

# INSTRUCTIONS FOR YOUR PARTICIPATION

**ICT SALARY SURVEY 2026**

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### Online Salary Data Collection Tool

### 'Roles in ICT'

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- Level

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- Incl. ICT student information

And more and/or via [swissICT.ch/salaerstudie](https://swissICT.ch/salaerstudie)

## CONTACT

If you have any further questions, please do not hesitate to contact Cornelia Ammon (Product Manager) and the swissICT team.

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# NEWS 2026

## SWISSICT

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Responsible

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- 'Jobs' are now called 'Roles'
- **New design** for the input dashboard
- The role 'Media Technician' is no longer included
- Recording of **working hours per entry (h/wk)**

NEW



# IMPORTANT INFORMATION BEFORE YOU START

**PLEASE READ THE DEFINITIONS  
BEFORE ENTERING YOUR SALARY DETAILS.  
THANK YOU 😊**

## DATES

- Start of the salary survey 8 April 2026
- Cutoff date 1 May 2026
- End of the salary survey by 19 June 2026

## ONLINE TOOL & LOGIN

Login to the online survey at [salaerstudie-compensationsurvey-tool.swissict.ch](https://salaerstudie-compensationsurvey-tool.swissict.ch)

Please use your business login details to log in, the same ones you use for the swissICT members' area or webshop. For security reasons, we cannot accept accounts accessed via personal logins. Contributions from private individuals will not be included in the salary survey results.

### Create a new login

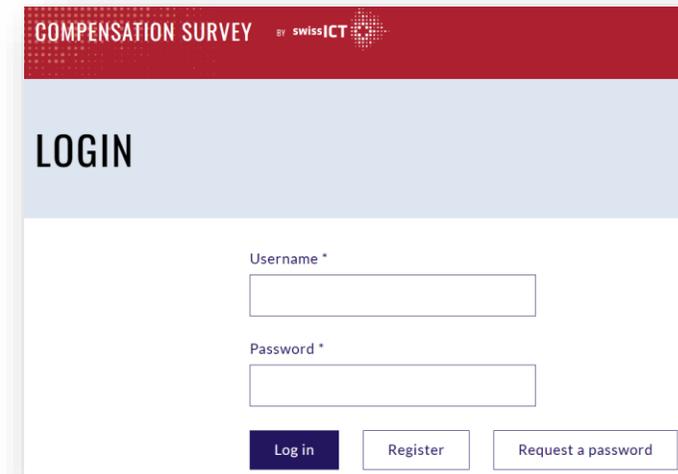
If you do not yet have a swissICT login, you can create a new account directly via the 'Register' button.

### Reset password

If you have forgotten your password, click on 'Request password'. You will then receive a link via email to reset your password. Follow the instructions in the email to complete the process. Once you have successfully reset your password, you can log in again.

## Email code for two-factor authentication

You will receive this code directly after logging in as normal to your registered email account; it is used for data security. If you have not received a code after a few minutes (max. 15 mins), please check your spam folder or contact us so we can help resolve the issue. Thank you.  
Tel. 079 752 84 88 | 043 336 40 29 or  
[salaerstudie@swissict.ch](mailto:salaerstudie@swissict.ch)



The screenshot shows the login interface for the Compensation Survey. At the top, it says 'COMPENSATION SURVEY by swissICT'. Below that, the word 'LOGIN' is displayed in large letters. There are two input fields: 'Username \*' and 'Password \*'. Below the password field, there are three buttons: 'Log in', 'Register', and 'Request a password'.

# GENERAL INFORMATION

# PROCESS & GENERAL INFORMATION



## REPORTS 2026

As a participant in the ICT Salary Survey, you will receive a voucher worth 275 Swiss francs to purchase all options of the Basic & Premium Reports.

All reports will be available for purchase via our online shop from around the end of August 2026.

## SECURITY

Data collection is protected by the SSL/TLS protocol, which is also used by banks. Access to the data is secured by a password of your choice and additionally protected by two-factor authentication (2FA).

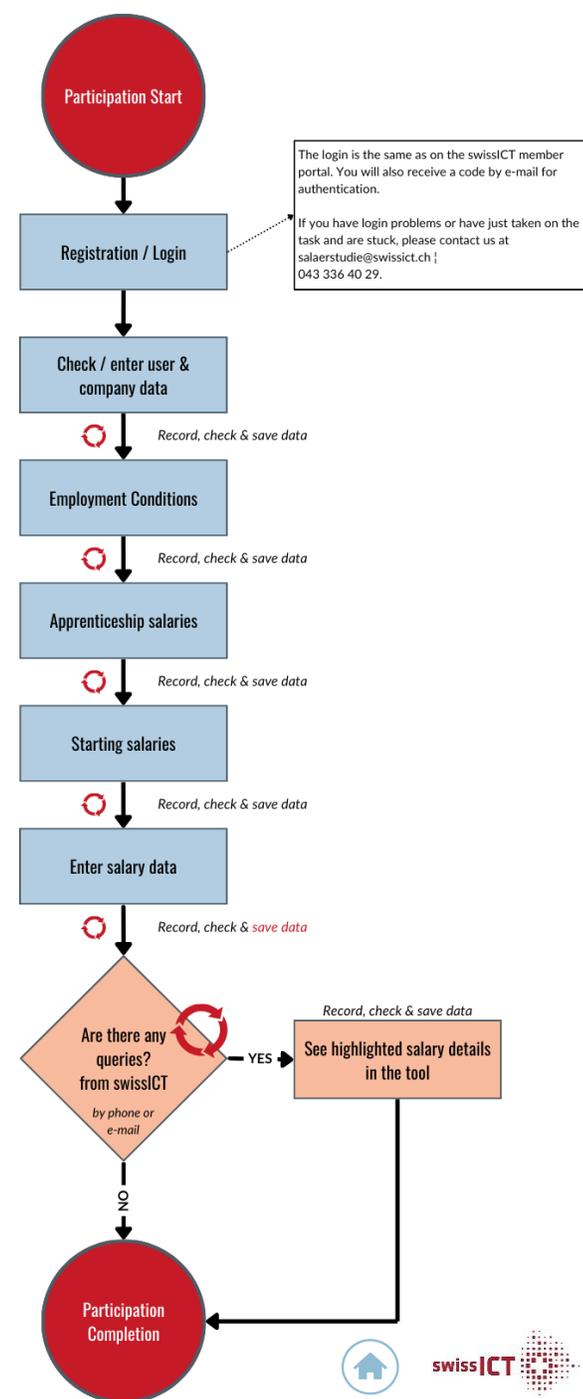
**Important:** Do not use any of your usual passwords! You can check the strength of your password on the website of the Data Protection Officer for the Canton of Zurich: [passwortcheck.ch/](https://passwortcheck.ch/).

## ROLE DESCRIPTIONS 'ICT ROLES'

The salary survey is based on the swissICT standard work "Roles in ICT" (German and English). You can find the detailed role descriptions and information on the various levels on the "Roles in ICT" platform: [rollen-der-ict.ch/rollen](https://rollen-der-ict.ch/rollen)

## FURTHER PARTICIPANT INFORMATION

You can find useful information, links and sample files for your participation in the salary survey at the following link: [swissict.ch/salaere-der-ict-teilnahme-informationen](https://swissict.ch/salaere-der-ict-teilnahme-informationen)



# COLOUR CODES

## STATUS INDICATORS VIA COLOUR CODES

Colour coding is also used in the salary tool. Here you will find an overview of the colours used and their meanings.

You will encounter these colour codes repeatedly during the survey process. Symbols for messages (under 'Comments') are also colour-coded and can/should be clicked on to view their content.

new salary data

for examination by swissICT

for review by the company

verified by the company

verified by swissICT

salary data accepted

## MORE INTERACTION AND EASIER USE

The 'Compensation Survey' salary data collection tool provides you with a display using colour codes.

