Guide for those moved from individual contract to job-based salary

Are you currently employed at an individual contract, but have been moved to collective agreement on job-based salary terms?
As a member of Finansforbundet, you are guaranteed legal assistance and consultation regarding employment conditions. If you are moved from an individual contract to job-based salary, you are covered by the collective agreement, and we will draw your attention to some things you should be aware of. This guide is not a replacement for legal consultation but consider it as a supplement to what you should be aware of if you transition to job-based salary from an individual contract.

Who is moved to job-based salary?
In the collective agreement between Danske Bank and Finansforbundet, it is agreed that only employees above a set salary threshold can be offered an individual contract. The salary threshold is adjusted regularly in line with the collectively negotiated salary increases and was, as of July 1, 2025, set at 83,465 DKK, **including** the value of care days, extra holiday allowance, and the value of any reduction in the employer's pension contributions. Read more about the calculations on Finansforbundet I Danske Banks website.

Am I guaranteed a salary increase?
Salary increases often occur as a result of negotiations. On job- based salary you are covered by the collective agreement where minimum salary raises are negotiated through collective bargaining.

Why is my salary fallen below the contract salary threshold?
If the contract salary threshold have increased more than your salary and you have fallen below the threshold again at the time of adjustment specified in the agreement (often 1. April), it is agreed in the collective agreement that a salary adjustment must take place, or that you must switch to job salary terms on collective agreement.

What are the rules for my working hours?
As an employee on job-based salary, you are not entitled to pay out extra work. All additional work must be taken as time off in lieu and your annual standard time is 1924 hours, corresponding to 37 hours a week if you are full-time. You and your manager must regularly ensure that you do not work too little or too much.

What is capitalization?
Transitioning to job-based salary grants access to collective agreement benefits not available under individual contracts. However, their value is decapitalised and deducted from the basic salary. This include care days, holiday supplements, and pension contribution reductions. These adjustments are nearly offset since most of it can be paid out.

What terms are typically also included in contracts at Danske Bank?
- Pension contributions (though at a smaller percentage, but you can increase it yourself)
- 6th holiday week (converted to five days)
- Right to annual salary dialogue
- Health insurance
- Dental insurance
- Group life insurance
- Child sick leave
- Leave for care of close relatives
- Full pay during maternity leave
- Child's hospitalization
- Leave for seriously ill child
- Leave for disabled child

What terms will you get, when transitioning to job-based salary?
- Care days (capitalized)
- Extra holiday allowance (capitalized)
- Annual salary adjustment according to the collective agreement
- Severance pay
- Mitigation measures upon termination
- Senior part-time
- Child part-time
- Contributions to Finanskompetencepuljen
- Remuneration for on-call duties must be specifically agreed upon

https://finansforbundet.dk/dk/kredse/finansforbundet-i-danske-bank/for-you-employed-under-an-individual-contract/