

A person is kayaking on a clear, turquoise lake. The kayaker is wearing a dark jacket and a backpack, and is using a black paddle. The water is crystal clear, revealing the rocky bottom. In the background, there are majestic, snow-capped mountains under a bright blue sky with a few wispy clouds. The overall scene is peaceful and scenic.

GlobalWorking
- Work abroad · Live abroad -

THE EXPERIENCE OF YOUR LIFE

**Work as a Nurse in the Norwegian Public
Healthcare System**

Summary Dossier

WORK AS A NURSE IN NORWAY GLOBAL WORKING PUBLIC HEALTHCARE CENTRES NETWORK

In Norway, your responsibilities as a nurse will be related to the care of patients in day centers, residences, home care and hospitals; in a close environment, you will have the opportunity to develop professionally in the Public Healthcare Sector and have **the best nurse / patient ratio** in Europe, with an average of 17.4 nurses per thousand inhabitants.

You can also do one of the [26 Nursing Specialties that exist in Norway](#).

BENEFITS OF WORKING WITH GLOBAL WORKING

Through our Network of Public Centers, **you will have the best job offers for working as a nurse in Norway** with the following benefits:



- **Permanent full-time contract** with a salary guarantee of up to 100%.

- Annual salary of **€45,000 - €60,000** gross per year (net salary of €2,700 - €3,500 per month, depending on experience, bonuses, etc).



- Many of the centers in our GW-Network offer **the best salaries in the country**, since with only 2 years of experience in Norway, you will have the salary of a nurse with more than 15 years of experience.

- **Extra summer pay** of 12% of the gross salary of the previous year.



- **Average nurse-patient ratio:** 1/10 day shift and 1/20 night shift.



- **Average working day** of 37.5 hours per week, with 25 paid vacation days per year.



- **Accommodation and expenses** (electricity, water, internet) included in a shared or individual flat.



- **Transportation** to the workplace if necessary.

- Initial trip to Norway included, plus paid travel program from Norway to your home country, so you can visit your family, or they can visit you.

- In many of our centers you can spend 1 week in your home country for every 6 weeks of work, and this trip will have no cost to you.



- Access to the **nursing specialty**.



- The **Global Working Guarantee** ensures that 100% of the people who reach the required language level work in Norway.

In Global Working, the following philosophy has always predominated, focusing on different areas of the company. We strive to offer a quality service both to our nurses and Healthcare Agencies and Kommuner. In fact, this is accredited by our ISO 9001 certification.

This philosophy of **quality** has made us a benchmark in the Norwegian Healthcare Sector and has allowed us to develop the only Network of Norwegian Public Health Agencies and Public Healthcare Centers for European nurses without previous experience in the Nordic country. This will allow you to work in day centers, residences, home care and hospitals.

This Network has been established after evaluating the working conditions offered by the main agencies of the healthcare sector. We choose to collaborate only with those agencies and kommuner that provide us with the necessary confidence to allow our Global Workers to work for them. This trust relationship between us and our clients is built that our clients give a personalized treatment to our nurses following collective agreement.

In addition, we are the only company that offers our nurses the opportunity **to work directly in the Norwegian Public Healthcare Service**, through the so-called kommuner, what the latter would be equivalent to being hired directly by a hospital or other public healthcare institution.

Every year **new agencies and kommuner apply to join the GW-Network**, and incorporating them leads to more job opportunities for nurses throughout the Nordic country.


GW-Network



You will have access to the largest employment network for nurses in the country thanks to the GW-Network

GLOBAL WORKING LEARNING PROGRAM



- Norwegian learning program **specially designed for nurses**, including a Helsenorsk training module (specific vocabulary for healthcare in Norwegian).



- **Nursing simulator**, where you will learn the work procedures that are followed at the Norwegian Public Healthcare Centers (if your training is in our offices in Spain).



- For you to perfect the language, we will give you all the **reinforcements** you need during the formation.



- **Native teachers**, specialized in Norwegian didactics that will help you achieve a Norwegian B1+ level.



- **Cultural immersion** seminars.



- **Outdoor training** Seminars.



- **Seminars** with nurses who work in Norway.



- **Personal development** seminars with our Talent Development Specialists.



- Seminars on **employability** and job orientation.



- **Psychologist - Coordinator**, during the Learning Program and your experience in Norway.



- Management of work **authorizations** for nurses.



- **The Global Working Learning Guarantee** ensures that 100% of the people who carry out the language program reach the necessary language level. **The Global Working Job Guarantee** ensures that 100% of the people who reach the language level work in Norway.

WE ARE WITH YOU DURING YOUR EXPERIENCE

In Global Working, we care both for the well-being and professional development of our nurses. We will accompany you throughout your experience in the Nordic country. We will make sure that your experience is positive and enriching. We will also inform you of all the news that appear on the labor and legal level related to your profession, monitoring all the informative and advisory work carried out by a union.

