

**Career. Life. And you.**  
Helsana as an employer

**Helsana**  
Committed to life.

# Facts

**120 years**  
of experience

**> 2 million**  
customers

**3,300+**  
employees

**80+**  
apprentices

**47**  
nationalities

**34 %**  
part-time staff

**62 %**  
women



When Stefanie talks about her last concert, you can really feel how much it means to her. She has been playing the French horn since childhood. And she's been working at Helsana as a controller since 2018. Stefanie is one of the four people who tell us a little about themselves in this brochure. And she is one of over 3,000 employees who achieve a successful work-life balance.

At Helsana, the terms “career” and “life” are not diametrically opposed. Rather, the two go hand in hand: our employees love what they do and do what they love. We firmly believe that professional commitment is only healthy if it fits in with your personal life. In other words, when your career plans and our corporate objectives, your personal needs and the general conditions in the workplace are in harmony.

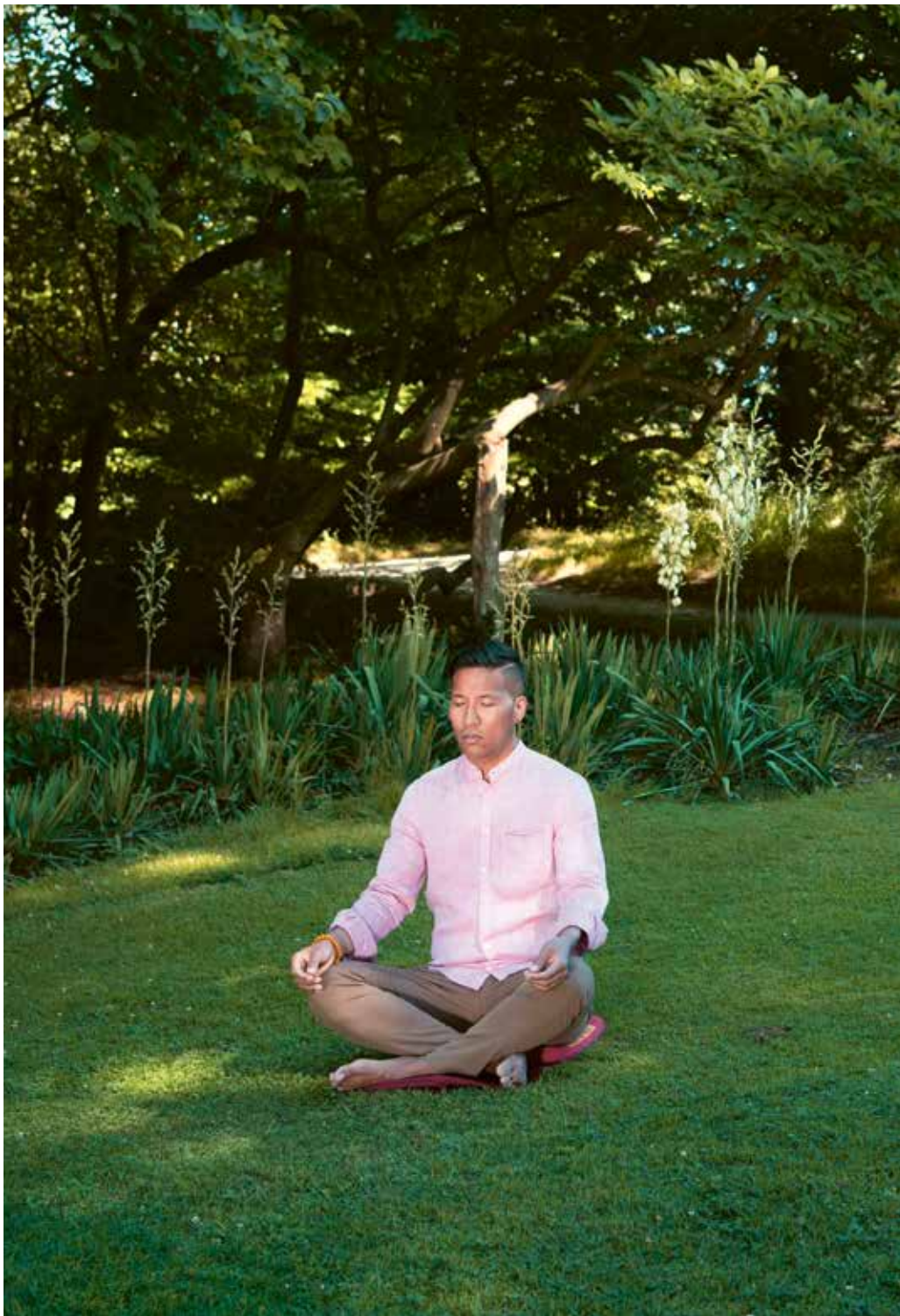
Have fun reading!

