



Relocation AS

Workforce Mobility – Newsletter Q4 2018, issue n°4

TABLE OF CONTENTS

- Immigration in Norway
 - SUA registration waiting time
 - Brexit-Information For British Nationals Moving to and Living in Norway
- Real estate market in Norway for foreign employees – update for Q4 2018
- Being an expat in Norway – Fire Safety in the Norwegian Home!
- Focus of the quarter: the importance of Cross-Cultural training for an international assignee and her/his family

IMMIGRATION / LOCAL REGISTRATION IN NORWAY

EU citizen – long waiting time to get registered at SUA

Please note that there is a long waiting time at SUA Oslo to get an appointment for registration at the police for EU/EEA citizen.

The current waiting time is the following:

- 4/5 months in Oslo
- 5–6 weeks in Stavanger
- 4 weeks for Bergen

If you need to register an EU assignee urgently, please contact us to see what your options are. Relocation AS has some regular meetings with the UDI and other relevant authorities related to employee mobility in Norway. Should you have any questions, let us know, we will find out!



Brexit – Information For British Nationals Moving to and Living in Norway

Ambassador Richard Wood discusses Britain's departure from the EU at an information meeting for UK nationals in Oslo on 31st January 2019.

His key messages to all UK nationals are:

Registering in Norway

If you're staying in Norway for more than 3 months, you need to register with the Norwegian Directorate of Immigration (UDI). Changes to the registration procedure after 29 March will be posted on the Living in Norway guide.

Passports

British nationals should check your passports and renew it if it will have less than six months' validity on 30th March 2019. In a no-deal scenario, as part of the Schengen area, Norway will require that your passport has at least six months validity, and no more than ten years. In order to ensure travel rights we recommend you renew your passport if you have less than six months. More information here.

Driving licences

Holders of UK driving licences who are resident in Norway should exchange their UK licence for a Norwegian driving licence before 29th March 2019. For more information see driving abroad.

For more information about how to exchange your British driving licence to a Norwegian licence, please visit Norwegian Public Roads Administration's (Statens Vegvesen).

Stay informed

- Visit the official guide to Living in Norway. This site contains the latest updates for UK nationals living in Norway including information on EU exit guidance, residency, healthcare and driving.
- Stay updated on news from the British Embassy in Oslo.
- Visit the Norwegian Government advice page for information for both Norwegian and UK nationals.

You can find this article (and many more) on our website (<http://relocation.no/news/>).

REAL ESTATE UPDATE Q4 2018

RENTAL OBJECT FOR EXPATRIATES IN NORWAY

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

The below study 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.

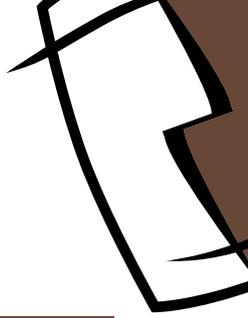


OSLO area (Bygdøy, Frogner, Grünerløkka, Majorstuen, Sentrum, Røa, Ullern, Baerum)

Type of accommodation	Rental objects available as per 30.06.18	Rent*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	256	11000–18500	13500
2 Bedroom Apartment (60 to 100 sqm)	124	15000–29900	17500
3 Bedroom Apartment/house (from 80 sqm)	36	18000–36500	22000
4 bedroom Apartment/house (from 100 sqm)	13	24000–44500	28000
5 bedroom Apartment/house (from 120 sqm)	4	25000–37000	32000

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

Type of accommodation	Rental objects available as per 30.06.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	22	7000-10000	8000
2 Bedroom Apartment (60 to 100 sqm)	31	8500-16000	11500
3 Bedroom Apartment/house (from 80 sqm)	11	11000-25000	16000
4 bedroom Apartment/house (from 100 sqm)	10	15000-28000	20000
5 bedroom Apartment/house (from 120 sqm)	2	22000-35000	N.A.