This means you not only receive status updates with the **colour codes**. You are also kept up to date via the dashboard with relevant emails and information texts, and are prompted to provide any necessary feedback or informed about the current status of your entries and other matters.

- The key buttons are located at the top right of the screen.
- The input screens are **unlocked step by step** via the menu navigation and then appear in black in the top menu bar.
- You can find information on data entry in the user guide and in the Excel guide for CSV import, as well as online directly next to the relevant fields.

# SECTORS, COMPANY SIZE, STARTING SALARY, LIST OF PARTICIPANTS

## LIST OF PARTICIPANTS

May we list your company in the report's list of participants (analyses)? The list will only include the company name, location and sector.

### INDUSTRY OF THE COMPANY / ORGANISATION

#### Retail

- 11 Wholesale
- 12 Retail
- 13 Hardware and software trade

#### Industry/manufacturing

- 21 Chemical and pharmaceutical industry
- 25 Construction
- 27 Energy and water supply
- 29 Other industries

#### Services

- 31 Financial services
- 32 Insurance (excl. social insurance)
- 33 IT services
- 34 Messaging, Telecommunic.
- 35 Transport
- 36 Health and social services
- 37 Education
- 38 Public sector (incl. social security)
- 39 Other services

## COMPANY SIZE

- Total number of employees working for the company in Switzerland and/or the Principality of Liechtenstein on the reference date (1 May) (in full-time equivalents/FTE), excluding temporary staff and apprentices
- Company size > IT size

## IT SIZE

Total number of employees in the IT sector employed in Switzerland and/or the Principality of Liechtenstein on the reference date (in full-time equivalents/FTE), excluding temporary staff and apprentices.

## STARTING SALARIES

Includes the starting salaries of IT professionals with no professional experience, i.e. after completing an apprenticeship or a Bachelor's or Master's degree.

## ICT APPRENTICE SALARIES

The annual salaries of ICT apprentices are recorded for the three main areas of apprenticeship. Salaries must be recorded for all years of apprenticeship and may only include courses that include accompanying school-based training.



# EMPLOYMENT CONDITIONS

## TOPICS COVERED

### HOLIDAY ENTITLEMENT BY AGE

Please enter here the number of holiday days granted per age group. Half-days may also be entered.

### OFFICE ATTENDANCE

How many days a week do your employees have to work in the office?

### FINANCIAL COMPENSATION FOR WORKING FROM HOME

Enter the annual salaries here.

### MATERIAL HOME OFFICE ALLOWANCE

What is the amount of the material home office allowance per year or initially?

The screenshot shows a survey form titled 'EMPLOYMENT CONDITIONS' with a 'mandatory fields' label. It is divided into three sections: 'OFFICE PRESENCE', 'MONETARY BENEFITS', and 'PAID AND UNPAID LEAVE'. 'OFFICE PRESENCE' asks for holiday days by age group (< 20 years, 20-49 years, ≥ 50 years) and office presence days/week. 'MONETARY BENEFITS' asks about allowances for working from home, equipment, and salary installments. 'PAID AND UNPAID LEAVE' asks about maternity/paternity leave and ICT workations.

### SALARY PAYMENT RATES

### PATERNITY OR MATERNITY LEAVE

If so, how many additional days?

### UNPAID LEAVE (EXCLUDING MANAGEMENT)

If so, how many days?

### DO YOU OFFER 'WORKATIONS'?

## MANDATORY FIELDS

All questions are mandatory and form part of successful participation in the swissICT salary survey.

# ROLE/SALARY DATA

# ROLE/SALARY DATA

The REFERENCE DATE for all values is 1 MAY

## GENERAL INFORMATION

Each ICT employee is listed **individually**. Do not quote average figures, as these distort the results.

## ROLE AND LEVEL

Detailed descriptions of roles and levels can be found [here](#).

[Combined roles](#) > See [link](#).

## INTERNAL JOB TITLES

In Excel (CSV) and when entering data manually, you can enter the 'internal job title'. This is **NOT a substitute for a clear assignment** to the role profiles and levels of the 'ICT roles'. However, entering this information enables us to gain a deeper understanding during the review and represents a market-driven further development of the 'ICT roles'.

## CANTON (PLACE OF EMPLOYMENT)

Canton based on the vehicle registration number in which the employee is employed;  
FL for the Principality of Liechtenstein.

## YEAR OF BIRTH

Year of birth of the employee entered.  
Format = YYYY

## GENDER

*m* = male                      *k* = not specified  
*f* = female                    *d* = diverse

## START DATE

The date the employee joined your company.  
Format = DD.MM.YYYY

# ROLE/SALARY DATA

**The REFERENCE DATE for all values is 1 MAY**

## BASIC ANNUAL SALARY

The fixed annual salary comprises the contractually agreed gross salary for a 100% workload and all regular income components such as regular end-of-year bonuses, 13th/14th ... monthly salary, cost-of-living allowances, market allowances, role-based allowances, etc.

The basic annual salary of part-time employees should be extrapolated to a full-time basis (100%)! The annual income of individuals who have been employed by the company for less than 12 months is extrapolated to a calendar year. Items not to be included in the annual salary: [see table](#).

## ANNUAL TARGET BONUS

The annual target bonus includes all irregular payments in the form of cash or share-based payments that are voluntary and depend on the course of business or the employee's personal performance. These include irregular bonus payments, commissions, profit-sharing schemes, etc.

The annual target bonus comprises the expected variable salary component (bonus, commission) for the current year and is paid out in the 12 months following the reference date (1 May). It corresponds to the amount that is paid out if the defined targets for business performance and/or personal performance are met in full. The actual payment in the following year depends on the achievement of targets and may be higher or lower than the target amount.

The target bonus may be specified as a percentage of the basic annual salary or as a CHF amount. Commissions and fees generally relate to sales or business-related key performance indicators such as turnover generated, contribution margins or the number of new customers.

Target figure for the variable salary (annual target bonus) in the current period for a full-time role, which is usually paid out the following year. In the case of joining the company during the year (before 1 May) and/or part-time employment, the annual target bonus is extrapolated to 12 months and 100% (in the same way as the basic annual salary).

# ROLE/SALARY DATA



## BASE ANNUAL SALARY FOR THE PREVIOUS YEAR

The base salary for the previous year reflects the annual salary for the respective previous year. For part-time employees, this is extrapolated to 100%, and for those hired during the year, it is extrapolated to the annual salary.

## PREVIOUS YEAR'S BONUS

Bonus from the previous year for the corresponding period, but paid out in the current year.

The previous year's bonus is reported as actually paid (not extrapolated to 100%, even if the bonus is dependent on the level of employment).

It includes all irregular payments in the form of cash and/or shares that are voluntary and depend on the company's performance and/or the employee's personal performance. The variable annual salary includes irregular bonus payments, commissions, profit-sharing schemes, etc.

## EMPLOYMENT RATE

Current working hours in the reporting period as a percentage (%) or average value, rounded to the nearest ten, over the reporting period. Enter the value without the % sign – just the figure.

## DEFERRED COMPENSATION – *OPTIONAL*

Deferred compensation comprises variable remuneration based on performance in the previous financial year, which was allocated in the current year but will only be paid out or become available in subsequent years. The allocation may take the form of cash, shares, fund units or other financial instruments, or entitlements to such financial instruments. The value refers to the date of allocation. The effective value after the vesting period is not recorded.

## WEEKLY WORKING HOURS

How many hours per week is the person's agreed target working time?

## EMPLOYEE CODE – *OPTIONAL*

Here you can enter, for example, the personnel number or another employee code. These entries can serve as a reference and are not included in the calculation runs for the results.

## COMMENT – *OPTIONAL*

Here you can enter a message for the swissICT team, such as explanations for confirmed warnings.

