

PAUL SCHERRER INSTITUT



PSI Conditions of Employment for PhD students

As of 1.3.2023

Job description

Doctoral study within a defined research field and the writing of a PhD thesis.

Supporting, as a rule, the teaching activities of the university of the thesis advisor and/or performing tasks within that institution's infrastructure.

Salary and allowances

Salary

CHF 52 100.– 1st year p.a.

CHF 55 800.– 2nd year p.a.

CHF 59 500.– 3rd and 4th years p.a.

The annual salary will be paid in 13 instalments. PhD students 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*); "*Invalidentversicherung*" (*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 PhD students are insured against occupational accident and illness, as well as for non-occupational accidents.

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

PhD students 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.

Duration of the PhD thesis

In accordance with the regulations of the Swiss National Science Foundation “Schweizerischer Nationalfonds” (SNF), salary payment for the completion of the PhD thesis at PSI is limited to a maximum of 4 years. An employment contract will initially be issued for a duration of 1 year. Its extension will depend on various criteria.

Working hours

For full time employees the weekly working time amounts to 41,5 hours (incl. compensation time between Christmas and New Year). The employment level of PhDs at PSI is normally on a full time basis (100%).

The PhD thesis must be completed within the duration of the contract agreed upon and within the framework of the research programme.

Vacation

5 weeks/year

Trial period

3 months, extendable to 6 months

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

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
- PhD and Postdoc association; Sports club; Employee’s association; KIWI day nursery
- Career Center:
<https://www.psi.ch/en/careercenter>

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.

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