



Fact Sheet

Continued Pay in the Event of Partial or Total Incapacity for Work

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

Illness in Accordance with the Implementation Ordinance to the Employment Act of the Canton of Zurich (§ 99 VVO)

Continued pay in the event of illness:

In 1st year of service 100% of salary for three months then 75% of salary for three months
In 2nd year of service 100% of salary for six months then 75% of salary for six months
From 3rd year of service 100% of salary for a maximum of 12 months

Once the salary entitlement has been exhausted, continued payment shall be governed by § 99 para. 4 and 5. In justified cases in which there is a prospect of the employee returning to work, salary payments can be continued for up to two years. The number of years of service is taken into account and calculated on the basis of the notional starting date, not just based on the length of current employment.

All periods of incapacity for work lasting five or more days and all changes in the employee's incapacity for work must be reported to the Human Resources department and a doctor's note must be submitted.

Partial Incapacity for Work

In the event of partial incapacity for work, the employee's salary is reduced according to the number of years of service. The percentage of the employee's salary corresponding to the level at which they are able to work will continue to be paid without reductions. The duration of the continued pay obligation shall not be extended in the case of partial incapacity for work.

Example:

An employee in their first year of service is 50% unable to work for seven months:

- Their full salary is paid out for the first three months.
- From the fourth month, the salary is paid out as follows:
 - Half of their salary is paid out at a rate of 100% (corresponding to their ability to work of 50%) and half is paid out at a rate of 75% (corresponding to their inability to work of 50%).

Non-Work-Related Accidents (§ 99 VVO)

Continued pay is subject to the same rules as those defined under "Illness."

In its capacity as the employer, the University receives from the accident insurer (AXA Winterthur) a daily allowance in accordance with the Swiss Federal Accident Insurance Act (UVG) that corresponds to 80% of the employee's insured earnings (up to a maximum, at present, of CHF 148,200.00). If the daily allowance exceeds the reduced salary entitlement, the salary will be supplemented up to the level of 80% (§ 104 para. 2 VVO). Employees will receive benefit payments until they are fully capable of working again (§ 16 para. 2 UVG). Once the continued pay has been exhausted, only the UVG daily allowance will be paid out.

Work-Related Accidents or Illness (§ 108 VVO)

Employees who are unable to work due to a work-related accident or illness continue to receive their full salary for 12 months. From the 13th month onwards, their salary will be reduced to 80% until they return to work or their employment relationship is terminated due to disability. Repeated absences caused by the work-related accident are not aggregated.

Repeated Absences (§ 101 VVO)

Repeated absences due to illness are calculated independently of one another if the employee returns to work at their **full** employment level for at least six consecutive months (para. 1). If the repeated absences are fewer than six months apart, they will be aggregated, in general back to a maximum of 1.5 years before the new absence (para. 2). If an employee has resumed work at their full employment level and then suffers a relapse but is only partially unable to work, their full salary will be paid out for another three months (para. 3). The University of Zurich reserves the right to offset any daily allowances paid. The ordinary reduced continued pay in the first and second years of service is not reduced; it follows on from the three-month period.

Duration of Continued Pay at the Start of a New Year of Service

When a new year of service begins, the entitlement to continued pay is in principle based on the provisions for this new year of service.

Continued Pay for Employees Paid an Hourly Wage

The calculation is based on the average number of hours worked in the last 12 months.

Example: The following hours have been worked over the last 12 months:

March	30 hours
April	40 hours
May	35 hours
June	60 hours
July	52 hours
August	37 hours
September	20 hours
October	25 hours
November	15 hours
December	65 hours
January	2 hours
February	10 hours
Total	391 hours / 12 months = 32.6 hours per month on average