

Convenio Colectivo Sectorial

SISTEMA NACIONAL DE EMPLEO PÚBLICO-SINEP (DECRETO 2098/2008)



CAPITAL FEDERAL



1 de enero de 2020 / Valor unidad retributiva \$51,91

Acta partitaria de 23/5/2019 / Decreto N°445/2019

Escala para planta permanente con tramo incluido

Suplem. X Agrup.	Art. 80	Art. 81 - Grados										
		Adicional de Grado										
		0	1	2	3	4	5	6	7	8	9	10
Nivel	Art. 82 - Tramos											
	Adicional Tramo General			Adicional Tramo Intermedio (15%)				Adicional Tramo Avanzado (30%)				
	General	A	\$ 60,111.78	\$ 64,524.13	\$ 68,780.75	\$ 72,518.27	\$ 85,428.29	\$ 89,581.09	\$ 93,941.53	\$ 98,561.52	\$ 112,457.82	\$ 117,648.82
B		\$ 41,943.28	\$ 44,954.06	\$ 48,172.48	\$ 51,546.63	\$ 60,641.26	\$ 63,548.22	\$ 66,662.82	\$ 69,933.15	\$ 79,650.70	\$ 83,284.40	\$ 87,125.74
C		\$ 28,758.14	\$ 30,159.71	\$ 31,924.65	\$ 34,416.33	\$ 40,027.80	\$ 41,896.56	\$ 43,921.05	\$ 46,049.36	\$ 52,595.21	\$ 54,931.16	\$ 57,422.84
D		\$ 24,968.71	\$ 25,903.09	\$ 27,045.11	\$ 28,239.04	\$ 33,230.19	\$ 34,683.67	\$ 36,189.06	\$ 37,798.27	\$ 43,204.69	\$ 44,969.63	\$ 46,838.39
E		\$ 20,141.08	\$ 20,712.09	\$ 21,438.83	\$ 22,373.21	\$ 26,380.66	\$ 27,418.86	\$ 28,508.97	\$ 29,754.81	\$ 34,073.72	\$ 35,475.29	\$ 36,928.77
F		\$ 19,414.34	\$ 19,881.53	\$ 20,348.72	\$ 20,815.91	\$ 24,454.80	\$ 25,181.54	\$ 25,960.19	\$ 26,738.84	\$ 30,741.10	\$ 31,831.21	\$ 32,973.23
Profes. 35%	A	\$ 81,150.90	\$ 85,563.25	\$ 89,819.87	\$ 93,557.39	\$ 106,467.41	\$ 110,620.21	\$ 114,980.65	\$ 119,600.64	\$ 133,496.95	\$ 138,687.95	\$ 144,190.41
	B	\$ 56,623.43	\$ 59,634.21	\$ 62,852.63	\$ 66,226.78	\$ 75,321.41	\$ 78,228.37	\$ 81,342.97	\$ 84,613.30	\$ 94,330.85	\$ 97,964.55	\$ 101,805.89
	C	\$ 38,823.49	\$ 40,225.06	\$ 41,990.00	\$ 44,481.68	\$ 50,093.15	\$ 51,961.91	\$ 53,986.40	\$ 56,114.71	\$ 62,660.56	\$ 64,996.51	\$ 67,488.19
	D	\$ 33,707.76	\$ 34,642.14	\$ 35,784.16	\$ 36,978.09	\$ 41,969.24	\$ 43,422.72	\$ 44,928.11	\$ 46,537.32	\$ 51,943.74	\$ 53,708.68	\$ 55,577.44
Cient. Téc. 40%	A	\$ 84,156.49	\$ 88,568.84	\$ 92,825.46	\$ 96,562.98	\$ 109,473.00	\$ 113,625.80	\$ 117,986.24	\$ 122,606.23	\$ 136,502.54	\$ 141,693.54	\$ 147,196.00
	B	\$ 58,720.59	\$ 61,731.37	\$ 64,949.79	\$ 68,323.94	\$ 77,418.57	\$ 80,325.53	\$ 83,440.13	\$ 86,710.46	\$ 96,428.02	\$ 100,061.72	\$ 103,903.06
	C	\$ 40,261.40	\$ 41,662.97	\$ 43,427.91	\$ 45,919.59	\$ 51,531.06	\$ 53,399.82	\$ 55,424.31	\$ 57,552.62	\$ 64,098.47	\$ 66,434.42	\$ 68,926.10
	D	\$ 34,956.19	\$ 35,890.57	\$ 37,032.59	\$ 38,226.52	\$ 43,217.67	\$ 44,671.15	\$ 46,176.54	\$ 47,785.75	\$ 53,192.18	\$ 54,957.12	\$ 56,825.88
Esp. 50%	A	\$ 90,167.67	\$ 94,580.02	\$ 98,836.64	\$ 102,574.16	\$ 115,484.18	\$ 119,636.98	\$ 123,997.42	\$ 128,617.41	\$ 142,513.71	\$ 147,704.71	\$ 153,207.17
	B	\$ 62,914.92	\$ 65,925.70	\$ 69,144.12	\$ 72,518.27	\$ 81,612.90	\$ 84,519.86	\$ 87,634.46	\$ 90,904.79	\$ 100,622.34	\$ 104,256.04	\$ 108,097.38

