

# Benefits overview for EPFL staff (permanent contract)

## Working hours and holidays (for full-time staff)

- 41 hours per week (including legally stipulated breaks).
- 5 weeks' annual holiday (6 weeks up the age of 20 and after the age of 50).

## Salary, social security and pension fund

- EPF salary system in accordance with grids and scales.
- Cost of living adjustment and recognition of work experience within the framework of EPF salary system.
- Professional accident insurance (paid 100% by EPFL).
- Non-professional accident insurance : one third of premium paid by EPFL (as from eight working hours per week).
- Family allowances with EPFL supplement (scale of occupation min. 50%).
- Pension fund: supra-obligatory pension plans with 64% employer / 36% employee contribution for saving and risk (affiliation if contract > 3 months and 100 % annualised salary > CHF 21,510.00).
- Loyalty bonuses (length of service: additional holidays and/or salary bonus).

## Training

- Access to Staff Training Service (SFP) catalogue for classroom-based training, hybrid and distance-learning courses.
- External training courses (professional skills, languages, certification) and tailor-made training courses for Units.
- French courses for non-French-speaking partners of EPFL staff members (campus).

## Family environment

- Day nurseries on the campus
- UAPE & Polykids School
- Emergency childcare
- Financial support for young mothers

## Mobility

- Free CFF Half Fare travelcard or 15% annual reduction on purchase of a GA travelcard (employment contract with min. 50% scale of occupation and 12-month min. duration)
- Regional travelcards: 15% subsidy for purchase of a monthly or annual travelcard in the Cantons of Vaud, Neuchâtel and Valais (provided that the fare zone of the place of work is included)
- Various advantages on the campus, e.g. Bike Centre, PubliBike and Green Motion
- Annual subscription for Mobility Carsharing at attractive prices
- Substantial discount on car hire with Europcar
- Attractive parking rates on EPFL campus: max. 45.– CHF per month or 400.– per year.

## Sports & culture

- Access to EPFL – UNIL Sports Centre at preferential rate.
- Wide range of on- and off-campus cultural activities with more than 3500 tickets offered each year (theatres, operas, exhibitions, etc.).

## Various discounts and advantages

- Advantageous mortgage conditions.
- Computer hardware and private laptop support.
- Discounts in various shops upon presentation of Camipro card.
- Use of mobile phone provided for professional reasons for private purposes (with employee's financial participation).