



Stiftung Auffangeinrichtung BVG  
Fondation institution supplétive LPP  
Fondazione istituto collettore LPP

## **The Plus for your Pension Fund**

Offer your employees more  
security with the AN Plus  
voluntary pension scheme

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## Substitute Occupational Benefit Institution

The Substitute Occupational Benefit Institution is unique: on behalf of the Confederation, the non-profit organisation is the only occupational benefits institution in Switzerland to insure all employers and individuals willing to join the occupational pension scheme (BVG/LPP) and offers vested benefits accounts. The foundation under private law, which is supported by employee and employer associations, is thus an important cornerstone in the second pillar and contributes significantly to the stability of the system.

# 1 AN Plus: every salary counts!

**AN Plus is a voluntary pension scheme. It is suitable for employers who want to provide their employees with higher retirement savings from their occupational pension scheme. AN Plus also provides higher insurance coverage in the event of disability or death. But what does that mean in concrete terms?**



## **Protection – even for low salaries.**

Thanks to AN Plus, annual salaries from CHF 2'500 can be insured. This is beneficial for employees with incomes below the statutory entry threshold.



## **More salary insured, more security.**

There is no coordination deduction under the AN Plus plan. As a result, the entire salary is insured up to the upper limit of CHF 90'720.



## **Multiple jobs? No problem.**

With AN Plus, all salaries of employees with more than one job can be insured from an annual salary of CHF 2'500 and without any coordination deduction. This increases their total insured income.

## **Understanding technical terms**

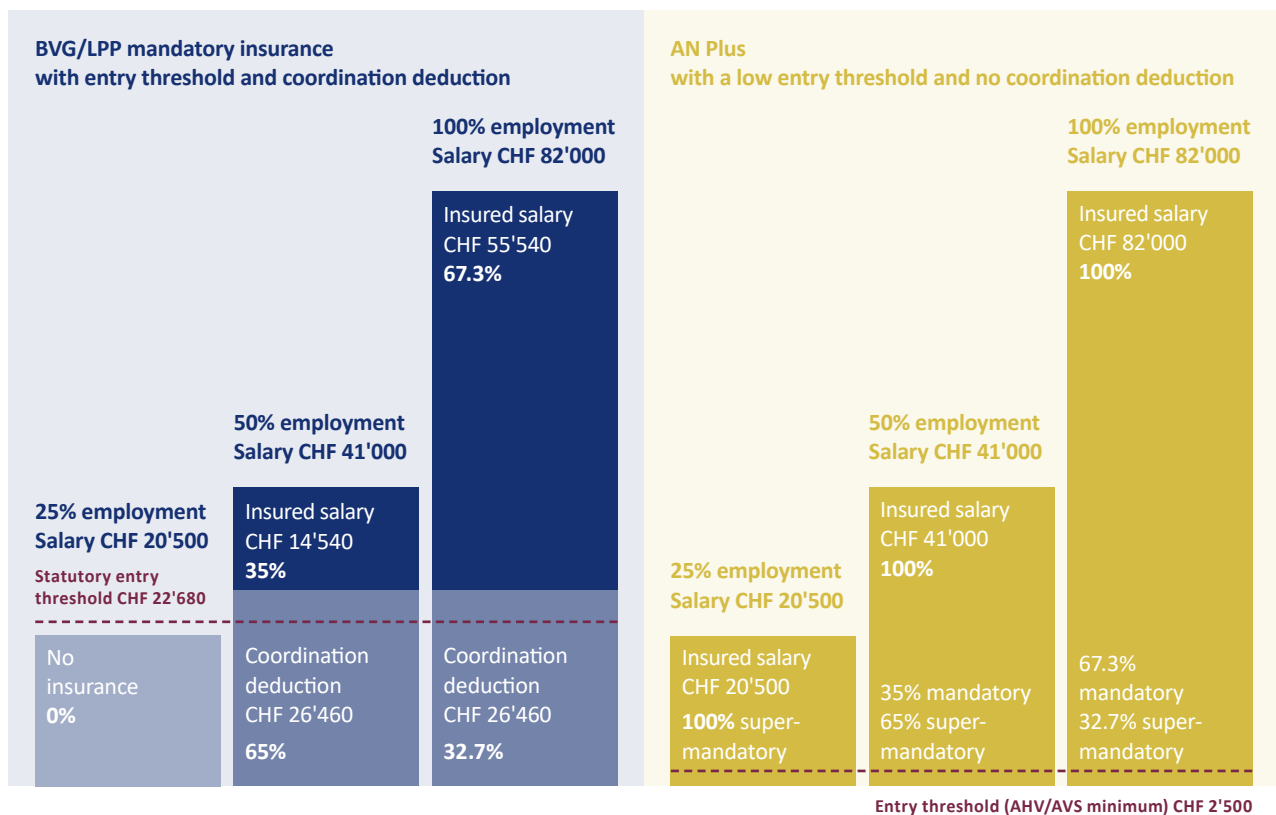
**Statutory entry threshold:** anyone who currently earns CHF 22'680 or less per year is not mandatorily insured under the occupational pension scheme.

