

PAUL SCHERRER INSTITUT



PSI Conditions of Employment

As of 1.1.2023

Salary and allowances

Salary

An annual salary will be agreed upon, payable in 13 instalments. Employees joining or leaving PSI during the course of a calendar year will receive a proportional amount of their 13th salary, paid in November.

Family allowances

An annual family allowance will be paid for children up to the age of 16 (or up to a maximum age of 25, if the children continue to receive education or training):

CHF 4530.00 1st child

CHF 2922.00 Each additional child, up to the age of 16

CHF 3300.00 Each additional child, from the age of 17 and continuing to receive education or training

If the degree of employment is below 50%, the allowance is determined in accordance with the Swiss Family Allowance Act “*Schweizerisches Familienzulagegesetz*” (*FamZG*).

Salary deductions

Swiss Old-Age and Survivors' Insurance; Disability Insurance; Income Compensation for Military Service, Civil Defence and Civil Service “*Alters- und Hinterlassenenversicherung*” (*AHV*); “*Invalidenversicherung*” (*IV*); “*Erwerbsersatzordnung für Wehr- und Zivildienst*” (*EO*)

5,3 % of gross salary

Swiss Unemployment Insurance “*Arbeitslosenversicherung*” (*ALV*)

1,1 % of annual gross salary up to CHF 148 200.–

Accident Insurance

(*Non-employment-related accident insurance* “*Nichtberufsunfallversicherung*”)

0,47 % of annual gross salary up to CHF 148 200.–

Insurance for continued pay in case of illness KTG

0,287 % of annual gross salary up to CHF 250 000.–

Publica Pension Fund

According to the conditions of Publica. The PUBLICA pension scheme may ask for a medical examination and where necessary may insert an exclusion clause for the supplementary parts of the insurance covering death and invalidity.

Taxation (*annual or direct*)

Dependent upon the regulations of the canton of residence.

Insurance cover

Accident insurance

As required by law, all employees are insured against occupational accident and illness. Cover also extends to non-occupational accidents for employees working at least 8 hours per week.

Collective UVG supplementary accident insurance

A supplementary accident insurance exists in addition to the compulsory accident insurance.

Insurance for continued pay in case of illness KTG

During your employment at PSI you are insured for loss of salary caused by illness.

Health insurance

Employees are responsible for arranging their own health insurance. Please note that the Federal Health Insurance Act “*KVG-Krankenversicherungsgesetz*” stipulates that all persons (including foreigners) resident in Switzerland must have basic health insurance cover.

Continuation of salary

Employees unable to work because of injury or illness will continue to receive their netto salary for a maximum of 730 days. Additionally, in cooperation with our insurances a comprehensive Case-Management is offered.

Maternity leave

Maternity leave will be paid at full salary for 4 months.

Paternity leave, leave of the registered partnership and adoption

This leave will be paid at full salary for 20 days.

Working hours

Based on a 5-day working week, a full-time employee is expected to work for 41.5 hours per week (includes compensation time between Christmas and the New Year). A lunch break must last for a minimum of 45 minutes.

Vacation

6 weeks up to the age of 20
5 weeks after the age of 20
6 weeks after the age of 50

Loyalty bonus

- After 10 years of employment 11 days vacation or half a month's salary
- After 15 years of employment 11 days vacation or half a month's salary
- After 20 years of employment 22 days vacation or one month's salary
- After 25 years of employment etc. 22 days vacation or one month's salary

Trial period

3 months. Extendable to 6 months for scientific staff and staff with special functions.

Period of notice

During the trial period

- Within the first 2 months 7 days
- From the 3rd month 1 month to the end of the following month

After the trial period and during an unlimited contract

- Within the 1st year of service 1 month to the end of the following month
- From the 2nd year of service 3 months to the end of a month

Mobility management

Parking is possible at the PSI site upon purchase of a parking permit. Alternatively, an eco-bonus will be granted if the employee dispenses with this possibility.

Fringe benefits

- Personnel Restaurant, the 'OASE'
- Free Half-Fare Public Transport Pass "Halbtax" (for a degree of employment of at least 50% and of more than 6 months duration)
- A discount on the General Public Transport Pass (GA)
- Extensive internal and external educational opportunities
- KIWI day nursery; Sports club; Employee's association

Health and safety

We attach great importance to the health and safety of our employees. Please direct any questions in this regard to your superior.

**Paul Scherrer Institut :: Human Resources Management :: 5232 Villigen PSI
Switzerland :: Tel. +41 56 310 26 83 :: Fax +41 56 310 26 79 :: www.psi.ch**