For this reason, from the beginning of the Learning and Talent Development Program, Global Working will **assign you a Psychologist - Coordinator** who will accompany you during the learning process and during your subsequent experience in Norway. This person will be in charge of following your academic development during the Program in Spain and knowing your professional evolution in the Norwegian Public Health System.

The Psychologist - Coordinator **will be in charge of solving** your doubts and questions for everything that is not directly related to the language. You can get in touch with her whenever you need and to comment on any topic you want or need to share.

In addition, **with us you do not have to worry about doing the necessary paperwork** to practice as a nurse in Norway. Your coordinator will be in charge of maintaining contact with Norwegian institutions and will manage your authorization. On the other hand, at Global Working we take care of the cost of it.

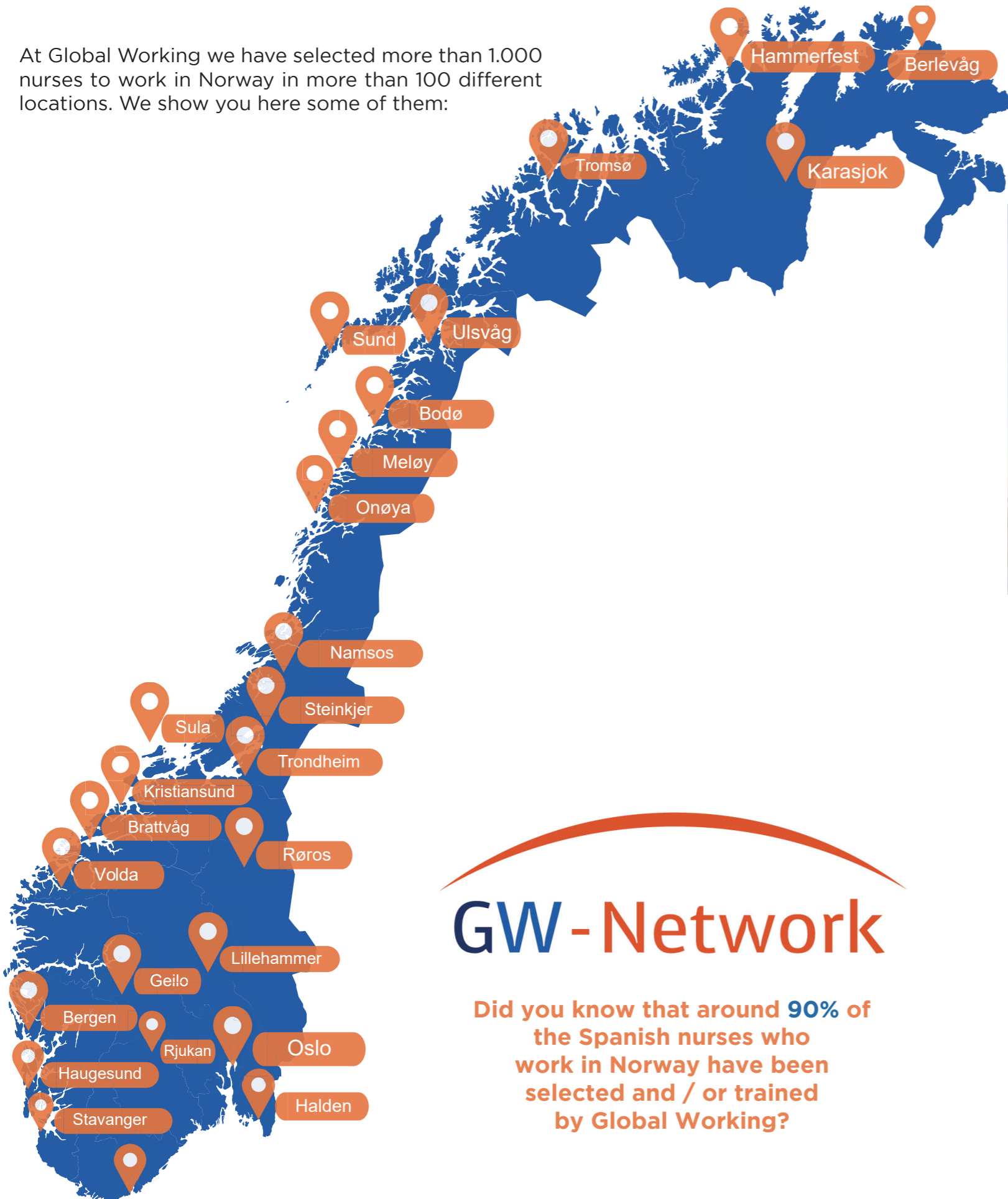
Our intention is that you can focus as much as possible on learning the language while we take care of the rest.



