









Les Lionceaux – a daycare centre for the children of Pictet employees

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Introducing the pop e poppa Group



pop e poppa
kitas · crèches

The pop e poppa Group: 70 daycare centres

Leading operator of daycare centres in Switzerland: one of the biggest players in Switzerland - innovative and offering a quality service to families, businesses and local authorities

-  **70 facilities throughout Switzerland**
 - 63 pre-school daycare centres
 - 7 after-school facilities
-  **2,500 places**
-  **1,500 employees**
-  **60% of our teams are childcare professionals**
-  **A partner to more than 50 local authorities**
-  **Internationally renowned companies place their trust in the pop e poppa Group**



A group of daycare centres with an eco-friendly charter



Over 10 years, the pop e poppa has developed an eco-friendly label.

-  **A green educational approach:** activities include discovering nature, DIY with repurposed products, recycling with children, getting around on foot or public transport, daily outings (walks or time spend in the garden), growing plants in the vegetable garden, etc.
-  **Healthy and varied meals** with seasonal and regional produce (GRTA) and preferably organic produce. Meals certified with the "Fourchette verte des tout-petits" label
-  **Teams committed to an eco-citizen approach:** with a eye on energy consumption, promoting travel by bicycle or public transport, contributing to projects for charities, working with local authority social workers, etc.
-  **Working with environmentally friendly suppliers** (ISO certified)



Nurturing eco-responsible citizens who are balanced and at one with who they are

une journée à la crèche



Learning to live together

Our priority is to ensure children's emotional well-being and to balance individual and collective needs.

Fostering the inclusion of children with special educational needs and cultural diversity, means we are committed to building an open and plural world...



Developing language and helping children to express their emotions

Our early-learning workshops encourage language development and emotional expression.

Sound and image, gestures and rhymes, everyday activities and reading enrich the children's language skills. Step by step, word by word, they decipher the world to their delight and that of those around them.



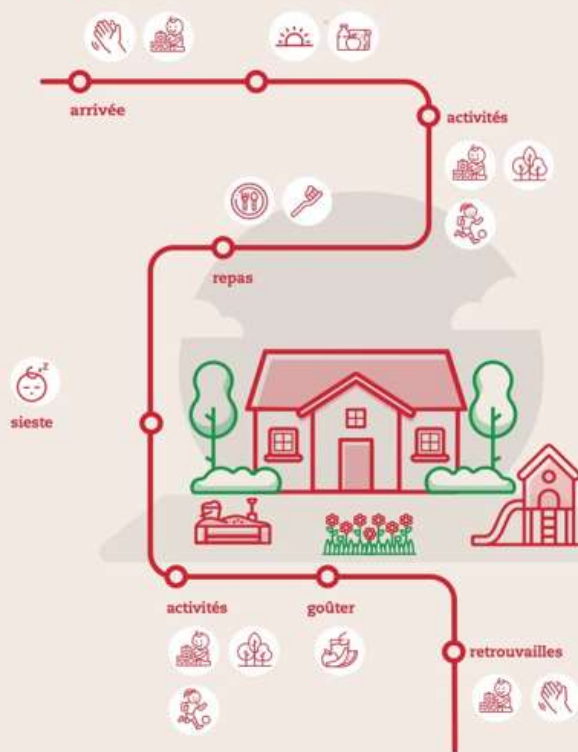
Creating and developing self-confidence

Pop e Poppa places creativity at the heart of its teaching methods. From dance to baking, drawing to music, everything is designed to awaken the body, their senses and imagination.

The children learn to trust themselves and to explore the world around them.

Nurturing eco-responsible citizens who are balanced and at one with who they are

une journée à la crèche



Nurturing and encouraging children

Based on neuroscience research, our teaching methods foster children's all-round development. The respect and kindness shown by our teams build an essential relationship of trust. Nurtured and encouraged, children develop, interact and work together.

They are happy to come to daycare.



Playing and developing skills

Play develops an untold number of skills: how to interact with others, respect for the rules, how to structure thoughts, how to handle objects, how to express emotions.

Whether outdoors or indoors, on an outing or at the centre, our teams devise projects that are as close to nature, sport and culture as possible.

[VIDEO – POP E POPPA DAYCARE](#)

Les Lionceaux... a multi-age daycare centre



What is multi-age daycare?

