



## Salaries up to 2013: Swisscom reaches agreement with the social partners

**Swisscom has reached an agreement with the social partners on the future of salaries up to 2013. At the same time, a settlement was reached on the unresolved salary increase for 2011 at Swisscom IT Services, without resorting to an arbitration tribunal. A separate agreement was sought for IT Services for 2012 and 2013 because of the special market and competitive environment. A substantial salary increase for employees of Swisscom and IT Services is also planned for 2013.**

In December 2010 Swisscom (excluding IT Services) had also agreed with the social partners on a salary increase for 2012. This was to be 2.4% (0.8% as a general increase). The increase for 2012 has now been reduced under a new agreement, in favour of a rise in salary for 2013. The new agreement for both years is now 1.2% (0.8% of this as a general increase). Employees whose salaries are significantly in excess of the going market rate for their function will receive a general salary increase of 0.5% in 2012 and 2013 (excluding IT Services). The salary agreement applies to all those subject to Swisscom's Collective Employment Agreement, around 13,000 employees (excluding Swisscom IT Services).

"In view of the difficult market environment, with an impending recession in the coming year, we were able to reach a fair agreement," says Hans Werner, Head of Human Resources and Member of the Swisscom Group Executive Board. "At the same time, the planned increase for 2013 gives our employees a guarantee for the future."

### Agreement at IT Services without arbitration tribunal

Over the past years, Swisscom has become a leading IT service provider in Switzerland with its subsidiary Swisscom IT Services. With around 3,000 employees and revenue of around CHF 900 million, the company occupies a leading position in Switzerland in the workplace and infrastructure business as well as in the field of SAP services and services for the financial sector.

To continue as a successful player in the IT market, the company has to keep pace with other Swiss and foreign competitors, including in salary trends. IT Services had therefore already aimed for a separate salary agreement for 2011 that would be in line with the IT market, and had resorted to an arbitration tribunal when no consensus was reached. Following constructive talks with the social partners, the parties have now been able to reach a separate agreement without the tribunal.

For 2011, IT Services employees will receive payment retroactively of a salary increase totalling 2.6% (0.9% of it a general increase). Employees whose salaries are significantly in excess of the going market rate for their function will receive a general salary increase of 0.5%. Although no further salary rise is envisaged for 2012, the average for the years 2011 and 2012 is above the figure for comparable companies. A general salary increase of 0.8% has



been negotiated for 2013. The salary agreement applies to all of the around 2,000 employees of Swisscom IT Services subject to Swisscom's Collective Employment Agreement.

The consent of the social partners' responsible committees has yet to be obtained in order to finalise the agreement. This is expected within the next few days.

## **Overview of the agreed salary increases up to 2013:**

### **Swisscom (excluding IT Services)**

2011 2.6% (0.9% general)

2012 1.2% (0.8% general)

2013 1.2% (0.8% general)

### **IT Services**

2011 2.6% (0.9% general)

2012 0%

2013 0.8% (0.8% general)

Berne, 16 November 2011 / 15:00