

# **Regulations on the compensation of the members of the Foundation Council, Research Council and Delegates Assembly and the committees appointed by them (Compensation Regulations) of 28 August 2024**

The Foundation Council

Based on Article 6 paragraph 2 letter t of the Statutes and Article 24 of the Foundation Regulations

issues the following Regulations:

## **Section One: General provisions**

### **Article 1      Scope of application**

<sup>1</sup> These Regulations apply to:

- a. the members of the Foundation Council, the Research Council and the Delegates Assembly;
- b. the members of the bodies appointed by the Foundation Council, Research Council and Delegates Assembly (e.g., evaluation panels);
- c. the Director of the SNSF.

<sup>2</sup> Experts consulted for external assessment in the process of evaluating applications, in principle, do not receive compensation. The Academic Board of the Research Council may make exceptions at the request of the responsible program committees, namely in the case of extraordinary evaluation tasks in individual funding instruments.

### **Article 2      Principle**

<sup>1</sup> The members of the Foundation Council, the Research Council, the Delegates Assembly and the bodies whom they appoint are appropriately remunerated for their activities.

<sup>2</sup> These activities are, in principle, remunerated with flat-rate compensation. The SNSF distinguishes between basic flat rates, daily flat rates and expense allowances.

### **Article 3      Basic flat rates**

<sup>1</sup> Basic flat rates are fixed payments tied to defined functions. These are usually used to remunerate the work carried out for the mandate and the function in question as well as the associated responsibility.

<sup>2</sup> The SNSF pays basic flat rates to the members of the Foundation Council, the Research Council and the Delegates Assembly, unless otherwise stipulated.

**Article 4      Daily flat rates**

<sup>1</sup> Daily flat rates are paid for:

- a. extraordinary activities of members of the Foundation Council, the Research Council and the Delegates Assembly, which significantly exceed the usual level, with the exception of the President and Vice-Presidents of the Research Council;
- b. the activities of external experts, if they work in bodies appointed by the Foundation Council, the Research Council or the Delegates Assembly (e.g., evaluation panels).

<sup>2</sup> If an activity lasts between two and five hours, a half-day flat rate is paid. A short-term flat rate may be paid for activities lasting fewer than two hours.

<sup>3</sup> Double daily flat rates can be paid in the case of full-time self-employment or full-time employment in an institution that does not receive Swiss public research funding. The self-employment must be recognised by the authorities.

<sup>4</sup> The Administrative Office regulates the details.

**Article 5      Expense allowances and reimbursement of actual costs**

<sup>1</sup> Expense compensation are payments for the costs of transport, accommodation and meals incurred by the entitled parties in carrying out their official duties for the SNSF.

<sup>2</sup> The SNSF may reimburse expenses for transport and meals within Switzerland as well as small expenses with an expense allowance.

<sup>3</sup> Expenses for transport and meals when travelling abroad as well as expenses for overnight accommodation are reimbursed in accordance with the actual costs.

<sup>4</sup> Claims for reimbursement of actual costs are to be submitted to the SNSF within three months of the expense being incurred.

<sup>5</sup> The Administrative Office regulates the details.

**Article 6      Amount of compensation**

The amount of compensation is set out in the Appendix.

**Article 7      Payment of compensation**

<sup>1</sup> Basic flat rates and expense allowances are paid annually or semi-annually, while daily flat rates and actual expenses are paid consecutively.

<sup>2</sup> If the compensation is to be paid to the employer, the SNSF must be notified in advance of the first payment.

<sup>3</sup> Recipients of compensation are responsible for complying with the relevant provisions of their employers regarding the earning and use of additional or secondary income.

**Article 8      Adjustment of compensation**

The Foundation Council periodically reviews the compensation rates in accordance with the Appendix to these Regulations and adjusts them if necessary.

## **Section Two: Compensation by body and function**

### **Article 9      Foundation Council**

<sup>1</sup> The members of the Foundation Council receive a basic flat rate in accordance with their function on the Foundation Council.

<sup>2</sup> The right to reimburse expenses remains reserved.

### **Article 10      President and Vice-Presidents of the Research Council**

<sup>1</sup> The compensation of the President of the Research Council is based on the agreed work-time percentage for the position and is based on the maximum amount of the second-highest salary category of the Confederation.

<sup>2</sup> The compensation of the Vice-Presidents of the Research Council is based on the agreed work-time percentage for the position and is based on the maximum amount of the fifth-highest salary category of the Confederation.

<sup>3</sup> The Foundation Council is responsible for approving the corresponding agreements.

<sup>4</sup> In addition to the agreed salary pursuant to paragraph 1, the SNSF may pay the members stipulated in paragraph 1 and 2 an annual contribution toward the continuation of their research activities.

<sup>5</sup> The amount of the contribution depends on the requirements of the planned research. The need of the President and Vice-Presidents to reduce the workload may be taken into account. Research grants obtained from the SNSF before taking office are considered. The basis is generally the last four years prior to taking office.

<sup>6</sup> The Foundation Council is responsible for approving the corresponding agreement. The Administrative Office is responsible for processing, accounting and monitoring the research contribution.

<sup>7</sup> Expenses are paid in addition to the compensation, in accordance with paragraphs 1 and 2.

### **Article 11      Other members of the Research Council**

<sup>1</sup> The other members of the Research Council receive a basic flat rate in accordance with their function.