# OVERVIEW OF ANNUAL SALARIES

Base annual salary	Annual target bonus / bonus previous year	Deferred compensation
Basic wage	Bonus (paid out & target bonus)	Shareholdings
Year-end bonuses, 13th monthly salary	Commissions (paid out & target)	Fund units
Regular bonuses	Irregular profit sharing	Entitlements
Regular long-service awards	-	Delayed cash payout
Regular age-related bonuses	-	Other financial instruments
Regular functional allowances	-	-
Regular local and cost-of-living allowances	-	-
Regular market allowances	-	-
Other remuneration not collected		
Training and further education	General and half-fare travelcards	Shift allowances
Car leasing	Individual expenses	Attendance fees
Occupational expenses	Night and public holiday surcharges	Sports and wellness contributions
Seniority and other gifts	Flat-rate expenses	Overtime compensation
Family and child allowances	On-call allowances	Loyalty bonuses
Holiday allowances	REKA / WIR checks	Benefits



# OVERVIEW OF ROLE FAMILIES

## PLANNING (PLAN)

Overall Management	
ICT architect	ICT quality manager
ICT controller	ICT security officer
ICT consultant	ICT sourcing manager

## DEVELOPMENT (BUILD)

Overall Management	
Application developer	ICT test engineer
Data scientist	ICT test manager
Database specialist	Network specialist
ICT requirements engineer	Software engineer
ICT security specialist	User experience architect
ICT systems engineer	Business information specialist

## OPERATION (RUN)

Overall Management	
Application manager	ICT service manager
Database administrator	ICT supporter
ICT change manager	ICT system administrator
ICT helpdesk staff	ICT system controller
ICT operator	ICT systems specialist
ICT production planner	ICT technician
ICT security operations manager	Network administrator

## PROJECT MANAGEMENT AND PROJECT ORIENTATION (PM)

Overall Management	
Project management officer	Program manager
Project head	

## ORGANIZATION AND BUSINESS MANAGEMENT (ORG)

Overall Management	
Business analyst	Organizational manager
Process manager	Business organizer

## METHODOLOGY-RELATED OCCUPATIONS (AGILE)

DevOps engineer	Release train engineer (RTE)
Product owner	Product manager
Scrum master	



# OVERVIEW OF LEVELS

Excluding agile role profiles

Criteria	S1 Junior	S2 Professional	S3 Senior	S4 Expert	S5 Senior Expert
<b>Experience in the field</b>	< 3 years experience	> 3 years experience	> 5 years experience	> 8 years experience	> 8 years experience
<b>Knowledge in the field</b>	Beginner's knowledge	Good knowledge	In-depth knowledge	Comprehensive knowledge	Reputation as an expert, Neveau university lecturer
<b>Knowledge of neighboring areas</b>	-	Beginner's knowledge	Good knowledge	In-depth knowledge	In-depth knowledge
<b>Self-employment and coaching</b>	Requires professional support	Obtains support if needed	Able to guide experienced people	Able to lead teams of specialists	Able to lead teams of specialists
<b>Complexity of the activity</b>	-	-	Conception, consulting, solving challenging problems	Conception, consulting, solving complex problems	Conception, consulting, solving very complex problems
<b>Classification as a manager in a larger company</b>	-	-	Can be classified as an executive	Can be an executive / director, can lead a small team	Can be an executive / director, can lead a small team

Criteria		M1 Lower Management	M2 Middle Management	M3 Higher Management	M4 Upper Management
<b>Personnel management</b>	-	Only directly	Directly and indirectly, usually leads staff with M1 qualifications	through two management levels, usually leads staff with M2 qualifications	through several management levels, usually manages staff with M3 qualifications
<b>Number of employees</b>	-	up to 10	11 to 30	31 to 100	over 100
<b>Management/Partner ICT company with &lt; 30 employees</b>	-	-	-	Member of the Executive Board, Company partners	-
<b>Possible role</b>	-	E.g. Team leader	E.g. Head of department	E.g. Head of department/division	E.g. Division manager

## LEVELS FOR SPECIALISTS WITHOUT MANAGEMENT RESPONSIBILITIES

- S1 Junior
- S2 Professional
- S3 Senior
- S4 Expert
- S5 Senior Expert

## LEVEL FOR SPECIALISTS WITH PERSONNEL MANAGEMENT RESPONSIBILITIES

- M1 Lower management
- M2 Middle management
- M3 Senior management
- M4 Senior management

> For a more detailed description of the levels, please see the following pages.

> Link to the overview and further description: [rollen-der-ict.ch](https://rollen-der-ict.ch)

# OVERVIEW OF LEVELS

## «ICT ROLES» AGILE SERVANT LEADERS

### Overview of levels



- Depending on the role, only S- or M-levels are used.
- S-levels: **A DevOps engineer** does not act as a servant leader. As of 2022, only S1 to S5 will therefore be used. DevOps team leaders are shown as overall lead build or application developers M1 to M4.
- M-levels: All other agile roles are servant leaders. From 2022, two levels M1/M2 or M2/M3 will be used per role.

	M1 Lower Management	M2 Middle Management	M3 Higher Management	M4 Upper Management
<b>Scrum Master</b> Number of teams Experience	Only responsible for 1 team < 3 years experience	Responsible for 1 – 3 teams > 3 years experience	–	–
<b>Product Owner</b> Number of products Experience	Only responsible for 1 product < 3 years of experience	for 1 or more products responsible, > 3 years of experience	–	–
<b>Release Train Engineer</b> ART size / number of employees Experience	–	ART / Value Stream up to about 80 employees, < 3 years experience	ART / Value Stream over 80 employees, > 3 years experience	–
<b>Product Manager</b> Number of product groups ART size / number of employees Stakeholder communication	–	responsible for 1 product group; ART / Value Stream up to about 80 employees; Average communication requirements	responsible for 1 or more product groups, ART / Value Stream over 80 employees, High commu- nication requirements	–

#### Importance ART and Value Stream:

Agile Release Train (ART): 1 ART includes up to 7 scrum teams (usually 3 – 7 teams); see [scaledagileframework.com/agile-release-train](https://scaledagileframework.com/agile-release-train): Virtual organization usually with 50 – 125 people

Value Stream: 1 Value stream includes up to 4 ARTs (usually 3 – 4 ARTs); see [scaledagileframework.com/value-streams](https://scaledagileframework.com/value-streams)



# OVERVIEW OF SYNONYMS

You can find further synonyms at [rollen-der-ict.ch](http://rollen-der-ict.ch)

ROLE/SALARY DATA

Synonym	'Roles in ICT' role designations	No.
<b>A</b>		
Application Engineer	Applications Developer	35
Applications Integrator	Application Developer	35
Application Support Specialist	Application Manager	28
Application Manager	Applications Manager	28
Workstation Technician	ICT Technician	62
Work Planner	ICT Production Planner	51
Availability Manager	ICT Service Manager	94
<b>B</b>		
Back-end Developer	Application Developer	35
Business organiser	Business organiser	97
BPM Consultant	Process Manager	96
Business Engineer	Organisational Manager	98
Business Process Engineer	Process Manager	96
Business Architect	Organisational Manager	98
Business Intelligence (BI) Developer	Data Scientist	36
<b>C</b>		
Chief Information Officer (CIO)	Overall management: ICT or ICT and Organisation	09
Chief Information Security Officer (CISO)	Overall management: planning, coordination and consultancy	02
Chief Innovation Officer (CINO)	Overall management: planning, steering and consulting	02
Chief Technology Officer (CTO)	Overall management: planning, coordination and consultancy	02
Cloud Engineer	ICT Systems Engineer	65
Cloud Architect	ICT Architect	46
Configuration Coordinator	ICT Change Manager	69
Connectivity Engineer	Network Specialist	37
CX Specialist	User Experience Architect	25
Cybersecurity Specialist	ICT Security Specialist	20
<b>D</b>		
Data Quality Manager	ICT Quality Manager	44
Data Warehouse Developer (DWH)	Data Scientist	36
Data Analyst	Data Scientist	36
Data Architect	ICT Architect	46
Database Architect	Database Specialist	12
Database Developer	Database Specialist	12
Database Manager	Database Specialist	12
Data Communications Specialist	Network Specialist	37
Data Modeller	Database Specialist	12
Database Administrator (DBA)	Database Administrator	77