	Artículo 84	Artículo 85
Nivel	FUNCIÓN EJECUTIVA	JEFATURA
I	\$ 98,369.45	\$ 21,854.11
II	\$ 87,416.44	\$ 16,403.56
III	\$ 76,515.34	\$ 13,133.23
IV	\$ 65,562.33	

Nivel	25%	7.5%	Compensación Transitoria para Agrupamiento General que no perciba ningún suplemento
	Capacitación Terciaria	Compensación Transitoria	
A	\$ 15,027.95		
B	\$ 10,485.82	\$ 3,145.75	
C	\$ 7,189.54	\$ 2,156.86	
D	\$ 624,218.00	\$ 1,872.65	
E		\$ 1,510.58	
F		\$ 1,456.08	

Reintegro Guardería	\$ 3,053.00
Adicional Serv. Antárt.	\$ 75,417.00
Compens. Movilidad	\$ 1,135.00
Reintegro Comida	\$ 212.00

Retribución bruta mensual, normal, habitual, regular y permanente de los agentes habilitados para realizar servicios extraordinarios, con excepción de los servicios requeridos por terceros, no deberá superar el monto de **TREINTAMIL NOVECIENTOS CUARENTA Y SIETE (\$30.947)** Para determinar dicha retribución no se considerarán los grados extraordinarios, como tampoco el valor de la Compensación por Zona, del Adicional del Tramo, las Compensaciones Transitorias, homologadas por Decreto N° 39/2012, la Compensación Transitoria homologada por decreto N° 1.118/2015 y Premio Estímulo a la Asistencia homologado por el Decreto N°

961/2018 y sus modificatorios.

Convenio Colectivo Sectorial

SISTEMA NACIONAL DE EMPLEO PÚBLICO-SINEP (DECRETO 2098/2008)



CAPITAL FEDERAL



1 de enero de 2020 / Valor unidad retributiva \$51,91

Acta partitaria de 23/5/2019 / Decreto N°445/2019

Decreto 39/2012 (Régimen de Compensaciones Transitorias)

Escala personal bajo régimen del art 9° Ley Marco y personal transitorio en Plantas no permanentes

