

Regulations of the Confederation Pension Plan

Key points in brief

Standard plan for employees up to and including salary category 23

1 January 2024

Funding

Insured salary

The insured salary is the annual salary less the coordination amount.

The coordination amount is 30% of the annual salary, but no more than the coordination offset adjusted for the employment percentage in accordance with the OPA (Art. 8 para. 1).

Contributions as a percentage of the insured salary

Age	Employer			Employee			Voluntary savings contributions	
	Savings	Risk	Total	Savings	Risk	Total	Option 1	Option 2
22–34	6.90%	1.50%	8.40%	5.85%	–	5.85%	1.0%	2.0%
35–44	9.00%	1.50%	10.50%	7.25%	–	7.25%	1.0%	2.0%
45–54	16.60%	1.50%	18.10%	9.40%	–	9.40%	2.0%	5.0%
55–65	21.75%	1.50%	23.25%	12.50%	–	12.50%	2.0%	5.0%
66–70	5.85%	–	5.85%	5.85%	–	5.85%	2.0%	5.0%

Conversion rates for calculating the retirement pension

The conversion rate multiplied by the insured person's retirement assets at the time of retirement gives the future pension.

Age	Conversion rate
60	4.47%
61	4.58%
62	4.70%
63	4.83% (*4.90%)
64	4.96% (*5.09%)
65	5.09%
66	5.24%
67	5.40%
68	5.58%
69	5.76%
70	5.96%

Example calculation: retirement at 65

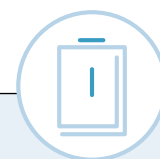
Retirement assets on retirement: CHF 500,000

Conversion rate: 5.09%

CHF 500,000 x 5.09%

Annual pension: CHF 25,450

* Slightly higher conversion rates apply to women in the transition generation (born in the years 1960–1963) at age 63 and 64.



Benefits

Retirement pension

To calculate the annual retirement pension, the retirement assets (including special savings assets resulting from voluntary savings contributions) at the time of retirement are multiplied by the conversion rate corresponding to the reference age. A one-time lump-sum withdrawal of up to 100% can be taken instead of a retirement pension. In the event of partial retirement, the retirement benefit can be withdrawn as a lump sum in a maximum of three steps.

Retired person's child's pension

Recipients of a retirement pension can claim a retired person's child's pension for every child that would be entitled to an orphan's pension in the event of the retirement pensioner's death. This is one sixth of the current retirement pension.

Disability pension

The disability pension is calculated by multiplying the retirement assets by the conversion rate corresponding to the reference age.

The retirement assets include:

- the retirement assets (excluding special savings assets) that the insured person has accumulated up to the point at which they become entitled to the disability benefit; and
- the total of the retirement credits (excluding voluntary savings contributions) from the start of the entitlement to the disability benefit to the point at which they reach the reference age; and
- the projected interest rate up to the reference age is 2%.

The disability pension is a maximum of 60% of the insured salary. In the event of total disability, the special savings assets made up of voluntary savings contributions are paid out as a one-time lump sum.

Disabled person's child's pension

Recipients of a disability pension can claim a disabled person's child's pension for every child that would be entitled to an orphan's pension in the event of the disability pensioner's death. This is one sixth of the disability pension.

Spouse's or life partner's pension¹

- when an insured person who has not yet reached the reference age dies: two thirds of the insured disability pension
- when a person who is drawing a retirement or disability pension dies, two thirds of the current pension

Orphan's pensions

- when an insured person who has not yet reached the reference age dies: one sixth of the insured disability pension
- when a person who was drawing a retirement or disability pension dies: one sixth of the current pension

¹ The contract for the life partner's pension must be submitted to PUBLICA during the insured person's lifetime.

Lump-sum death benefit

If there is no entitlement to a spouse's or life partner's pension, a lump-sum death benefit amounting to 100% of the retirement assets at the time of the insured person's death is paid out. The lump-sum death benefit is reduced by the cash value of an orphan's pension and a pension paid to a divorced spouse.

Additional lump-sum death benefit

If the lump-sum death benefit exceeds the amount required to cover the spouse's or life partner's pension, the excess is paid out as an additional lump-sum death benefit.



Key facts

Simulating the benefits you will receive

You can simulate your situation when you join PUBLICA and view basic information on your contributions or benefits at [publica.ch > My pension > Useful information > Calculator for new members](#).

Ways to improve your benefits

You can increase your future entitlements by making buy-ins or voluntary savings contributions and by buying out the bridging pension. These payments can be claimed against your taxes. They can be made irrespective of any payments into pillar 3.

Buy-in

A buy-in increases your pension assets, resulting in a higher pension and higher vested benefits on leaving PUBLICA. You can calculate the maximum possible buy-in and transfer it directly to your pension account in the [myPublica active member portal](#).

If you have made an early withdrawal to buy your own home, you can only make a buy-in once the amount of the early withdrawal has been repaid.

Voluntary savings contributions

You can also make voluntary savings contributions. The various options can be simulated in the [myPublica active member portal](#). Your human resources department will report the voluntary savings contributions to PUBLICA.

Promotion of home ownership

Your pension assets can be wholly or partially withdrawn or pledged to fund the purchase of your own home.