

## D-USYS guidelines for the employment of doctoral students

The salary rates for doctoral students are applied in accordance with art. 8 para. 3 of the Ordinance governing scientific employees at ETH Zurich<sup>5</sup>, in conjunction with item 1 para. 3 of the directives for doctoral students employed at ETH Zurich<sup>6</sup>.

### Premises

- In general, it is welcomed, also by the doctoral students themselves, that doctoral students are also active in teaching and take on some operational tasks ("infrastructure tasks") during their doctorate.
- Commitment to such tasks in addition to the doctoral project, which goes beyond the "usual" extent that may generally be expected of all doctoral students, should be rewarded by higher remuneration.
- The proposed threshold values for the time required for additional work in teaching and operation, above which a higher classification is intended, are to be understood as guidelines.

### Guidelines

- Linear subdivision of the 30% range of time allowed for extra work in addition to the doctoral project:

Level	Time requirement in days per year	% Working time (average over one year)
1 = standard	0 - 15	0 - 6
2	15 - 30	6 - 12
3	30 - 45	12 - 18
4	45 - 60	18 - 24
5	60 - 75	24 - 30

- The thresholds between the levels are to be understood as guideline values. They serve to ensure transparency and harmonisation in the remuneration of doctoral students at D-USYS. They consider the different needs, cultures and financial framework conditions of the individual institutes and professorships.
- In consultation with the doctoral student, the working time spent on tasks in addition to the doctoral project that exceeds the employment level during a year may also be compensated by an extension of the employment.
- The classification and the services beyond the doctoral project expected of the doctoral students are already communicated to the doctoral students during the employment interview.

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<sup>5</sup> SR 172.220.113.11

<sup>6</sup> RSETHZ 622