



Fact Sheet

Compensation for Loss of Earnings during Military and Civilian Service

This English translation is provided for convenience purposes only. The original German text fully prevails.

Employment on a monthly salary

Where employees are employed on a monthly salary, salary payments continue unchanged for the duration of service. UZH thus goes to the employer, providing it does not exceed the salary payment. If no salary is paid during the period of service (for example during unpaid leave), compensation is paid directly to the person carrying out the service.

Employment on an hourly wage

Since 1 April 2023, persons completing military or civilian service who are employed on an hourly wage receive their compensation directly to their bank account from the social security (SVA) or compensation office (Ausgleichskasse). HR representatives will therefore not record any hours for the duration of the employee's service.

Calculation of daily rate in the case of hourly wages

The compensation office calculates the daily rate (Tagesansatz) based on the payroll information supplied by the Human Resources (HR) Department. This rate is a minimum of CHF 69.00 and a maximum of CHF 220.00. This is applied to payments for the number of days of service.

If the calculated daily rate is higher than the minimum of CHF 69.00, UZH is entitled to claim additional pay for the employee. In such cases we ask those completing military or civilian service to submit the social security office calculation to hr.services@pa.uzh.ch so that the HR Department can check and process the claim.

Description	Percent	Days	Daily Rate	Sum in CHF
EO-Compensation		2	180.00	360.00
AHV/IV/EO/ALV-Contributions	6,400			23.05
FAK-Contribution	1,120			4.05
Total to your favor				387.10

If you have any questions about the way the daily rate is calculated, or on the related statements, the SVA social security office will be pleased to provide information on 044 448 81 91.