Synonym	'ICT roles' – role titles	No.
<b>E / F / G</b>		
IT Controller	ICT Controller	22
Embedded Software Engineer	Software Engineer	90
First-level support technician	ICT Helpdesk Staff	41
Front-end developer	Application Developer	35
Full-stack developer	Application Developer	35
Business Process Manager	Process Manager	96
<b>I / J</b>		
ICT Procurement Specialist	ICT Sourcing Manager	48
ICT Security Engineer	ICT Security Specialist	20
ICT Security Expert	ICT Security Specialist	20
ICT Security Incident Manager	ICT Security Operations Manager	21
ICT Security Manager	ICT Security Operations Manager	21
ICT Solution Engineer	Business IT Specialist	26
ICT Systems Engineer	ICT Systems Engineer	65
ICT System Operations Engineer	ICT System Administrator	78
ICT Account Manager	ICT Consultant	54
ICT Requirements Engineer	ICT Requirements Engineer	67
ICT Procurement Manager	ICT Sourcing Manager	48
ICT Consultant	ICT Consultant	54
ICT Buyer	ICT Sourcing Manager	48
ICT Field Support Specialist	ICT Support Officer	73
ICT Infrastructure Specialist	ICT Systems Specialist	14
ICT Configuration Manager	ICT Change Manager	69
ICT Customer Advisor	ICT Consultant	54
ICT Manager	Overall management: ICT or ICT and Organisation	09
ICT Licence Manager	ICT Sourcing Manager	48
ICT Solutions Architect	ICT Architect	46
ICT Network Technician	Network Specialist	37
ICT On-site Support Specialist	ICT Support Specialist	73
ICT Outsourcing Manager	ICT Sourcing Manager	48
ICT Platform Engineer	ICT Systems Engineer	65
ICT Release Manager	ICT Change Manager	69
ICT Security Architect	ICT Architect	46
ICT Security Architect	ICT Security Officer	19
ICT Security Operations Analyst	ICT Security Operations Manager	21
ICT Service Desk Assistant	ICT Helpdesk Assistant	41
ICT Security Expert	ICT Security Specialist	20
ICT Security Engineer	ICT Security Specialist	20
ICT Security Manager	ICT Security Officer	19
ICT Software Architect	ICT Architect	46
ICT Solution Architect	ICT Architect	46
ICT Solutions Engineer	Business IT Specialist	26
ICT Systems Analyst	ICT Requirements Engineer	67
ICT Systems Analyst	ICT Requirements Engineer	67
ICT Systems Architect	ICT Architect	46
ICT System Integrator	ICT Systems Engineer	65
ICT Transformation Manager	ICT Change Manager	69
ICT Sales Consultant	ICT Consultant	54

Identity and Access Management (IAM) Specialist	ICT Security Specialist	20
IT Consultant	ICT Consultant	54
Information Security Manager	ICT Security Officer	19
Information Architect	ICT Architect	46
Information Security Officer	ICT Security Officer	19
Interaction Designer	User Experience Architect	25
Interaction Designer	User Experience Architect	25
Job Scheduler	ICT Production Planner	51

# OVERVIEW OF SYNONYMS

Further synonyms can be found at [rollen-der-ict.ch](http://rollen-der-ict.ch)

ROLE/SALARY DATA

Synonym	'Roles in ICT' role designations	No.
<b>K / L</b>		
Artificial Intelligence Specialist (AI)	Data Scientist	36
Lead Architect	ICT Architect	46
Data Centre Manager	Overall Management: Operations, Administration and Support	04
Head of Digital Transformation and ICT Management (DTI)	Overall management: Planning, management and consultancy	02
Head of Development	Overall management: Design, engineering, deployment and implementation	03
Head of IT & Telecommunications Development	Overall management: Design, Engineering, Deployment and Implementation	03
Head of ICT Operations	Overall management: Operations, administration and support	04
Head of ICT Infrastructure	Overall management: Operations, administration and support	04
Head of ICT Operations	Overall management: Operations, administration and support	04
Head of ICT Projects	Overall management: Project management	05
Head of ICT Project Management	Overall management: Project management	05
Head of ICT Project Portfolio Management	Overall management: Project management	05
Head of ICT Services	Overall management: Operations, Administration and Support	04
Head of ICT Strategy and Planning	Overall management: planning, coordination and consultancy	02
Head of ICT Business Development	Overall management: planning, coordination and consultancy	02
Head of Operations and Maintenance	Overall management: Operations, administration and support	04
Head of Organisation	Overall management: Organisation	06
Head of Organisational Consultancy	Overall Management: Organisation	06
Head of Organisational Development	Overall Management: Organisation	06
Head of Project Management	Overall management: Project Management	05
Head of Quality	Overall management: Planning, Coordination and Consultancy	02
Head of Data Centre (DC)	Overall management: operations, administration and support	04
Head of Systems Development	Overall management: design, engineering, deployment and implementation	03
Head of System Development	Overall management: design, engineering, deployment and implementation	03
Head of Testing	ICT Test Manager	49
<b>M / N</b>		
Machine Learning Engineer	Data Scientist	36
Multi-project manager	Programme Manager	47
Network Designer	Network Specialist	37
Network Support Specialist	Network Administrator	39
Network Manager	Network administrator	39
<b>O</b>		
Operations Analyst	ICT System Controller	33
Subsystem Operator	ICT Operator	64
Organisational Analyst	Business Analyst	95
Organisational Consultant	Organisational Manager	98
Organiser	Business organiser	97

Synonym	'ICT roles' – role titles	No.
<b>P</b>		
PC technician	ICT technician	62
Peripheral operator	ICT Operator	64
PMO staff member	Project Management Officer	84
Process Consultant	Process Manager	96
Programme Office Staff Member	Project Management Officer	84
Project Management Assistant	Project Management Officer	84
Project Manager	Project Leader	89
Project Portfolio Controller	Programme Manager	47
Project Portfolio Manager	Programme Manager	47
<b>Q / R</b>		
Quality and Safety Manager	ICT Quality Manager	44
Quality Representative	ICT Quality Manager	44
Quality Engineer	ICT Quality Manager	44
Quality System Manager	ICT Quality Manager	44
Research Software Engineer	Software Engineer	90
<b>S</b>		
Security Operations Analyst	ICT Security Operations Manager	21
Security Operations Engineer	ICT Security Operations Manager	21
Security Auditor	ICT Security Specialist	20
Senior Business Consultant	Organisational Manager	98
Service Level Manager	ICT Service Manager	94
Software Developer	Software Engineer	90
Standard software configurator	Business IT Specialist	26
System Operator	ICT System Controller	33
Systems Development Engineer	ICT Systems Engineer	65
<b>T</b>		
Sub-project Manager – large sub-projects	Project Manager	89
Scheduler	ICT production planner	51
Test Automation Engineer	ICT Test Engineer	58
Test Designer	ICT Test Engineer	58
Test Analyst	ICT Test Engineer	58
Tester	ICT Test Engineer	58
Test Coordinator	ICT Test Manager	49
Test Lead	ICT Test Manager	49

Synonym	'ICT roles' – role titles	No.
<b>U</b>		
UI Designer	User Experience Architect	25
Unified Communications and Collaboration Specialist (UCC)	Network Administrator	39
Enterprise Architect	ICT Architect	46
Management Consultant	Organisational manager	98
User Experience Designer	User Experience Architect	25
User Experience Engineer	User Experience Architect	25
User Experience Specialist (UX)	User Experience Architect	25
UX Consultant	User Experience Architect	25
UX Designer	User Experience Architect	25
UX Concept Designer	User Experience Architect	25
<b>W</b>		
Web Developer	Application Developer	35
Workplace technician	ICT technician	62

# WORKING WITH MIXED FUNCTIONS

In small and medium-sized enterprises, different roles are often performed by a single employee in a combined capacity. To classify such mixed roles correctly, a rough analysis of the employee's duties is required.

