



Fact Sheet

Remuneration for Work at Night, on Saturdays and on Sundays, and for On-Call Duty

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

Remuneration for work at night, or on Saturdays and Sundays

Employees who work at night (8:00pm–6:00am), on Saturdays and on Sundays or on official holidays receive additional remuneration as follows (§ 132 of the implementation ordinance to the employment act of the Canton of Zurich (VVO) and directive of the Finance Department of the Canton of Zurich on the payment of supplements under § 132 VVO):

- 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)

Special UZH regulations apply to on-call, night, weekend and public holiday work for attending and resident physicians at the Vetsuisse Faculty¹.

On-call duty: performance and remuneration

UZH organizational units that have employees on call as a stand-by service outside the workplace are listed in the resolution of the Executive Board of the University of 22 June 2021². These employees receive CHF 4.40 per hour for this stand-by service (excluding actual deployments) (§ 1 para. 3 and § 3 REP-UZH³). The resolution also provides information on UZH organizational units that have employees on call.

Deployments while on call

If a person is on call and is deployed, the work involved is treated 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). If operating circumstances permit these hours to be offset within one month, this work is not deemed ordered overtime (§ 125 para 3 VVO).

Supplements and compensation in the event of work impediments

Employees who regularly work at night, on Saturdays and Sundays as well as employees who are regularly on call are entitled to supplements and compensation even if they are unable to work, as this can be considered part of their salary in accordance with § 78 VVO.

¹ *Reglement über die Arbeitszeit und die Lohnzuschläge der klinisch tätigen Oberärztinnen und Oberärzte und Assistenzärztinnen und Assistenzärzte der Vetsuisse-Fakultät der Universität Zürich* (Regulations on Working Hours and Salary Supplements for Attending and Resident Physicians in Clinical Positions at the Vetsuisse Faculty, LS 415.212).

² *Beschluss der Universitätsleitung betreffend Organisationseinheiten mit Pikettdienst gemäss REP-UZH* (Resolution of the Executive Board of the University on UZH Organizational Units with Employees on Call in Accordance with REP-UZH): <https://www.rud.uzh.ch/dam/jcr:c4aa28e1-57d0-41fd-8096-7a4a7a84a43f/Beschluss%20der%20Universit%C3%A4tsleitung%20betreffend%20Organisationseinheiten%20mit%20Pikettdienst%20gem%C3%A4ss%20REP-UZH.pdf> (in German)

³ *Reglement über die Entschädigung von Pikettdienst in besonderen Organisationseinheiten an der Universität Zürich* (Regulations on Remuneration for Employees on Call at Special Organizational Units of the University of Zurich, REP-UZH, LS 415.213).

Claimable working hours

The duration of the deployment is calculated from the time at which the employee is called out to the time they return home. Telephone consultations while on stand-by are counted as working hours and must be entered in the time recording system. They are remunerated according to duration, with a minimum of half an hour. Any special UZH regulations remain reserved. The organizational units responsible determine the region within which employees must stay when on call, and their required availability, according to need. It is recommended that response time (time until arrival at the deployment) not be reduced to less than 30 minutes wherever this is possible.

Mileage allowance

If no University of Zurich vehicle is available for the deployment, a mileage allowance will be paid to employees for the use of their personal vehicle, in accordance with the *Spesenreglement UZH* (UZH Expenses Regulations).

Pension fund

Pension fund contributions must be paid on additional remuneration for work at night, Saturdays and Sundays, and on payments for being on call.