



Simplifying Employment
Tasks Worldwide

Statutory Change Alert

Denmark – Social security & tax changes 2024



DENMARK



15 Jan 2024

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MERCANS

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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Mercans at a Glance

160+

Countries

20

Years of Success

850+

Payroll and HR Specialists

8k+

Clients Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

45k+

Largest Single Country Payroll

9M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate





Denmark – Social security and tax changes 2024

Changes in social security contribution

Effective from 1 January 2024, the Arbejdsmarkedets Tillægspension (ATP) contribution rates are revised for employees who are paid monthly.

A-rate	Employer Contribution	Employee Contribution	Total Contribution
Min. 117 hours/month	DKK 198.00	DKK 99.00	DKK 297.00
78 - 116 hours/month	DKK 132.00	DKK 66.00	DKK 198.00
39 - 77 hours/month	DKK 66.00	DKK 33.00	DKK 99.00
Under 39 hours/month	DKK 0.00	DKK 0.00	DKK 0.00

Changes in taxes

Effective from 1 January 2024, the following changes have been noted for tax.

- The allowable deduction for transportation to and from work has been amended as follows:

Distance travelled per day	Deduction per km per day
0 to 24 km	DKK 0.00
25 to 120 km	DKK 2.23
More than 120 km	DKK 1.12 (DKK 2.23 in peripheral municipalities)

If an employee earns less than DKK 363,700 in 2024, they will be entitled to an additional deduction for transport between home and work up to DKK 15,400. It is reduced gradually for income between DKK 313,700 and DKK 363,700 in 2024.

- Employment and Job Allowance deductions have been amended for 2024 as follows:



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Allowance	Percentage	Maximum allowance	Minimum earnings
Employment Allowance	10.65%	DKK 45,100.00	DKK 423,474.00
Job Allowance	4.50% of income above DKK 216,100.00	DKK 2,800.00	DKK 278,322.00

Employment allowances for single parents have been amended to DKK 25,300 in 2024.

- Additional pension contribution deductions are amended as follows:

Duration	Rate	Maximum amount
15 years or less until state pension	32% on contributions up to DKK 80,600.00	DKK 25,792.00
More than 15 years until state pension	12% on contributions up to DKK 80,600.00	DKK 9,672.00

- Company car rates for 2024 are as follows:

Distance travelled per day	Rate for 2024
Car value under DKK 300,000	23.5%
Car value above DKK 300,000	22%

- Deduction for employment related expenses
The initial lower threshold for other deductions regarding employment related expenses has been amended to DKK 7,000.00 for 2024. This applies to but is not limited to home, telephone, health expenses and entertainment.
- For benefits-in-kind, the threshold for internet, computer, or phones etc., paid or provided by employer, has been increased to DKK 3,200.00 for 2024.

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change



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They already trust Mercans





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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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