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# EMCC

European Monitoring Centre on Change

## Norway: Notice period to employees

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Norway

Phase:

Management

Type:

Notice period to employees

Last modified: 27 September, 2019

Native name: Arbeidsmiljøloven; Statsansatteloven

English name: Working Environment Act; State Employee Act

### Article

15-3 (Working Environment Act); 22 (State Employee Act)

### Description

According to the Working Environment Act, employers must give employees one month's notice, unless otherwise agreed in writing or in a collective agreement.

An employee who has been continuously employed for at least five years is entitled to receive two months' notice. If employed continuously for at least 10 years, the employee is entitled to receive three months' notice. An employee who has been continuously employed for at least 10 years must have a notice period of four months when dismissed after the age of 50, at least five months after the age of 55, and at least six months after the age of 60.

Periods of notice run from and include the first day of the month following that in which notice is given.

The State Employee Act has special regulations for civil servants. For employees with less than one year of service the notice period is one month. For employees with more than one year of service the notice period is three months, and for employees with more than two years of service the notice period is six months.

### Comments

No information available.

#### Cost covered by

Not applicable

#### Involved actors other than national government

National government only

#### Thresholds

No, applicable in all circumstances

#### Sources

- [EMCC - Legal framework for restructuring](#)
- [Working Enviroment Act](#)
- [Arbeidsmiljøloven](#)
- [Arbeidstilsynet: Oppsigelse](#)
- [Statsansatteloven](#)

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