



2010 salary review: Swisscom reaches agreement with the social partners

Swisscom employees are to receive a general salary increase of 0.5 per cent in 2010, with an additional 0.8 per cent of the total salary payout available for individual salary increases. These increases will not apply to salaries which are well above the market rate. The social partners have managed to reach agreement by negotiation, rather than resorting to the Arbitration Court.

The social partners have been able to agree a solution in the 2010 salary review. The total salary payout will be raised by a total of 1.3 per cent, retroactive to the beginning of 2010. The general increase will be 0.5 per cent, with an additional 0.8 per cent set aside for individual salary increases. Employees whose salaries are significantly in excess of the going market rate for their function will receive an uninsured one-off payment of CHF 800 (FTEs).

This agreement allows Swisscom to recognise the individual contributions of its employees and to even out structural differences in salaries and will be applicable to the approx. 13,600 employees subject to Swisscom's collective employment agreement. Some 0.8 per cent of the total salary payout is to be designated for individual rises for management staff.

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