**Coordination deduction:** a fixed amount that is deducted from the annual salary in order to determine the insured salary. The coordination deduction is the same for all employees with mandatory insurance under the Swiss Occupational Pensions Act (BVG/LPP), regardless of their income level or workload (currently CHF 22'460).

**Upper limit:** this figure indicates the upper limit of mandatory insurance under the BVG/LPP, and is currently CHF 90'720.

All three figures are regularly reviewed and determined by the Federal Council.

## Comparison of mandatory insurance under the BVG/LPP with the AN Plus pension plan



### Conclusion

Those who earn less not only have a lower salary, but also a proportionately lower insured income.

### Conclusion

Employees are insured with AN Plus at 100% of their salary (up to the maximum upper limit). More insured income means higher retirement savings and better benefits in the event of disability or death.

## Understanding technical terms

**BVG/LPP mandatory insurance; mandatory insured salary:** this is the minimum level of pension provision provided for by law for the 2nd pillar, which determines who is insured and up to what amount and also which minimum benefits (conversion rate, interest) are prescribed. Currently, the portion of the salary covered by mandatory insurance is between CHF 22'680 and CHF 90'720.

**Super-mandatory insurance, super-mandatory insured salary:** In contrast to mandatory insurance, the entire income can be insured here. Pension funds can specify amounts – below and above the level of mandatory insurance – as well as the interest rate and the conversion rate for these salary components at their discretion.

**Conversion rate:** this percentage is used to calculate the annual pension from the retirement savings. Conversion rates for the AN Plus plan can be found in the current regulations at: [aeis.ch/en/anplus](https://www.aeis.ch/en/anplus)

