

Benefits overview for EPFL employees

Working hours and holidays (for full-time employees)

- 41 hours per week (including legally stipulated breaks).
- 5 weeks' annual holiday (6 weeks up to 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 (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 > 3 months and 100 % annualised salary > CHF 22,680).
- Loyalty bonuses (length of service: additional holidays and/or salary bonus).

Training

- Access to Staff Training Service (STP) 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

- Early childhood care on campus.
- Holiday activities.
- Childcare solutions and emergency childcare.

Mobility

- Free CFF Half Fare travelcard 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.
- Attractive pay-as-you-go parking rates on the EPFL campus.
- Discount on Mobility CarSharing subscription.
- Discount on car hire with Europcar.
- Charging stations available.
- Carpooling: access to Fairmove platform.

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

- Mortgage loans and savings bank.
- 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).