



Relocation AS

Workforce Mobility – Newsletter Q2 2019, issue n°6

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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 for EU/EEA citizen.

The current waiting time is the following:

- 4 months in Oslo
- 7 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.



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 428 200 per year pre-tax (NOK 421 700 previously).
- If the position requires a bachelor's degree, the pay must be at least NOK 397 100 per year pre-tax (NOK 391 800 previously).
If there is a collective agreement applicable, the foreign employee must be paid the collective wage rate.

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-2020.

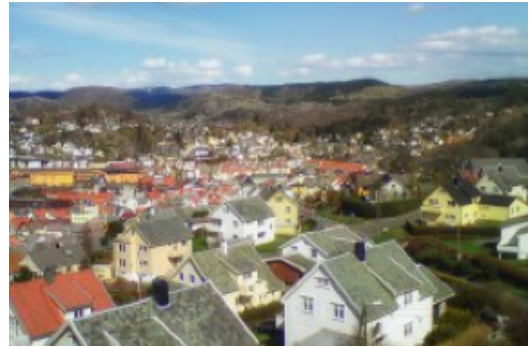
Relocation AS has regular meetings with the UDI and other relevant authorities related to employee mobility in Norway. Should you have any questions, let us know, we will find out!

REAL ESTATE UPDATE Q2 2019

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 needs. We have defined the criteria based on our experience and request we receive from the hundreds of 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 key assistance to employees and get the rental object appropriate for the incoming families.



Type of accommodation	Rental objects available as per 30.06.19	Rent*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	251	10900–21000	14500
2 Bedroom Apartment (60 to 100 sqm)	182	16750–30000	20000
3 Bedroom Apartment/house (from 80 sqm)	69	19500–30000	25000
4 bedroom Apartment/house (from 100 sqm)	36	24000–37500	27000
5 bedroom Apartment/house (from 120 sqm)	8	27500–63200	32000

STAVANGER (Sentrum, Madla, Madlasandnes, Eiganes, Stokka, Hinna, Gausel)			
Type of accommodation	Rental objects available as per 30.06.19	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	45	6500–12000	8900
2 Bedroom Apartment (60 to 100 sqm)	36	9000–15500	12000
3 Bedroom Apartment/house (from 80 sqm)	7	13000–18000	20000
4 bedroom Apartment/house (from 100 sqm)	17	19500–38000	25000
5 bedroom Apartment/house (from 120 sqm)	9	25000–38000	28000

BERGEN (Fana, Landås, Sentrum)			
Type of accommodation	Rental objects available as per 30.06.19	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	247	8400–13000	10900
2 Bedroom Apartment (60 to 100 sqm)	217	10000–21500	14000
3 Bedroom Apartment/house (from 80 sqm)	83	12000–24000	18000
4 bedroom Apartment/house (from 100 sqm)	55	16000–27000	20000
5 bedroom Apartment/house (from 120 sqm)	13	22000–35000	23000



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)	160	8000-12500	10000
2 Bedroom Apartment (60 to 100 sqm)	73	10500-16000	13000
3 Bedroom Apartment/house (from 80 sqm)	32	13500-19000	16000
4 bedroom Apartment/house (from 100 sqm)	13	16000-24000	21000
5 bedroom Apartment/house (from 120 sqm)	9	22000-29000	26000

*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

TIPS FOR STARTING PRESCHOOL (BARNEHAGE)

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. 'Barnehage' might be very different type of Kindergarten from what foreign employees have experienced in their home country. Here are some interesting tips you need to know:

<http://relocation.no/expat-communities/expat-resource-articles/tips-for-starting-preschool-barnehage/>





FOCUS OF THE QUARTER

The importance of having the right expertise to bring foreign workers in Norway in a context of local workforce shortage

Relocation AS works in collaboration with different Recruitment Companies in Norway. We have asked 5 questions to Kjetil Ellestad, CEO of Toptemp.

Could you please describe briefly your company?

For almost 30 years, Toptemp has discovered and shared talent nationwide - and internationally. We help our clients recruit from a diverse pool of qualified candidates in most industries and academic fields; Engineering, Offshore, Electro, Finance, Accounting, Economics, Human Resources, Warehouse and Logistics, Administration, Retail, Hotel and Restaurant, Sales and Marketing, IT and Technology. Our core business is talent acquisition and – retention, recruitment and employment – as well as employer branding.

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.

What is your main added value to your clients?

We're passionate about making life better for our candidates – and our clients. Through technology, engagement and a playful attitude we strategically attract talent by creating targeted ads, campaigns and copywriting, as well as understanding the power of a strong employer brand, and creating memorable and personal experiences. We are always eager to open new doors and try new methods and tools in order to attract the right people for our clients. We understand the struggles our clients meet when trying to find the right people to keep their business growing, and our goal is always to efficiently find the best people for them.

Considering the recent increases of Workforce Shortage in Norway, what solution(s) do you propose?

The lack of qualified and skilled personnel is not only a challenge in Norway, it's the same for all the Scandinavian countries. To maintain the high level of qualified workers we need to search outside of Scandinavia. We have over the last few years established partnership with agents in more than 26 countries to help us to find the right candidates. All our candidates go through the same qualification process to ensure that they are the right match for our clients.

Recruiting talent from abroad, what are the main challenges?

Beside cultural differences and language, it can be a rocky road relocating to a new country, and there are so many things to keep in mind. Probably the most important issue is getting candidates from non-EU countries help regarding visa and work permits. Furthermore, they often need help with accommodation, transportation and settling in.

How can Relocation services help your organisation and how important it is for the employees to settle in Norway in a smooth and quick manner?

The important factor for an employee is to be ready to work in the best conditions as soon as possible. A foreign worker who has just arrived in Norway would have some challenges to settle in Norway such as the immigration process, local registration, finding its accommodation etc. By providing Relocation assistance foreign employees is ready to work sooner and more focused on her/his new job. It eases the integration of our foreign employees and increases their efficiency during the settling in period in their new country.

Thank you, Kjetil!