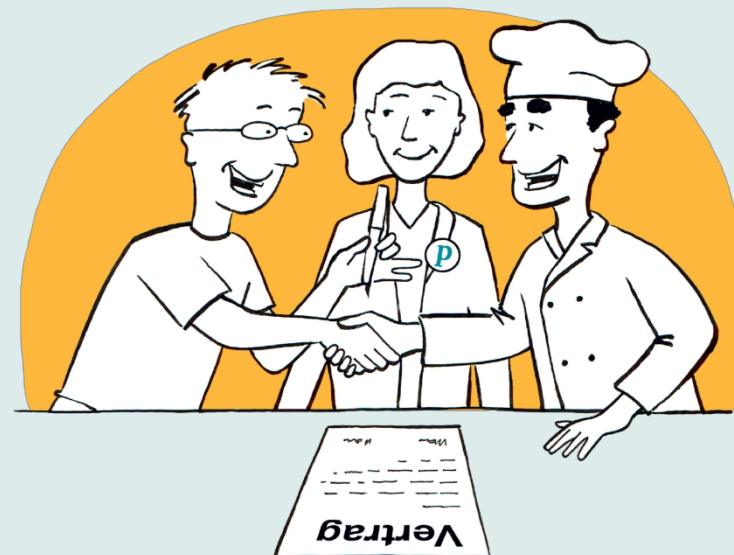




ASPECTS OF CONTRACTS

when employing people with disabilities or health impairments
who receive an IV pension.

Types of employment

In principle, all types of employment are possible (fixed-term employment, internship, permanent employment, temporary employment profile).

- **Performance:** Profil recommends conducting an individual performance review (and salary assessment) after the probationary period and annually thereafter. This allows you to regularly review performance in relation to salary
- **Recommendation:** Agree on a sufficient trial period or initially conclude a fixed-term contract if the specific job opportunities and actual performance are still unclear.

Labour law

The employment contract is concluded in accordance with standard company contracts or in accordance with the Swiss Code of Obligations (OR).

- If the minimum wages are not met, this may be done within the scope allowed by the applicable collective labor agreement (GAV). If the minimum wage is further undercut, approval from the joint commission must be obtained.
- **Daily sickness benefit insurance:** Check for reservations or exclusions due to preexisting conditions
- **Accident insurance:** no special provisions
- **Pension fund:** No BVG deduction for full disability pension (IV), reduced deductions for partial pension. Check for reservations or exclusions due to preexisting conditions

Employment contract

In the event of limited capacity and a reduced salary as a result, we recommend making a note in the contract. Here are a few suggestions:

- "This employment relationship is specifically adapted to the situation of XY."
- XY works 50% of full-time hours and, for health reasons, has a working capacity of 30%.
- Due to a health/mental impairment, Mr XY has been receiving disability benefits for years (see attachment: disability decision). Due to his impairment, Mr XY is not fully able to work and is therefore employed by us on a part-time basis at the reduced hourly wage agreed above by mutual agreement.
- This contract has also been approved by the relevant joint commission.
- In addition, it may be helpful to note certain points in a memo:
- Concerns the employment contract between XY, date of birth, and the company XY, address, dated
- Additional information on the employment relationship and the salary estimate
- The above-mentioned employment contract refers to a position specifically adapted to the employee's health situation. The adjustments relate in particular to
 - the job description
 - support and communication in the workplace
 - the workload
 - performance-related remuneration
- The salary calculation is based on reduced performance, which is why the salary is reduced accordingly. The reduction in performance is medically and socially insured, and a performance assessment was carried out specifically for the working environment.
- Profil – Work & Disability supports XY and the company XY as part of a job coaching programme.

Employment reference

The employment reference must be drawn up in accordance with the company's guidelines.

- According to a Federal Supreme Court ruling, health must be mentioned in the employment reference if it has impaired the employee's ability to perform. We therefore recommend including a clause in the case of inclusive workplaces along the lines of: 'Due to XY's health situation, the scope of duties/salary level was adjusted accordingly. We are pleased to confirm that XY performed very well within this framework...'