## 2 Protection – even for low salaries.

**Part-time work with salary below the statutory entry threshold**



**«Now I can insure my employee with AN Plus and invest even more in trust and motivation.»**

## Problem

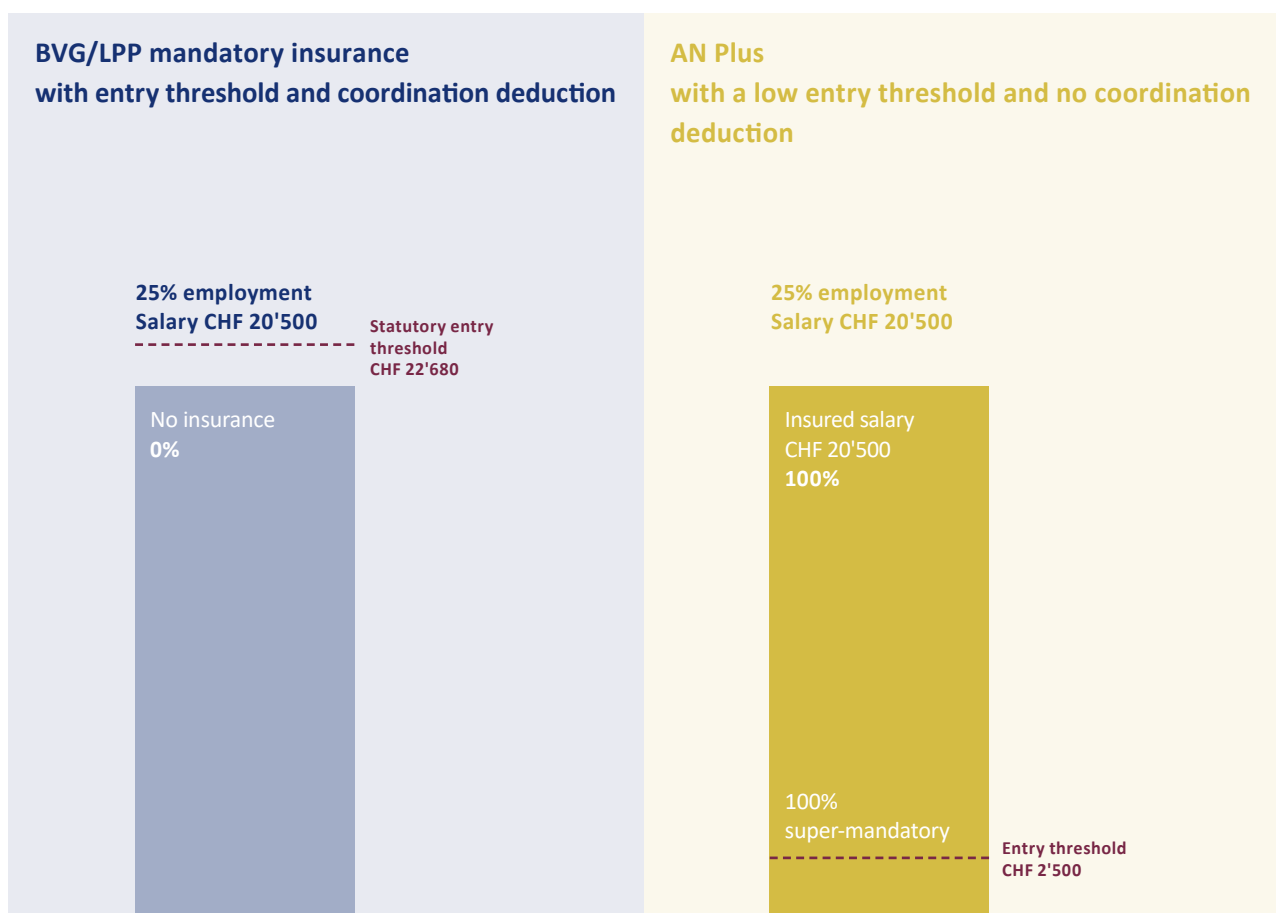
Many part-time employees earn an annual salary below the statutory entry threshold of CHF 22'680. As a result, they have hardly any retirement provision and no insurance in the event of disability and death under the 2nd Pillar.

## Solution

With AN Plus, income from as little as CHF 2'500 can be insured, including against disability and death. This also makes it possible to make savings contributions for retirement when salaries are low.

### Example: Part-time work with salary below the statutory entry threshold

Sara works part-time in Daniel's household. With a workload of 25%, she earns CHF 20'500 a year. In order to enable employer Daniel to offer his employee Sara attractive employment conditions, he chose AN Plus as the new pension solution for his company. The chart shows what will change for Sara:



## Conclusion

As Sara's salary is below the statutory entry threshold, she is not covered by BVG/LPP mandatory insurance.

## Conclusion

Thanks to AN Plus, Sara's entire salary is insured. In this way, she sets aside retirement savings and is protected in the event of disability and death.

### 3 More salary insured, more security.

**Part-time and full-time work with salary above the statutory entry threshold**



«Thanks to AN Plus, my entire salary is now insured.  
This shows that our management is looking after the team  
and taking our concerns seriously.»

