



# Key Changes to Norway Compliance Regulations

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**Q2 2026 Edition**

✓ **Long Shift Agreement**



# Norway Compliance Watch

## Q2 2026

*This bulletin is for informational purposes only and is not meant to provide legal advice. Recipients should consult with counsel before taking any actions based on the information contained within this material.*

Welcome to the latest edition of Compliance Watch—Legion’s quarterly bulletin highlighting key compliance updates. This issue includes information and resource links to help you monitor new employment laws and simplify managing and maintaining compliance. This edition focuses on recent and planned updates for Norway.

### Long Shift Agreement

This is a first-of-its-kind national agreement regulating shifts longer than 12.5 hours, primarily in healthcare and nursing homes, taking effect on March 1, 2026. Key provisions include:

- Long shifts are defined as shifts with ordinary working hours exceeding 12.5 hours, up to a maximum of 15 hours (including breaks).
- The agreement is effective from March 1, 2026, through December 31, 2027, with automatic one-year renewals unless terminated with three months’ written notice.
- Local parties can negotiate their own long shift agreements under this framework, but those agreements must also expire by December 31, 2027.
- Participation is voluntary—no employee can be forced into a long shift arrangement, and any employee who wants to opt out must be offered an alternative schedule.
- Break requirements:
  - Shifts up to 13.5 hours must include at least 1.5 hours of breaks.
  - Shifts over 13.5 hours (up to 15 hours) must include at least 2 hours of breaks.
  - Breaks count as working time.
- Long shifts cannot be scheduled between midnight and 7:00 a.m., and there must generally be at least 11 hours of rest between shifts. This can be reduced to 9 hours by local agreement if compensatory rest is provided.
- Weekly cap: Up to 60 hours of ordinary working time may be agreed to in individual weeks.
- Overtime should generally not be required immediately following a long shift and requires employee consent in each case.
- A NOK 500 bonus must be paid for each long shift worked during weekends (Saturday 7:00 a.m. through Sunday midnight).
- The arrangement must be evaluated at least annually, including impacts on employee health, voluntariness, break compliance, staffing levels, and service quality.

### How Can Legion Help?

Legion WFM can help managers comply with these requirements by ensuring that auto-generated shifts are not longer than 12.5 hours and flagging any manually created shifts that exceed this threshold. Customers can also configure meal and rest break rules based on shift length to help ensure employees receive adequate rest throughout their shifts. Rules can additionally be set to enforce appropriate time between shifts.

Customers can also configure shift differentials to ensure employees receive the appropriate premiums when working extended shifts.

### Resources

[Long Shift Provision](#)