



Empa

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Work @ Empa

Conditions of employment

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| Working time | 41 hours per week and flexitime between 6 a.m. and 8 p.m. In the morning and afternoon a 15 minutes break each is considered as working time. A trust-based working hours system applies. Employees are responsible to achieve their target working time. For self attendance checking an electronic time recording system is available, but attendance recording is not obligatory. However, leave days have to be recorded. Any necessary supplementary work will be recognized and employees will be able to offset it, mandated by the line manager. |
| Vacation | 6 weeks up to 20 years of age 5 weeks 21 years of age and upwards 6 weeks 50 years of age and upwards |
| Public holidays | The local public holidays will apply. Empa is closed between Christmas and New Year. Bridge days and downtime days can be offset using various possibilities. |
| Probationary period | The probationary period lasts max 6 month. |
| Period of notice | During the probationary period: 1 week in the 1st and 2nd months of employment 1 month from the 3rd month of employment After the probationary period: 3 months in the first 5 years of service 4 months in the 6th and up to and including the 10th year of service 6 months from the 11th year of service Notice is not required for fixed-term employment. End of contract in accordance with the fixed period. |
| Salary | Salary is defined on the basis of function, experience and performance according to the ETH-salary system and is based on the annual performance reviews. |

Social security contributions

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| Salary entitlement | Inability to work due to illness or accident: 100 % of the salary for a maximum of 730 days. Employee is exempt from costs. |
| Family allowances | Entitlement is subject to the Federal Law on Family Allowances (FamZG). The child allowances are paid for children up to the age of 16. Education allowances are paid maximum up to the age of 25 if the child is still studying or doing an apprenticeship. Allowances for employment level 50 % or more CHF 363.85 per month for the 1st child entitled to an allowance CHF 234.90 per month for each subsequent child entitled to a child allowance CHF 265.50 per month for each subsequent child entitled to an education allowance after the 16 th birthday up to the age of 25 Allowances for employment level below 50 % CHF 200.00 per month for children up to the age of 16 CHF 250.00 per month for children still in education up to the age of 25 Depending on the canton of work those allowances may be slightly higher. |

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| AHV/IV/EO | 5.15 % (old age and invalidity insurance) |
| ALV 1 | 1,1 % up to 126'000. – (unemployment insurance) |
| ALV 2 | 0,5 % from 126'000. – |
| Accident insurance | 0.77 % for non-work-related accidents Opportunity to take out collective additional insurance to supplement mandatory accident insurance (“UVG”). Part-time employees working less than 8 hours a week are only insured for work-related accidents, including those occurring on the way to/from the workplace. |
| Pension scheme | Pension with the Federal Pension Fund Publica (ETH Company pension plan). Employee's premium contribution in % of the insured salary (annual salary minus co-ordination deduction; pro rata for part-time employees) |

| Age group | Standard plan up to function level 9 | | Executive plan I function level 10 to 12 | |
|-----------|---|---------------|---|---------------|
| | regular contributions | | regular contributions | |
| | insured person 40 % | employer 60 % | insured person 40 % | employer 60 % |
| 22-34 | 6.0 % | 9.0 % | 6.0 % | 9.0 % |
| 35-44 | 7.2 % | 10.8 % | 7.2 % | 10.8 % |
| 45-54 | 9.8 % | 14.7 % | 10.8 % | 16.2 % |
| 55-65 | 12.4 % | 18.6 % | 13.4 % | 20.1 % |

Savings contribution and a risk premium of 1.6 % (insured person) resp. 2.4 % (employer) are included in the regular contributions. Publica is allowed to demand a health examination and can apply a health proviso for covering the risks of death and disability. This lasts for a maximum of 5 years.

Additional benefits

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| Training | Individual employee development assisted and supported by Empa Internal language courses in Dübendorf. Events at Empa-Academy |
| Rail cards «SBB» | Half-fare travel card: free of charge Swiss network travel card: discount of the “General-Abonnement” employment level at least 50 %; in employment for at least 12 months |
| Staff restaurant | Subsidised prices |
| Car parking | Charges apply on Empa premises. Free parking available outside of Empa premises |
| Savings account | Special conditions with the Federal Employees' Savings Bank |
| Library | A wide variety of online databases, electronic and printed journals and books are available |
| Hire cars | Attractive special rates |
| Sports | Academic sport association Zurich ASVZ Internal sport groups |
| Children's day-care | Dübendorf: own children's day-care centre Empa/Eawag St. Gallen: reserved places |