

Se publican en el BOE nuevas tablas salariales, adecuadas al SMI 2026 **XIX Convenio TIC**



Hoy, **24 de abril**, se han **publicado** en el Boletín Oficial del Estado “**BOE**” las **nuevas tablas salariales 2026-2027, adecuadas al SMI de 2026**, del XIX Convenio de Consultoría, Tecnologías de la Información, Estudios de Mercado y de la Opinión Pública.

Éstas tablas son de aplicación retroactiva desde el 1 de enero de 2026, por lo que, además de la adecuación de los salarios en las próximas nóminas, deberán de ingresar también los atrasos correspondientes que se hayan generado.

Recordemos la disposición adicional cuarta “**Garantía de Actualización al Salario Mínimo Interprofesional**” acordada en el XIX Convenio, y ratificada en Comisión Mixta Paritaria, debe haber un **diferencial de 80€** entre cada categoría adecuada al SMI y su inmediatamente superior (y esta con la siguiente y así sucesivamente). Esta cláusula, permite mantener las escalas salariales entre categorías evitando el solapamiento de salarios.

Os dejamos la nuevas Tablas salariales para 2026 y 2027:

| TABLAS 2026 | | | TABLAS 2027 | | |
|--------------|---------------|-------|--------------|---------------|------------|
| Salario Base | Plus Convenio | Total | Salario Base | Plus Convenio | Total 2027 |

| Área | Categoría | Escala | TABLAS 2026 | | | TABLAS 2027 | | |
|--------|-----------|-----------|--------------|---------------|-----------|--------------|---------------|------------|
| | | | Salario Base | Plus Convenio | Total | Salario Base | Plus Convenio | Total 2027 |
| Área 1 | A | 1 | 19.997,34 | 2.559,93 | 22.557,27 | 20.597,26 | 2.636,73 | 23.233,99 |
| | B | 1 | 18.555,85 | 2.079,48 | 20.635,33 | 19.112,53 | 2.141,86 | 21.254,39 |
| | B | 2 | 16.650,25 | 2.008,68 | 18.658,93 | 17.149,76 | 2.068,94 | 19.218,70 |
| | C | 1 | 15.337,80 | 2.316,20 | 17.654,00 | 15.797,93 | 2.385,69 | 18.183,62 |
| | C | 2 | 15.025,77 | 2.548,23 | 17.574,00 | 15.476,54 | 2.624,68 | 18.101,22 |
| | C | 3 | 14.815,66 | 2.678,34 | 17.494,00 | 15.260,13 | 2.758,69 | 18.018,82 |
| | D | 1 | 14.850,66 | 2.563,34 | 17.414,00 | 15.296,18 | 2.640,24 | 17.936,42 |