The following aspects are crucial for correct classification:

- The employee's **primary** activity.
- Any **specialist responsibility** that the employee holds.

The following examples illustrate the correct procedure for classification:

## EXAMPLE 1: ROLE 35-S2 APPLICATION DEVELOPER: PROFESSIONAL ASSIGN

Function/Activity	Time allocation
51-S2 ICT Production Planner	15%
62-S2 ICT Technician	20%
<b>35-S2 Application Developer</b>	<b>45%</b>
14-S1 ICT systems specialist	20%

The main activity performed is decisive for correct classification; in the above example, this is the role '35-S2 Application Developer' with an average time allocation of 45%.

## EXAMPLE 2: CLASSIFYING THE ACTIVITY OF THE ROLE 26-M1 BUSINESS IT SPECIALIST

Function/Activity	Time allocation
62-S2 ICT Technician	20%
<b>26-S2 Business IT Specialist</b>	<b>50%</b>
35-S2 Application Developer	10%
<b>Technical management</b> (including management of) 2 ICT technicians & 2 application developers	<b>20%</b>

The main activity performed and personnel management are decisive for correct classification.

In this example, the role performed is 'Business IT Specialist' with an average time allocation of 50%, and the management of 2 ICT technicians and 2 application developers (= M1 for direct management of 1-10 employees).

# USER MANUAL

# BASIC DATA

## DASHBOARD

### ON THE DASHBOARD, YOU WILL FIND:

1. Status update on your data collection
2. Information and news from swissICT
3. A personal message from swissICT for you
4. Select language

## USER DATA

In the navigation, select 'User data' > enter all details or edit & confirm

### NOTE

To complete this step and **unlock the additional input fields**, you must fill in all \* fields and save everything.

The screenshot shows the top navigation bar of the 'COMPENSATION SURVEY BY swissICT' website. The header is dark red with the logo on the left and language options 'DE | FR | EN' on the right. Below the header is a light grey navigation menu with the following items: **DASHBOARD** (underlined), REPORTS, USER DATA, COMPANY DATA, EMPLOYMENT CONDITIONS, APPRENTICE SALARIES, STARTING SALARY, SALARY DATA, and CORNELIA.AMMON@SWISSICT.CH with a dropdown arrow. The main content area is divided into two columns. The left column features a green banner for 'THE 2024 SALARY STUDY IS AVAILABLE!' with a link to the swissICT Webshop and a 'GENERAL INFORMATION' section starting with 'Good day & welcome'. The right column has a 'REPORTS' section with three buttons: 'Basic / Premium Dashboard', 'Generate Basic Custom [PDF] (∞)', and 'Generate Premium Custom [Excel+PDF] (∞)'. Below the reports is a 'CONTACT' section.

COMPENSATION SURVEY



DE | FR | EN

**DASHBOARD**

REPORTS

USER DATA

COMPANY DATA

EMPLOYMENT CONDITIONS

APPRENTICE SALARIES

STARTING SALARY

SALARY DATA

CORNELIA.AMMON@SWISSICT.CH

### THE 2024 SALARY STUDY IS AVAILABLE!

You can also use your voucher as a participant by purchasing it via the swissICT Webshop (<https://swissict.ch/shop/>). If you have any questions, please contact the Secretariat.

### GENERAL INFORMATION

Good day & welcome

### REPORTS

Basic / Premium Dashboard

Generate Basic Custom [PDF] (∞)

Generate Premium Custom [Excel+PDF] (∞)

### CONTACT

# BASIC DATA

## COMPANY DATA

- Go to 'Company details' in the navigation bar and enter or edit your company details in full
- Complete the entry by clicking '**Save and continue**'.

DASHBOARD   REPORTS   USER DATA   COMPANY DATA   EMPLOYMENT CONDITIONS   APPRENTICE SALARIES   STARTING SALARY   SALARY DATA   CORNELIA.AMMON@SWISSICT.CH ▾

### COMPANY DATA

\* mandatory fields

Company name \*

Street address \*

Location \*   Postcode \*   Canton \*  
       ▾

Sector  
 ▾

Size of company \* ?   IT size \* ?  
  

Number of full-time positions (FTE)

The company may be included in the list of participants. ?

We are an ICT host company

*Additional information on the fields*

# ICT APPRENTICE SALARIES

## APPRENTICESHIP SALARIES

Please note that ICT apprentice salaries are always to be entered as annual salaries and only apprentices with an accompanying apprenticeship are to be entered.

\* mandatory fields

Apprentice salaries available for this year \*

Yes  No

Information Technologist, Federal VET Diploma (4-Yearly)

Year 1	Year 2	Year 3	Year 4
1000 CHF/year	1100 CHF/year	1200 CHF/year	1300 CHF/year

ICT Expert, Federal VET Diploma (3-Yearly)

Year 1	Year 2	Year 3
12000 CHF/year	13000 CHF/year	14000 CHF/year

Mediamatics Technician, Federal VET Diploma (4-Yearly)

Year 1	Year 2	Year 3	Year 4
10000 CHF/year	11000 CHF/year	12000 CHF/year	13000 CHF/year

Before you can see the tab for entering apprentice salaries, you must specify under 'Company details' that you are an ICT training company. Once you have clicked 'Save', the relevant tab will appear automatically.

A more detailed description of the specialisations can be found in the instructions at the following link: [swissict.ch/salaere-der-ict-teilnahmeinformationen](https://swissict.ch/salaere-der-ict-teilnahmeinformationen)

*under company details*

# STARTING SALARIES FOR SCHOOL LEAVERS, COLLEGE GRADUATES AND UNIVERSITY GRADUATES

## STARTING SALARY

\* mandatory fields

Starting salary available for this year \*  Yes  No

COMPUTER SCIENCE APPRENTICES	BACHELOR IN COMPUTER SCIENCE	MASTER IN COMPUTER SCIENCE
Without a vocational diploma	At a university of applied sciences	At a university of applied sciences
56000 CHF/year	CHF/year	CHF/year
With vocational diploma	At a university	At a university
66000 CHF/year	CHF/year	CHF/year

Do you hire apprentices, graduates or university leavers at standardised starting salaries?

For decades, swissICT has been collecting data on the starting salaries of IT professionals with no work experience, i.e. following completion of:

- vocational apprenticeship,
- a bachelor's degree or
- a Master's degree.

**Note:** New entrants to the private sector with a PhD are not included in this survey.

If you are aware of starting salaries, please state the exact amount (whole number). Starting salaries are an important metric in the salary survey.

Please enter the starting salaries applicable to your company in the relevant section or indicate that your company does not have standardised starting salaries.

Before you can view the **tab** for entering starting salaries, you must **check your company details, adjust them if necessary, and save them**.

# RECORDING SALARY DATA – *OVERVIEW*

You have **two options** for entering salary data:

**A** using the **web form** as part of the table

**B** via **CSV import** > *recommended for ~5 or more entries*

## Participants in the 2025 Salary Survey can ...

1. Edit **last year's** retrieved data (retrieved in the previous year) directly in the web form/CSV/Excel spreadsheet.

Copying the previous year's data first displays it in the online tool and can then be exported as a CSV file.

