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Report

my company is in downsizing process. If I get severance package, can I get NAV benefit when I am receiving financial support from my current company?

Searched the web

Generally no, not at the same time. Dagpenger is meant to replace lost income, so NAV won't pay it for any period your severance is meant to cover. Once that period ends, you can usually get dagpenger if you meet the normal conditions.

How NAV treats severance

- **During your notice period** you're still being paid salary, even if you're released from work, so there's no dagpenger. You aren't entitled to dagpenger while receiving salary or etterlønn from your employer, because there's no loss of income (folketrygdloven § 4-26). Framadvokat
- **After the notice period**, the severance pushes your start date back. For example, if the agreement gives you 8 months' salary after the notice period ends, you can only get dagpenger 8 months after that. Lederne
- **A lump sum doesn't get around this.** NAV calculates how long a lump sum covers your lost salary, and you don't get dagpenger during that period. NAV looks at what the payment actually is, not how it's labeled or paid out. NITO Arbeidsrettsadvokaten
- **One possible exception** is severance you keep even if you start a new job. Some lawyers note an exception where the agreement clearly says you're free to take new work and that income from a new employer won't reduce the payment. Check this with NAV before relying on it. Arbeidsrettsadvokaten

Two things to watch in the agreement (sluttavtale)

1. **The stated reason you're leaving.** If the agreement makes it look like you left voluntarily, NAV can treat you as having caused your own unemployment. That means no dagpenger for 18 weeks, and those weeks only start counting from when you would otherwise have been entitled. You can avoid this if the agreement says it was entered into as an alternative to dismissal because of reorganization, redundancy or downsizing. Make sure the wording says that, since that's your actual situation. NITO NITO
2. **Lump sum vs. monthly payments.** This can affect how much dagpenger you get later. NAV calculates dagpenger from income received in the last 12 months before you apply, based on when the money was paid, not the period it was meant to cover. A large lump sum paid long before you apply can shrink your dagpenger, in the worst case to nothing. Monthly payments usually protect your dagpenger better. The trade-off is some risk in having large amounts still owed by your employer, for example if it goes bankrupt. Sluttvederlag: Unngå enga...

Practical steps

- Ask for the agreement to state the period the severance covers, and that the reason is downsizing or redundancy.
- If you're in a union, have them review the agreement before you sign. Many unions do this routinely.
- NAV is legally required to give guidance, so you can ask them before signing.
- Register as a jobseeker with NAV in time for when the severance period ends. You can apply at the earliest one week before your last day of pay. Finansforbundet

I'm not a lawyer, and NAV assesses each case individually. If you share what's in the offer, such as the number of months and whether it's a lump sum or monthly, I can help you work out what it likely means for your dagpenger.

Sources:

- [Lederne – Sluttavtaler og ytelser etter folketrygden](#)
- [NITO – Sluttavtaler](#)
- [Finansforbundet – Sluttvederlag: unngå engangsutbetaling](#)
- [Fram Advokatfirma – Hva er en sluttpakke](#)
- [Arbeidsrettsadvokaten – Sluttpakker, en oversikt](#)

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