Find out about Elena's experience like a nurse in Norway, [click here!](#)

GLOBAL WORKERS AT THE GW-NETWORK

At Global Working we have selected more than 1.000 nurses to work in Norway in more than 100 different locations. We show you here some of them:

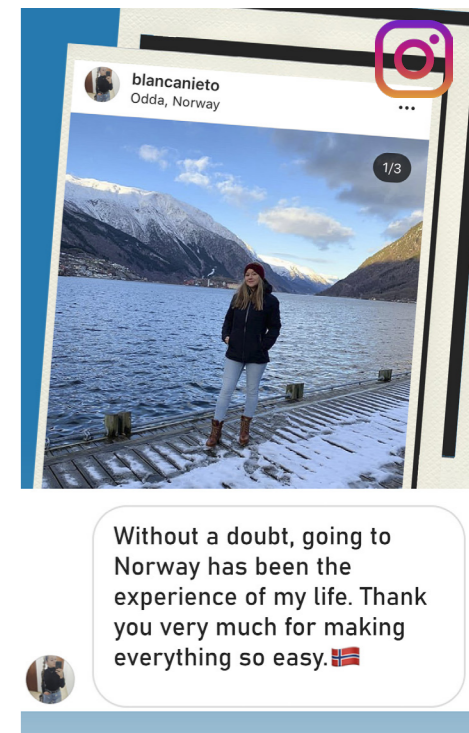
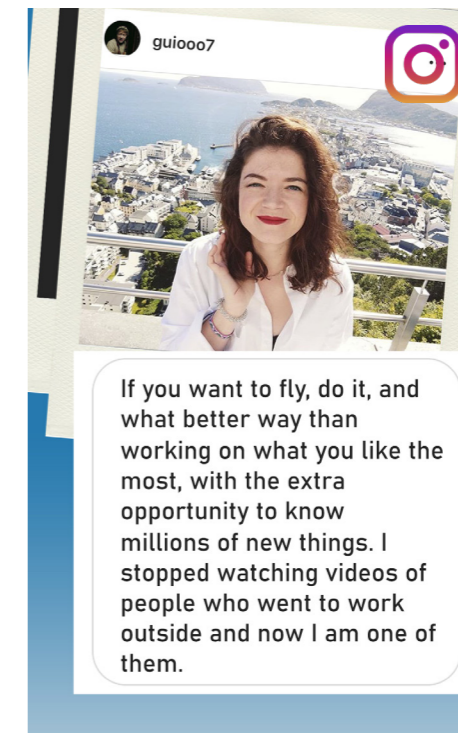
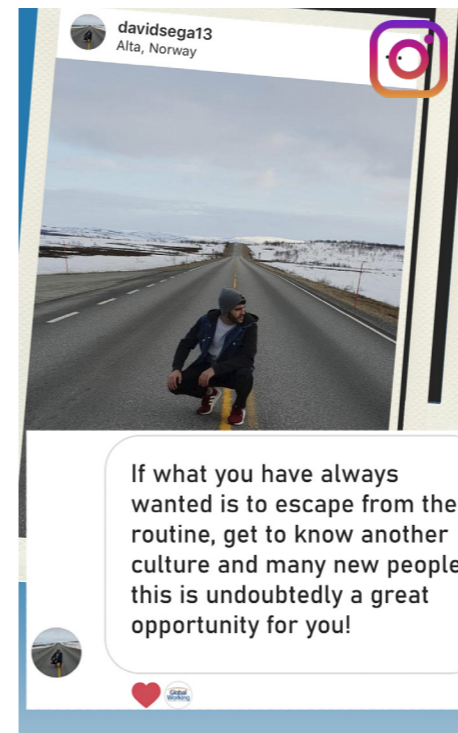


Did you know that around **90%** of the Spanish nurses who work in Norway have been selected and / or trained by Global Working?

THE EXPERIENCE IN NORWAY

It is always difficult to speak well of oneself, so we prefer that people selected for previous programs who are currently working in Norway as nurses do so.

We share a large part of these experiences on our social networks, especially on our Instagram, where you can see the adventures of our Global Workers in Norway, the houses where they live, their work experiences, the hobbies that some practice, etc.