## Problem

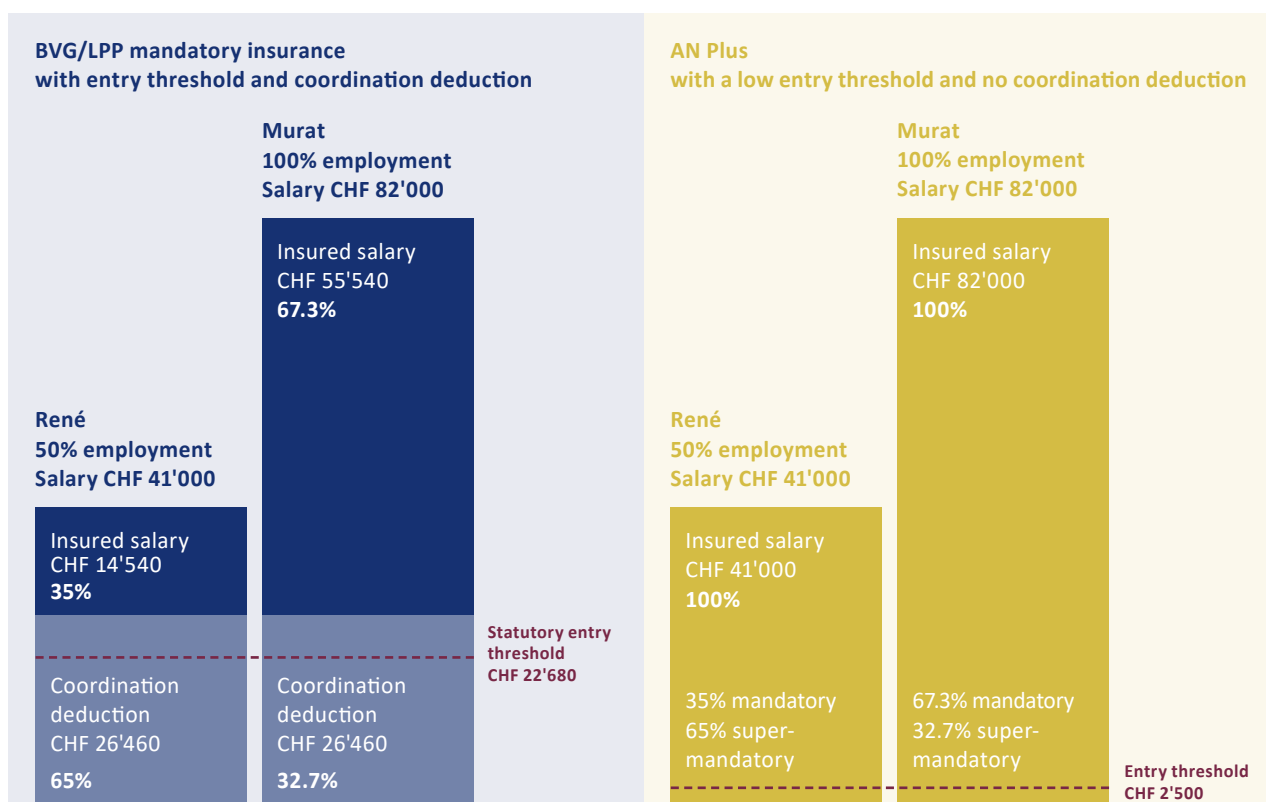
By law, a fixed amount of CHF 26'460 is deducted from the annual salary (coordination deduction) – regardless of the level of income. This deduction is particularly significant for people with lower or part-time salaries above the entry threshold and reduces the insured salary particularly strongly. However, even those who work full-time cannot have their salary insured in the mandatory occupational pension scheme without a coordination deduction and end up saving less for their retirement.

## Solution

From an income of more than CHF 2'500, the entire salary is insured in AN Plus, up to the upper limit of CHF 90'720 – without any coordination deduction. The portion that is lost under BVG/LPP mandatory insurance as a result of the coordination deduction is covered by super-mandatory insurance in the AN Plus plan.

### Example: Part-time and full-time work with salary above the statutory entry threshold

René and Murat both work under the same terms of employment at the same garage. René works 50% and Murat works full-time. The Executive Board has opted for the AN Plus plan. This change has positive effects for both employees.



## Conclusion

Thanks to the fixed coordination deduction, René has a much lower insured salary in percentage terms than Murat. But even for Murat, part of the salary is not insured.

## Conclusion

Under AN Plus, the insured salary for René and Murat increases to 100%, and the portion that would otherwise be omitted due to the coordination deduction is covered on a super-mandatory basis. This results in more insured income, higher retirement capital and better benefits for both in the event of disability or death.



