



Relocation AS

Workforce Mobility – Newsletter Q3 2018, issue n°3

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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. The current waiting time is 3 months (first available appointment is in November). If you need to register urgently an EU assignee, please contact us to see what your options are.

New Salary Requirement update from UDI

UDI has updated 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 421 700 per year pre-tax (NOK 416 600 previously).
- If the position requires a bachelor’s degree, the pay must be at least NOK 391 800 per year pre-tax (386 700 previously).

As a reminder, a lower salary can be accepted if the employer can document that this is normal on the market/business one works 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-2019.

New process for tax registration in Oslo, Bergen and Stavanger

From Monday 25th of June you will need to book an appointment to get help at the tax office. To book an appointment please click here: www.skatteetaten.no/timebestilling

There is also a timetable for Tax on SUA from the same date. Appointments can be booked here: www.sua.no/timebestillingskatt

Please note that If you have booked an appointment with the police / UDI and also to the Tax Administration, you do not need to book an appointment at the tax office at the SUA when transferred to the Tax Desk.

- Advantage is that you do not have to queue at the tax office
- Apart from ID verification, there are few reasons to visit a tax office today. The tax office is available to help you both on the phone 800 80 000, chat, Facebook and at taxetaten.no.
- Visitors to tax offices have decreased over time. Timing makes it easier to adjust our human resources to the activity
- The whole process will be more efficient for users and for the Tax Administration

Also reminded of the possibility of applying for tax cards to foreign workers electronically by following this link:

<https://www.skatteetaten.no/skjema/skattekort-pa-vegne-av-national-arbejder/>

REAL ESTATE UPDATE Q3 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)	234	11000–22500	14000
2 Bedroom Apartment (60 to 100 sqm)	113	15000–29500	18500
3 Bedroom Apartment/house (from 80 sqm)	39	18000–33000	22000
4 bedroom Apartment/house (from 100 sqm)	15	24000–36500	29000
5 bedroom Apartment/house (from 120 sqm)	4	30000–40000	32000

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

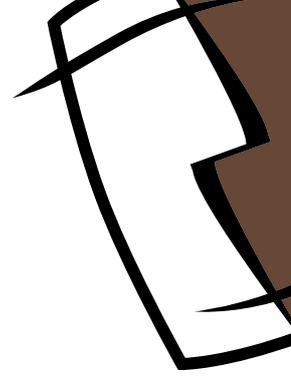
Type of accommodation	Rental objects available as per 30.06.18	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	34	6000-11000	8000
2 Bedroom Apartment (60 to 100 sqm)	49	8500-17000	11000
3 Bedroom Apartment/house (from 80 sqm)	25	12500-23000	18000
4 bedroom Apartment/house (from 100 sqm)	16	16000-32000	22000
5 bedroom Apartment/house (from 120 sqm)	5	23000-35000	26000

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)	205	8500-13500	10000
2 Bedroom Apartment (60 to 100 sqm)	105	9000-16800	12500
3 Bedroom Apartment/house (from 80 sqm)	49	10000-23000	15900
4 bedroom Apartment/house (from 100 sqm)	18	16000-23900	20000
5 bedroom Apartment/house (from 120 sqm)	8	18000–25000	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



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)	239	8000-12000	10000
2 Bedroom Apartment (60 to 100 sqm)	87	10000-15500	13000
3 Bedroom Apartment/house (from 80 sqm)	39	13500-20000	15000
4 bedroom Apartment/house (from 100 sqm)	9	16000-24000	21000
5 bedroom Apartment/house (from 120 sqm)	4	20000	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

WHAT IS "DUGNAD"?

As a native Norwegian, there are many situations and things that we do which seem normal to us. This section is dedicated to explain specific events/cultural aspects of Norway to foreign employee 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.

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





FOCUS OF THE QUARTER

Innovation – new solutions for Serviced Apartment in the Nordic region dedicated to Expatriates and business travelers. Relocation AS is a partner of this initiative by providing any relocation needs for Hem's clients.

5 questions to Pierre Jansson, co-founder of HEM.

Could you please describe HEM briefly?

After demand from customers, HEM was founded in February 2018. With HEM, business travellers, expats and corporate accommodation bookers can request and book serviced apartments for long term business trips or for any relocation needs in the Nordics. The service is developed by Norwegian company Sure! in partnership with Frogner House Apartments. With our six partners, we now offer more than 1 200 serviced apartments on www.bookhem.com. The main goal is to make it easier for our corporate clients to book the services they need when traveling, including a great place to stay and the services that comes with it.

What would be the main objective of HEM and competitive advantages/particularity of your offer?

After demand from customers, HEM was founded. We started this company based on the needs from our existing clients. It's an alliance between professional suppliers, and we share the same goal and philosophy - to create the best possible experience and services for the customers. Both the ones that make the reservation of the apartment and the person that will actually stay in the apartment. This is a unique strategy and way of starting a company. Hem is formed by a group of suppliers that offer a similar service and we are now building this company together.

I understand that your objective is to cover more destinations with the same quality as the one you deliver in Norway with Frogner House Apartments. How will you make that happen?

Our main focus is to build an alliance between partners that can support and assist businesses with the services they need. We believe that companies that have local knowledge about their city and country are best positioned to deliver great service and products to their corporate clients sending their personnel to a new city. We think the total product can be harmed if one becomes too large and try to establish a concept in too many locations. It's easy to forget the most important – the client - when revenue and growth become the main focus. With HEM we assure that the suppliers have deep knowledge about their area and their main focus is quality and high level of service.

The cooperation with Relocation AS is a good example of that. We think Relocation AS is the most professional in their field in Norway and we feel it's a perfect add-on service for our clients. They also have network in the different cities we know our clients have need for the services they offer so they can assist in the cities where they don't operate themselves.

It looks like the global mobility policies of international companies have been using more short term assignments over the past few years. Is it also your impression?

The industry changes very fast. Last year we experienced more short-term with Frogner House Apartments, and the year before that more long-term and this year we experience good growth on both long-term 3 month + and short-term reservations for two to six weeks. Norway as a country changes much depending on the oil and shipping industry. This industry also affects others like IT and finance. If we look for trends, we see more companies that want interactions between offices in different countries to share knowledge and build culture. This will have an effect on the serviced apartment business and most likely it will be more short-term assignments in the future.

How do you see the market for serviced apartment in the next 5 years? What would be the main trends?

What we have seen in Scandinavia the last three years is an extremely growth apparel with the evolution of the "AirBnB" market. It's not just AirBnB that have opened up for renting out your own apartment today big players like booking.com and similar actors have made it possible for private persons to rent out their homes. This has caused a huge marketing impact, it's now normal to stay in an apartment instead of booking an ordinary hotel even if you stay for one night or several weeks. For not very long ago, this was not a choice. The hotel was the standard, this has now changed.

It has also impacted the market in other ways, smaller suppliers are coming up and affect the reputation of the industry. Not everyone has the same focus on security, quality and service. The core and most important is security and safety for the guests. Today there are no controls to secure that the apartments rented out on these platforms have the security needed. It's no question that AirBnB is something positive for the private traveller – I use it myself! – but when it comes to security for corporate clients we still think a professional serviced apartment supplier that follows a standard, daily security controls and know exactly which guests are staying is essential. In the future I believe that there will be new regulations in Scandinavia that will have an impact for renting out your private home place. The security around renting out an apartment for a tourist or corporate guest will be stricter. This will form a standard and I think many suppliers will need to change the way they operate.

Thank you Pierre!