Discover the experiences of our Global Workers on our Instagram by [clicking here!](#)



GW-Network: Global Working Network of Norwegian Public Health Agencies and Public Healthcare Centers

	Employment in Health Services Agency A. Valued profile: Junior, Senior and Specialist	Employment in Agency Health Services B Valued profile: Junior	Employment in a Health Services Agency C. Valued profile: Junior and Senior	Employment in a Health Services Agency D. Valued profile: Senior and Specialist	Employment in the Norwegian Public Healthcare Service. Valued profile: Senior and Specialist
Permanent contract as a nurse in Norwegian Public Health Centers + Salary established according to the Norwegian Nursing Collective Agreement + Pension Plan + Access to Norwegian health in case of illness	✓	✓	✓	✓	✓
Possibility of working in different cities of Norway in different services	✓	✓	✓	✓	You will always work in the same workplace and in the same service
Paid travel program from Norway to your home country, so you can visit your family	2-3 trips a year.	1 trip every 6 work weeks, for you or for the person you choose to visit you in Norway.	6 trips per year.	4 trips per year.	—
Minimum percentage of the guaranteed working day (100% is 1,846 hours per year)	84% of the annual working day.	70% of the annual working day.	84% of the annual working day.	84% of the annual working day.	100% of the annual working day.
Guaranteed Minimum Wage between assignments in the case of not working (paid every month)	—	In the event that you are not provided with any work assignment as a nurse, you will receive the following gross monthly salary, even if you do not work for a single day of the month: Sept. to June (22.750 kr). July and August (27.000 kr).	—	—	—
Practical training in Norwegian health protocols with nurses in our Global Working Simulator	—	✓	—	—	—
Professional career plan	Norwegian B2 level training once you are in Norway.	Salary improvement every 6 months of work in Norway: with 6 months you will earn as if you had 2 years of experience (235 kr / hour), with 12 months you will receive as if you had 4 years of experience (240 kr / hour), with 18 months you will receive as if you had 8 years of experience (255 kr / hour) and after 24 months of work you will receive as if you had 16 years of experience (275 kr / hour).	You will work in the main cities of Norway (Oslo or Bergen) after 10-14 months of experience.	Norwegian B2 level training once you are in Norway.	It will depend on the workplace.
Accommodation and expenses (electricity, water, Internet ...) included in individual or shared accommodation	✓	Accommodation will be provided and only you will have to pay 350€ per month.	✓	Housing expenses covered up to 8,000 kr / 10,000 kr per month in individual housing.	—
Global Working Scholarship to carry out the Learning Program (in our offices in Spain)	—	Monthly financial aid for accommodation, € 100 for residents in Alicante and € 250 for those who need to move.	—	44,000kr / 21,000kr. This scholarship must be applied for and may be provided after evaluating each request.	—
Characteristics of the Learning Program and Talent Development for Nurses	<ul style="list-style-type: none"> Language training. Employability and skills development. Possibility of official B1 exam of Norwegian. Between 500 to 600 hours of training. 	<ul style="list-style-type: none"> Language training. Employability and skills development. Possibility of official B1 exam of Norwegian. Between 500 to 600 hours of training. 	<ul style="list-style-type: none"> Language training. Employability and skills development. Possibility of official B1 exam of Norwegian. Between 500 to 600 hours of training. 	<ul style="list-style-type: none"> Language training. Employability and skills development. Possibility of official B1 exam of Norwegian. Between 500 to 600 hours of training. 	<ul style="list-style-type: none"> Language training. Employability and skills development. Possibility of official B1 exam of Norwegian. Between 500 to 600 hours of training.
Value of the Global Working Learning and Talent Development Program for Nurses	The Program is valued at 50,000 kr (using the latest currency exchange rate of 4,825), but you will only have to pay 390 for 6 months once you are in Norway. The rest of the amount of the Program is amortized once 3500 hours have been worked in Norway; this means that you would pay only a part of the value of the Program.	The Program is valued at 50,000 kr (using the latest currency exchange rate of 4,825), but you will not have to pay any amount since working as a nurse in Norway for 18 months will deduct 15,000 kr of the original amount, and after 27 months, the remainin 35,000 kr will be amortized; this means that the Program would be completely free of charge.	The Program is valued at 50,000 kr (using the latest currency exchange rate of 4,825), but you will not have to pay any amount since this Program would be paid in its entirety when working as a nurse in Norway within our GW-Network for a maximum of 24 months; this means that the Program would be completely free of charge.	The Learning Program has a value of 50,000kr (at the currency exchange they are about €4,825,) but you will not have to pay any amount, since this Program is fully amortized once 3,500 hours have been worked as a nurse in Norway ; this means that the Program would be completely free of charge.	The Program is valued at 50,000 kr (using the latest currency exchange rate of 4,825), but you will not have to pay any amount since this Program would be paid in its entirety when working as a nurse in Norway within our GW-Network for a maximum of 24 months; this means that the Program would be completely free of charge.

-The conditions offered by each work center may be slightly modified by the corresponding employer.

Global Working will evaluate your professional profile and introduce you to those Health Service Agencies and kommuner where we think you could be a great fit. To be able do this, it will also be of vital importance to take into account the demand for job offers in the Norwegian Public Healthcare Sector.

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