



Fact Sheet

This is a translation of the original document in German. The translation is provided for information purposes only and has no legal bearing. Only the German document is legally binding.

Working at Night, on Saturdays and on Sundays/On-Call Duty

Regulation on on-call duty (stand-by duty away from the employee's place of work) for University of Zurich employees from 1 January 2015 (not applicable to attending and resident physicians).

Remuneration for On-Call Duty

Time spent on on-call duty away from the employee's place of work is remunerated at a rate of CHF 1.75 per hour (§ 133 para. 3 of the implementation ordinance to the employment act of the Canton of Zurich (VVO)). This remuneration is paid continuously at the University of Zurich (irrespective of any actual deployments).

Remuneration for Deployments

Additional remuneration is paid for deployments during the period of on-call duty. They are regarded as ordered overtime that must be offset or remunerated (§ 133 para. 3 VVO). Employees up to and including pay category 16 will therefore receive an overtime supplement of 25% (§ 127 VVO and PARat 66/701).

Remuneration for Work at Night, on Saturdays and on Sundays

Work at night (between 8 p.m. and 6 a.m.), on Saturdays and on Sundays and work on official holidays is additionally remunerated as follows in accordance with § 132 VVO and PARat 66/701:

- CHF 6.40 per hour (including a vacation supplement for vacation entitlements of 25 days per year)
- CHF 6.45 per hour (including a vacation supplement for vacation entitlements of 27 days per year)
- CHF 6.60 per hour (including a vacation supplement for vacation entitlements of 32 days per year)

Duration of Deployment

The duration of the deployment is calculated from the time at which the employee is called in to the time he or she returns home (rounded to the nearest half hour). Remuneration for telephone consultations (without any on-site deployment) shall be based on actual time spent, with a minimum of half an hour. The region in which the employee must stay and the required availability during the period of on-call duty are defined separately by each department/institute.

Mileage Allowance

If no University of Zurich vehicle is available for the deployment, a mileage allowance of CHF 0.70 per kilometer will be paid to employees for the use of their private vehicles (§ 68 para. 3 VVO).

Compulsory Pension Fund Contributions

Remuneration for on-call duty is subject to compulsory pension fund contributions.