<sup>2</sup> At the request of the Research Council member, the basic flat rate may be paid directly to the employer to the extent specified in the Appendix for relief measures (e.g. auxiliary staff).

<sup>3</sup> The right to reimburse expenses remains reserved.

### **Article 12      Presidents of NRP Steering Committees and committee members who are not members of the Research Council**

<sup>1</sup> Presidents of the Steering Committees of the National Research Programmes and committee members who are not members of the Research Council are remunerated in accordance with the provisions for members of the Research Council set out in Article 11.

<sup>2</sup> The right to reimburse expenses remains reserved.

### **Article 13      Members of evaluation panels of the Research Council and other bodies appointed by the Foundation Council and the Research Council**

<sup>1</sup> The members of the evaluation panels appointed by the Research Council and of the other bodies appointed by the Foundation Council and the Research Council are generally remunerated with daily flat rates if they are not also members of the Foundation Council, the Research Council or the

Delegates Assembly (Art. 4 para. 1 let. b). In exceptional cases, in particular in the case of international collaborations, compensation may be waived.

<sup>2</sup> The right to reimburse expenses remains reserved.

#### **Article 14 Delegates Assembly**

<sup>1</sup> The members of the Delegates Assembly receive a basic flat rate in accordance with their function in the Delegates Assembly.

<sup>2</sup> The right to reimburse expenses remains reserved.

#### **Article 15 Director**

<sup>1</sup> The provisions of the personnel regulations apply to the determination of the starting salary and the employment conditions.

### **Section 3: Final provisions**

#### **Article 16 Entry into force and repeal of existing regulations**

These Regulations enter into force on 1 January 2025 and, subject to Article 17, replace the previous Compensation Regulations.

#### **Article 17 Transitional provisions**

Until 31 March 2025, Research Council members will be remunerated in accordance with the previous provisions of the Compensation Regulations of 31 December 2019. The basic flat rate for the remainder of 2025 will be calculated pro rata temporis.

## Appendix to the Compensation Regulations

### Basic flat rate

The basic flat rate compensates activities within the scope of the mandate. The amount of the basic flat rate is graduated according to function. In the Foundation Council, activities in committees and commissions are part of the mandate. In the Research Council, the basic flat rate is increased for the chairperson of a committee and for members of more than one committee.

<i>Provision of Regulations</i>	<i>Entitled parties</i>	<i>Amount in CHF per year</i>
<b>Foundation Council</b>		
Art. 9	<i>President</i>	45,000
	<i>Vice-President</i>	25,000
	<i>Ordinary members</i>	15,000
<b>Research Council</b>		
Art. 11	<i>Member of the Academic Board</i>	60,000
	<i>Ordinary members</i>	45,000
	<i>Committee chair</i>	+ 10,000
	<i>Membership of other committees (per committee)</i>	+ 10,000
<b>NRP Steering Committee Presidents and other committee members</b>		
Art. 12	<i>NRP Steering Committee President</i>	40,000
	<i>Other committee members</i>	35,000
<b>Delegates Assembly</b>		
Art. 14	<i>President</i>	5,000
	<i>Bureau member</i>	4,000
	<i>Ordinary members</i>	1,500

In accordance with Article 11 paragraph 2 and Article 12 paragraph 1, the members of the Research Council, the Presidents of the NRP Steering Committees and other committee members have the right to have the basic flat rate paid out in full to themselves or in full to their employer. Alternatively, a partial payment is possible, whereby only the following distribution applies:

Basic flat rate in CHF per year	Amount of the basic flat rate that can be paid to the employer in CHF per year
35.000	17'500

Basic flat rate in CHF per year	Amount of the basic flat rate that can be paid to the employer in CHF per year
45'000	22'500
55'000	27'500
65'000	32'500
75'000	37'500

## Expense allowance

Members of the Foundation Council and the Research Council are compensated for the costs of meals and transport in Switzerland with an expense allowance.

<i>Provision of Regulations</i>	<i>Entitled parties</i>	<i>Amount in CHF per year</i>
<b>Foundation Council</b>		
Art. 6 and 9	<i>All members</i>	500
<b>Research Council, NRP Steering Committee Presidents, other committee members</b>		
Art. 6 and 10,11,12	<i>All members</i>	1,000

## Daily flat rate

Daily flat rates are used to compensate members of the Foundation Council, the Research Council and the Delegates Assembly for extraordinary expenses that are not covered by the basic flat rate. In addition, the activities of external experts, if they work in bodies appointed by the Foundation Council and the Research Council, are compensated with daily flat rates.

If an activity lasts between two and five hours, a half-day flat rate (CHF 700) is paid. A short-term flat rate (CHF 300) is paid for activities lasting fewer than two hours.

<i>Provision of Regulations</i>	<i>Entitled parties</i>	<i>Amount in CHF per day</i>
<b>Foundation Council</b>		
Art. 9	<i>All members</i>	1,400
<b>Research Council</b>		
Art. 10 and 11	<i>All members excl. employees</i>	1,400
<b>Presidents of NRP Steering Committees and other committee members</b>		
Art. 12	<i>All members</i>	1,400
<b>Members of evaluation panels and other bodies appointed by the Foundation Council and the Research Council</b>		
Art. 13	<i>All members</i>	1,400
<b>Delegates Assembly</b>		
Art. 14	<i>All members</i>	1,400