

# Benefits overview for EPFL employees

## Working hours and holidays

- 41 hours per week for full-time employees (including legally stipulated breaks)
- Five weeks' annual holiday (six weeks up the age of 20 and after the age of 50)
- [Flexibility of working time](#) and [teleworking](#)

## Salary, social security and pension fund

- [EPF salary system](#) in accordance with grids and scales (permanent contract only)
- Cost of living adjustment and recognition of work experience within the framework of EPF salary system (including fixed-term contract)
- [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 exceeds three months and 100% annualised salary exceeding CHF 22,680)
- [Loyalty bonuses](#) (length of service: additional holidays and/or salary bonus)

## Training

- Access to [KeepLearning](#) catalogue for classroom-based training, hybrid and distance-learning courses
- External training courses (professional skills, languages, certification) and tailor-made training courses for units
- [Language courses](#) for staff (German, English, French, Italian)

## Family environment

- [Early childhood care on campus](#)
- [Holiday activities](#)
- [Childcare solutions and emergency childcare](#)
- [Parents' Networks](#)

## Mobility

- [CFF travelcard](#): free Half Fare or up to 25% annual reduction on purchase of a GA Travelcard (employment contract with min. 50% scale of occupation and 12-month min. duration)
- [Regional travelcards](#): 25% subsidy for purchase of a monthly or annual travelcard in the cantons of Vaud, Neuchâtel, Genève, Fribourg and Valais (provided that the fare zone of the place of work is included)
- [Cycling benefits](#): Point Vélo (sales and repairs), bike sharing offers
- [Parking and charging stations](#)
- Discount on [Mobility CarSharing](#) subscription
- Discount on car hire with [Europcar](#)
- [Carpooling](#): access to [Fairmove](#) platform

## Sports and 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.)
- Free access to [Library](#) services (online magazines, video games, etc.)

## Various discounts and advantages

- [Mortgage loans and savings bank](#) (intranet connection required)
- [Computer hardware and private laptop support](#)
- [Discounts in various shops upon presentation of Camipro card](#)