BERGEN (Fana, Landås, Sentrum)			
Type of accommodation	Rental objects available as per 30.06.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	190	7900-12000	9500
2 Bedroom Apartment (60 to 100 sqm)	113	9800-16000	12500
3 Bedroom Apartment/house (from 80 sqm)	41	10000-25500	16500
4 bedroom Apartment/house (from 100 sqm)	13	15000-24900	19000
5 bedroom Apartment/house (from 120 sqm)	3	17000-23000	20000

Trondheim			
Type of accommodation	Rental objects available as per 30.06.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	214	7800-12000	9500
2 Bedroom Apartment (60 to 100 sqm)	79	9500-15000	12000
3 Bedroom Apartment/house (from 80 sqm)	32	12000-21000	14000
4 bedroom Apartment/house (from 100 sqm)	9	16000-20000	18000
5 bedroom Apartment/house (from 120 sqm)	2	20000-25000	N.A.

*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

BEING AN EXPAT IN NORWAY

FIRE SAFETY IN THE NORWEGIAN HOME !

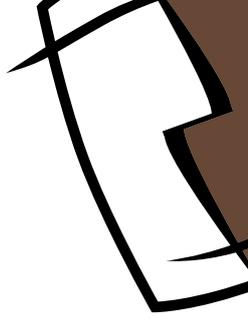
As Norwegians, there are many situations, things that we do which seem normal to us.

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. Depending on your home country,

you might not be familiar with the rules related to fire safety. This article sums up the basic knowledge you need when you live in a country such as Norway.

<http://relocation.no/expat-communities/expat-resource-articles/fire-safety-in-the-norwegian-home/>





FOCUS OF THE QUARTER

Relocation AS works with different partners to provide the best expertise to its clients.

We have asked 5 questions to Carol Akporiaye from r2n – Relocate to Norway, our partner in Cross Cultural Training.

Could you please introduce yourself and your company?

We are a company providing services related to employee mobility. An area of special focus is Cross-Cultural training to support on-boarding and to integrate new employees.

What gave you the idea to provide Cross Cultural training?

As experienced Global Mobility Specialists, we have seen how a lack of cultural understanding can cause frustration and confusion. This can significantly influence how the international employee adjusts and ultimately settles in their new country. Providing a service that limits these misunderstandings is a win-win for all parties involved.

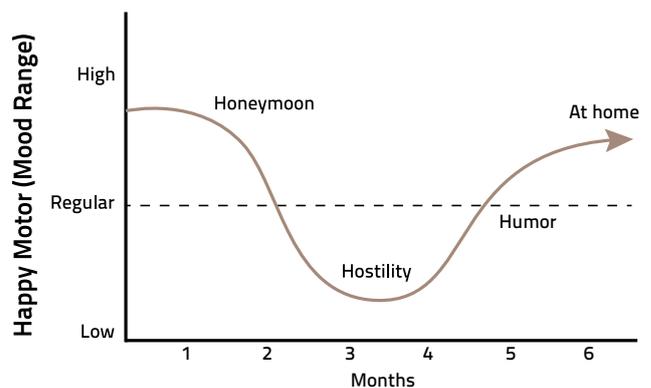
What is the added value of such a service?

For the employer, we provide information that enables the assignee to integrate quickly into the work environment because they have a better understanding of the general work culture and what can be expected. For the employee, a better understanding of the local culture enables an easier and quicker adjustment to the new environment as a whole. By comparing the assignees' culture with the local culture, we can help to address 'hidden' differences. Awareness of these differences can be crucial for the adjustment process.

How would you demonstrate this added value to any person sceptical about the ROI of your services?

- Easier adjustment process > speeds up the productivity process
- Fewer cultural misinterpretations > more effective start
- Easier integration for family members > happy home life > a major factor in the success or failure of an international assignment
- Feedback from r2n Start Up Seminars > high level of satisfaction
- Investment in the assignment > positive outcome for the bottom line

As shown in the 'Cultural Adaptation Curve' from the researchers McCormick and Chapman, the expatriate can go through a phase of 'hostility'. This phase can increase expatriation failure and generate additional costs for the company sending the employee abroad. By our providing Cross Cultural Training, we aim to minimise the duration and intensity of this critical phase.



How do you see your activity in this area in the next 5 years?

We will work to develop our cross-cultural training services for both inbound and outbound assignments. Our continued aim will be to speed up the transition and adaptation to the new environment and reduce the impact of culture shock.

Thank you Carol!