PAUL SCHERRER INSTITUT

PSI



PSI Conditions of Employment

As of 1.1.2024

Salary and allowances

Salary
An annual salary is defined, which is paid in 13 installments. If the employee joins or leaves the company during the course of the calendar year, the 13th salary is paid pro rata (usually in November).
Some positions are remunerated in a lump sum, these are paid in 12 monthly salaries, which already include the 13th salary.

Family allowances
Children up to the age of 16 (in education up to the age of 25) are entitled to an annual family allowance:

CHF 4605.60	1st child
CHF 2940.55	additional child, up to the age of 16
CHF 3310.80	Each additional child, from the age of 16 and in education

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

Salary deductions

OASI/DI/EO
(Old-Age and Survivors' Insurance *"Alters- und Hinterlassenenversicherung" (AHV), Disability Insurance "Invalidenversicherung" (IV), fund for loss of earnings "Erwerbsersatzordnung" (EO))* 5,3 % of gross salary

UI (Unemployment Insurance)
"Arbeitslosenversicherung" (ALV)
1,1 % of annual gross salary up to CHF 148 200.–

Non-occupational accident insurance
"Nichtberufsunfallversicherung" (NBU)
0,44 % of annual gross salary up to CHF 148 200.–

Daily allowance insurance
"Krankentaggeldversicherung" (KTG) 0,287 % of annual gross salary up to CHF 250 000.—

Swiss Federal Pension Fund PUBLICA
"Pensionskasse" (PK)
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.

(Withholding) tax
"(Quellen)Steuer"
According to the regulations of the canton of residence.

Insurance cover

Accident insurance
"Unfallversicherung"
As required by law, all employees are insured against occupational accidents and illnesses. This coverage also extends to non-occupational accidents for employees working at least 8 hours per week.

Collective UVG supplementary insurance
"Kollektive UVG-Zusatzversicherung"
A supplementary accident insurance exists in addition to the compulsory accident insurance.

Daily allowance insurance
"Krankentaggeldversicherung"
During your employment at PSI you are insured for loss of salary caused by illness.

Health insurance fund
"Krankenkasse"
The insurance of medical expenses in the event of illness is the responsibility of the employee. We refer to the HIA (Health Insurance Act)
"Krankentaggeldversicherungsgesetz" (KVG) which applies to all persons (including foreign nationals) residing in Switzerland.

Continuation of salary
The continuation of payment of the net salary for employees unable to work due to accidents

or illness is a maximum of 730 days, or until the contract expires. In addition to this a comprehensive case management will be offered in collaboration with our insurance providers.

Maternity leave
Employees on maternity leave are entitled to 4 months of leave paid at full salary.

Paternity leave
Paternity leave also for registered partnerships and adoption. The leave amounts to 20 days at full salary.

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.

Home office
Working from home is possible up to a maximum of 40% depending on the workload and function.

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

10th and 15th year of service:
11 vacation days or half a month's salary
20th and 25th year of service:
22 vacation days or full monthly salary

Trial period

3 months. Extendable to 6 months for scientific 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

Fixed-term employment can only be terminated by mutual agreement after the probationary period

Mobility offers

- Parking spaces are available for CHF 50,- per month, or a mobility bonus of CHF 360,- per year in the form of Reka Rail Checks if you do not use your car.
- Free Half-Fare Public Transport Pass "Halbtax" (min. 50% degree of employment and duration of employment of more than 6 months)
- 10% discount on the GA travelcard for business use

Fringe benefits

- Personnel Restaurant, the 'OASE'
- Extensive internal and external education opportunities
- KIWI day nursery; Sports club; Employee association

Health and safety

We consider the health and safety of our employees to be of the utmost importance. Please direct any questions regarding this topic to your line manager.

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