| | D | 2 | 14.780,70 | 2.553,30 | 17.334,00 | 15.224,12 | 2.629,90 | 17.854,02 |
| | D | 3 | 14.598,61 | 2.655,39 | 17.254,00 | 15.036,57 | 2.735,05 | 17.771,62 |
| | E | 1 | 14.074,09 | 3.099,91 | 17.174,00 | 14.496,31 | 3.192,91 | 17.689,22 |
| E | 2 | 13.981,19 | 3.112,81 | 17.094,00 | 14.400,63 | 3.206,19 | 17.606,82 | |
| Área 2 | A | 1 | 20.175,48 | 2.738,07 | 22.913,55 | 20.780,74 | 2.820,21 | 23.600,95 |
| | B | 1 | 18.732,71 | 2.256,34 | 20.989,05 | 19.294,69 | 2.324,03 | 21.618,72 |
| | B | 2 | 16.841,04 | 2.199,45 | 19.040,49 | 17.346,27 | 2.265,43 | 19.611,70 |
| | C | 1 | 15.337,68 | 2.529,60 | 17.867,28 | 15.797,81 | 2.605,49 | 18.403,30 |
| | C | 2 | 14.867,47 | 2.706,53 | 17.574,00 | 15.313,49 | 2.787,73 | 18.101,22 |
| | C | 3 | 14.677,47 | 2.816,53 | 17.494,00 | 15.117,79 | 2.901,03 | 18.018,82 |
| | D | 1 | 14.728,77 | 2.685,23 | 17.414,00 | 15.170,63 | 2.765,79 | 17.936,42 |
| | D | 2 | 14.676,70 | 2.657,30 | 17.334,00 | 15.117,00 | 2.737,02 | 17.854,02 |
| | D | 3 | 14.515,79 | 2.738,21 | 17.254,00 | 14.951,26 | 2.820,36 | 17.771,62 |
| | E | 1 | 14.027,72 | 3.146,28 | 17.174,00 | 14.448,55 | 3.240,67 | 17.689,22 |
| E | 2 | 13.969,22 | 3.124,78 | 17.094,00 | 14.388,30 | 3.218,52 | 17.606,82 | |
| Área 3 | A | 1 | 28.430,27 | 2.474,10 | 30.904,37 | 29.283,18 | 2.548,32 | 31.831,50 |
| | B | 1 | 27.579,95 | 2.398,26 | 29.978,21 | 28.407,35 | 2.470,21 | 30.877,56 |
| | B | 2 | 26.753,59 | 2.326,40 | 29.079,99 | 27.556,20 | 2.396,19 | 29.952,39 |
| | C | 1 | 26.160,67 | 2.262,67 | 28.423,34 | 26.945,49 | 2.330,55 | 29.276,04 |
| | C | 2 | 24.461,42 | 2.115,20 | 26.576,62 | 25.195,26 | 2.178,66 | 27.373,92 |
| | C | 3 | 22.136,89 | 1.968,48 | 24.105,37 | 22.801,00 | 2.027,53 | 24.828,53 |
| | D | 1 | 18.758,93 | 1.677,08 | 20.436,01 | 19.321,70 | 1.727,39 | 21.049,09 |
| | D | 2 | 17.403,84 | 1.513,37 | 18.917,21 | 17.925,96 | 1.558,77 | 19.484,73 |
| | D | 3 | 17.065,05 | 1.477,29 | 18.542,34 | 17.577,00 | 1.521,61 | 19.098,61 |
| | E | 1 | 16.805,70 | 1.489,99 | 18.295,69 | 17.309,87 | 1.534,69 | 18.844,56 |
| E | 2 | 16.413,08 | 1.405,92 | 17.819,00 | 16.905,47 | 1.448,10 | 18.353,57 | |

