

Mobility: Immigration alert

January 2024



Denmark

Proposal to relax requirements for employees and assignees in certified companies

Executive summary

On 23 January 2024, the Danish government published a proposal to relax several requirements for certain foreign nationals. Relevant authorities and organizations may now comment on the recommended changes, which, if approved by the Danish parliament, are expected to go into force on 1 July 2024.

Key developments

If approved, the following changes will be implemented:

- ▶ Individuals who apply under the following routes will be exempt from the requirement to have their salary paid out to a Danish bank account and will be able to receive their salary outside of Denmark: the researcher track, fast track pay limit route, fast track researcher track, fast track educational track and fast track short-term track.
- ▶ Individuals who are required to have their salary paid out to a Danish bank account will be exempt from this requirement for 180 days after they begin their employment in Denmark (up from 90 days currently).
- ▶ The [job change rule](#) will be extended to cover foreign nationals who change their grounds of residence in Denmark without any change in their job.
- ▶ Individuals who apply under the fast track short-term route will be able to extend their permit for a maximum stay of 90 days per calendar year. Currently, these individuals cannot extend their stay, are required to apply for a new first-time permit instead if they seek to stay in Denmark for longer than the initial validity of their permit and are not allowed to work until a new permit is issued.

The authorities have sent the proposal into hearing with relevant organizations, which can provide their feedback until 6 February 2024. After the hearing has been concluded, the proposed act will be presented for processing in Parliament. If adopted, the act is expected to take effect on 1 July 2024.

Impact on employers

The proposed changes are expected to further enable Danish employers to attract and retain talent from outside the EU and EEA.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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