Comp. Trans.	Art. 80	Art. 81 - Grados										
		Adicional de Grado										
Operativa 7,5%	Nivel	0	1	2	3	4	5	6	7	8	9	10
	Operativa 7,5%	A	\$ 64,620.16	\$ 69,032.51	\$ 73,289.13	\$ 77,026.65	\$ 80,919.90	\$ 85,072.70	\$ 89,433.14	\$ 94,053.13	\$ 98,932.67	\$ 104,123.67
B		\$ 45,089.03	\$ 48,099.81	\$ 51,318.23	\$ 54,692.38	\$ 57,495.52	\$ 60,402.48	\$ 63,517.08	\$ 66,787.41	\$ 70,213.47	\$ 73,847.17	\$ 77,688.51
C		\$ 30,915.00	\$ 32,316.57	\$ 34,081.51	\$ 36,573.19	\$ 37,870.94	\$ 39,739.70	\$ 41,764.19	\$ 43,892.50	\$ 46,124.63	\$ 48,460.58	\$ 50,952.26
D		\$ 26,841.36	\$ 27,775.74	\$ 28,917.76	\$ 30,111.69	\$ 31,357.53	\$ 32,811.01	\$ 34,316.40	\$ 35,925.61	\$ 37,586.73	\$ 39,351.67	\$ 41,220.43
E		\$ 21,651.66	\$ 22,222.67	\$ 22,949.41	\$ 23,883.79	\$ 24,870.08	\$ 25,908.28	\$ 26,998.39	\$ 28,244.23	\$ 29,541.98	\$ 30,943.55	\$ 32,397.03
F		\$ 20,870.42	\$ 21,337.61	\$ 21,804.80	\$ 22,271.99	\$ 22,998.73	\$ 23,725.47	\$ 24,504.12	\$ 25,282.77	\$ 26,372.88	\$ 27,462.99	\$ 28,605.01
Terciario 10%	A	\$ 66,122.96	\$ 70,535.31	\$ 74,791.93	\$ 78,529.45	\$ 82,422.70	\$ 86,575.50	\$ 90,935.94	\$ 95,555.93	\$ 100,435.47	\$ 105,626.47	\$ 111,128.93
	B	\$ 46,137.61	\$ 49,148.39	\$ 52,366.81	\$ 55,740.96	\$ 58,544.10	\$ 61,451.06	\$ 64,565.66	\$ 67,835.99	\$ 71,262.05	\$ 74,895.75	\$ 78,737.09
	C	\$ 31,633.95	\$ 33,035.52	\$ 34,800.46	\$ 37,292.14	\$ 38,589.89	\$ 40,458.65	\$ 42,483.14	\$ 44,611.45	\$ 46,843.58	\$ 49,179.53	\$ 51,671.21
	D	\$ 27,465.58	\$ 28,399.96	\$ 29,541.98	\$ 30,735.91	\$ 31,981.75	\$ 33,435.23	\$ 34,940.62	\$ 36,549.83	\$ 38,210.95	\$ 39,975.89	\$ 41,844.65
	E	\$ 22,155.19	\$ 22,726.20	\$ 23,452.94	\$ 24,387.32	\$ 25,373.61	\$ 26,411.81	\$ 27,501.92	\$ 28,747.76	\$ 30,045.51	\$ 31,447.08	\$ 32,900.56
	F	\$ 21,355.77	\$ 21,822.96	\$ 22,290.15	\$ 22,757.34	\$ 23,484.08	\$ 24,210.82	\$ 24,989.47	\$ 25,768.12	\$ 26,858.23	\$ 27,948.34	\$ 29,090.36
Universitario 20%	A	\$ 72,134.14	\$ 76,546.49	\$ 80,803.11	\$ 84,540.63	\$ 88,433.88	\$ 92,586.68	\$ 96,947.12	\$ 101,567.11	\$ 106,446.65	\$ 111,637.65	\$ 117,140.11
	B	\$ 50,331.94	\$ 53,342.72	\$ 56,561.14	\$ 59,935.29	\$ 62,738.43	\$ 65,645.39	\$ 68,759.99	\$ 72,030.32	\$ 75,456.38	\$ 79,090.08	\$ 82,931.42
	C	\$ 34,509.77	\$ 35,911.34	\$ 37,676.28	\$ 40,167.96	\$ 41,465.71	\$ 43,334.47	\$ 45,358.96	\$ 47,487.27	\$ 49,719.40	\$ 52,055.35	\$ 54,547.03
	D	\$ 29,962.45	\$ 30,896.83	\$ 32,038.85	\$ 33,232.78	\$ 34,478.62	\$ 35,932.10	\$ 37,437.49	\$ 39,046.70	\$ 40,707.82	\$ 42,472.76	\$ 44,341.52
	E	\$ 24,169.30	\$ 24,740.31	\$ 25,467.05	\$ 26,401.43	\$ 27,387.72	\$ 28,425.92	\$ 29,516.03	\$ 30,761.87	\$ 32,059.62	\$ 33,461.19	\$ 34,914.67
	F	\$ 23,297.21	\$ 23,764.40	\$ 24,231.59	\$ 24,698.78	\$ 25,425.52	\$ 26,152.26	\$ 26,930.91	\$ 27,709.56	\$ 28,799.67	\$ 29,889.78	\$ 31,031.80

