



## **Employment Q & A for Denmark (per December 2012)**

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Note the answers below assume that the person in question is an office worker or is someone holding a professional job in the private sector. There are different rules for jobs in the public sector or where the employment is subject to a collective agreement with a union.

### **Q1: Am I allowed to end the contract at any time?**

It will depend on the contract, but as a starting point you may dismiss with notice counted from the end of a calendar month. The notice period will depend on statute and/or contract.

### **Q2: Is anyone to be informed before firing an employee?**

If the employment is subject to a collective agreement it is likely that the local union representative should be involved otherwise it is usually only the employee in question.

### **Q3: Is there a prescribed form for the termination of a labour contract?**

No. The employee may demand written reasons after receiving notice of dismissal. In practice, the employer provides the employee with a dismissal letter stating brief reasons for dismissal.

### **Q4: Are redundancy payments mandatory?**

No, there is no such payment. Apart from payment covering the required notice period and benefit entitlements the only additional payment is payment of 1, 2 or 3 months' salary for a long term of service (12, 15 and 18 years).

### **Q5: How can an employee fight the decision of dismissal?**

Reasons for dismissal may be related to the employer or related to the employee. Where they appear unfounded or unfair the employee may challenge the dismissal and claim unfair dismissal. The burden of proof lies with the employee. The employee may seek assistance from a union if he/she holds membership thereof, otherwise the only alternative is to seek advice from a qualified lawyer with employment law experience.

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