



Utlendingsdirektoratet
Norwegian Directorate
of Immigration

Offer of employment

The form must be filled in by the employer (electronically or using capital letters). The employer must have a place of business in Norway and must be registered in the Central Coordinating Register for Legal Entities. The employer is responsible for ensuring that all necessary information about the employment relationship is included. The form must be signed by both the employer and employee (the applicant). The information provided in the form is binding for the employer even if it signed by an authorised representative.

If there will not be established an employment relationship with the employee, please use the form "Assignment offer"

1 Information about the employee

Family name TAN	First name TONY	
Middle name CLIFFORD AUSTIN	Date of birth (day.month.year) 26.07.1985	Nationality AUSTRALIAN

2 Information about the employer

Responsible employer (name of firm) UNIVERSITETET I OSLO	Organisation number 971035854
Address PROBLEMVEIEN 7	
Postal code 0313	Postal district OSLO
Contact person TARA SARIN	
Phone number 22844496	E-mail tara.sarin@cemo.uio.no
Is the enterprise part of an international company (a company engaged in business in at least two countries)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Is the enterprise a staffing agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

3 Employment relationship and duration

<input type="checkbox"/> Permanent employment, from:
<input checked="" type="checkbox"/> Temporary, from: 01.08.2021 to: 31.07.2025 Duration: 4 YEARS
Will the employee be hired out? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Will the employee work in Norway during the whole period he or she is offered employment? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No The employee will not work in Norway from: to:

4 Information about the offer of employment

Job title (in both Norwegian and English) DOCTORAL RESEARCH FELLOW/STIPENDIAT
Detailed description of the work tasks RESEARCH, ATTENDING COURSES, PRESENT OWN RESEARCH INTERNATIONALLY AND NATIONALLY, PUBLISH IN JOURNALS, PARTICIPATE IN SCIENTIFIC ACTIVITIES.
Is authorisation or approval by the Norwegian competent authority required in order to carry out the work tasks? <input type="checkbox"/> Yes The applicant must enclose the approval. <input checked="" type="checkbox"/> No
What formal qualifications does the enterprise require for the job? <input type="checkbox"/> None <input type="checkbox"/> Work experience, please specify: <input type="checkbox"/> Vocational education (at upper secondary school level), please specify: <input checked="" type="checkbox"/> Higher education, please specify: MASTER'S DEGREE IN RELEVANT FIELD <input type="checkbox"/> Other type of competence, which?: At what level?: Why?:
What formal competence does the employee have? Level: MASTERS Duration: 2 YEARS 2019-2021 Field/trade: EDUCATIONAL MEASUREMENT Original certificates and exam grades, and a translation of them into Norwegian or English, must be pre- sented when the application for a residence permit is submitted.
For seasonal work outside agriculture and forestry and for unskilled workers from the Barents region: Has a statement been obtained from the Norwegian Labour and Welfare Administration (NAV)? <input type="checkbox"/> Yes The applicant must enclose the statement. <input type="checkbox"/> No

5 Pay and working conditions

Is there a collective agreement or pay scale for the sector/industry? <input checked="" type="checkbox"/> Yes Which (name, entered into between): You must enclose a copy of the first page of the agreement and the page showing the relevant pay rates. Mark the pay rate the applicant is being offered. <input type="checkbox"/> No The employer must document that the pay offered is normal for the place and occupation in question, for example in the form of wage statistics from a trade association. Alternatively, pay can be offered in accor- dance with the pay scale for Norwegian government employees if the job requires a bachelor's degree as a minimum (pay grade 42) or minimum a master's degree (pay grade 47).
Only monetary compensation for work carried out is deemed to be pay. The coverage of expenses and other benefits, for example free accommodation, cannot be included in this amount.
Pay (gross in NOK) paid by the employer in Norway: 491 200 per hour 247,10

If necessary, the UDI will calculate the monthly and annual pay based on the table below. If the employer uses a different calculation method, it must be specified and documented that it is in accordance with the collective agreement, pay scale or what normally applies in the place and occupation in question.

hours per week	35,5	37,5	40
hours per day	7,1	7,5	8
hours per month	153,8	162,5	173,3
hours per year	1 846	1 950	2 080

Extra shifts and similar are not regarded as guaranteed working hours and cannot be included here.