Convenio Colectivo Sectorial

SISTEMA NACIONAL DE EMPLEO PÚBLICO-SINEP (DECRETO 2098/2008)



1 de febrero de 2020 / Valor unidad retributiva \$54,02

Acta partitaria de 23/5/2019 / Decreto N°445/2019

Escala para planta permanente con tramo incluído

Suplem. X Agrup.	Art. 80	Art. 81 - Grados										
		Adicional de Grado										
	Nivel	0	1	2	3	4	5	6	7	8	9	10
General		Adicional Tramo General					Adicional Tramo Intermedio (15%)			Adicional Tramo Avanzado (30%)		
	A	\$ 62,555.16	\$ 67,146.86	\$ 71,576.50	\$ 75,465.94	\$ 88,900.71	\$ 93,222.31	\$ 97,759.99	\$ 102,567.77	\$ 117,028.93	\$ 122,430.93	\$ 128,157.05
	B	\$ 43,648.16	\$ 46,781.32	\$ 50,130.56	\$ 53,641.86	\$ 63,106.16	\$ 66,131.28	\$ 69,372.48	\$ 72,775.74	\$ 82,888.29	\$ 86,669.69	\$ 90,667.17
	C	\$ 29,927.08	\$ 31,385.62	\$ 33,222.30	\$ 35,815.26	\$ 41,654.82	\$ 43,599.54	\$ 45,706.32	\$ 47,921.14	\$ 54,733.06	\$ 57,163.96	\$ 53,756.92
	D	\$ 25,983.62	\$ 26,955.98	\$ 28,144.42	\$ 29,386.88	\$ 34,580.90	\$ 36,093.46	\$ 37,660.04	\$ 39,334.66	\$ 44,960.85	\$ 46,797.53	\$ 48,742.25
	E	\$ 20,959.76	\$ 21,553.98	\$ 22,310.26	\$ 23,282.62	\$ 27,452.96	\$ 28,533.36	\$ 29,667.78	\$ 30,964.26	\$ 35,458.73	\$ 36,917.27	\$ 38,429.83
Profes. 35%	F	\$ 20,203.48	\$ 20,689.66	\$ 21,175.84	\$ 21,662.02	\$ 25,448.82	\$ 26,205.10	\$ 27,015.40	\$ 27,825.70	\$ 31,990.64	\$ 33,125.06	\$ 34,313.50
	A	\$ 84,449.47	\$ 89,041.17	\$ 93,470.81	\$ 97,360.25	\$ 110,795.02	\$ 115,116.62	\$ 119,654.30	\$ 124,462.08	\$ 138,923.23	\$ 144,325.23	\$ 150,051.35
	B	\$ 58,925.02	\$ 62,058.18	\$ 65,407.42	\$ 68,918.72	\$ 78,383.02	\$ 81,408.14	\$ 84,649.34	\$ 88,052.60	\$ 98,165.14	\$ 101,946.54	\$ 105,944.02
	C	\$ 40,401.56	\$ 41,860.10	\$ 43,696.78	\$ 46,289.74	\$ 52,129.30	\$ 54,074.02	\$ 56,180.80	\$ 58,395.62	\$ 65,207.54	\$ 67,638.44	\$ 70,231.40
Cient Téc. 40%	D	\$ 35,077.89	\$ 36,050.25	\$ 37,238.69	\$ 38,481.15	\$ 43,675.17	\$ 45,187.73	\$ 46,754.31	\$ 48,428.93	\$ 54,055.11	\$ 55,891.79	\$ 57,836.51
	A	\$ 87,577.22	\$ 92,168.92	\$ 96,598.56	\$ 100,488.00	\$ 113,922.78	\$ 118,244.38	\$ 122,782.06	\$ 127,589.84	\$ 142,050.99	\$ 147,452.99	\$ 153,179.11
	B	\$ 61,107.42	\$ 64,240.58	\$ 67,589.82	\$ 71,101.12	\$ 80,565.43	\$ 83,590.55	\$ 86,831.75	\$ 90,235.01	\$ 100,347.55	\$ 104,128.95	\$ 108,126.43
	C	\$ 41,897.91	\$ 43,356.45	\$ 45,193.13	\$ 47,786.09	\$ 53,625.65	\$ 55,570.37	\$ 57,677.15	\$ 59,891.97	\$ 66,703.90	\$ 69,134.80	\$ 71,727.76
Esp 50%	D	\$ 36,377.07	\$ 37,349.43	\$ 38,537.87	\$ 39,780.33	\$ 44,974.35	\$ 46,486.91	\$ 48,053.49	\$ 49,728.11	\$ 55,354.29	\$ 57,190.97	\$ 59,135.69
	A	\$ 93,832.74	\$ 98,424.44	\$ 102,854.08	\$ 106,743.52	\$ 120,178.29	\$ 124,499.89	\$ 129,037.57	\$ 133,845.35	\$ 148,306.51	\$ 153,708.51	\$ 159,434.63
	B	\$ 65,472.24	\$ 68,605.40	\$ 71,954.64	\$ 75,465.94	\$ 84,930.24	\$ 87,955.36	\$ 91,196.56	\$ 94,599.82	\$ 104,712.37	\$ 108,493.77	\$ 112,491.25

