Job interview checklist

How to recognize a good pension fund

Are you looking for a job? Then ask about the pension fund during the interview. A good retirement provision solution is part of your salary and can make a big difference in the level of your retirement and risk benefits. Address the following points:

◯ **Which pension fund am I insured with?**	A lot of people don't know the name of their pension fund – but it would be better for them to know which pension fund holds a large proportion of their assets. There are companies that have their own pension fund and others that join a collective pension fund. Depending on the insurance model (e.g. full insurance or semi-autonomous), your pension fund's assets will earn interest at different rates if you join a collective institution. In any case: The higher the interest earned, the more your retirement savings capital grows.
◯ **Is there an optional savings plan?**	You can choose between various savings plans and voluntarily pay more into the pension fund, thereby actively shaping your occupational retirement provision.
◯ **Is the coordination deduction adjusted in line with the amount you work or omitted altogether?**	According to the law, the pension fund does not insure the entire salary, just a part of it: A fixed coordination deduction is deducted from the gross salary. If you work part-time, it is important that the coordination deduction is adjusted in line with the amount you work so that there is no pension shortfall. It's even better if the coordination deduction is omitted completely – even with a full-time job. You will then save considerably more in the pension fund, as your entire salary is insured.
◯ **How much of the salary is saved?**	The law specifies the minimum percentage of the insured salary that must be saved in the pension fund. The amount of these so-called savings contributions increases gradually, depending on age. 25–34 years: 7%, 35–44 years: 10%, 45–54 years: 15%, 55–65 years: 18%. Anything above this is a bonus and helps to build up higher retirement savings capital.
◯ **What share of the contributions is paid by the employer?**	By law, the employer must pay at least 50% of the savings and risk contributions. However, depending on the retirement provision strategy, it can take on significantly more. For you, this means that you'll have more in your wallet at the end of the month.
◯ **Are salaries above CHF 90,720 also insured?**	According to the law, only annual salaries up to a maximum of CHF 90,720 minus the coordination deduction are subject to mandatory insurance. However, a modern retirement provision solution also insures salaries that exceed this amount, so that there is no pension shortfall. The maximum insurable salary is CHF 907,200.
◯ **How long do you remain insured during breaks from work?**	If you take unpaid leave or a sabbatical, you no longer receive a salary, so you no longer save money in the pension fund. However, the retirement provision solution can be continued despite the break from work: In most cases, this is possible for a period of six months to one year. In this way, your retirement savings capital continues to grow and you avoid a pension shortfall. The regulations provide information on how your pension fund is organized.
◯ **Especially important for families: How are disability and death benefits structured?**	It makes sense to take a closer look at the pension regulations – for example with regard to survivors' benefits. Be sure to ask for the regulations.

If you are over 50 or are already thinking about retirement, it is worth clarifying other points:

◯ **What is the conversion rate?**	This determines the amount of your retirement pension.
◯ **What is the coverage ratio of the pension fund?**	This is relevant for pension fund buy-ins.
◯ **Are there options for flexible retirement?**	Depending on the retirement provision strategy, you will be able to retire earlier or later – or gradually reduce the amount you work.

Are you under 25?
Then ask your future employer whether you can get started saving in the pension fund right away. According to the law, retirement savings are only mandatory from the age of 25. However, companies have the option of allowing their employees to start saving for retirement earlier, for example from the age of 18. The earlier you start saving, the higher the retirement pension.

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