,274	352,421	19,431	49,272	12
13	546,141	546,141	20,653	81,921	1,194,856	7,186	8,623	327,685	19,431	45,803	13
14	504,451	504,451	20,653	75,668	1,105,223	6,638	7,965	302,671	19,431	42,333	14
15	463,224	463,224	20,653	69,484	1,016,585	6,095	7,314	277,934	19,431	38,863	15

CATEGORIA C : TECNICOS DE NIVEL SUPERIOR

Nivel	Sueldo Base	Asignación Atención Primaria Salud	Bonificación Ley 18717	Asignación de Zona	Total Remuneracion Bruta Mensualizada	Horas Extras Diurnas	Horas Extras Festivas / Nocturnas			Asignación Desempeño Dificil (Postas)	Nivel
1	540,668	540,668	20,653	81,100	1,183,089	7,114	8,537			44,089	1
2	520,047	520,047	20,653	78,007	1,138,754	6,843	8,211			42,404	2

3	499,427	499,427	20,653	74,914	1,094,421	6,571	7,886			40,720	3
4	478,806	478,806	20,653	71,821	1,050,086	6,300	7,560			39,035	4
5	457,933	457,933	20,653	68,690	1,005,209	6,025	7,231			37,351	5
6	437,313	437,313	20,653	65,597	960,876	5,754	6,905			35,666	6
7	416,690	416,690	20,653	62,504	916,537	5,483	6,579			33,982	7
8	396,070	396,070	20,653	59,411	872,204	5,211	6,254			32,297	8
9	375,451	375,451	20,653	56,318	827,873	4,940	5,928			30,613	9
10	354,829	354,829	20,653	53,224	783,535	4,669	5,603			28,928	10
11	334,207	334,207	20,653	50,131	739,198	4,397	5,277			27,244	11
12	313,335	313,335	20,653	47,000	694,323	4,123	4,947			25,560	12
13	292,716	292,716	20,653	43,907	649,992	3,852	4,622			23,875	13
14	272,095	272,095	20,653	40,814	605,657	3,580	4,296			22,191	14
15	251,472	251,472	20,653	37,721	561,318	3,309	3,971			20,506	15

CATEGORIA D : TECNICOS DE SALUD

Nivel	Sueldo Base	Asignación Atención Primaria Salud	Bonificación Ley 18717	Asignación de Zona	Total Remuneracion Bruta Mensualizada	Horas Extras Diurnas	Horas Extras Festivas / Nocturnas			Asignación Desempeño Dificil (Postas)	Nivel
1	476,123	476,123	20,653	71,418	1,044,317	6,265	7,518			42,355	1
2	457,964	457,964	20,653	68,695	1,005,276	6,026	7,231			40,736	2
3	439,803	439,803	20,653	65,970	966,229	5,787	6,944			39,118	3
4	421,641	421,641	20,653	63,246	927,181	5,548	6,657			37,500	4
5	403,265	403,265	20,653	60,490	887,673	5,306	6,367			35,882	5
6	385,103	385,103	20,653	57,765	848,624	5,067	6,081			34,264	6
7	366,946	366,946	20,653	55,042	809,587	4,828	5,794			32,645	7
8	348,789	348,789	20,653	52,318	770,549	4,589	5,507			31,027	8
9	330,629	330,629	20,653	49,594	731,505	4,350	5,220			29,409	9
10	312,470	312,470	20,653	46,871	692,464	4,111	4,934			27,791	10
11	294,309	294,309	20,653	44,146	653,417	3,872	4,647			26,173	11
12	275,930	275,930	20,653	41,390	613,903	3,631	4,357			24,554	12
13	257,769	257,769	20,653	38,665	574,856	3,392	4,070			22,936	13
14	239,677	239,677	20,653	35,952	535,959	3,154	3,784			21,318	14

15	221,453	221,453	20,653	33,218	496,777	2,914	3,497			19,700	15
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CATEGORIA E : ADMINISTRATIVOS

