

Norway

1. Government requirements

Registration requirements

To set up a new business in Norway, the company should be registered at The Norwegian Business Register (see website: www.Brreg.no) to obtain an organization number for reporting purposes.

Employees should have a Norwegian Personal ID (P-number) or a D-number. Employees should also apply for a tax deduction card.

Ongoing compliance requirements

Monthly payroll and reporting to Norwegian Authorities

The company is required to calculate tax and Employer's National Insurance Contribution (AGA) on the employees' remuneration and other taxable benefits. The employer has a monthly reporting obligation to the authorities which is done electronically via Altinn (A-melding). The deadline for the reporting is on the fifth of each month.

Tax should be withheld on a separate tax account. If the tax account is not available, a bank guarantee should be applied for.

Tax and AGA are due every odd month in the calendar. For example: January and February tax and AGA is due on the 15th of March, and so on.

The rate for AGA is 14.1%.

2. Pension requirements

Employers are obliged to have an occupation pension scheme (OTP) for their employees. OTP is mandatory for all companies with more than one employee.

The pension scheme must be established within six months of the date on which the obligation to have an occupational pension scheme arose. It should be reported monthly or in the month when payment has been made.

3. Employment obligations

Mandatory Occupational Pension

The Mandatory Occupational Pension (2%) is not taxable to employees, but 14.1% of employers' national insurance contributions is applied.

Other obligations

There are detailed rules and regulations regarding:

- Vacation accrual and holiday pay
- Sick leave application
- Paternity and maternity leave
- Minimum wages
- Working hours
- Monthly contributions and/or deductions

4. Payroll requirements

There is no specific regulation related to payment frequency. It depends on the company policy or the employment contract. Monthly payment is the most common payment frequency in Norway.

Payslip

The company is required to issue payslips to each employee, unless under shadow payroll.

5. Banking requirements related to payroll

Payment to employees

The payroll payments must be transferred to employees' bank accounts on the agreed pay date (no cash payment allowed).

Payment for Tax and Employers' National Insurance Contribution

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