

Occupational Pensions Act (OPA) Reform 2024: What SMEs need to know now!



On March 17, 2023, the National Council and the Council of States approved the reform of occupational benefits insurance. The referendum on the OPA reform will take place on September 22, 2024. The aim of this reform is to strengthen the financing of the 2nd pillar, maintain the level of benefits and improve the protection of part-time employees, especially women.

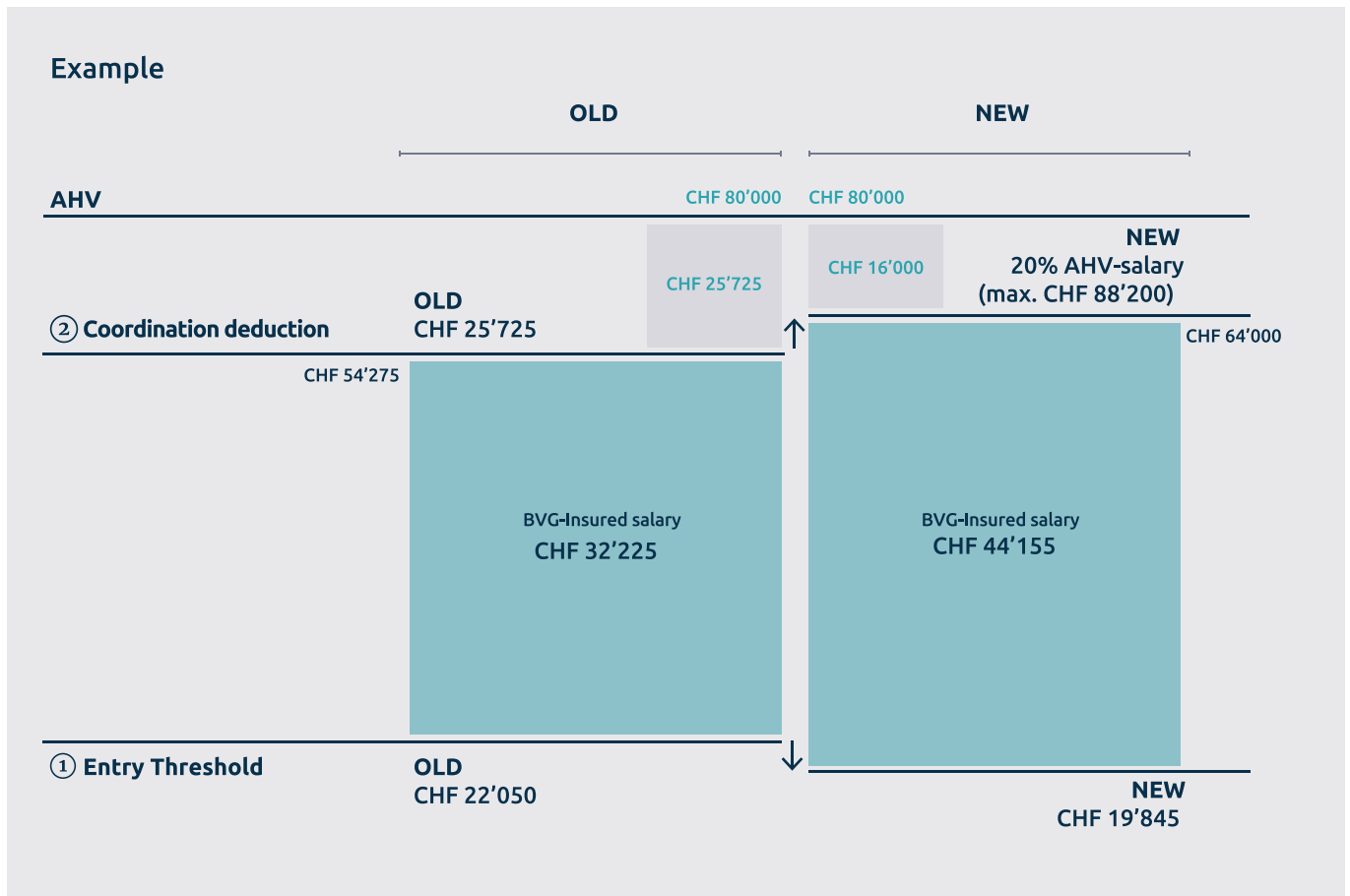
A central element of the approved reform is the reduction of the OPA conversion rate from 6.8% to 6.0%. This is intended to reduce the undesirable redistribution from employees to pensioners and introduce pension supplements for the transitional generation. At the same time, the savings process will be strengthened by adjusting the retirement credits and the coordination deduction. These measures will help to largely maintain the level of benefits and improve the pension situation of employees with low wages - often younger or part-time employed women and men.

