



Relocation AS

Workforce Mobility – Newsletter Q4 2017, issue n°1

TABLE OF CONTENTS

- Immigration in Norway
- Real estate market in Norway for foreign employees
- Being in an expat in Norway
- Relocation AS LEAN processes: What's new?
- Focus of the quarter
Expatriation from Norway to Singapore – 5 questions to Cynthia Myrnes

IMMIGRATION IN NORWAY

Salary – updated minimum requirements for Skilled worked

UDI has updated in July 2017 the minimum salary you should pay your assignees in order to apply for the Skilled Worker permit in Norway. Please see below (source UDI.no):

- If the position requires a master's degree, the pay must be at least NOK 416 600 per year pre-tax.
- If the position requires a bachelor's degree, the pay must be at least NOK 386 700 per year pre-tax.

As a reminder, a lower salary can be accepted if the employer can document that this is normal on the market/business networks for. The final decision to grant the permit would be up to UDI according to the documentation submitted. These minimum salary requirements are updated annually by UDI. Next update is expected mid-2018.

Meeting for users/representatives

The next 'Brukerråd' organized by UDI is planned on December 5th. This will be the opportunity to have direct discussions with the Immigration, Tax and Police authorities on different topics related to foreign employees in Norway. Relocation AS will be attending. If you are going there, we look forward to seeing you. If you cannot attend feel free to get back to us with the questions you may have, we will be glad to ask them on your behalf.

Seminar

Upcoming seminar organized by Relocation AS on the best practices when hiring a new employee from abroad and the related work permits processes.



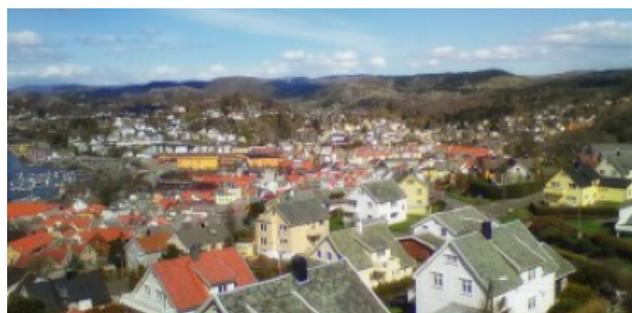


REAL ESTATE UPDATE Q4 2017

RENTAL OBJECT FOR EXPATRIATES IN NORWAY

This is the first and unique real estate study focusing only on Norway and dedicated to the expatriates community needs. We have defined the criteria based on our experience and requests we receive from the hundreds of families we relocate every year.

The study below will enable HR decision makers to have a quick look at the budgets required for an expat coming to Norway depending on his/her family situation in suitable areas (close to the main business centers, International schools etc.). Unlike all other studies on the subject, this one will be updated quarterly and show how limited the market can be on several types of property. Considering the «competition» between potential tenants, Relocation AS can provide a key assistance to employees and get the rental object appropriate for the incoming families.



OSLO area (Bygdøy, Frogner, Grünerløkka, Majorstuen, Sentrum, Røa, Ullern, Baerum)

Type of accommodation	Rental objects available as per 11.17	Rent*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	351	9900–19500	13500
2 Bedroom Apartment (60 to 100 sqm)	155	14000–26000	18000
3 Bedroom Apartment/house (from 80 sqm)	63	15000–29000	21000
4 bedroom Apartment/house (from 100 sqm)	22	24000–35000	30000
5 bedroom Apartment/house (from 120 sqm)	5	29000–34000	32000

STAVANGER (Sentrum, Madla, Madlasandnes, Eiganes, Stokka, Hinna, Gausel)

Type of accommodation	Rental objects available as per 11.17	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	49	7000-11000	8000
2 Bedroom Apartment (60 to 100 sqm)	51	8000-15000	11000
3 Bedroom Apartment/house (from 80 sqm)	19	12000-20000	14000
4 bedroom Apartment/house (from 100 sqm)	8	17000-28000	18000

BERGEN (Fana, Landås, Sentrum)

Type of accommodation	Rental objects available as per 11.17	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	187	8000-12000	10000
2 Bedroom Apartment (60 to 100 sqm)	107	10000-16000	12500
3 Bedroom Apartment/house (from 80 sqm)	37	13000-20000	16000
4 bedroom Apartment/house (from 100 sqm)	9	15000-22000	19000
5 bedroom Apartment/house (from 120 sqm)	1	20000	NA

*source Finn.no, figures exclude the 10% most expensive and 10% least expensive rental object to improve statistic representativeness of the study

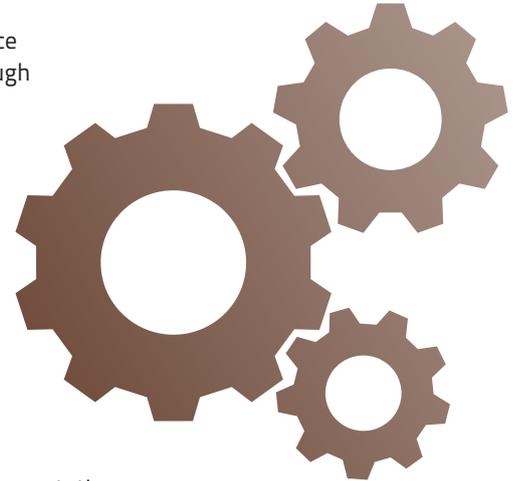
**source Finn.no, Median Rent

RELOCATION AS LEAN PROCESSES WHAT'S NEW?

