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Global Immigration alert

June 2026

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Norway

Norway increases salary thresholds for residence permits for work purposes

Executive summary

On 4 June 2026, the Norwegian Directorate of Immigration (UDI) announced increased salary thresholds for residence permits for work purposes. The revised compensation thresholds took effect retroactively on 1 May 2026.

Background

UDI uses the Basic Collective Agreement between the Norwegian Association of Local and Regional Authorities (KS) and the employee unions as a foundational benchmark to determine salary thresholds when no specific collective agreement applies to a particular industry.

Key developments

Effective 1 May 2026, individuals who apply for a residence permit to work in Norway are required to meet the following minimum salary thresholds:

- Individuals applying for positions requiring a master's degree are required to earn at least NOK 624,700 per year before tax deductions, up from NOK 599,200 previously.
- Individuals applying for positions requiring a bachelor's degree are required to earn at least NOK 545,400 per year before tax deductions, up from NOK 522,600 previously.
- For sectors covered by a collective agreement, the applicable collective wage rate continues to apply.

Impact on employers

Employers should review the revised salary thresholds and update their internal policies as required to ensure compliance and minimize business disruptions.

For pending resident permit applications where the stated salary is below the new minimum thresholds, the employer must provide written confirmation that the salary will be increased to meet the new thresholds in force from 1 May

2026. The authorities confirmed that they will notify employers in due course, where pending applications do not meet these updated salary thresholds.

In exceptional cases, a lower salary may be accepted if it aligns with local norms for the specific occupation, subject to substantial supporting documentation.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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