

Fringe Benefits Catalogue TU Wien

Individual
fringe benefits
for TU Wien employees



TECHNISCHE
UNIVERSITÄT
WIEN



Financial benefits

Pension Fund **)

The Pension Fund is an instrument of employee retirement insurance offering the possibility of receiving an additional pension to supplement the statutory public pension. Additional pensions form pension funds constitute the second pillar of retirement income. They are an important supplement to the statutory pension.

Information: Human Resources Administration

Grants for outside education courses *)

TU Wien under certain conditions supports its employees in the framework of career development - including with specific continuing education measures conducted by outside providers. These development goals are defined in the annually held employee interviews.

Information: HR Development and Health

Benefits in kind

Special conditions with various companies

Some companies (travel agencies, apothecaries, etc.) offer TU Wien employees products and services at reduced rates.

Information: Human Resources Administration, Works Council

Subsidised parking spaces

Employees have the opportunity of renting a parking space on special terms,

Information: Building Engineering (GUT)

Discount in the university cafeteria

Employees have the opportunity of dining in the university cafeteria at reduced rates.

Information: TU Cafeteria

Inhouse continuing education and training programmes

Inhouse career development programmes for specific target groups are directed at all employees and cover diversified curriculum fields.

Information: HR Development and Health

Customised human resources development measures

Individual measures for assistance and specialised support in the form of mediation through to team seminars and demand-oriented initiatives are designed by Human Resources Development.

Information: HR Development and Health

University Library Services

No annual fee and automatic renewal of the library card as long as employment with TU Wien is maintained.

Information: University Library Services

Benefits for employees in key positions

Company mobile phone, laptop, official travel, telecommuting are offered to all employees in key positions. Depending on the job function and the employer's needs in coordination with the supervisor and the team.

Information: Vice - Rectorate for Human Resources and Gender

Continuing education for executives

TU Wien offers a curriculum, „My Responsibility as an Executive“, in order to provide you with the best possible support as an executive. The basis lies in imparting legal and economic „hard facts“ necessary for managing a department or division.

Information: HR Development and Health

Trainees

TU Wien lays great stress on the quality of training. Occupationally targeted trainers are provided to tutor trainees. Trainee awards are also given out annually.

Information: Vice- Rectorate for Human Resources and Gender

TU Wien internal employment market

The internal platform that informs TU Wien employees exclusively about current vacancy announcements.

Information: Vice- Rectorate for Human Resources and Gender

Inclusiveness

TU Wien not only appreciates human diversity but affirms diversity in society and sees it as a resource. Workshops relating to its various dimensions are offered in the form of diversity workshops.

*Information: HR Development and Health,
Diversity Management*

Work-life balance

Childcare

TU Kids & Care organises flexible childcare in the right place and at the right time, and in that way offers a flexible solution as an additional benefit on top of other benefits already in place at TU Wien (kindergarten, pre-kindergarten nursery, parent-child room, etc.)

*Information: HR Development and Health,
TU Kids & Care*

Vacation care

In order to make care possible for parents during school and kindergarten vacations, TU Kids & Care organises vacation programmes for children between the ages of 6 and 14.

*Information: HR Development and Health,
TU Kids & Care*

Web-based information platform- Roadmap

A web-based information platform on the subjects of sabbatical and parental leave management, especially for parenting leave, maternity leave to parental part-time and re-integration as well as on the subject of care-provider leave.

Information: HR Development and Health,
TU Kids & Care

Handicap- accessible jobs

TU Wien professes the equality of people with handicaps and/or chronic illness and creates framework conditions for equal participation of handicapped persons in all academic, research and administrative operations.

Information: Confidential handicapped counsellor Gerhard Neustätter

Flexibility in working hours

In consideration of private interests and obligations TU Wien offers flexible working hour models. The focus of such models (e.g. flex-time, education leave, etc.) is based on personal responsibility and discretionary freedom within certain limits, without endangering operational demands.

Information: Vice- Rectorate for Human Resources and Gender,
Labour Relations

Re-integration part-time

TU Wien promotes re-integration into the work process after a protracted illness in the form of re-integration part-time.

Information: Vice- Rectorate for Human Resources and Gender,
Labour Relations

Four additional days of leave

TU Wien grants, in addition to public holidays and the statutorily mandated holiday leave, an additional four free days (Good Friday, 24 and 31 December, All souls on 2 November)

Information: Works Council

Lunch break arrangements

TU Wien supports the lunch break (30 minutes) and this may be counted in as working time.

Information: Vice- Rectorate for Human Resources and Gender,
Labour Relations

Staff outing

Once a year employees are invited to a one-day staff outing.

Information: Works Council, Human Resources Administration

Events

GetTUgether, Health Day, DiversityTUDay, mulled wine stand and many other things are available to TU Wien employees as networking platforms and information events. TU Wien likewise supports social projects such as the „Red Noses Run“ - joining forces for a good cause.

Information: HR Development and Health

University Health Promotion

Health promotion

The programme ranges from various preventive (e.g. check-ups) and medical services (e.g. vaccinations) to psychological ones.

Information: HR Development and Health

Sports programmes

University Health Promotion means more than just medical care. TU Wien supports its employees by means of „sporting activities“ in order to stay healthy. The programmes range from cooperation with ASKÖ (Austrian Working Group for Sports and Physical Fitness) to yoga through to reduced fitness studio dues.

Information: HR Development and Health

Occupational psychology consultation appointments

TU Wien employees have the opportunity of arranging for individual occupational psychology consultation sessions, anonymously and at no cost.

*Information: HR Development and Health,
Occupational Medicine*

*) Provided financing is available

**) Employees covered by collective bargaining agreements with more than two years employment with TU Wien.