

Staff

FINMA initiated and implemented a variety of measures on the personnel front in 2013. A competency model was introduced as an evaluation tool for the annual employee performance reviews. Talent management, talent development and succession planning have become fixed items on FINMA's management agenda.

The maximum headcount approved by the Board of Directors for 2013 was 481 full-time equivalent positions. In 2013, FINMA employed an average of 504 employees (2012: 477) across 468 full-time equivalent positions (2012: 442). Approximately 20% of staff work part-time (2012: 19%). For 2014, the Board of Directors has again approved a headcount of 481 full-time equivalent positions.

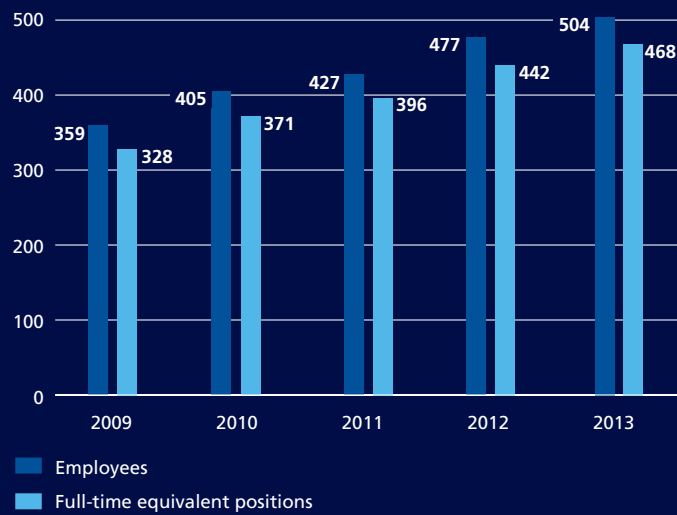
The average age of employees in 2013 was 41, the same as in 2012. Approximately 69% of staff are aged between 30 and 49 (2012: 68%), while 21% are aged 50 or over (2012: 20%), and 11% are young talents (2012: 12%). Senior management positions are held by 214 employees or 42% (2012: 188/38%). The term 'senior management' at FINMA covers all line management and specialist functions in salary bands 1 to 3. Of senior management, 75 employees or 35% have a line management function (2012: 36%), with women accounting for around 19% of line managers (2012: 18%). In 2013, women accounted for 37% of the organisation as a whole (2012: 38%).

At the end of December 2013, staff turnover (excluding retirement) was 11% (previous year: 10%). Employee retention measures, which include secondments, continuing education and developing potential, appear to be working. FINMA remains committed to achieving a good mix of young and more experienced specialists. One consequence of this strategy may be a certain level of staff turnover. FINMA has boosted its attractiveness to younger specialists by enhancing the staff development function and offering other incentives such as secondments to other countries. FINMA expects its younger employees to remain with the organisation for an average of three to four years.

The job market for financial specialists remains stretched. Recruitment costs have risen, and more time is needed in some cases to persuade specialists to continue their career within FINMA. In addition, the salary expectations of experienced professionals are often beyond the scope of the FINMA salary system. Indeed, FINMA quite frequently reaches its limits where the salaries of experienced professionals are concerned.

Selected FINMA staff data

Average headcount



Breakdown by language

At the end of 2013, FINMA employed 75 non-Swiss staff (previous year: 76).

