

The Norwegian system for remuneration of civil servants

The Norwegian system

- The system is based on agreements with labour unions
 - From macro to micro
 - Almost no political interference
- Positions are remunerated according to experience, place in the organisation, responsibilities et al
 - A limited span for salary
- Bonuses are an exception
 - Limited
 - Top leaders
 - Small part of the total salary
- Under the responsibility by the Ministry of Administration