A facility that welcomes **children of different ages** from 3 months to 4 years **in the same group**.

At Les Lionceaux, there will be six groups, each comprising 16 children, split across different age brackets as follows:

- four children aged between 3 and 12 months
- four children aged 1 to 2 years
- four children aged 2 to 3 years
- four children aged 3 to 4.

Each group of 16 children will be supervised by **3 adults** at any given time.

The adults are qualified childcare professionals: **childcare educators** (with post-secondary diplomas) and holders of a Swiss federal certificate as **socio-educational assistants** (CFC ASE).

Les Lionceaux... a multi-age daycare centre

The benefits of multi-age approach

- 🐾 Younger children are **motivated and stimulated** by older children.
- 🐾 Older children **develop confidence and self-esteem** when they share their skills with younger children.
- 🐾 **The relationships are richer** between the children because of the different ages.
- 🐾 **Siblings** are together during the day at the centre.
- 🐾 **Individual relationships with professionals** are more numerous due to the different rhythms of the children.
- 🐾 **Specific activities between "peers"** (children of the **same age**) are organised.
- 🐾 **Respect for the individual pace** of each child is all the more respected because of the different needs according to age.
- 🐾 **Fosters important values** for our society: solidarity, living together, knowledge sharing and respect.

Working with parents



Parents are regularly invited to attend talks or webinars on **early childhood** (“Curiosity and creativity: fostering the spirit of discovery in children and adults”, “Sleep: the ally of well-being”, etc.). These workshops and talks are given by professionals specialising in teaching, education and health. We know that being a parent is not always easy, and that being a parent can give rise to concerns and questions, so we work with parents with the support of specialists.



Thanks to an easy-to-use, free and secure application, parents receive important announcements and **can keep up with their child's adventures in pictures**. We know how reassuring it is to know that your child is having a good day, so we share key moments in a child's life with parents. This application is also used for urgent notifications, thereby providing an efficient link between parents and the childcare team.



satisfaction des parents
zufriedenheit der eltern





Les Lionceaux - a daycare centre for the children of Pictet employees

Les Lionceaux: key figures and dates




 **Facility opening date:** 1 December 2025

 **Where:** ground floor and 1st floor of the Acacias 48 building, with a garden.

 **Intake:** 96 children divided into six multi-age groups of 16 children.

Each group will comprise:

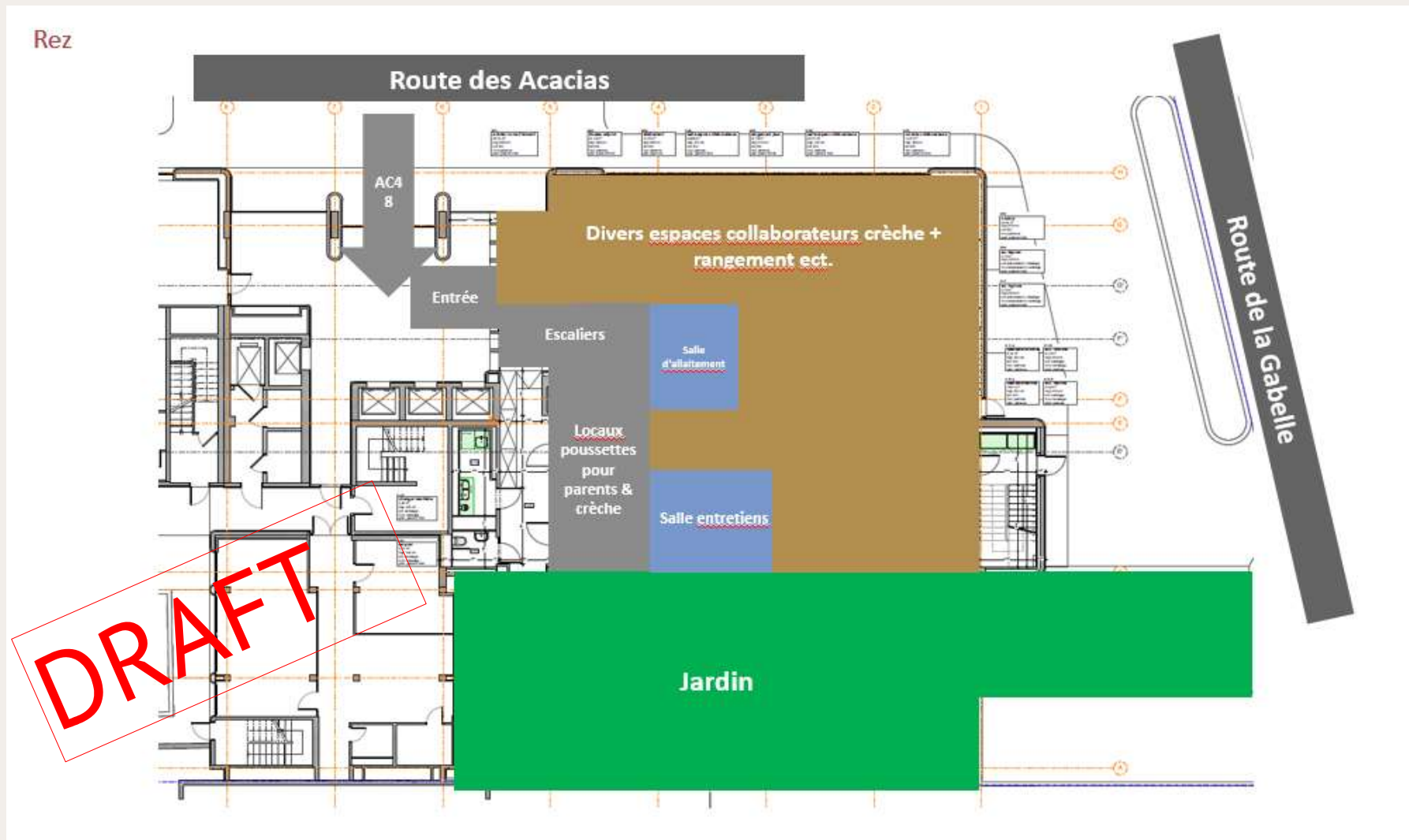
- four children aged 3 to 12 months
- four children aged between 1 and 2 years
- four children aged between 2 and 3 years
- four children aged between 3 and 4 years.

 **Childcare team:** made up of some fifty employees

Outline drawing of *Les Lionceaux* – the ground floor



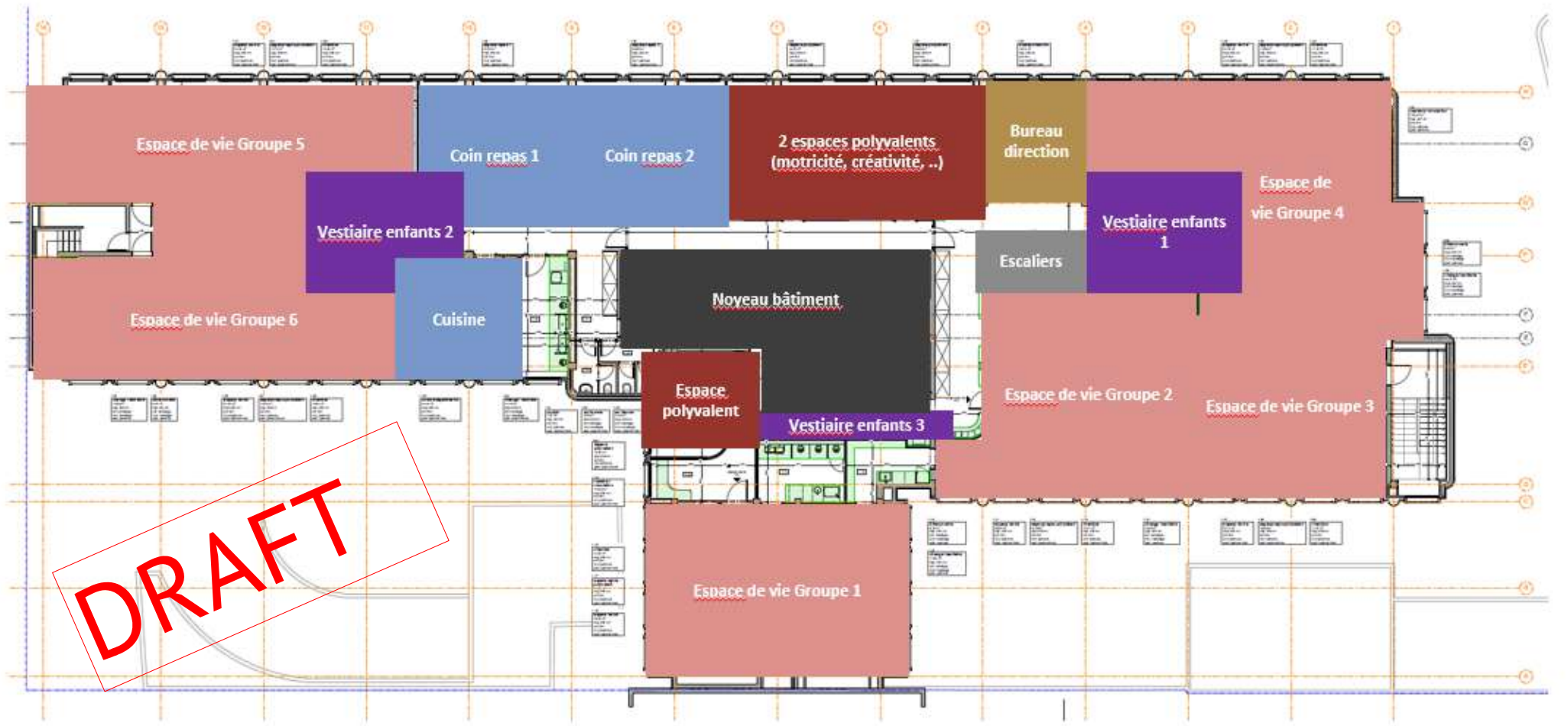
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Outline drawing of *Les Lionceaux* - 1st floor





