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Working as an electrician in Norway



A brief introduction to your rights and obligations as an employee

Wages:

In Norway, wages for individual types of jobs are determined by collective wage agreements. We in the Electricians and IT Workers Union organise personnel who install, repair and maintain electrical installations. Our collective wage agreement is called the National Agreement regarding the Electrical Trades.

Collective wage agreements regulate wages, working hours and welfare issues. This booklet contains the most important information about these subjects. If you want additional or more detailed information, contact us and we will be happy to help.

Wages are comprised of the following: basic pay (§ 3A) + a company supplement (§ 3E) + a supplement of 15 per cent of the § 3A rate for personnel (§ 9) whose overnight accommodation is not their own home. When you add up these amounts, you arrive at what we call a normal wage.

In addition to this, supplements are also paid for special working conditions such as overtime, shift work, night work, etc!

Position	Fixed hourly wage § 3A	Supplement § 3E	Supplement 15% § 9
Skilled worker	NOK 148.06	Subject to agreement!	NOK 22.21
Employee without craft certificate	NOK 125.57	Subject to agreement!	NOK 18.83

If you add this up, then the minimum wage is as follows:

Skilled worker: NOK 148.06 + NOK 22.21 = NOK 170.27 per hour + agreed supplement

Employee with craft certificate: NOK 125.57 + NOK 18.83 = NOK 144.40 per hour + agreed supplement

Average pay from and including 1 May 2007 including intra-company supplements is approx. NOK 182 per hour.

Approval of electrician qualifications:

You must apply to the authorities for certification to work as a self-employed electrician on electrical installations in Norway. The Directorate for Civil Protection and Emergency Planning (DSB) is the certifying body in Norway.

Further information can be found on: www.dsb.no

Welfare:

You are entitled to a paid leave of absence when attending a doctor's, dentist's, physiotherapist's or chiropractor's appointment. The same applies in the case of the death, and attendance at the funeral, of a member of your immediate family. Leaves of absence are also granted for various other reasons. Contact us for more information.

Work clothes and tools:

Employers are responsible for providing employees with the work clothes and tools needed for their work in Norway.

These are a few of our key provisions. We hope you will comply with these so that we can enjoy a good, pleasant relationship.

If you want more information, please do not hesitate to contact our head office and we will put you in touch with one of our representatives in the area in which you work:

**Electricians & IT Workers Union Oil- and site committee
(March 2004)**

Revised May 2007

This is a total of 112.5 hours over three weeks, which is average of 37.5 hours a week.

When you travel to work in Norway and work to a schedule like the one described here, it is important to remember the following rights:

- All the costs associated with travelling to and from the site shall be paid by the employer. The costs of travelling from your home to the site in Norway shall be paid for by the employer. Such expenses must not be deducted from your wages.
- The costs of accommodation and food (three meals a day) during your stay in Norway shall be paid for by the employer. Such expenses must not be deducted from your wages!

When an employer provides you with accommodation this must be of a standard that complies with the guidelines approved by the collective wage agreement or the Norwegian Labour Inspection Authority/the Petroleum Safety Authority Norway.

If an employer provides you with accommodation in a rented house, it must have single rooms, good cooking facilities, a bathroom, toilet, hot and cold running water, radio/TV and otherwise be well furnished. The employer shall pay all the costs of such accommodation.

There are specific guidelines regarding the required standards for accommodation in construction site huts.

If you have to buy and pay for food yourself, you are entitled to an allowance of NOK 315 per day.

When an employer provides this, you are entitled to tax-free spending money of NOK 63 per day!

Overtime:

If you work according to a rota like the one described here, there is a prohibition against working overtime in addition to this. Overtime can only be worked in very special cases and must be approved by the Norwegian Labour Inspection Authority/the Petroleum Safety Authority Norway or the Electricians and IT Workers Union before the work starts!

If you work normal working hours (7.5 hours per day during the first five days of the week) and are ordered to work in addition to this, you must be paid an overtime supplement.

The following overtime supplement rules apply:

Monday – Friday before 9 pm	50%	supplement
Monday – Friday after 9 pm	100%	supplement
Saturday before 12 noon	50%	supplement
Saturday after 12 noon	100%	supplement
Sunday/public holiday	100%	supplement

The rates for overtime are:

Position	Overtime supplement 50 %	Overtime supplement 100 %
Skilled worker	NOK 98.54	NOK 197.08
Employee without craft certificate	NOK 88.50	NOK 177.00

Remember Norwegian law states that there must always be a rest period of 11 hours between two periods of work!

Public holidays:

In Norway, public holidays are days off from work. If you are organised and covered by our collective wage agreement, you shall be paid your full wage for the number of hours you were scheduled to work on these days, but you do not have to work. Nor do you have to work to make up for public holidays if these days occur during your work schedule. You shall also receive full pay for 7.5 hours if some of the public holidays fall on a day off in the work schedule. Public holiday pay is paid at the average hourly pay rate and only paid if these days fall on a normal working day, Monday to Friday.

This applies to the following public holidays:

During the Christmas holidays, there are the following public holidays: 25 and 26 December and 1 January.

At Easter, there are the following public holidays:

Maundy Thursday, Good Friday and Easter Monday.

At Whitsun, the only public holiday is Whit Monday.

Ascension Day is a public holiday in May.

1 May and 17 May.

Christmas Eve and New Year's Eve are days off with pay

Holiday:

Our collective wage agreement entitles us to five weeks holiday. Three of these weeks must be taken between 1 June and 30 September inclusive. The last two weeks are to be taken by agreement with the employer. In connection with holidays, you are entitled to a wage equal to 12 per cent of your gross annual income.

Example: During one year in Norway, you have earned NOK 300,000. You are then to receive 12 per cent of this, equal to NOK 36,000, which is to be paid to you without tax being deducted.

Working hours:

Working hours are regulated by both collective wage agreements and legislation. Pursuant to the Norwegian Working Environment Act ordinary working hours cannot exceed 9 hours in any 24-hour period and 40 hours in any 7-day period.

If you are organised and covered by our collective wage agreement, it is possible to agree, and to apply to the Electricians and IT Workers Union for permission, to extend working hours beyond the statutory limits. Working hours are 37.5 hours per week and 7.5 hours per day in the collective wage agreement.

As a worker who has travelled to Norway, it is normal to apply for extended working hours so that you can travel home at regular intervals. A normal rota in such cases is 13 days on and 8 days off, for example:

Week 1:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
10 hours	10 hours	10 hours	10 hours	10 hours	10 hours	0

Week 2:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
10 hours	10 hours	10 hours	10 hours	10 hours	2.5 hours	Day off

Week 3:

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Day off	Day off	Day off	Day off	Day off	Day off	Day off

Remember permission must be applied for from the Norwegian Labour Inspection Authority/the Petroleum Safety Authority Norway or the Electricians and IT Workers Union, before the work starts!

Until the authorities or union grant such permission the maximum working hours are 9 hours per 24-hour period and 40 hours per week.