



WORKING IN THE HEALTH SECTOR IN NORWAY

(Updated May 2017)



About the health sector

The health sector in Norway is built upon the principal of equality; all citizens should have the same access to health services regardless of social, economic and geographical affiliation. The health service should be equal in availability, utilization and result. The sector is organized in three main parts:

The National authorities; *The Ministry of Health and Care Services* oversees the organization of regional and local health services. The parliament has the decision-making authority, the overall responsibility of the sector lies with the Ministry of Health and Care Services.

The Regional Health Authorities (Regionale helseforetak). The public hospitals and institutions are organized in four Regional Health Authorities. These regional authorities has responsibility for specialist services such as public hospitals and psychiatric institutions, ambulance and emergency call services, hospital pharmacies, laboratories and some of the drug rehabilitation institutions.

1. www.helse-midt.no (Nord-Trøndelag, Sør-Trøndelag, Møre og Romsdal)
2. www.helse-nord.no (Nordland, Troms, Finnmark)
3. www.helse-sorost.no (Vest-Agder, Aust-Agder, Telemark, Vestfold, Østfold, Buskerud, Oppland, Hedmark, Akershus, Oslo)
4. www.helse-vest.no (Rogaland, Hordaland, Sogn og Fjordane)

The Municipality Health Services (Kommunehelsetjenesten) consists of general practitioners, emergency room services, physiotherapy, nursing homes, midwife services and nursing services offered to inhabitants in the local communities' nation wide. The municipality also runs preventive health services for the citizens. For more information, visit the web pages for each specific Norwegian Municipality.

In addition there are a small number of **privately owned health clinics**. These may include general practitioners, physiotherapists, dentists, chiropractors, approved hospitals and occupational health care services that are not connected to the municipal health services. They do not have a reimbursement agreement with the municipality.

Dental Healthcare

The Public Dental Healthcare (Tannhelsetjenesten) is organized within the Regional Administration (Fylkeskommunen). The Regional Administration coordinates both the public and private services. Each county has a number of dental clinics covering varying geographical districts.

Visit these webpages for more information:

<https://helsedirektoratet.no/lover/tannhelsetjenesteloven>

<https://helfo.no/helseaktor/kommuner-og-fylkeskommuner/fylkeskommunen-og-tannhelsetjenesten/regelverk-for-den-offentlige-tannhelsetjenesten>

Demand for workers

In recent years the demand for health personnel has significantly increased, especially for nurses and doctors. The forecast indicates that the demand for healthcare personnel will continue to increase the coming years.

Language, education and qualifications requirements

Working as a health professional in Norway requires an authorisation from the Norwegian Directorate of Health. See the link to the application below. The current processing fee for authorisation is NOK 1.665,- (2017). Any costs related to the transfer must be covered by the applicant.

<https://helsedirektoratet.no/english/authorisation-and-license-for-health-personnel>

There are different rules for health workers educated in the EU/EEA, and outside the EU / EEA. Within the EU / EEA, there are some health professions that are harmonized through the Professional Qualifications Directive, which means that the content in the education has been agreed upon. With these educations you can be reasonably confident that you will be granted authorization in Norway. However other educations may also be authorized. The harmonized education programs are:

- Doctor
- Dentist
- Nurse
- Midwife
- Pharmacist (Provisor)

Working in the Norwegian health sector generally requires a good knowledge of the Norwegian/Scandinavian language. It is recommended to learn the Norwegian language before relocating. There are various providers of language courses in Norway, and online courses. You can find most of them at [Skills Norway](#), the National Agency for Lifelong Learning.

How to find work?

All the job vacancies published by The Norwegian Labour and Welfare Administration (NAV) are on the European job mobility portal [EURES](#).

You may also contact the national contact point, NAV Service Centre EURES.

- phone: (+47) 55 55 33 39 - Monday- Friday, 08:00 to 15.30 (CET)

- e-mail: eures@nav.no

- [chat](#): every Friday, 10:00 to 13.00 (CET)

Most job vacancies in Norway are written in Norwegian. However you may find some job vacancies written in English, you can find them [here](#).

More tips for your job search on [work in Norway](#).

Wages

Minimum wages 2017*	Years of experience			
	0	4	8	10
Nurse	385 000	395 000	418 000	460 000
Specialist nurses/midwife	420 000	435 000	455 000	500 000
Licensed practical nurse	326 300	335 900	350 800	389 200

* The minimum wages according to the collective agreements will be increased with 1.2% from August 1st 2017 for nurses and specialist nurses/midwife.

References: Norsk Sykepleierforbund, Kommunenes Sentralforbund

Trade Unions

In Norway, the trade unions play an important role in working life. Over 50% of the employees in Norway are members of a trade union. You may wish to contact a trade union to get more information about working in this sector:

- www.nsf.no (The Norwegian Nurses Organization, NNO)
- www.legeforeningen.no (The Norwegian Medical associations, MNA)
- www.tannlegeforeningen.no (The Norwegian Dental Association)
- www.fysio.no (The Norwegian Physiotherapist Association)
- www.psykologiforeningen.no (The Norwegian Psychological Association, NPF)
- www.radiograf.no (The Norwegian Society of Radiographers)
- www.fagforbundet.no (Norwegian Union for Municipal and General Employees)

Taxes, working conditions and relocation

Visit [Work in Norway, the official guide](#) to get step by step information about registering, paying taxes and working conditions.