

Annex 12: Salary scales for doctoral students, salary ranges and guidelines for postdocs and other staff members, blanket amounts for social security contributions (Clause 1.5 et seq. General implementation regulations for the Funding Regulations); version of 1.1.2016

12.1 Salary scales for doctoral students

The following salary scales are minimum annual gross salaries, excluding social security contributions made by the employer:

1st year	CHF 47,040
2nd year	CHF 48,540
3rd and 4th years	CHF 50,040

The length of employment funded by the SNSF is a maximum of four years following matriculation in the case of doctoral students. For details regarding the length of employment and minimum employment level, see also Clauses 7.3 and 7.6 of the General implementation regulations for the Funding Regulations.

12.2 Salary ranges and guidelines

The following salary ranges are annual gross salaries, excluding social security contributions made by the employer, calculated on a full-time basis:

Postdocs	CHF 80,000 to 105,000 *)
Other employees: Graduate employees not working towards a doctoral degree; Employees with a doctorate who do not hold a post for researchers pursuing an academic career; technicians; auxiliary staff)	CHF 40,000 to 105,000 **)

*) This range applies with effect from 1 January 2014.

***) This range applies with effect from 1 January 2016.

The amounts relate to a 100% full-time position, and are reduced accordingly for lower employment levels.

In addition, the following **general guidelines** shall apply to the **salary ranges**:

- Institutions may apply their normal salary standards within the salary ranges.
- Institutions are responsible for ensuring salary equality within their institutions.
- The requested percentages of employment for project staff must correspond to the actual planned time requirement for the project.
- The maximum period of employment funded by the SNSF for postdocs is five years following the viva voce and/or official acceptance of the doctoral thesis.
- Other employees can only be paid from an SNSF grant if hired specifically for the proposed project. The SNSF does not finance any permanent posts. It is not possible to request any career measures for additional employees.
- For the purposes of budgeting, vacant positions must be taken into account at no higher than an average rate within the corresponding range and with no incremental increase. Exceptions for higher rates than the average rate must be justified in the application.
- The SNSF only pays additional personnel expenses pursuant to Clause 6.4 paragraph 2 letters a and b of the General implementation regulations for the Funding Regulations and only when these cannot be covered by a reduction in expenditure or by third-party funds.
- The salaries charged to the grant must correspond to the salaries paid in practice. The SNSF does not pay any overhead costs on salaries directly.
- At universities of applied sciences and universities of teacher education, the SNSF approves positions for doctoral students if there is a proven well-documented scientific working relationship with a university in Switzerland. As a general rule, the SNSF does not approve any positions for doctoral students at universities abroad. Exceptions include the departments of universities of the arts for which there are no partners at university level in Switzerland.

12.3 Adjustments to salary scales and salary ranges

The regular review of the salary scales and ranges is delegated to the SNSF Administrative Offices. They shall have the final say in adjustments up to the level of the general development of salaries that has occurred since the previous adjustment. However, there is no mandatory requirement to match the general increase in salaries. Higher increases shall be decided by the Presiding Board of the Research Council. Adjustments will generally enter into force on 1 January and will be communicated to the institutions in advance.

12.4 Blanket amounts for social security contributions

For employees remunerated via an SNSF grant, the SNSF pays the grantees the equivalent of the statutory social security contributions required to be paid by employers in accordance with AHVG/IVG/EOG, BVG, AVIG and UVG (Swiss federal acts on social security contributions) as well as any family allowances, if applicable, or any other flat-rate benefits commonly paid at the place in question. The social security contributions must be shown in the financial reports in the form of the actual costs incurred.

The flat rates¹ for the employer’s social security contributions are as follows (as a percentage of the relevant total gross salary):

Basel	14%
Bern	15%
EPFL	16%
ETHZ (incl. EAWAG, EMPA, PSI, WSL)	14%
Fribourg	17%
Geneva (incl. IHEID)	23%
Lausanne (incl. CHUV)	16 %
Lugano	14%
Lucerne	16%
Neuchâtel	22%
St. Gallen	14%
Zurich	15%
Rest of Switzerland, normally	16%

¹ Clause 7.9 of the General implementation regulations