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Opening times and annual closures




 **Opening times:** Monday to Friday, 8.00 am to 8.00 pm.

 **Annual closures:** The facility will closed on Pictet's official closing days.

But also:

- during the Christmas and New Year school holidays; and
- for three weeks in the summer (usually the last week of July and the first two weeks of August).

 The Management will announce the dates of the facility's annual closures each year when it re-opens after the summer break.

Timeline for recruiting employees



Recruitment for management position(s):

- Vacancy notice: published in various media on 21 February 2025
- Assessment of applicants: in progress
- Expected to take up their position(s): in June 2025

Recruitment of childcare team:

- Vacancy notice: expected to be published in April 2025
- Expected to take up their positions: November 2025



Regulations of *Les Lionceaux*

Registering for *Les Lionceaux*



- 🐻 A dedicated pop e poppa web page will be set up for Pictet employees.
- 🐻 Registration will be via the Kibe portal, where applicants will be able to provide full details relating to the parent(s), the child/children and the type of childcare required (full-time, part-time and days requested). Preview of the portal in Annex 1.
- 🐻 Registration via the portal to open on **15 April 2025**.
- 🐻 Management to give response on registrations during **June 2025**.
- 🐻 Once enrolment has been completed, and subject to places being available, the *Les Lionceaux* management will contact you to arrange an appointment and explain the next steps to confirm your enrolment.
- 🐻 Contact details for the pop e poppa management team responsible for billing:
adminleslionceaux@popepoppa.ch

Criteria for admission



🐻 *Les Lionceaux* is exclusively for the children of Pictet employees.

🐻 **Admission criteria and priorities:**

- a) availability of places at the childcare facility.
- b) attendance rate (no less than two days per week)
- c) employment status
- d) employment rate of parent(s)
- e) single-parent family
- f) length of time on waiting list
- g) couple working at Pictet
- h) siblings.

🐻 Ensuring siblings remain together will take precedence over other admission criteria.

Contribution income and childcare fees



🧸 The childcare fees are determined based on a family unit's net annual contribution income (revenue déterminant).

🧸 **Definition of contribution income:** All salary components shown on annual salary certificates + other sources of income (annuities, pensions, maintenance payments and family allowances). Method for calculating the contribution income: see Annex 2.