## Everyone can ...

2. export the Excel template, fill it in/edit it, check it and

3. import it back as a **CSV file**.

**IMPORTANT:** If you have already entered or imported salary data, this will be **overwritten** when you import a CSV file.

DASHBOARD REPORTS USER DATA COMPANY DATA EMPLOYMENT CONDITIONS APPRENTICE SALARIES STARTING SALARY SALARY DATA CORNELIA.AMMON@SWISSICT.CH ▾

## SALARY DATA

COMPLETE DATA ENTRY →

All Warnings ▾

All Occupations ▾

All Expertise Levels ▾

All Statuses ▾

B  
 CSV import ↕

Download... ▾

A  
 + New record

	Comments	Status	Occupation ▾	Internal professional title ▾	Expertise level ▾	Canton ▾	Year of birth ▾	Gender ▾	Employment rate (%) ▾	Working hours per week ▾	
◀											▶

Per Page **30** 50 100 300 | Total 0

# ENTER SALARY DATA – *RECORD FORM*

Click **'+ New record'** to open the web form.

- Enter the employee's details.
- To enter further records and save the details, complete your entry by clicking **'Save'**.

To complete the entry of **all data** and submit it for review, finalise the data entry by clicking **'Complete data entry'**.

From this point onwards, you will no longer be able to edit the salary data. The swissICT office will check the data and contact you if there are any queries.

**IMPORTANT:** Do not click **'Complete data entry'** if you have to interrupt your entry; only do so once you have entered all salary data.

The screenshot shows the 'SALARY DATA' dashboard. At the top, there is a navigation bar with tabs: DASHBOARD, REPORTS, USER DATA, COMPANY DATA, EMPLOYMENT CONDITIONS, APPRENTICE SALARIES, STARTING SALARY, SALARY DATA (selected), and CORNELIA.AMMON@SWISSICT.CH. Below the navigation bar, the title 'SALARY DATA' is displayed. On the right side, there is a red button labeled 'COMPLETE DATA ENTRY' with a right-pointing arrow. Below the title, there are several filter dropdowns: 'All Warnings', 'All Occupations', 'All Expertise Levels', and 'All Statuses'. To the right of these are 'CSV import' and 'Download...' buttons. A '+ New record' button is also present. Below the filters, there is a table header with columns: Comments, Status, Occupation, Internal professional title, Expertise level, Canton, Year of birth, Gender, Employment rate (%), and Working hours per week. At the bottom, there is a pagination bar showing 'Per Page 30 50 100 300 | Total 0'.

The screenshot shows the 'NEW RECORD' form. At the top right, there is an 'Employee code' field. Below it, there are several mandatory fields marked with an asterisk: 'Occupation', 'Expertise level', 'Internal professional title', 'Canton', 'Year of birth', 'Gender', 'Employment rate', 'Working hours per week', and 'Date of entry'. The 'Employment rate' field has a percentage sign, and the 'Date of entry' field has a calendar icon. Below these are fields for 'Basic annual salary (CHF)', 'Annual target bonus (CHF)', 'Previous year base annual salary (CHF)', and 'Bonus previous year (CHF)'. There is also a 'Deferred compensation (CHF)' field. At the bottom, there are two text areas: 'Information to the company' and 'Company comment'. The form ends with 'Cancel' and 'Save' buttons.

# NEW RECORD

\* mandatory fields

Employee code 

Occupation \*

Expertise level \*

Internal professional title

Canton \*

Year of birth \*

Gender \*

Employment rate (%) \*

Working hours per week \* 

Date of entry \*

Basic annual salary (CHF) 

CHF/year

Annual target bonus (CHF)

CHF/year

Previous year base annual salary (CHF)

CHF/year

Bonus previous year (CHF)

CHF/year

Deferred compensation (CHF) 

Information to the company

Company comment 

Cancel

Save



# ENTER SALARY DATA

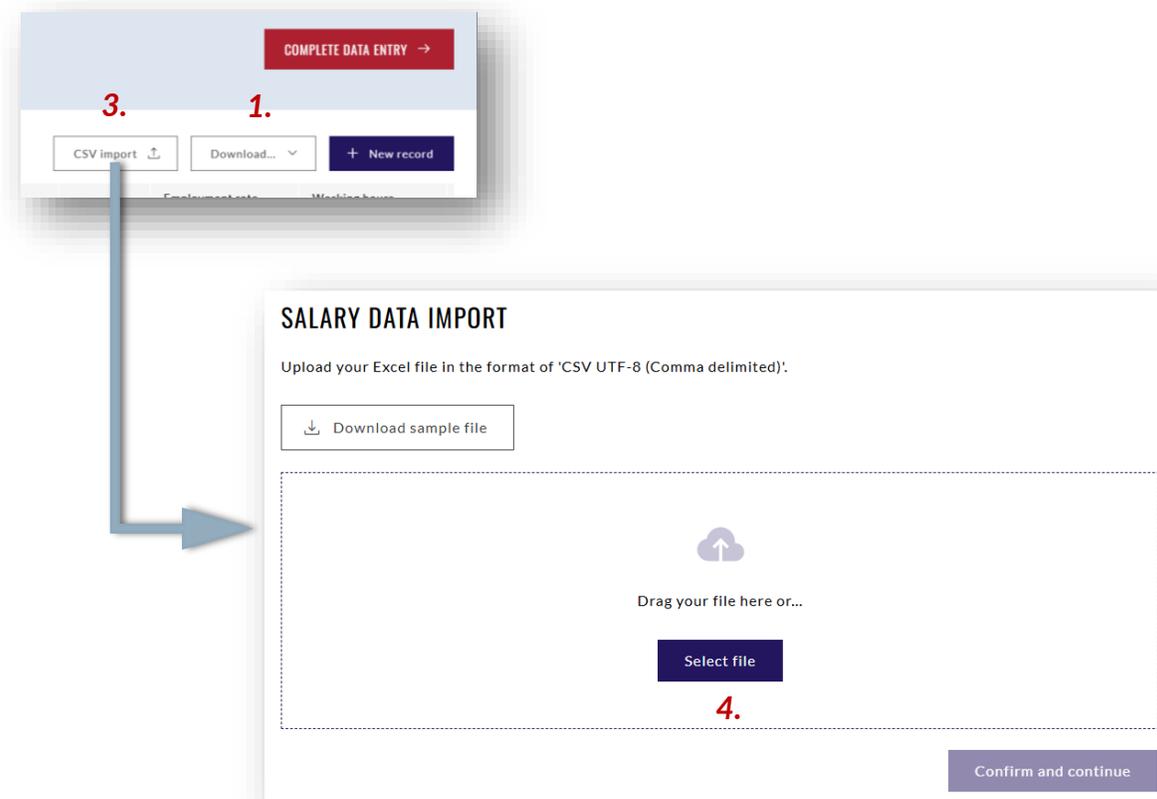
## CREATE AND UPLOAD CSV IMPORT/EXPORT

The Excel/CSV import can be used for direct data entry. You can download and edit the required **Excel template file** directly in the online tool under '**Excel Template**'. To ensure the data can be imported, the file must correspond exactly to the structure of the template file. This means that no columns may be moved or renamed, and the first data record must be on row 2.

1. Fill in the sample Excel file with your employee data and check
2. Save the file as a CSV: 'Save As' function / **File type 'CSV (comma-separated)'**
3. In the navigation menu, select '**Salary data**' and '**CSV Import**'
4. Click on '**Select file**'
5. Select the relevant CSV file and start the import by clicking on '**Confirm and continue**'.

The **import** may take a *few seconds or minutes*.

**NOTE:** If there are many entries, please reload the browser after approx. 15 minutes to make the data records visible.  
> The import will be confirmed by a notification (email).



