

**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)

**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:

- 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 applied sciences and universities of teacher education<sup>1</sup> 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.

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<sup>1</sup> Amended based on the Research Council's decision of 12 July 2017, in force with immediate effect.

The flat rates<sup>2</sup> for the employer's social security contributions are as follows (as a percentage of the relevant total gross salary):

University of Basel	14%
University of Bern	15%
EPFL	16%
ETHZ	16% <sup>3</sup>
EAWAG, EMPA, PSI, WSL	16% <sup>4</sup>
University of Fribourg	19% <sup>5</sup>
University of Geneva (incl. IHEID)	23%
University of Lausanne (incl. CHUV)	16 %
University of Lugano	14%
University of Lucerne	16%
University of Neuchâtel	22%
University of St. Gallen	14%
University of Zurich	15%
Other Institutions, normally	16%

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<sup>2</sup> Clause 7.9 of the General implementation regulations

<sup>3</sup> Entry into force as of 1 April 2017.

<sup>4</sup> Entry into force as of 1 April 2017.

<sup>5</sup> Entry into force as of 1 January 2017.