🧸 **Childcare fees:**

BAREME TARIF CRECHE	
REVENU ANNUEL DETERMINANT DU GROUPE FAMILIAL	PRIX PAR MOIS (POUR 5 JOURNEES*)
De ... à.... EN CHF k	CHF
jusqu'à 80'000	1'008
80'001 - 90'000	1'163
90'001 - 100'000	1'323
100'001 - 110'000	1'490
110'001 - 120'000	1'663
120'001 - 130'000	1'842
130'001 - 140'000	2'027
140'001 - 150'000	2'219
150'001 - 160'000	2'356
160'001 - 170'000	2'490
170'001 - 180'000	2'623
180'001 - 190'000	2'755
190'001 - 200'000	2'881
200'001 - 210'000	3'000
210'001 - 220'000	3'040
220'001 - 230'000	3'080
230'001 - 240'000	3'120
240'001 - 250'000	3'160
au-dessus de 250'000	3'200

🧸 Childcare is paid for in 12 monthly installments.

🧸 Sibling discount: - 30% discount for the 2nd child, 50% discount for the 3rd child.




QUESTIONS?



Annexes

Annex 1: Registering for the waiting list




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DOMICILE
 LANGUE
 CONNECTEZ-VOUS AU PORTAIL
 S'INSCRIRE SUR LA LISTE D'ATTENTE
 ACTIVER LE COMPTE
 CONTACT


Bienvenue sur le portail de pop e poppa Kitas

Pour une inscription sans engagement sur notre liste d'attente pour les places en crèche, cliquez sur « S'inscrire sur la liste d'attente ».

Pour prolonger une inscription, sélectionnez l'élément de la liste d'attente en question, puis cliquez sur « Enregistrer » au bas de la page. Votre inscription sera donc automatiquement renouvelée. Une fenêtre contextuelle apparaîtra à l'écran pour confirmer le renouvellement et vous envoyer un e-mail de confirmation. Sauf pour d'autres changements, aucune « clôture » n'est requise.

Si vous êtes déjà client et que vous n'avez pas encore activé votre compte sur le portail et reçu vos identifiants (ID parent et enfant), cliquez sur « **Activer le compte (ID)** ». Si vous n'avez pas reçu votre identifiant, veuillez contacter l'administration : admin@ppfs.ch.

Politique de confidentialité
 Conformément à l'article 13 de la Constitution fédérale et au règlement fédéral sur la protection des données (loi sur la protection des données du 1er septembre 2002 (LFD, RS 235.1), toute personne a droit à la protection de sa sphère privée et à la protection contre l'utilisation abusive de ses données personnelles. Nous respectons ces réglementations. Les données personnelles seront traitées de manière strictement confidentielle et, en particulier, ne seront pas transmises à des tiers non autorisés.
 Nous protégeons les données personnelles que nous traitons contre la perte de confidentialité, d'intégrité et de disponibilité au moyen de mesures techniques et organisationnelles appropriées.
 Plus d'informations sur <https://www.csc.ch/datenschutz/erklarung-csckb>


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ACCUEIL
 LANGUE
 CONTACT

Parent principal Partenaire Préinscription Validation/transfert

PARENT PRINCIPAL **PAR TENAIRE**

Politesse
 Prénom
 Situation maritale
 Téléphone
 Adresse
 NPA
 Type d'activité
 Entreprise

Nom
 Langue de travail
 E-mail privé
 Adresse 2
 Lieu
 Taux d'activité
 NPA/Lieu employeur

0XX XXX XX XX ou +X(X) X+ [X+] [X+] [X+]
 Je ne suis pas un robot
 CAPTCHA

SUIVANT

Annex 2: Method for calculating the net contribution income



🧸 Childcare fees are calculated based on the contribution income. It takes into account all of a family unit's financial resources to ensure fair pricing that is adapted to each family.

🧸 A family unit comprises:

- parents who may or may not live at the same address as the child;
- and/or people living at the same address as the child, even if they are not related (unmarried partner, partner under a civil partnership, registered partner, etc.).

🧸 **Method for calculating the net contribution income:**

To determine the net contribution income, the following must be deducted from the gross contribution income (see Slide 16): statutory social security contributions for AVS, AC, AI, APG and LMat, LPP insofar as these are linked to the salary paid (excluding payments to buy back years of contributions, for example). For the parent required to pay maintenance, the amount of the maintenance payments must also be deducted from their income, up to the amount of the payments made, as determined by the court.

Contact

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