



2023

Work at Empa

The employment conditions in brief

Detailed information can be found at Personnel Law ETH Domain:

www.empa.ch/personnellaw

Conditions of employment

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. The recording of absences is mandatory. 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 and upwards 50 years of age 5 weeks 21 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.
Probation period	The probation period lasts max 6 month.
Period of notice	During the probation period: 1 week in the 1st and 2nd months of employment, 1 months from the 3rd month of employment After the probation period: 1 month in the 1st year of service an 3 months from the 2nd year Notice is not required for fixed-term employment. End of contract in accordance with the fixed period.
Salary	In accordance with the salary system of the ETH Domain, the salary is calculated according to function, usable experience and annual performance assessment.

Social security contributions

Salary insurance	In case of illness or accident 100% up to max. 365 days, from 3rd year of service plus 90% up to max. 730 days; for fixed-term employment until the expiry of the contract at the latest.
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 382.00 per month for the 1st child entitled to an allowance CHF 244.60 per month for each subsequent child entitled to a child allowance CHF 275.65 per month for each subsequent child entitled to an education allowance after the 16th 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.
AHV/IV/EO	5.3% Salary (old age and invalidity insurance)
ALV 1	1.1% Salary up to CHF 148'200.– (unemployment insurance)

- Accident insurance** 0.47% Salary 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).
Premium incl. Risk premium (0.55% insured person; 0.95% Empa)

Age group	Standard plan (up to FS9)		Executive plan I (FS10 to FS12)	
	Insured person 36%	Empa 64%	Insured person 36%	Empa 64%
22 – 34	5.35%	9.40%	5.35%	9.40%
35 – 44	6.60%	11.65%	6.60%	11.65%
45 – 54	10.00%	17.70%	11.05%	19.55%
55 – 65	12.70%	22.55%	13.70%	24.40%

Additional benefits

- Training** Individual employee development assisted and supported by Empa
 Reduced language courses at all locations
 Events at Empa-Academy
- Rail card (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 in Dübendorf
- Mobile contract** Attractive conditions for mobile phone users (Corporate Mobile Network)
- Car parking** Car parking subject to charges
- Savings account** Special conditions with the Federal Employees' Savings Bank; in employment for at least 3 years
- Library** A wide variety of online databases, electronic and printed journals and books are available
www.lib4ri.ch
- Car rental** Special conditions for car rental with Europcar
- Sports** Academic sport association Zurich ASVZ www.asvz.ch
 Internal sport groups
- Child care** Dübendorf: www.kinderpavillon.eawag-empa.ch
 St. Gallen: www.fiorino.ch
 Thun: www.leolea.ch