### 3 More salary insured, more security.

#### **Salary above upper limit**



«AN Plus dispenses with the coordination deduction: that's great! This means that my employees and I can now save more for retirement and are protected at the same time.»

## Problem

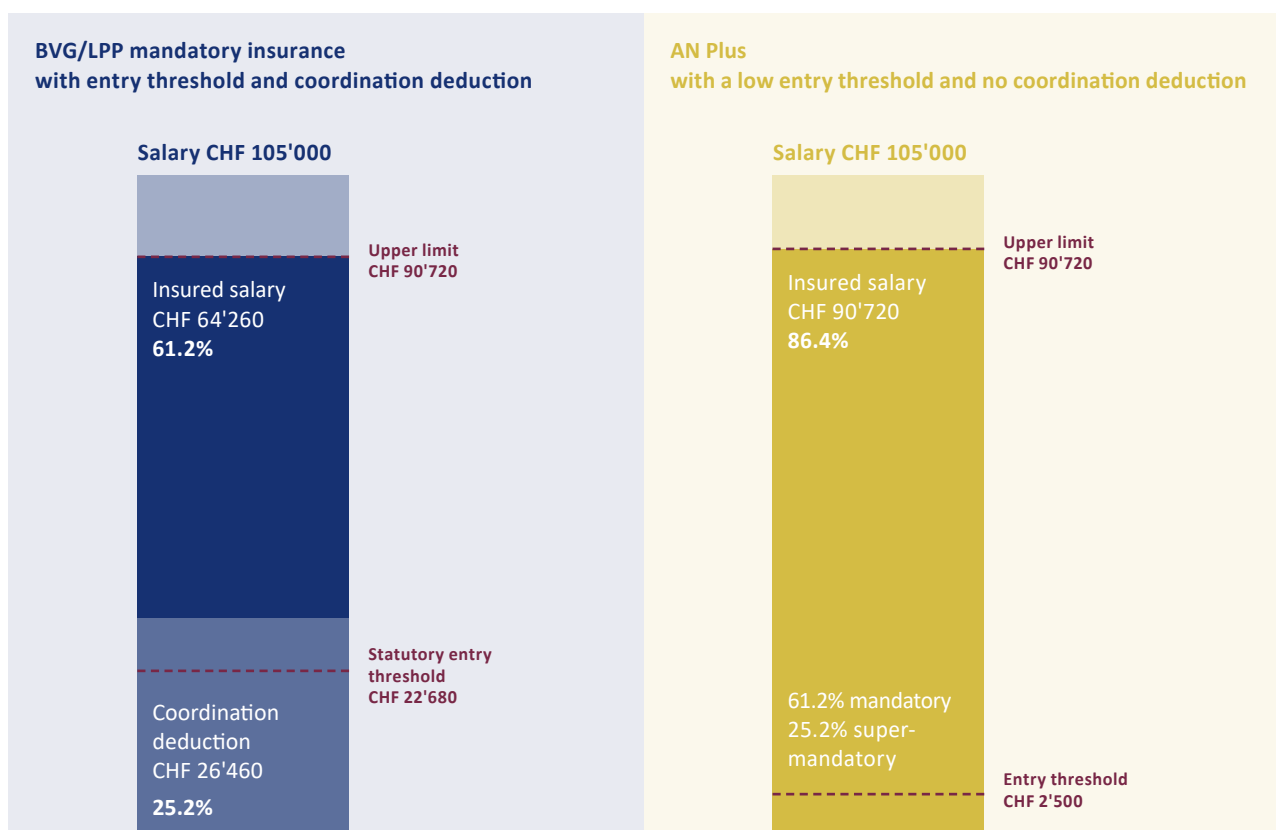
No matter how much someone earns, the maximum insured salary according to BVG/LPP mandatory insurance is CHF 64'260 per year (upper limit of CHF 90'720 minus coordination deduction of CHF 26'460).

## Solution

Under AN Plus, no coordination deduction is applied. The maximum insured salary is CHF 90'720, of which CHF 64'260 is mandatory and CHF 26'460 is super-mandatory. This also increases the amount of voluntary contributions to the pension fund, which can save tax.