| TABLAS 2026 | | | TABLAS 2027 | | |
|--------------|---------------|-------|--------------|---------------|------------|
| Salario Base | Plus Convenio | Total | Salario Base | Plus Convenio | Total 2027 |

| | | | | | | | | |
|------------------------------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Área 4 | A | 1 | 28.486,27 | 2.534,97 | 31.021,24 | 29.340,86 | 2.611,02 | 31.951,88 |
| | B | 1 | 27.767,72 | 3.085,30 | 30.853,02 | 28.600,75 | 3.177,86 | 31.778,61 |
| | B | 2 | 26.954,84 | 2.994,99 | 29.949,83 | 27.763,49 | 3.084,84 | 30.848,33 |
| | C | 1 | 26.073,88 | 2.897,09 | 28.970,97 | 26.856,10 | 2.984,00 | 29.840,10 |
| | C | 2 | 24.369,25 | 2.707,68 | 27.076,93 | 25.100,33 | 2.788,91 | 27.889,24 |
| | C | 3 | 21.968,39 | 2.440,94 | 24.409,33 | 22.627,44 | 2.514,17 | 25.141,61 |
| | D | 1 | 18.617,95 | 2.068,67 | 20.686,62 | 19.176,49 | 2.130,73 | 21.307,22 |
| | D | 2 | 17.531,50 | 1.947,95 | 19.479,45 | 18.057,45 | 2.006,39 | 20.063,84 |
| | D | 3 | 17.037,23 | 1.893,03 | 18.930,26 | 17.548,35 | 1.949,82 | 19.498,17 |
| | E | 1 | 16.595,14 | 1.812,24 | 18.407,38 | 17.092,99 | 1.866,61 | 18.959,60 |
| E | 2 | 16.389,36 | 1.821,04 | 18.210,40 | 16.881,04 | 1.875,67 | 18.756,71 | |
| Área 5 (ciberseguridad) | A | 1 | 32.106,98 | 3.567,45 | 35.674,43 | 33.070,19 | 3.674,47 | 36.744,66 |
| | B | 1 | 31.932,88 | 3.548,10 | 35.480,98 | 32.890,87 | 3.654,54 | 36.545,41 |
| | B | 2 | 30.998,09 | 3.444,23 | 34.442,32 | 31.928,03 | 3.547,56 | 35.475,59 |
| | C | 1 | 29.984,96 | 3.331,66 | 33.316,62 | 30.884,51 | 3.431,61 | 34.316,12 |
| | C | 2 | 28.024,63 | 3.113,84 | 31.138,47 | 28.865,37 | 3.207,26 | 32.072,63 |
| | C | 3 | 25.263,65 | 2.807,07 | 28.070,72 | 26.021,56 | 2.891,28 | 28.912,84 |
| | D | 1 | 21.038,30 | 2.337,59 | 23.375,89 | 21.669,45 | 2.407,72 | 24.077,17 |
| | D | 2 | 19.810,60 | 2.201,18 | 22.011,78 | 20.404,92 | 2.267,22 | 22.672,14 |
| | D | 3 | 19.252,08 | 2.139,12 | 21.391,20 | 19.829,64 | 2.203,29 | 22.032,93 |
| | E | 1 | 18.223,32 | 2.024,82 | 20.248,14 | 18.770,02 | 2.085,56 | 20.855,58 |
| E | 2 | 18.028,30 | 2.003,14 | 20.031,44 | 18.569,15 | 2.063,23 | 20.632,38 | |
| Área 6 (Estudios de Mercado) | A | 1 | 19.997,34 | 2.559,93 | 22.557,27 | 20.597,26 | 2.636,73 | 23.233,99 |
| | B | 1 | 18.555,85 | 2.079,48 | 20.635,33 | 19.112,53 | 2.141,86 | 21.254,39 |
| | B | 2 | 16.650,25 | 2.008,68 | 18.658,93 | 17.149,76 | 2.068,94 | 19.218,70 |
| | C | 1 | 15.337,80 | 2.316,20 | 17.654,00 | 15.797,93 | 2.385,69 | 18.183,62 |
| | C | 2 | 15.025,77 | 2.548,23 | 17.574,00 | 15.476,54 | 2.624,68 | 18.101,22 |
| | C | 3 | 14.815,66 | 2.678,34 | 17.494,00 | 15.260,13 | 2.758,69 | 18.018,82 |
| | D | 1 | 14.850,66 | 2.563,34 | 17.414,00 | 15.296,18 | 2.640,24 | 17.936,42 |
| | D | 2 | 14.780,70 | 2.553,30 | 17.334,00 | 15.224,12 | 2.629,90 | 17.854,02 |
| | D | 3 | 14.598,61 | 2.655,39 | 17.254,00 | 15.036,57 | 2.735,05 | 17.771,62 |
| | E | 1 | 14.074,09 | 3.099,91 | 17.174,00 | 14.496,31 | 3.192,91 | 17.689,22 |
| E | 2 | 13.979,47 | 3.114,53 | 17.094,00 | 14.398,85 | 3.207,97 | 17.606,82 | |
| AP-TGS | | | 26.954,84 | 2.994,99 | 29.949,83 | 27.763,49 | 3.084,84 | 30.848,33 |
| AP-TGM | | | 19.219,86 | 2.135,53 | 21.355,39 | 19.796,46 | 2.199,60 | 21.996,06 |
| AP-DEL | | | 15.384,60 | 1.709,40 | 17.094,00 | 15.846,14 | 1.760,68 | 17.606,82 |