ANALISIS DE SUELDOS Y PARAFISCALES

SUELDOS Y PARAFISCALES PERSONAL POR SALARIO MINIMO

ENERO DE 2025

SALARIO ANUAL SMMLV	1.00	1.20	1.50	1.80	2.00	2.50	3.00	3.50	4.00
AUX TRANS ANUAL SIN DESC (B*12)	2,400,000.00	2,400,000.00	2,400,000.00	2,400,000.00	2,400,000.00	0.00	0.00	0.00	0.00
(B) AUX TRANS MES	200,000.00	200,000.00	200,000.00	200,000.00	200,000.00	0.00	0.00	0.00	0.00
(A) SAL MES	1,423,500.00	1,708,200.00	2,135,250.00	2,562,300.00	2,847,000.00	3,558,750.00	4,270,500.00	4,982,250.00	5,694,000.00
SUELDO ANUAL (Ax 12)	17,082,000.00	20,498,400.00	25,623,000.00	30,747,600.00	34,164,000.00	42,705,000.00	51,246,000.00	59,787,000.00	68,328,000.00
(C) CESANTIAS (A+B)*10%	1,948,200.00	2,289,840.00	2,802,300.00	3,314,760.00	3,656,400.00	4,270,500.00	5,124,600.00	5,978,700.00	6,832,800.00
VACACIONES (A+B)	711,750.00	854,100.00	1,067,625.00	1,281,150.00	1,423,500.00	1,779,375.00	2,135,250.00	2,491,125.00	2,847,000.00
PRIMA (A+B)	1,623,500.00	1,908,200.00	2,335,250.00	2,762,300.00	3,047,000.00	3,558,750.00	4,270,500.00	4,982,250.00	5,694,000.00
INTERES DE CESANTIA (CX12%)	233,784.00	274,781.00	336,276.00	397,771.00	438,768.00	512,460.00	614,952.00	717,444.00	819,936.00
FONDO FORMACION PROFESIONAL DEL SENA (A+12/40)	427,050.00	427,050.00	427,050.00	427,050.00	427,050.00	427,050.00	427,050.00	427,050.00	427,050.00
AUX TRANSP CON DESC (B/30)-(360-18)	2,280,000.00	2,280,000.00	2,280,000.00	2,280,000.00	2,280,000.00	0.00	0.00	0.00	0.00
EDUCACION, ENFERMEDAD GENERAL Y MUERTE SEGÚN CREE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PENSION ((A*12)*12%)	2,049,840.00	2,459,808.00	3,074,760.00	3,689,712.00	4,099,680.00	5,124,600.00	6,149,520.00	7,174,440.00	8,199,360.00
RIESGOS PROFESIONALES ((A*12)*6,96)	1,188,907.00	1,426,689.00	1,783,361.00	2,140,033.00	2,377,814.00	2,972,268.00	3,566,722.00	4,161,175.00	4,755,629.00
CAJA DE COMPENSACION (A*12)*4%)	683,280.00	819,936.00	1,024,920.00	1,229,904.00	1,366,560.00	1,708,200.00	2,049,840.00	2,391,480.00	2,733,120.00
SENA SEGÚN CREE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ICBF SEGUN CREE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DOTACION	327,825.00	327,825.00	327,825.00	327,825.00	327,825.00	0.00	0.00	0.00	0.00
EXAMEN MEDICO	378,400.00	378,400.00	378,400.00	378,400.00	378,400.00	378,400.00	378,400.00	378,400.00	378,400.00
TOTAL (X)	**28,934,536.00**	**33,945,029.00**	**41,460,767.00**	**48,976,505.00**	**53,986,997.00**	**63,436,603.00**	**75,962,834.00**	**88,489,064.00**	**101,015,295.00**

SALARIO NOMINAL

ANUAL	19,482,000	22,898,400	28,023,000	33,147,600	36,564,000	42,705,000	51,246,000	59,787,000	68,328,000
MENSUAL	1,623,500	1,908,200	2,335,250	2,762,300	3,047,000	3,558,750	4,270,500	4,982,250	5,694,000
DIA	54,117	63,607	77,842	92,077	101,567	118,625	142,350	166,075	189,800
HORA	6,765	7,951	9,730	11,510	12,696	14,828	17,794	20,759	23,725

CALCULO DEL SOBRECOSTO PARA HORAS EFECTIVAS TRABAJADAS

(F) SALARIO MINIMO ANUAL CON PRESTACIONES		28,934,536.00	
(G) HORAS CALENDARIO ANUALES	360x8 HORAS	2,880.00	
(H) HORAS LABORALESANUALES	52 SEMANAS X48 HORAS	2,496.00	
(I) HORAS EFECTIVAS ANUALES	2920-((52DOMINGOS+15 FESTIVOS+3PERMISOS +15DIAS VACACIONES)X8 HORAS)	2,240.00	
(J) VALOR HORA CALENDARIO (F/G)		10,046.71	100.00%
(K) VALOR HORA LABORAL (F/H)		11,592.36	115.38%
(L) VALOR HORA EFECTIVA (F/I)		12,917.20	**128.57%**

SALARIO ANUAL SMMLV	1.00	1.20	1.50	1.80	2.00	2.50	3.00	3.50	4.00
PORCENTAJE SALARIO VS SALARIO MAS ADICIONES ((TOTAL ANUALX100%)/(SUELDO ANUAL+AUXILIO TRANSPORTE ANUAL)	**148.52%**	**148.24%**	**147.95%**	**147.75%**	**147.65%**	**148.55%**	**148.23%**	**148.01%**	**147.84%**
PORCENTAJE HORA EFECTIVA BASE HORA CALENDARIO	**190.95%**	**190.60%**	**190.22%**	**189.97%**	**189.84%**	**190.99%**	**190.58%**	**190.29%**	**190.08%**