### Example: Salary above upper limit

Julia is the owner and manager of a florist's shop with four part-time employees. She now voluntarily insures her employees and also herself under AN Plus. But how does Julia herself benefit from AN Plus with a salary of CHF 105'000, which is above the upper limit?



## Conclusion

Julia reaches the maximum insured salary of CHF 64'260 under BVG/LPP mandatory insurance (upper limit; minus coordination deduction).

## Conclusion

With AN Plus, Julia benefits from the absence of a coordination deduction: her insured salary increases to the upper limit of CHF 90'720 compared to BVG/LPP mandatory insurance. AN Plus leads to greater security and better benefits for the employees and also for herself.

## 4 Multiple jobs? No problem.

**Multiple employment with salaries below the entry threshold**



**«My three employers can now each insure me under AN Plus. That means I can look to the future with much greater peace of mind.»**

## Problem

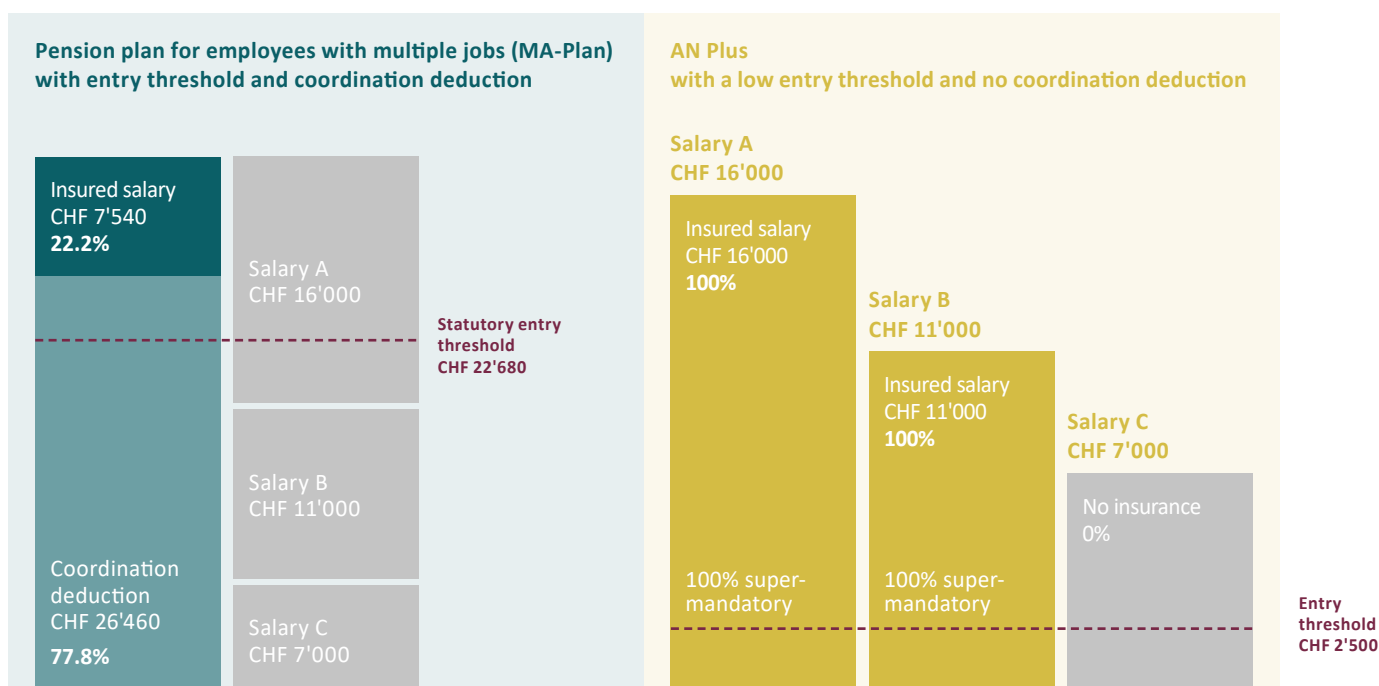
If someone works in several part-time jobs with annual salaries below the entry threshold, this person is not mandatorily insured – even if the sum total of the various annual salaries exceeds the entry threshold of CHF 22'680. In other words, there is no automatic membership of a pension fund. In such cases, although the Substitute Occupational Benefit Institution does offer the employee pension scheme on behalf of the Confederation, there is also a coordination deduction under the employee scheme, which means that the insured salary is low.