A handwritten signature in black ink, appearing to read 'Beat Hunziker'.

Beat Hunziker  
Head of Human Resources

A handwritten signature in black ink, appearing to read 'Daniel H. Schmutz'.

Daniel H. Schmutz  
CEO



“As a developer, I have to approach tasks objectively and dive my mind into new projects. To come up with new software solutions, it is important to question existing ways of thinking. This is something that I teach my colleagues as an agile coach and a meditation coach.”

Thanam Pangri,  
Software Developer in Dübendorf-Stettbach

**Did you know?**

We give our employees lots of freedom to arrange their working life and tasks around their personal circumstances. For example:

- The option of working part-time
- The option of working from home
- Flexible working hours based on a 40-hour week
- At least 27 days' holiday (with the option to buy up to 10 days' additional leave)
- Full days off on 24 and 31 December as well as on 1 May





“I love spending time with my friends. At Helsana togetherness is also important. You could say I’ve grown up here. I started out as an apprentice and have since worked as an assistant, a customer advisor, a deputy team leader and an apprenticeship supervisor. I now share my knowledge and experience with our new employees as a trainer.”

Gülistan Cöçelli-Mete,  
Trainer in Lausanne

#### **Did you know?**

We are also committed to making a contribution outside of Helsana – such as during various volunteer assignments with our two partners, the Swiss Red Cross and the Theodora Foundation, or on environmental and nature projects. Each employee is given up to eight hours of paid leave per year for this purpose. It’s the perfect opportunity to get to know employees from other departments.

# Our salary model



## Fixed base salary

- + 13th-month salary
- + variable remuneration
- + attractive fringe benefits

## The salary model for Insurance Consultants is structured as follows:

### Fixed basic salary

- + new business commission
- + brokerage fees
- + commission bonus
- + expenses
- + attractive fringe benefits

# Our attractive fringe benefits



## Staff insurance benefits

- Basic insurance KVG: 50% for employees, 30% for dependents
- Supplementary insurance VVG: 30-50% for employees and dependents



## Care allowances for children

CHF 100 per month per child up to the age of 7



## Reka-Card

CHF 1,000 with 20% discount per calendar year



## Fleet discount

on a variety of car makes



## Discounts on gym membership

in the regions served by the five locations



## Reduced mortgage rates

with UBS, ZKB or Raiffeisen St. Gallen



## Continued salary payment

in case of absence due to an illness or accident: 1st to 90th day: 100%, from 91st day: 90%

“My job gives me exciting insights into a wide range of activities within the company. I work in financial controlling and love number-crunching. And after all that maths, playing the French horn is a great way to switch off again. I get so much from music. My orchestra is similar to Helsana, in the sense that team spirit is everything.”

Stefanie Hauser,  
Controller in Dübendorf-Stettbach

#### Did you know?

We support the development of our employees with various offers, including coaching programmes and numerous internal professional and leadership training sessions. We also have specialists in team development and change processes, who professionally monitor changes within the company.



“I’ve been doing martial arts regularly for years.

Thanks to the flexible working hours here, I can occasionally shut down my computer early and hit the gym, so I still have some time left to relax in the evening. Health is an issue that affects us all. And our industry is constantly evolving. It’s great that I can also make a contribution towards it as an apprentice.”

Aaron Ramón Estanque,  
Commercial Apprentice in Worblaufen (Bern)



**Did you know?**

As a health and accident insurer, we are also committed to the health of our own employees. We advise them on the topics of exercise, nutrition and relaxation and help them to increase their health literacy. In the staff restaurants, all employees get to enjoy healthy and balanced meals. And they can also keep fit in the Helsana Health Club at head office in Dübendorf.

The fact that Helsana is an attractive and progressive employer is confirmed every year by independent testing institutes and our employees. Their opinion is very important to us and provides us with an incentive to keep our promises in the future.

## Awarded top marks



### Family AND Career

The specialist department UND awards the “Family AND Career” label to companies that successfully implement measures that help employees balance work, family and private life and ensure equality between men and women.



### Friendly Work Space

The quality seal of Health Promotion Switzerland confirms that Helsana considers occupational health management to be part of business management and implements it successfully.



### Best Recruiter

The annual study scrutinises the recruiting quality of the top employers in German-speaking regions of Europe. The study puts Helsana in the top five companies in the health insurance industry.



### Employee survey

We are delighted at the consistently high satisfaction levels which emerge from the annual employee survey. And we take up the valuable pointers from our employees to make further improvements.



# Would you like to become part of Helsana?

**We would be happy to help.**

Simply contact us by e-mail or visit  
our website for additional information.

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The Helsana Group comprises Helsana Insurance Company Ltd,  
Helsana Supplementary Insurances Ltd, Helsana Accidents Ltd and  
Progrès Insurance Company Ltd.