



## Fact Sheet

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## Retirement at UZH

**All University of Zurich employees can take early retirement from the age of 60. All employees must retire by the age of 65 at the latest. This applies regardless of gender and irrespective of the AHV retirement age.**

### Courses to Prepare Employees for Retirement

#### *50plus: Taking Stock – Shaping Your Future (in German)*

This course focuses on measures aimed at preserving and enhancing your professional motivation. You develop personal and professional perspectives, draw conclusions about your current and future field of work, and are capable of making the necessary retirement planning arrangements and taking the required steps. You can find further details [here](#).

#### *Retirement: Making the Most of the Opportunities (in German)*

How have I managed my resources – time, personal experience, knowledge and skills, partnership and relationships, health and finances – to date? Which wishes, dreams, and perspectives do I have for the remaining years of my career and my retirement? This course provides an opportunity for you to discuss these topics with your peers. The Canton of Zurich offers a [seminar](#) that you can attend together with your partner. There is also a seminar designed specifically for [single employees](#).

#### *Retirement Planning from 50 – Have I Made the Right Preparations? (in German)*

Would you like to maintain your accustomed living standards after you retire? Are you toying with the idea of taking early retirement? If so, then it is important to begin financial planning for the third phase of your life at an early stage. At this [information event](#), proven experts will introduce you to the topic of retirement planning and show you which decisions you will have to take over the coming years.

Under the UZH continuing education provisions, the costs of these courses are generally covered by your organizational unit, and you can attend them during working hours (internal continuing education course). Please discuss your participation with your line manager.

### Early and Partial Retirement with BVK

Employees insured with BVK can take early retirement or partial retirement in two steps from the age of 60. Insured persons who are not yet entitled to an ordinary AHV pension when they retire can apply for a bridging subsidy from BVK. The bridging subsidy will be paid out until they reach the ordinary AHV retirement age and will amount to 75% of the maximum full AHV retirement pension. For part-time employees, the bridging subsidy will be reduced according to their employment degree. The bridging subsidy is financed 40% by the insured person and 60% by UZH as the employer. Insured



persons must submit the application for this in writing to BVK before they retire respectively before their employment relationship comes to an end.

### **Early and Partial Retirement with the VSAO Employee Benefits Scheme**

Insured persons can take early retirement from the age of 60. Until the final withdrawal of old-age benefits, and at the longest until reaching the age of 65, actively insured persons may request partial payout of the old-age benefits up to a maximum of two times if their employment degree is reduced by at least 20% of a full-time position and an employment degree of at least 20% of a full-time position remains.

### **Drawing the AHV Retirement Pension**

The Social Insurance Office (SVA) does not pay the AHV retirement pension automatically. The employee must apply himself or herself to the SVA to draw the retirement pension, ideally five to six months before reaching AHV retirement age. You can find the form and further information about registration on the [SVA website](#).

### **Retirement Age at UZH for Women**

Under Swiss law, the retirement age for receiving an AHV pension for women is set at 64. However, at UZH, women as well as men retire at the age of 65. This means that should a woman decide to retire at the age of 64, she must officially resign her position at UZH in compliance with the notice period outlined in the employment ordinance of the Canton of Zurich (PVO). Should a woman decide to leave the UZH at the age of 65, she must inform the SVA in order to postpone her AHV pension for one year. The relevant form can be found on the [AHV website](#). Deferring retirement means an increased pension for life.

### **Want to Continue Working after the Age of 65?**

Employment law defines the retirement age as 65 (irrespective of the AHV retirement age). For that reason, every employee must retire at 65. Temporary continued employment is only possible in justified, exceptional cases. There is no entitlement to this. The application for this must be submitted in writing along with an explanation of the reasons from the line manager to the Human Resources Department. Where employees do continue working, new, temporary employment will be initiated on the basis of an employment order ("Verfügung") or a contractual agreement. Continued employment is only possible without continued insurance by the pension fund.

### **Further Information**

[SVA Zürich](#) (in German)

[BVK Personalvorsorge des Kantons Zürich](#) (in German)

[Vorsorgestiftung VSAO](#) (in German)