	Artículo 84	Artículo 85
Nivel	FUNCIÓN EJECUTIVA	JEFATURA
I	\$ 102,367.90	\$ 22,742.42
II	\$ 90,969.68	\$ 17,070.32
III	\$ 79,625.48	\$ 13,667.06
IV	\$ 68,227.26	

	25%	7.5%
Nivel	Capacitación Terciaria	Compensación Transitoria
A	\$ 15,638.79	
B	\$ 10,912.04	\$ 3,273.61
C	\$ 7,481.77	\$ 2,244.53
D	\$ 6,495.91	\$ 1,948.77
E		\$ 1,571.98
F		\$ 1,515.26

Reintegro Guardería	\$ 3,053.00
Adicional Serv. Antárt.	\$ 78,483.00
Compens. Movilidad	\$ 1,181.00
Reintegro Comida	\$ 220.00

Compensación Transitoria para Agrupamiento General que no perciba ningún suplemento	A	\$ 15,638.79
	B	\$ 10,912.04
	C	\$ 7,481.77
	D	\$ 6,495.91
	E	\$ 1,571.98
	F	\$ 1,515.26

Retribución bruta mensual, normal, habitual, regular y permanente de los agentes habilitados para realizar servicios extraordinarios, con excepción de los servicios requeridos por terceros, no deberá superar el monto de **TREINTAMIL NOVECIENTOS CUARENTA Y SIETE (\$30.947)** Para determinar dicha retribución no se considerarán los grados extraordinarios, como tampoco el valor de la Compensación por Zona, del Adicional del Tramo, las Compensaciones Transitorias, homologadas por Decreto N° 39/2012, la Compensación Transitoria homologada por decreto N° 1.118/2015 y Premio Estímulo a la Asistencia homologado por el Decreto N° 961/2018 y sus modificatorios.

Convenio Colectivo Sectorial

SISTEMA NACIONAL DE EMPLEO PÚBLICO-SINEP (DECRETO 2098/2008)



1 de febrero de 2020 / Valor unidad retributiva \$54,02

Acta partitaria de 23/5/2019 / Decreto N°445/2019

Decreto 39/2012 (Régimen de Compensaciones Transitorias)

Escala personal bajo régimen del art 9° Ley Marco y personal transitorio en Plantas no permanentes

