Fringe Benefits

For all staff at SRC Headquarters
(sometimes depends on FTE and contract duration)



Working hours and salary payments
- Culture of trust, with working hours based on 41 hours a week (full time)
- 13th monthly salary paid out half in June and half in December



Holidays
- 5 weeks (up to 59th birthday)
- 6 weeks (from 60th birthday) + 1 day per year over 60



Public holidays – Bern canton
- 9 paid public holidays per year. If fewer than 9 public holidays fall on working days, the difference is compensated.
- 24 December and 31December if they fall on working days
- For workplaces outside of Bern canton, the local public holidays apply in accord ance with the relevant canton's legislation.



Length of service
Additional holiday days or a 4-week sabbatical after 10 years of service, and there-after every additional 5 years.



Parental leave/adoption
- Maternity leave: 4 months on full salary
- Paternity leave: 20 days on full salary
- Adoption: 4 months on full salary



Health insurance contribution (Helsana and Swica)
Health insurance policy at preferential rates



Occupational health management
Various services such as emergency psychological counselling, stress management, physical activities, ergonomic workplaces, etc.



Mobile phone
- CHF 15 per month contribution to private mobile phone subscription
- Swisscom subscription: preferential rate for all relatives living under the same roof

Software discounts
Discounts on various products



Public transport
SBB coupon code of CHF 170 per year on half-fare, GA or rail tickets



Fleet discount for various car brands
Conditions depend on the car dealer

Swiss Red Cross

Occupational pension plan (Publica)
- The SRC pays over half the contribution
- Attractive solutions for voluntary contributions

Accident insurance
Worldwide coverage with private care

Salary in the event of accident or illness
Permanent contract:
- First year: 12 months at 100%
- From second year: 80% depending on sickness indemnity insurance coverage
- Deduction for daily sickness indemnity: employer and employee pay 0.19%
- Deduction for accident insurance: employer and employee pay 0.6%

Fixed-term contract:
- Up to 3 months: no entitlement
- From 4th month during first year of service: 3 weeks



Training
- Broad range of in-house training courses
- Generous contribution to external training courses



Advice and support for child-minding and caring for relatives
- Kita discount of CHF 10 per child per day (Altdorf)
- Childminding at home in an emergency: If your childminding arrangement is cancelled at the last minute, the SRC cantonal childminding at home service steps in.

Profawo services
- Discounts at Kita Kids & Co. (Bern)
- Long-term and emergency nanny service
- Support and advice about caring for relatives



Parking in Bern (Rainmatt- and Werkstrasse)
- Preferential conditions during the workday, Monday to Friday
- Free of charge 18:00 to 6:00 Monday to Friday, free all day on Saturdays and Sundays



Mortgage and property insurance
- Berner Kantonalbank provides preferential mortgage rates for Publica pension fund members and pension recipients
- Allianz Suisse provides preferential conditions for vehicle and combined household insurance policies