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Pension solutions. Banking. Real estate.

Kader - PayrollPlus AG

Fact sheet 2026

This factsheet is a short summary which, together with the Pension Fund Regulations, constitutes the main legal base.

1. Compulsory insurance

- Immediately, if the uninterrupted deployment exceeds 13 working weeks;
- Immediately, if a permanent employment contract or a fixed-term contract for more than three months is concluded;
- Immediately, if the employee has children which he/she is obliged to support*;
- Immediately, on request of the employee;
- From the 14th week of work if the deployment exceeds the 13th week even though the original deployment term was supposed to be shorter. All periods of deployment with the same affiliated employer within a period of 12 months are added together**;
- From the acceptance of a deployment extension with the same company if the extension and the original deployment together add up to more than 13 weeks.

Insurance cover ends in the event of an **interruption** (work interruption between two deployments) of more than three months. Insurance cover is reactivated if the employee is deployed again within 12 months from the first deployment**. Insurance cover does not end in the event of an accident, sickness or military service.

* This does not apply to employees of employers who are not subject to the collective labour agreement for the temporary staffing industry.

** Deployments within 12 months with the same affiliated employer are not added together for employees of employers who are not subject to the collective labour agreement for the temporary staffing industry, and insurance cover ends for interruptions of more than three months between two deployments.

2. Insured monthly salary

The following information is the basis for the accurate calculation of the insurance coverage within the occupational benefits plan. The calculation should be checked by the insured person.

The annual income is calculated using an average of 2'187 working hours per year.		
The threshold corresponds to an hourly rate of	CHF	10.40
The coordination deduction corresponds to a reduction in the hourly rate of	CHF	
The max. hourly rate is	CHF	415.00
The max. insurable hourly rate is	CHF	415.00
The insured monthly wage is calculated as follows:		
Gross hourly rate	CHF	25.10
Coordination deduction to be deducted	CHF	
Coordinated hourly rate	**CHF**	**25.10**
Multiplied by the number of working hours in the month:		182.25
Coordinated monthly salary	**CHF**	**4574.48**

These amounts will be 50 % less if the insured person benefits from a half disability pension.

3. Old age benefits

The retirement credit (savings premium) is calculated at the following percentage rates, according to the age of the insured:

age men	age women	% of the coordinated annual income
18-24	18-24	0
25-34	25-34	7
35-44	35-44	10
45-54	45-54	15
55-65	55-65	18

The annual old age pension is calculated as a percentage of the old age assets (conversion rate). The earliest age at which it is possible to retire is 58 years. If vested benefits from former pension scheme relationships exist, these are included in the old age assets. The annual retired person's child's pension is 20 % of an old age pension.

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4. Survivor's benefits

The annual survivor's pension is 30% of the insured income.

The annual orphan's pension is 10% of the insured income.

5. Disability benefits

The annual disability pension is 50% of the insured income.

The annual disabled person's child's pension is 10% of the insured income.

The disability benefits correspond to the degree of the disability and are payable after a 12 month waiting period.

6. Conversion rate

The conversion rate is the percentage used to convert existing old age assets into an annual pension, on the occurrence of an insured event.

	Women	Men	Survivor's pension 60 %		Child's pension 20 %	
	65	65	Women	Men	Women	Men
from 2025	6.00	5.80	3.60	3.48	1.20	1.16

7. Form of benefits

In general, old age benefits are paid out as pensions. If a lump sum withdrawal is preferred to an old age pension or a partner’s pension, a request must be submitted not later than the first payment.

8. Encouragement to use vested pension accruals for home ownership

The insured person has, within the legal provisions, the possibility to use their vested benefits for home ownership. In order to do this, the application form entitled «Home Ownership Loan Application» (tellco.ch, Downloads) and the relevant documents stated therein must be submitted to Tellco pkPRO.

9. Departure benefit

The departure benefit of an insured person who changes employer and joins a new pension fund corresponds to the savings accrued up to the date of departure. The actual amount of departure benefit is stated on the «Departure Settlement» letter, which is sent to every individual who leaves the pension fund. It is the responsibility of the individual who is leaving to send a paying-in slip for their new pension fund to Tellco pkPRO, in order to facilitate the transfer of their departure benefit. If the insured person leaves Switzerland permanently and becomes resident in an EU / EFTA country, they cannot request the cash payment of the obligatory part of their vested benefits (art. 15 LPP). More details can be found at tellco.ch, Downloads.

10. Transfer of vested benefits

In order to transfer existing vested benefits to Tellco pkPRO please refer to the following account information:

UBS AG, 8098 Zurich | IBAN-Nr.: CH66 0027 3273 2614 01M1 Y

11. Financing

The total monthly contribution corresponds to the risk premium (survivor's and disability benefits) including administrative costs, and the savings premium. The contribution to the Guarantee Fund is assumed by Tellco pkPRO. The total monthly contribution is divided equally between employer and employee. Therefore both employee and employer contribute an equal amount. The employee's monthly contribution is a percentage deduction of the coordinated salary and is calculated as follows:

Age men	Age women	Risk premium	Savings premium	Administration costs	Total monthly employee's contribution in %
18-24	18-24	1.90	0.00	0.10	2.00
25-34	25-34	1.90	3.50	0.10	5.50
35-44	35-44	1.90	5.00	0.10	7.00
45-54	45-54	1.90	7.50	0.10	9.50
55-65	55-65	1.90	9.00	0.10	11.00