Nivel	Sueldo Base	Asignación Atención Primaria Salud	Bonificación Ley 18717	Asignación de Zona	Total Remuneracion Bruta Mensualizada	Horas Extras Diurnas	Horas Extras Festivas / Nocturnas			Asignación Desempeño Dificil (Postas)	Nivel
1	414,662	414,662	20,653	62,199	912,176	5,456	6,547			39,376	1
2	398,847	398,847	20,653	59,827	878,174	5,248	6,298			37,871	2
3	383,031	383,031	20,653	57,455	844,170	5,040	6,048			36,367	3
4	367,217	367,217	20,653	55,083	810,170	4,832	5,798			34,863	4
5	351,211	351,211	20,653	52,682	775,757	4,621	5,545			33,358	5
6	335,395	335,395	20,653	50,309	741,752	4,413	5,296			31,854	6
7	319,578	319,578	20,653	47,937	707,746	4,205	5,046			30,349	7
8	303,765	303,765	20,653	45,565	673,748	3,997	4,796			28,845	8
9	287,949	287,949	20,653	43,192	639,743	3,789	4,547			27,341	9
10	272,136	272,136	20,653	40,820	605,745	3,581	4,297			25,836	10
11	256,319	256,319	20,653	38,448	571,739	3,373	4,047			24,332	11
12	240,312	240,312	20,653	36,047	537,324	3,162	3,794			22,828	12
13	224,497	224,497	20,653	33,675	503,322	2,954	3,545			21,323	13
14	208,683	208,683	20,653	31,302	469,321	2,746	3,295			19,819	14
15	192,867	192,867	20,653	28,930	435,317	2,538	3,045			18,314	15

CATEGORIA F : AUXILIARES DE SERVICIO, CHOFERES

Nivel	Sueldo Base	Asignación Atención Primaria Salud	Bonificación Ley 18717	Asignación de Zona	Total Remuneracion Bruta Mensualizada	Horas Extras Diurnas	Horas Extras Festivas / Nocturnas	Bonificación Artículo 3° Ley 20.157 Bono Conductores		Asignación Desempeño Dificil (Postas)	Nivel
1	378,011	378,011	20,653	56,702	833,377	4,974	5,969	118,050		34,721	1
2	363,593	363,593	20,653	54,539	802,378	4,784	5,741	113,540		33,394	2
3	349,177	349,177	20,653	52,377	771,384	4,594	5,513	109,030		32,068	3
4	334,758	334,758	20,653	50,214	740,383	4,405	5,286	104,520		30,741	4
5	320,165	320,165	20,653	48,025	709,008	4,213	5,055	100,010		29,415	5

6	305,746	305,746	20,653	45,862	678,007	4,023	4,828	95,499		28,088	6
7	291,332	291,332	20,653	43,700	647,017	3,833	4,600	90,989		26,762	7
8	276,915	276,915	20,653	41,537	616,020	3,644	4,372	86,479		25,435	8
9	262,497	262,497	20,653	39,375	585,022	3,454	4,145	81,968		24,108	9
10	248,077	248,077	20,653	37,212	554,019	3,264	3,917	77,458		22,782	10
11	233,663	233,663	20,653	35,049	523,028	3,075	3,689	72,948		21,455	11
12	219,071	219,071	20,653	32,861	491,656	2,883	3,459	68,438		20,129	12
13	204,658	204,658	20,653	30,699	460,668	2,693	3,231	63,927		18,802	13
14	190,234	190,234	20,653	28,535	429,656	2,503	3,004	59,417		17,476	14
15	175,818	175,818	20,653	26,373	398,662	2,313	2,776	54,907		16,149	15

**VIÁTICOS ADMINISTRACIÓN MUNICIPAL**  
**DFL 262/77 Art. 4 Modif por DS 1.363/92 ( HCDA)**

PARA GDO	100%	40%	30%	20%
1° al 5°	78,621	31,448	23,586	15,724
6° al 11°	59,258	23,703	17,778	11,852
12° al 20°	48,092	19,237	14,428	9,618