## Solution

Employees with several employers and salaries below the entry threshold can be voluntarily and individually insured much better by each of their employers with AN Plus. They too benefit from the low entry threshold of CHF 2'500 and the absence of a coordination deduction. For each of these part-time jobs, 100% of the salary is insured on a super-mandatory basis. This makes retirement planning and protection against disability and death possible for people working multiple jobs.

### Example: Multiple employment with salaries below the entry threshold

Antoinette is a cleaner and works for three different employers at the same time. The salary for all three jobs is below the entry threshold – but taken together, it is higher. Two employers have decided to insure Antoinette with AN Plus:



## Conclusion

The sum total of Antoinette's three salaries exceeds the entry threshold and she can therefore be insured with the Substitute Occupational Benefit Institution under the MA-Plan. As a result, her three employers are obliged to pay the employer contribution of 50%. However, after the coordination deduction, only CHF 7'540 of her total pay is insured.

## Conclusion

Because Antoinette is now insured with AN Plus by two of her three employers, she benefits from the low entry threshold and the absence of a coordination deduction. There are now two separate salaries, each of which is insured at 100%. This means that she can also save for her retirement and is protected in the event of disability or death.

## 5 Overview

The differences between BVG/LPP mandatory insurance and voluntary pension plan AN Plus concern the entry threshold, the coordination deduction and the amount of the insurable salary.

What	BVG/LPP mandatory insurance	AN Plus plan
<b>Entry threshold</b>	BVG/LPP entry threshold CHF 22'680	AHV/AVS entry threshold <b>CHF 2'500</b>
<b>Coordination deduction</b>	BVG/LPP coordination deduction CHF 26'460	<b>CHF 0</b>
<b>Maximum insured salary</b>	BVG/LPP maximum insured CHF 64'260	Upper limit <b>CHF 90'720</b>

Plan AN Plus	
<b>Entry threshold</b>	CHF 2'500
<b>Coordination deduction</b>	CHF 0
<b>Maximum insured salary</b>	CHF 90'720
<b>Start of saving process</b>	From 25 years of age
<b>Savings contribution</b>	25 to 34 years of age: 7% of the insured salary 35 to 44 years of age: 10% of the insured salary 45 to 54 years: 15% of the insured salary 55 years to BVG/LPP reference age: 18% of the insured salary
<b>Risk contribution</b>	18 to 44 years of age: 2% of the insured salary 45 years to BVG/LPP reference age: 4% of the insured salary
<b>Administrative cost contribution</b>	1.5% of insured salary Minimum CHF 57 Maximum CHF 350
<b>Division of contributions between employer and employee</b>	Selectable: 50/50%, 60/40%, 75/25% oder 100/0%
<b>Conversion rate for mandatory assets</b>	6.8%
<b>Conversion rate for super-mandatory assets</b>	5%
<b>Early retirement</b>	From 58 years of age
<b>Deferred retirement</b>	Up to 70 years of age (with or without savings)

The legally valid parameters of the AN Plus plan can be found in the current regulations at: [aeis.ch/anplus/regulations](https://www.aeis.ch/anplus/regulations)

## 6 What AN Plus brings to your company

**Become an even more attractive employer!** Companies that secure the full amount of the salary offer much more valuable social benefits. This enhances the company's social commitment and promotes employee loyalty and motivation.

**Give your employees a modern retirement plan and offer more security!** even in the case of part-time employment or multiple jobs, AN Plus results in higher retirement savings and higher insurance cover in the event of disability or death.



Find out more on our website

[aeis.ch/en/anplus](https://aeis.ch/en/anplus)



Simply request your AN Plus quote online

[aeis.ch/anplus/offer](https://aeis.ch/anplus/offer)



Get in touch with our customer service team for advice

[aeis.ch/support](https://aeis.ch/support)

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