Entry threshold ^①

The entry threshold for the pension fund will be lowered from CHF 22,050 to CHF 19,845. Employees who work part-time or have a low income will benefit from this measure. This means for companies: If more employees are insured, pension costs will rise.

Coordination deduction ^②

The OPA reform will reduce the coordination deduction to 20% of the AHV salary. This should ensure that 80% of the respective salary is always insured (up to the OPA salary cap of CHF 88,200). This will improve the situation of part-time employees in particular, as a fixed coordination deduction will no longer be deducted in the mandatory area. As a result, the insured income in the occupational benefit scheme will increase.



Amendment of OPA retirement credits

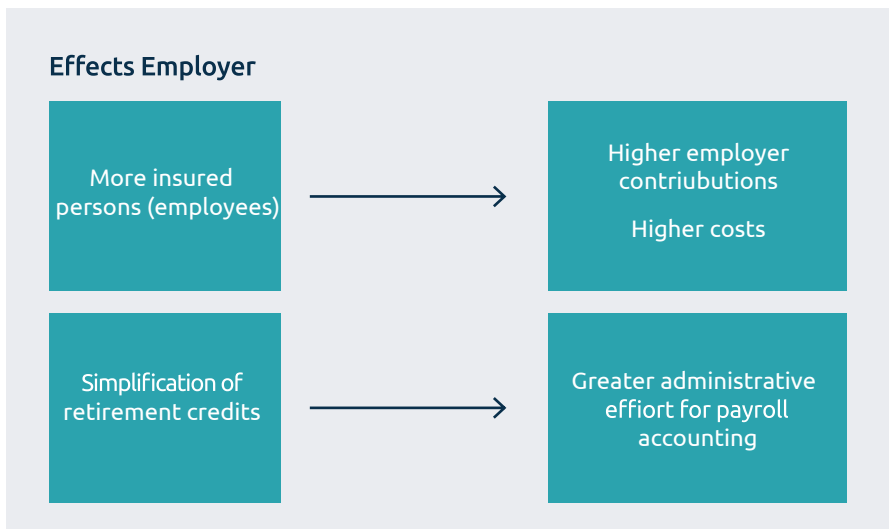
The OPA reform provides for a smoothing of retirement credits, which should make the employment and continued employment of over 55-year-olds more attractive for employers.

Age	Old-age credits ALT	Retirement credits after the OPA reform
25-34 years	7%	9%
35-44 years	10%	9%
45-54 years	15%	14%
55-65 years	18%	14%

Source: BSV, Reform der beruflichen Vorsorge

Compensation measures / pension supplements and financing

The reduction in the OPA minimum conversion rate is largely compensated for the entire contribution period by reducing the coordination deduction and adjusting the retirement credits. However, this does not apply to employees who retire in the coming years, which is why they are threatened with pension losses. To cushion these losses, compensation measures in the form of pension supplements are planned for this "transitional generation" of 15 cohorts.



smzh for you.

Our experts will support you in optimizing your mortgage strategy.

- We analyze your current pension fund solution
- If desired, it can also adjusted immediately
- Our experts will also be happy to review your salary models for you
- We can also support you in communicating and training your employees



Give us a call or arrange a non-binding appointment online

Contact us



Rexha Hasani

Head of Private and Corporate Clients,
Member of the Senior Management Team
+41 43 355 44 50
rh@smzh.ch



Jenni Huber

Account Manager Partnership & Events
+41 433 55 44 41
huber@smzh.ch



Marc Rubio

Team Lead Account Management
& Advisory Support
+41 43 355 12 80
rubio@smzh.ch



Rea Mustafa

Account Management & Advisory Support
+41 43 355 16 54
rmu@smzh.ch

About us

smzh ag is an independent financial services provider that offers its clients comprehensive, transparent and sustainable advice in the areas of finance & investments, pensions & insurance, mortgages & real estate and tax & law.

📍 Visit us in

Arosa · Aarau · Baden · Basel · Bern · Buchs SG · Chur · Frauenfeld · Luzern · Pfäffikon SZ · St. Gallen · Sursee · Zürich



smzh ag
Tödistrasse 53, CH-8002 Zürich
+41 43 355 44 55
contact@smzh.ch
www.smzh.ch