# COLLECT SALARY DATA

## INSTRUCTIONS FOR SAVING AS CSV

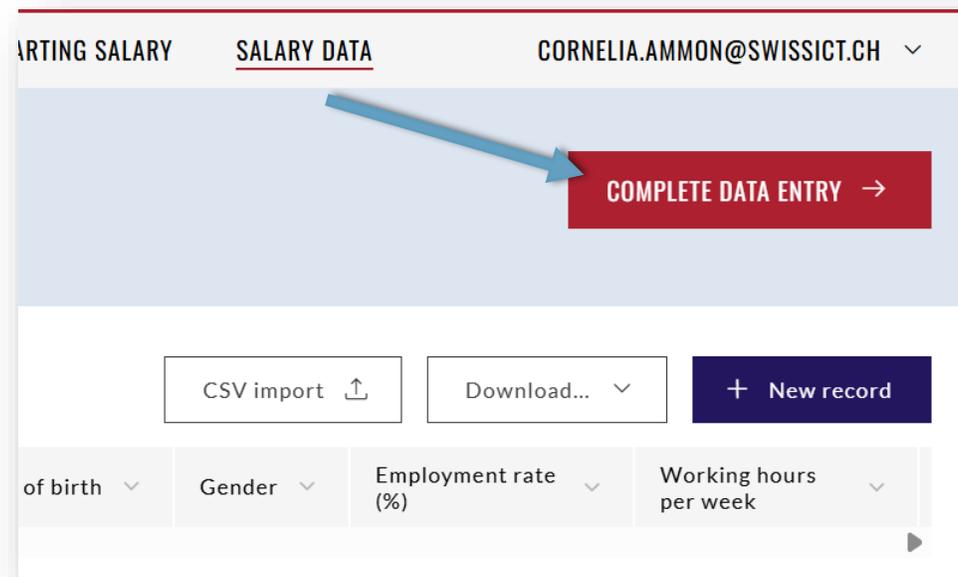
- The file type under 'Save as' is, for example, 'Tab-delimited' for text or 'UTF-8 (comma-separated)' for CSV.
- When saving as CSV, all formatting is lost.
  - Please check for apostrophes in the thousands digits and remove them if necessary
  - Check that all numbers are in the correct column and completely free of formatting
- Only one worksheet can be saved per CSV file. This also corresponds to the upload format and is therefore correct.

Once you have imported the data and addressed all 'warnings', complete the data entry by clicking 'Data entry complete'.

From now on, you will no longer be able to edit the salary data.

The swissICT office will check the data and contact you if there are any queries.

**IMPORTANT:** Do not click 'Complete *data* entry' if you need to pause your entry; only do so once you have entered all salary data and no further changes are required.



# IMPORT ERROR – INITIAL CHECK

## IMPORT CSV FILE

After the import file has been read and subjected to an initial automatic check, you will be notified of any unusual values or errors in the data records.

The incorrect values in a row are highlighted in the relevant dialogue box.

**In the event of import errors, the correction must be made in the CSV file and a new import initiated.** Otherwise, the data will not be imported in its entirety.

All previous data is overwritten with every import.

**SEE EXAMPLE WARNING >>>**

## SALARY DATA IMPORT

An error occurred during the import of your file.

For your salary entries to be imported, the file must correspond exactly to the sample file.

### IMPORTANT

- It must be a CSV file (CSV separator)
- No columns must be moved
- The first record must be on line 2
- All salary figures must contain no comma
- All salary figures may include no centimes (whole figures only)

 Upload new file

 Download sample file

### ERREUR D'IMPORTATION À LA LIGNE 2

- Rémunération différée (CHF) : La valeur indiquée pour 'Rémunération différée' correspond au 'salaire ar

### ERREUR D'IMPORTATION À LA LIGNE 3

- Heures de travail par semaine doit être plus grand ou égal à 34.0
- Rémunération différée (CHF) : La valeur indiquée pour 'Rémunération différée' correspond au 'salaire ar

### ERREUR D'IMPORTATION À LA LIGNE 6

- Rémunération différée (CHF) : La valeur indiquée pour 'Rémunération différée' correspond au 'salaire ar

### ERREUR D'IMPORTATION À LA LIGNE 7

- Rémunération différée (CHF) : La valeur indiquée pour 'Rémunération différée' correspond au 'salaire ar

### ERREUR D'IMPORTATION À LA LIGNE 8

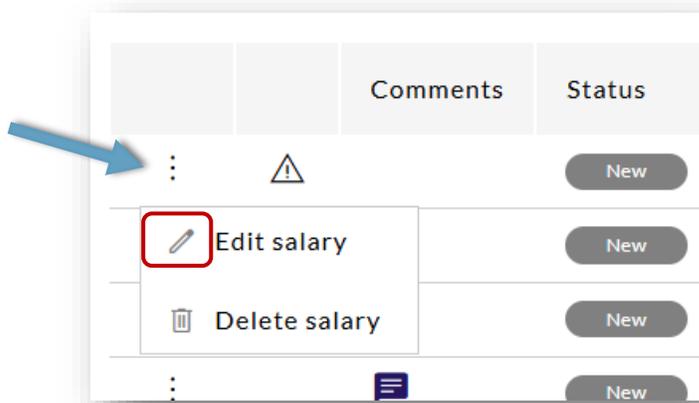
# SECOND CHECK & CORRECTION OPTIONS

## SALARY DATA CHECK (WARNINGS)

Values such as 'Basic Annual Income', 'Total Cash' and a few others are **automatically** checked for plausibility.

If the values differ in the comparison, the tool issues warnings (per entry). The relevant rows are marked with a tool icon. Click on the tool to view the warning and edit it if necessary. The pencil icon allows you to make adjustments directly.

> *You can find more detailed information on editing warnings [on the next page](#)*



## PLEASE CHECK AND EDIT **ALL WARNINGS**



- Is the level correct?
- Have you extrapolated the basic annual salary of part-time employees to a full-time equivalent?
- Have you extrapolated the figures for employees who joined during the year to a full calendar year?
- ...

This will help quality control avoid any potential queries. Follow the process outlined below for editing.

Once you have imported the data and processed the 'warnings', complete the data entry by clicking '**Complete data entry**'. From this point onwards, you will no longer be able to edit the salary data. The swissICT office will check the data and contact you if there are any queries.

>> **Without this, the data will not be forwarded to swissICT and will not be considered submitted (no participation in the salary survey)!**

# SECOND CHECK / WARNINGS & CORRECTION OPTIONS

You have two options for correcting entered values:

## FIRSTLY > VIA THE PENCIL ICON

This allows you to make your corrections and feedback directly.

- Read the **information texts** (in salmon pink) and 'Save' once you have made all the necessary adjustments (2).
- Alternatively, you can use 'Confirm' to declare the content as verified and clear the warning.

## EDIT SALARY

\* mandatory fields

Employee code 

Occupation \*

Expertise level \*

Internal professional title

Working hours per 

Date of contract 

 **1 WARNINGS** 

- The previous year base annual salary is higher than the current base annual salary. Is this input correct?



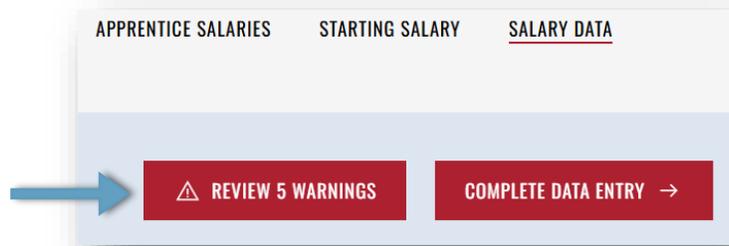


# SECOND CHECK / WARNINGS & CORRECTION OPTIONS

## SECONDLY

1. Click on **'Check X warnings'**
2. Warnings can always be edited **individually** and, in certain cases, in **groups**.
3. All warnings open one below the other. Each relates to the details above it and can be corrected directly via **'Edit data'**.