Relocation Industry also needs to find innovative ways to improve quality of service and remain competitive. Relocation AS has invested a lot in LEAN Processes through its online Relocation Software «STRONG». The last version of «STRONG» had helped us to achieve the following:

- Increased productivity by 20%
- Reduced our prices by 40% making us more competitive
- Reduced the orientation and training of new employees from 1 year to 3 months
- Reduced paper waste by 80% - all documents are electronically uploaded to STRONG
- Improved our Service Satisfaction scores by 15%

The new version will add features for a better assignee and HR experience (multiple assignments cases, exception management etc.). Ask us anytime for a presentation of «STRONG». We will be happy to show how it works.



BEING IN AN **EXPATRIATE'S** SHOES

As Norwegian, there are many situations, things that we do which seem normal to us. This section is dedicated to explain specific events/cultural aspects of Norway to foreign employees to Norway (change of tires twice a year, Easter in Norway etc.). Please click on the link below and do not hesitate to share with your foreign employees. We will start with the traditions in Norway during the end of the year holiday period.

<http://relocation.no/expat-communities/expat-resource-articles/norwegian-christmas/>





FOCUS OF THE QUARTER EXPATRIATION FROM NORWAY TO SINGAPORE



This quarter focus:
Norwegian Employees
in Singapore
(interview of Cynthia)

What is your role in Relocation AS?

I am in charge of our supplier network and as such I have key responsibilities in maintaining the high quality provided all around the world for all services we offer (Home Search, Immigration compliance, Household goods move management etc.)

Why do Norwegian companies in Norway ask a local Relocation company to manage the mobility of their employee in Singapore?

It is true that Relocation AS is the leader on the Relocation Marker in Norway. However, we have also a global footprint thanks to the network of partners we carefully selected and our innovative software we use for a smooth coordination for a relocation from any origin to destination country. Also we see our local knowledge as a strength. We share a corporate culture with our clients. It is important for HR and for procurement department when it comes to communication and understand of needs. In addition, in Relocation AS, our coordinators are Norwegian (or have been living in Norway for a long time) and have experience as expatriates abroad. They know what it is like to relocate from Norway to another place. They have been in the employees shoes and are more than able to anticipate their needs and empathize. Our clients see a real difference thanks to this.

You say that being familiar with the Norwegian culture improves the employee experience when relocating abroad. Do you have some examples to share with us?

Understanding the Norwegian culture while relocating Norwegian family is important, in my perspective. On top of that, it is also essential to understand the culture of the country that the assignee and his family are moving to. Only when the global mobility team understand the differences in culture and what the Norwegian families should know that the relocation can be a smooth one. Norway and Singapore are usually ranked as top destinations for expatriates. However, they are very different in terms of working attitude, working hours, socializing with colleagues, work life balance, among other things. Some Norwegian families find Singapore to be too crowded

and lacking of open spaces and access to nature. Norwegians are generally used to a very honest culture and clear guidelines when it comes to renting properties in Norway. However, in Singapore, a tenancy act does not exist and landlords are protected more than tenants are. At the end of the day, our role is to make sure the assignee is as productive as possible and decrease expatriate failure rate by setting up the right expectation from the beginning of the relocation process. Relocation AS staff are in a position to do that thanks to their working experience both abroad and in Norway.

What about the HR department in Norway and in Singapore?

As mentioned, the corporate culture is very different: definition of trust, type of organization (flat vs. vertical) etc. Examples are many. By communicating with both on the Relocation issues, we can be the bridge between home and host HR. It helps to avoid misunderstandings and clarify the best way forward for the assignees within the company mobility policy.

Norway is known as an expensive country with high labor cost. Besides the added value mentioned above, how does Relocation AS manage to offer competitive solutions?

Relocation AS selects our partners around the world based on competitiveness and quality. We get preferred pricing as we are likely to get more volume than one company. In addition, it is less internal cost for the company. Relocation AS is the main point of contact for the HR departments. They do not have to deal with 5-6 different providers but only with Relocation AS. Our client HR can focus on other tasks. Also, our on-line tool is dedicated to Relocation processes, it enables us to efficiently use our manpower. Our clients see that the solution we provide would be more expensive if they were dealt with internally in their organization since they usually do not have the resources both in terms of staff and technology.

Regarding the number of employee relocated from Norway to another country, have you noticed a trend the past few years?

I am not sure about the actual number of employee relocated but we surely see that we have received an increasing amount of request to assist on that part within the past 2 years. It is very exciting for us to contribute to the international development of Norwegian companies.

Thank you Cynthia!