

# Directive on contributions to Professor Pension Fund Redemptions

LEX 4.2.3

24<sup>th</sup> May 2004, status as at 1<sup>st</sup> January 2025

*The Direction of the Ecole polytechnique fédérale de Lausanne,*

based on Articles 3 and 8 §. 3 of the [Ordonnance sur le corps professoral des EPF](#) ((RS 172.220.113.40),

based on Article 87 of the [Règlement de prévoyance de la Caisse de prévoyance du domaine des EPF pour les professeurs des EPF](#) (RP-EPF 2),

*hereby adopts the following:*

## Article 1 Purpose

In order to strengthen its competitiveness in the recruitment of teaching staff of the highest level, EPFL may contribute to redeeming the amount missing from the PUBLICA Federal Pension Fund (hereinafter FPF) for persons hired as a full, assistant or associate professor following appointment by the ETH Board, who thus join the pension fund.

## Article 2 Assets in other pension funds / calculation of the missing redemption amount

<sup>1</sup> New professors shall notify EPFL of the amounts (capital and annuity) accrued in other occupational pension schemes.

<sup>2</sup> The missing redemption amount is the difference between the maximum possible redemption on joining the FPF and the amounts accrued by the professor in other occupational pension schemes.

## Article 3 EPFL contribution to redemption

<sup>1</sup> EPFL may contribute up to half the missing redemption amount in accordance with the terms set out in the EPFL job offer for the future professor. The decision regarding the redemption amount shall be made by the President of EPFL two years after the start of the professor's employment with EPFL at the latest.

## Article 4 Repayment

<sup>1</sup> Reimbursement of the EPFL contribution in the case that the professor should leave shall be agreed between the professor and EPFL according to Article 87 § 2 of the FPF Regulations [Règlement de prévoyance de la Caisse de prévoyance du domaine des EPF pour les professeurs des EPF](#), at the time of the decision to contribute to redemption.

<sup>2</sup> The share of non-vested benefits shall be allocated to reserves for employer contributions.

## Article 5 Competitiveness

In order to attract a professor with outstanding skills and a particularly high reputation to EPFL, the President of EPFL may exceptionally decide to contribute a higher amount to redemption.

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**Article 6      Entry into force**

The present directive entered into force on 24<sup>th</sup> May 2004, and was revised on 13<sup>th</sup> April 2018 (version 1.3) and on 1<sup>st</sup> January 2025 (version 1.4).

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