



Summary sheet

All you need to know about salary definition in occupational benefits insurance

Salary notification in occupational benefits insurance

As a matter of principle, the AHV salary as defined in the Federal Act on Old Age, Survivors' and Disability Insurance (AHV) forms the basis for determining the reference salary in occupational benefits insurance. As a rule, an estimate is made of the provisional annual AHV salary at the start of each calendar year based on the last known AHV salary and taking into account any changes already agreed for the current year.

Which salary elements have to be notified to the AHV?

The following elements form the relevant part of the annual AHV salary:

- Hourly, daily, weekly, and monthly wages as well as piecework and premium wages, including premiums and compensation for overtime, night shifts and deputizing;
- Location and cost-of-living supplements;
- Gratuities (including bonuses), gifts for service years, loyalty and performance premiums, etc.;
- Non-cash benefits from employee stock option plans;
- Regular payments in kind such as meals, board, private use of a company car or apartment, etc.;
- Fees and commissions;
- Continued salary payments following an accident or illness (except insurance benefits);
- Continued salary payments and compensation for lost earnings for individuals doing service as well as in the form of maternity compensation, compensation for the other parent, adoption compensation, and compensation for parents caring for a child with a serious health impairment;
- Employee contributions to state retirement (AHV), disability (IV), loss of earnings benefits (EO), and unemployment (ALV) plans which are paid by the employer;
- Vacation and holiday compensation;
- Daily benefits from disability (IV) and military insurance.

(This list is not conclusive.)*

Which salary elements do not have to be notified to the AHV and are not therefore considered within the scope of occupational benefits insurance?

Family allowances (child, training, household, marriage or childbirth supplements) which are customary in a given location or industry.

(This list is not conclusive.)*

Can the salary for occupational benefits insurance purposes differ from the AHV reference salary?

In accordance with Art. 3 of the Ordinance on Occupational Retirement, Survivors' and Disability Pension Plans (BVV 2), an occupational benefits institution may deviate from the relevant AHV salary in its pension regulations by:

- Excluding salary components which are only paid occasionally;
- Setting the coordinated annual salary in advance on the basis of the last known annual salary; when doing so, it must take account of any changes that have already been agreed for the current year;
- Defining set figures for coordinated salaries in line with average salaries for occupations in which working hours or income may fluctuate significantly.

What are the definitions of annual salary in the pension regulations and pension plans of the AXA CH collective foundations?

The AXA CH collective foundations apply different definitions to annual salary and to occasional salary components and variable remuneration. For further information, please refer to the respective pension regulations and pension plans of the relevant foundation.

Who decides how the annual salary is defined?

The occupational benefits fund commission decides within the scope of legal and regulatory provisions. The regulations which are specific to a particular pension fund are set out in its pension plan. Your advisor would be happy to assist you at any time.

* A detailed description of the AHV salary can be found in summary sheet 2.01 at ahv-iv.ch/p/2.01.d.