A data record marked as **'Confirmed'** disappears immediately upon saving. However, it can be viewed again in the list view.



If you have imported the data via a CSV file, you can also correct the data in the Excel file and import a new CSV file. This will overwrite all the old data.

### WARNINGS

5 Entries with warnings

**GROUPED** **INDIVIDUAL**

Comments	Status	Occupation	Internal professional title	Expertise level	Canton	Year of birth	Gender	Employment rate (%)	Working hours per week	Date of entry	Basic annual salary (CHF)	Ar ta bc (C
	New	2 - Overall management: planning, managing and consulting	Test Job	M3 - Höheres Management	ZH	1960	Male	100	40.0	1995-11-01	173810	
<div style="display: flex; justify-content: space-between; align-items: center;"> <span>Edit data</span> <span>• The previous year base annual salary is higher than the current base annual salary. Is this input correct?</span> <span>Confirm ✓</span> </div>												
	New	2 - Overall management: planning, managing and	Test Job	M3 - Höheres Management	ZH	1965	Male	100	40.0	2012-04-01	180000	

# COMPLETE DATA COLLECTION

Once you have dealt with **all the warnings** and do not wish to carry out any further work, you can finalise the data entry. Complete the data entry by clicking the red **'Finalise data entry'** button and confirming the message that appears.



## FULL-TIME POSITIONS

Once the 'Complete **data** entry' button has been pressed, the specified percentage of full-time equivalents is automatically checked. If there is a discrepancy with the **'IT department size'**, a corresponding window will appear (see example image).

Please note that **'IT size'** should reflect the number of FTEs (full-time equivalents) in your IT department, excluding temporary staff, apprentices and administrative staff, and does not correspond to the total number of employees.

If necessary, correct the details (under Company Data) and provide a reason via the checkboxes, should this be required.

## DATA COLLECTION

The number for "IT size" and the number of full-time positions do not agree.  
The IT size should reflect the total number of full-time positions in your IT department, excluding temporary assistants and apprentices  
Please check the entries again

Number of full-time positions (FTE)

6.2

IT size \*

19

The information "IT size" is correct because, ...

- Not all posts are filled.
- I couldn't match all positions to the job profiles.
- Other reason

PLEASE CORRECT THE ABOVE ERRORS AND TRY AGAIN

Confirm and continue



# COMPLETE DATA ENTRY

Final button to submit the data

## DATA COLLECTION

Subscribe to the swissICT newsletter (published every 2 weeks)

You hereby confirm that you have carefully processed all warnings and that you have completed the data collection for the year 2026.

From this point onwards, you will no longer be able to edit the salary data. The swissICT office will check the data and contact you if they have any queries.

Without this, the data will not be forwarded to swissICT and will not be considered submitted (no participation in the salary survey).

## SALARY DATA

Status after successfully completing the entries.

All Warnings		All Occupations	
Comments	Status	Occupation	
	Check swissICT	2 - Overall m	
	Check swissICT	2 - Overall m	
	Check swissICT	20 - ICT Secu	

swissict.ch | ICT Salary Survey

## YOUR CHF 275 VOUCHER FOR ALL 2026 SALARY SURVEY PRODUCTS

As a participant in the salary survey, you will receive a voucher code worth CHF 275 for all 2026 salary survey products.

You will receive the code upon launch **at the end of August 2026.**



# CHECKING & ADJUSTING THE DATA > *IN THE ONLINE TOOL*

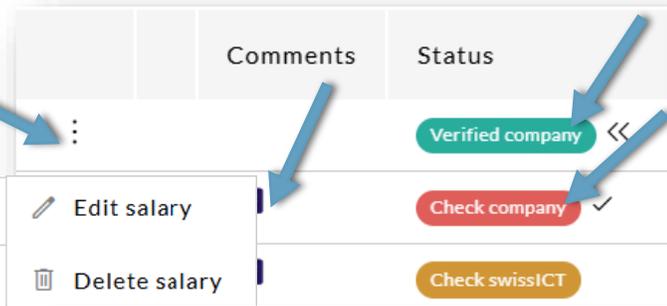
Once you have submitted your data, both you and we will receive a confirmation email. Your data will then be checked over the coming days or weeks. If we have any queries, we will contact you by email or telephone.

To follow up on any queries, you will find the selected data under the **'Salary data'** tab. There, you can edit all the data for the entries again.

1. Please read the notes regarding your entries under 'Comments' by clicking on the message icons.
  - a) Please carry out the checks as thoroughly as possible.
  - b) If necessary, refer to the 'ICT Roles' guidelines regarding the allocation of job profiles and levels.
2. Make any necessary changes by opening the field above the **pencil icon**.
3. If you are unable or unwilling to make a change in accordance with the instructions, please explain why.
4. **FINALLY AND VERY IMPORTANT:** Tick the **box** next to **'According to company IO'** and 'Save' everything.
5. **REPEAT** this process until everything has been changed from the status **'Check company'** to **'Verified company'**.

# TESTING & READJUSTMENT OF THE DATA

## IN THE ONLINE TOOL



All entries with the red status 'Check company' also have the tick symbol (green border).

By clicking on the symbol, you can change the status to 'verified company'. Conversely, you can undo this using the back symbol.

>>> **Despite these simplifications, we ask you to review all queries in detail, as the feedback often contains valuable information for you.**  
**THANK YOU 😊**

### EDIT SALARY

\* mandatory fields

Employee code <sup>?</sup>

Occupation \*

Expertise level \*

Internal professional title

Canton \*

Year of birth \*

Gender \*

Employment rate (%) \*

Working hours per week \*

Date of entry \*

Basic annual salary (CHF) <sup>?</sup>  CHF/year

Annual target bonus (CHF)  CHF/year

Previous year base annual salary (CHF)  CHF/year

Bonus previous year (CHF)  CHF/year

Deferred compensation (CHF) <sup>?</sup>

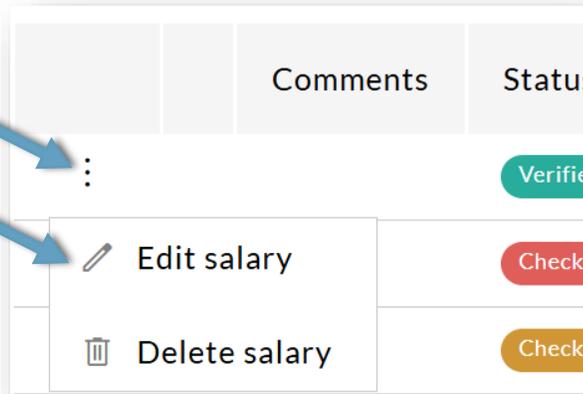
Information to the company

Company comment <sup>?</sup>

# FURTHER INFORMATION

## DELETE SALARY ENTRY

- Click on **the three dots** to the left of the entry
- and then on 'Clear salary'.



## FILTER

- Under '**Enter salary** data', you will find the following filter options, which allow you to filter the data whilst editing:
  - Warnings (*with or without warnings*)
  - Role
  - Level
  - Status (*checked, still to be checked*)



## SORT

- You can sort all the blue table headers using the arrows.
- In combination with the filters, you have several options for editing.

# THANK YOU VERY MUCH FOR YOUR ATTENTION & TAKING PART IN THE 2026 SALARY SURVEY

IF YOU HAVE ANY FURTHER QUESTIONS, PLEASE DO NOT HESITATE TO CONTACT CORNELIA  
AMMON (PRODUCT MANAGER)

AND THE ENTIRE SWISSICT TEAM ARE HAPPY TO ASSIST YOU.

SWISSICT

VULKANSTRASSE 120, 8048 ZURICH

TEL. 043 336 40 29 | SALAERSTUDIE@SWISSICT.CH

