

**Vast know-how, applied Concisely, Conscientiously and Pragmatically for entrepreneurs, SMEs and private individuals!**

**What's of importance to you, in a nutshell:**

Official reference interest rate for rental relationships: unchanged at **1,25%** (3rd March 2020)  
→ **Before June 2023 no further reduction is expected (Source: ZKB.ch)**

Safe haven interest rates for advances/loans expected to remain unchanged; here, an overview of the key rates for CHF-based arrangements:

- to participants / related parties (financed out of shareholders' equity) **0.25%**
- from participants / related parties (working capital loans to operating companies) **3.00%**

The entire up-to-date Circular (in German) will be available soon at [www.estv.admin.ch](http://www.estv.admin.ch).

- **Electronic VAT reconciliation becomes the standard**

Effective immediately, VAT reconciliation has gone digital – instead of the familiar paper form that had to be filled out in the past, VAT filers will now be issued via “snail mail” a one-time access code. Going forward, the code will enable a simplified login at [www.estv.admin.ch](http://www.estv.admin.ch) when combined with a single-use TAN (transaction authentication number) sent each time in an SMS. The “MWST-Abrechnung easy” portal has been live since 1 January 2021 and makes it easy to complete the online statement, very similar to the way filers previously filled out the paper form. The VAT is calculated automatically and afterwards the form is deemed to have been officially submitted online. There is no need to send the form by post!

Still available is the “ESTV SuisseTax” portal for administering tax matters online. After one-time registration, taxpayers (or, via power of attorney, their fiduciary) can upload data, submit tax returns and even request extensions of filing deadlines.

- **Paternity leave introduced as of 1 January 2021**

Since the beginning of the new year, employees are entitled to paternity leave for offspring born in 2021. The ten days off from work must be taken within the first six months following the birth of the child and can be drawn all at once or spread over various days. During paternity leave, the father, be he an employee or self-employed, is entitled to a daily allowance from the Income Compensation Scheme (ICS) amounting to 80% of his gross income prior to the birth, but limited to CHF 196 per day. The paternity leave is to be financed by an increase in the ICS contribution rate from 0.45% to 0.5% as of 1 January 2021 for all persons subject to AHV.

- **Check-up 2021 – Duty to report job openings**

When must job vacancies be reported to the regional job placement centre (RAV)? As of 1 January 2021, a new list of reportable job types came into force. See: [www.arbeit.swiss/secoalv/en/home/menue/unternehmen/stellenmeldepflicht/tool2.html](http://www.arbeit.swiss/secoalv/en/home/menue/unternehmen/stellenmeldepflicht/tool2.html)

- **Comparing tax burden**

For some time now, it's been easy to make tax comparisons using the Federal Tax Administration's online tax calculator <https://swisstaxcalculator.estv.admin.ch/#/calculator/income-wealth-tax>. This tool calculates income tax, wealth tax, inheritance tax as well as levies on capital benefits from pension plans. With it, you can roughly figure out the tax consequences of a planned relocation or impending change in your income. However, it is by no means a substitute for detailed tax planning.

- **Check out wage equality in the workplace**

Companies with more than 100 employees are required by law to conduct a wage equality analysis. With its new web tool, the federal government even enables employers with 50 or more personnel to determine whether there are any wage inequalities at their company. The employee-related data, such as years of service, age, function, salary, etc., need to be submitted in the form of an Excel spreadsheet which, together with further information about the company, will then be evaluated. In addition to the resulting analysis, you will receive further interesting gender-specific indicators as well as recommendations for action. See: <https://www.logib.admin.ch/home>

We also draw your attention to INPUT Issue #2 / 2020.

- **New source tax ordinance as of 1 January 2021**

The current unequal treatment between persons whose income is taxed at source and those who are subject to normal taxation will become a thing of the past. A new tariff structure has entered into force. What's more, source-taxed individuals can now also apply for a so-called subsequent statutory assessment (= nachträgliche ordentliche Veranlagung, NOV) if their gross annual income is below CHF 120,000. The application needs to be submitted by 31 March of the following year – for each tax year! Then, an ordinary tax return must be submitted, whereas there is the possibility to request an extension of the normal filing deadline.

For their source-based taxpayers, employers must now compile and keep current a wider array of master data. The result: more time-consuming work and the need for greater expertise and vigilance!

- **Estate planning: the “quota legacy”**

The quota legacy (Quotenvermächtnis) can be of good use in a will or inheritance contract. It grants the legatee(s) a percentage or quota claim on the estate. As a result, the given beneficiary's entitlement is not limited to a fixed amount; rather, it adjusts to the future change in value of the estate's assets. This avoids the situation in which, at the time of the testator's death, the total assets of the estate are insufficient to pay out a pre-determined fixed amount or if doing so would conflict with the claims of the heirs entitled to a statutory share of the estate. Moreover, the quota legacy can also be used to exclude “difficult” heirs from the community of heirs without financially disadvantaging any of the parties, thereby simplifying the administration and finally the estate distribution. It is essential that an expert formulates the precise wording of quota legacies. Also, a competent, recognised executor should be appointed! For smaller legacies, e.g. in favour of a godchild or for charitable purposes, the formulation “To ...(person/entity)... I bequeath CHF 10,000” is still the simple and good solution.

**YES, WE CAN!**

*Just write an email to [hello@advise.ag](mailto:hello@advise.ag) in case you would like to get the English e-version of our INPUT.*

*P.S.: We service in ENGLISH – Géstions en FRANCAIS – Gestiones en ESPAÑOL*

**Your aDVISE contacts:**

Rudolf Brauchli, Certified Fiduciary Expert

[rudolf.brauchli@advise.ag](mailto:rudolf.brauchli@advise.ag)

Nicolas Egli, Federally Certified Fiduciary

[nicolas.egli@advise.ag](mailto:nicolas.egli@advise.ag)

Regina Stark, LLM, Attorney-at-Law/Tax Advisor

[regina.stark@advise.ag](mailto:regina.stark@advise.ag)