



# PSI Conditions of Employment for Postdocs

As of 1.1.2024

## Salary and allowances

### Pauschalgehalt

CHF 88 300.– 1<sup>st</sup> year p.a.

CHF 91 300.– 2<sup>nd</sup> year p.a.

CHF 94 300.– 3<sup>rd</sup> year p.a.

CHF 97 300.– 4<sup>th</sup> year p.a.

The lump-sum salary is paid out in 13 installments. If an employee joins or leaves the company during the course of the calendar year, the 13th salary is paid pro rata (usually in November).

### 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 1<sup>st</sup> 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 PhD students are insured against occupational accident and illness, as well as for non-occupational accidents.

### 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.

## **Anstellungsdauer**

In accordance with the regulations of the “*Schweizerischer Nationalfonds*” (SNSF), the payment of postdocs at the PSI is limited to a maximum of 4 years.

## **Working hours**

For full time employees the weekly working time amounts to 41,5 hours (incl. compensation time between Christmas and New Year). The degree of employment for PhD Students at PSI is generally 100%.

The tasks must be completed within the agreed duration and within the framework of the research program.

### **Home office**

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

## **Vacation**

5 weeks/year

## **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 3<sup>rd</sup> month 1 month to the end of the following month

### **After the trial period**

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

## **Mobility offers**

- Parking facilities 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 general season ticket (Generalabonnement) for business use

## **Fringe benefits**

- Personnel Restaurant, the ‘OASE’
- 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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