Comp. Trans.	Art. 80	Art. 81 - Grados										
		Adicional de Grado										
		Nivel	0	1	2	3	4	5	6	7	8	9
Operativa 7,5%	A	\$ 67,246.80	\$ 71,838.50	\$ 76,268.14	\$ 80,157.58	\$ 84,206.08	\$ 88,530.68	\$ 93,068.36	\$ 97,876.14	\$ 102,954.02	\$ 108,356.02	\$ 114,082.14
	B	\$ 46,921.77	\$ 50,054.93	\$ 53,404.17	\$ 56,915.47	\$ 59,832.55	\$ 62,857.67	\$ 66,098.87	\$ 69,502.13	\$ 73,067.45	\$ 76,848.85	\$ 80,846.33
	C	\$ 32,171.61	\$ 33,630.15	\$ 35,466.83	\$ 38,059.79	\$ 39,410.29	\$ 41,355.01	\$ 43,461.79	\$ 45,676.61	\$ 47,999.47	\$ 50,430.37	\$ 53,023.33
	D	\$ 27,932.39	\$ 28,904.75	\$ 30,093.19	\$ 31,335.65	\$ 32,632.13	\$ 34,144.69	\$ 35,711.27	\$ 37,385.89	\$ 39,114.53	\$ 40,951.21	\$ 42,895.93
	E	\$ 22,531.74	\$ 23,125.96	\$ 23,882.24	\$ 24,854.60	\$ 25,880.98	\$ 26,961.38	\$ 28,095.80	\$ 29,392.28	\$ 30,742.78	\$ 32,201.32	\$ 33,713.88
	F	\$ 21,718.74	\$ 22,204.92	\$ 22,691.10	\$ 23,177.28	\$ 23,933.56	\$ 24,689.84	\$ 25,500.14	\$ 26,310.44	\$ 27,444.86	\$ 28,579.28	\$ 29,767.72
Terciario 10%	A	\$ 68,810.68	\$ 73,402.38	\$ 77,832.02	\$ 81,721.46	\$ 85,772.96	\$ 90,094.56	\$ 94,632.24	\$ 99,440.02	\$ 104,517.90	\$ 109,919.90	\$ 115,646.02
	B	\$ 48,012.98	\$ 51,146.14	\$ 54,495.38	\$ 58,006.68	\$ 60,923.76	\$ 63,948.88	\$ 67,190.08	\$ 70,593.34	\$ 74,158.66	\$ 77,940.06	\$ 81,937.54
	C	\$ 32,919.79	\$ 34,378.33	\$ 36,215.01	\$ 38,807.97	\$ 40,158.47	\$ 42,103.19	\$ 44,209.97	\$ 46,424.79	\$ 48,747.65	\$ 51,178.55	\$ 53,771.51
	D	\$ 29,581.98	\$ 29,554.34	\$ 30,742.78	\$ 31,985.24	\$ 33,281.72	\$ 34,794.28	\$ 36,360.86	\$ 38,035.48	\$ 39,764.12	\$ 41,600.80	\$ 43,545.52
	E	\$ 23,055.74	\$ 23,649.96	\$ 24,406.24	\$ 25,378.60	\$ 26,404.98	\$ 27,485.38	\$ 28,619.80	\$ 29,916.28	\$ 31,266.78	\$ 32,725.32	\$ 34,237.88
	F	\$ 22,223.83	\$ 22,710.01	\$ 23,196.19	\$ 23,682.37	\$ 24,438.65	\$ 25,194.93	\$ 26,005.23	\$ 26,815.53	\$ 27,949.95	\$ 29,084.37	\$ 30,272.81
Universitario 20%	A	\$ 75,066.19	\$ 79,657.89	\$ 84,087.53	\$ 87,976.97	\$ 92,028.47	\$ 96,350.07	\$ 100,887.75	\$ 105,695.53	\$ 110,773.41	\$ 116,175.41	\$ 121,901.53
	B	\$ 52,377.79	\$ 55,510.95	\$ 58,860.19	\$ 62,371.46	\$ 65,288.57	\$ 68,313.69	\$ 71,554.89	\$ 74,958.15	\$ 78,523.47	\$ 82,304.87	\$ 86,302.35
	C	\$ 35,912.50	\$ 37,371.04	\$ 39,207.72	\$ 41,800.68	\$ 43,151.18	\$ 45,095.90	\$ 47,202.68	\$ 49,417.50	\$ 51,740.36	\$ 54,171.26	\$ 56,764.22
	D	\$ 31,180.34	\$ 32,152.70	\$ 33,341.14	\$ 34,583.60	\$ 35,880.08	\$ 37,392.64	\$ 38,959.22	\$ 40,633.84	\$ 42,362.48	\$ 44,199.16	\$ 46,143.88
	E	\$ 25,151.71	\$ 25,745.93	\$ 26,502.21	\$ 27,474.57	\$ 28,500.95	\$ 29,581.35	\$ 30,715.77	\$ 32,012.25	\$ 33,362.75	\$ 34,821.29	\$ 36,333.85
	F	\$ 24,244.18	\$ 24,730.36	\$ 25,216.54	\$ 25,702.72	\$ 26,459.00	\$ 27,215.28	\$ 28,025.58	\$ 28,835.88	\$ 29,970.30	\$ 31,104.72	\$ 32,293.16