Guaranteed working hours: hours per week, corresponding to the following percentage of a full time equivalent position:

If the working hours deviate from normal working hours, you must specify what overtime arrangements apply. You must also enclose confirmation that this is in accordance with the Working Environment Act (if necessary from the Norwegian Labour Inspection Authority).

For staffing agencies:

Are there one or several concrete assignments?

☐ Yes

Place of work:

Job description:

Duration:

The applicant must enclose confirmation from the client.

☐ No

6 Information for the employer

If an employer, wilfully or with gross negligence, provides materially incorrect or manifestly misleading information in a case that falls under the Immigration Act, the employer may be liable to punishment by fines or a term of imprisonment not exceeding six months, or both (see the Immigration Act Section 108 second paragraph letter c).



If the employer, grossly or repeatedly, violates the provisions of the Immigration Act that are intended to safeguard the pay and working conditions of foreign employees, the Directorate of Immigration may decide on a period of disqualification, which means that we will not grant residence permits for the performance of work for the employer (see the Immigration Act Section 27 fifth paragraph).

The Act relating to the Working Environment, Working Hours and Employment protection etc. (the Working Environment Act) also applies to foreign employees.

7 Signatures

If both parties have not signed, we may reject the application for a residence permit.

I hereby confirm that the information is correct and complete.

Place and date OSLO, 28/06/2021	Employer's signature and stamp  UNIVERSITETET I OSLO Det utdanningsvitenskapelige fakultet Postboks 1161 Blindern 0317 OSLO
Place and date OSLO, 28/06/2021	Employee's signature 

Lønn for arbeidstakere i staten gjeldende fra 1. mai 2021

Ltr	Kroner
19	309 800
20	313 300
21	317 300
22	320 900
23	324 800
24	328 800
25	333 000
26	337 300
27	341 300
28	345 300
29	349 100
30	353 100
31	356 700
32	360 900
33	364 800
34	369 000
35	373 200
36	377 500
37	382 300
38	387 100
39	391 800
40	396 900
41	402 000
42	407 900
43	413 500
44	419 600
45	425 600
46	431 900
47	439 900
48	446 800
49	454 200
50	461 300
51	468 300
52	475 800
53	483 700
54	491 200
55	499 500
56	507 600
57	516 100
58	524 900
59	534 400
60	543 500
61	553 500
62	563 900

63	574 700
64	583 500
65	594 300
66	604 700
67	615 800
68	626 100
69	637 900
70	650 300
71	665 700
72	677 600
73	689 600
74	702 100
75	715 900
76	734 400
77	752 800
78	776 900
79	801 300
80	825 900
81	850 000
82	873 400
83	896 500
84	919 700
85	948 900
86	977 600
87	1 007 100
88	1 030 100
89	1 053 300
90	1 076 500
91	1 100 000
92	1 123 000
93	1 146 300
94	1 169 500
95	1 192 900
96	1 215 600
97	1 238 400
98	1 261 200
99	1 283 000
100	1 304 700
101	1 326 500

¹ Det skal trekkes kr 400,- pr. år i OU-midler av bruttolønn pr. år.

Bruttolønn kan inkludere mer enn bruttolønn etter hovedlønnstabellen, for eksempel kronetillegg gitt i lokale forhandlinger og kronetillegg som tidligere ble gitt som B-tillegg. Pensjonsinnskudd er 2 pst av bruttolønn opp til 12*folketrygdens grunnbeløp. For høyere bruttolønn beregnes 2 pst. pensjonsinnskudd av 12*folketrygdens grunnbeløp. Nettolønn er bruttolønn etter fratrekk for OU-midler og pensjonsinnskudd.

Overtidsgodtgjørelse beregnes ut fra bruttolønn som deles på

1850 og multipliseres med 1,5 (50%) og 2 (100%).

Nattidskompensasjon beregnes ut i fra bruttolønn som deles på
1850 og multipliseres med 0,45 (45%).