

PERSONAL NORWAY EMPLOYMENT FEASIBILITY ASSESSMENT · EU/EEA TRACK

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Registered nurse · Citizen of Poland · Living in Poland

REPORT ID
JN-EEA-SAMPLE

ASSESSMENT DATE
18 October 2026

RULES AND SOURCES AS OF
18 October 2026

RIGHT TO WORK IN NORWAY



You are eligible to work in Norway.

WORK AS A NURSE

Possible with conditions

1 Nurse authorisation · 2 Four documents · 3 Working Norwegian

ELIGIBLE

Your right to work

POSSIBLE WITH CONDITIONS

Your work as a nurse

NOT POSSIBLE AT PRESENT

NOT DETERMINABLE

ASSESSMENT 1

Legal work eligibility

✓ OPEN PATH

EU/EEA citizens may start work on arrival. Registration with the police follows within three months.

ASSESSMENT 2

Qualifications and suitability

! PATH WITH CONDITIONS

Nurse authorisation from Helsedirektoratet comes first. Four documents, about three months of processing.

ASSESSMENT 3

Labour market opportunities

! PATH WITH CONDITIONS

Realistic in hospitals and municipal care, if your Norwegian reaches working level for patient contact.

01 Candidate profile

CITIZENSHIP AND RESIDENCE

Poland (EU/EEA), living in Poland

EDUCATION

BSc Nursing, Medical University, Poland (2019)

EXPERIENCE

6 years, hospital internal medicine ward

LANGUAGES

Polish native, English C1, Norwegian A2

OBJECTIVE

Nurse in a hospital or municipal care, any region

EXISTING JOB OFFER

None

All details are self-reported in the questionnaire. Original documents have not been verified.

02 Executive assessment

Can I legally work in Norway now?

Yes. EU/EEA citizens may start work as soon as they arrive. RULE

Which work is realistic?

Nursing on hospital wards and in municipal care, once authorised. JUDGEMENT

What should I do first?

Request the English Certificate of Conformity from your home authority.

Is Norway realistic for me?

Recommended with reservations. Start a Norwegian language track alongside the application. JUDGEMENT

03 Legal work eligibility

✓ OPEN PATH

As a Polish citizen you are an EU/EEA citizen. You need no permit to work in Norway, and you can start as soon as you arrive. This is the short EU/EEA check, not the full permit analysis.

RIGHT TO WORK

Yes, from day one

EU/EEA nationals may work in Norway and can start as soon as they arrive.

RULE

REGISTRATION

Within 3 months

Register with the police in person after arriving. It is free.

RULE

WHAT YOU BRING

Passport or ID

A valid passport or national ID card from an EU/EEA country.

RULE

! The right to work is not the right to practise as a nurse. Nursing is a regulated profession. You can take a job in Norway now, but you need Norwegian authorisation before you work as a nurse. That is section 04.

Source: UDI, EU/EEA nationals. No update date shown. [Read the UDI page ↗](#)

04 Qualifications and competence

! PATH WITH CONDITIONS

A Polish nursing degree and six years on a hospital ward are a strong base. The condition is formal: Helsedirektoratet must authorise you before you work as a nurse in Norway.

AUTHORITY

Helsedirektoratet

APPLICATION FEE

NOK 1,665

PROCESSING

About 3 months

APPLY IN

Altinn, digital

Figures from the Helsedirektoratet page for nurses educated in the EU/EEA, last updated 20 September 2024. Processing is longer if documents are missing. **FACT**

YOUR DOCUMENT CHECKLIST

Diploma or degree certificate Scanned PDF. A formal degree confirmation works if the diploma is not issued yet.	YOU HAVE IT
Transcript of grades Scanned PDF, all pages in order.	YOU HAVE IT
Certificate of Conformity, in English Issued by the competent authority in Poland. Confirms your training meets EU minimum requirements.	ORDER THIS FIRST
Certificate of Current Professional Status, in English Must be no more than 3 months old when you send the application. Order it last. JUDGEMENT	ORDER THIS LAST
Work references, where they apply On letterhead, stamped, signed by a manager with name and title. Do not send employment contracts.	CHECK IF NEEDED

This is a general professional evaluation. Official authorisation is decided by Helsedirektoratet alone, and nothing here guarantees it. [Open the application guide ↗](#)

05 Employment opportunities

! PATH WITH CONDITIONS

These are job types that fit your background, not vacancies and not named employers. JobsNorway does not arrange contact with employers or help with applications.

JOB TYPE	FIT WITH YOU	NORWEGIAN NEEDED	WHY
Hospital ward nursing Medical and internal medicine wards	 Strong	 High	Matches six years on a comparable ward. Handovers and patient records are in Norwegian.
Municipal care Nursing homes and home nursing	 Good	 High	Broader mix of tasks and often more independent judgement. Fewer colleagues to lean on early.
Rehabilitation and long-term care Specialised units	 Partial	 High	Relevant skills, but your ward experience is a step away from this specialty.
Care roles without nurse authorisation A bridge, not a substitute	 Below your level	 Medium to high	A different job with different duties. It does not count as a route to authorisation.

JUDGEMENT Fit and language levels are the assessor's professional view, based on your questionnaire.

SHORTAGE IS NOT ELIGIBILITY

Employers in health and care report recruitment difficulty. A shortage tells you work exists. It does not decide your case. For you, the authorisation and your Norwegian decide it.

JUDGEMENT

DEMAND SIGNAL

A dated sector figure from Nav or SSB is attached in each real report, with its date and definition. This sample shows the slot, not a number.

FIGURE ATTACHED PER CASE

Shortage guide ↗

06 Main obstacles

Ranked by how much each one can slow you down. None of them closes the path.

 HIGH	Norwegian for patient work. You are at A2 now. Patient contact, documentation and handovers happen in Norwegian, so plan a steady study track from the first week. JUDGEMENT
 MEDIUM	Authorisation processing time. About three months, and longer if a document is missing. Check every file before you submit. FACT
 MEDIUM	Document timing. The status certificate expires after three months. Ordering it too early can force you to order it again. FACT
 LOW	Cost. The NOK 1,665 application fee, plus certified translations if a document is not in Norwegian, Swedish, Danish or English. FACT

What it takes for you to work in Norway

The plan lists what you must do. JobsNorway does not do it for you, contact employers for you or file anything on your behalf.

STATUS TODAY

RIGHT TO WORK

Yes

No permit needed as an EU/EEA citizen.

AUTHORISED AS A NURSE

Not yet

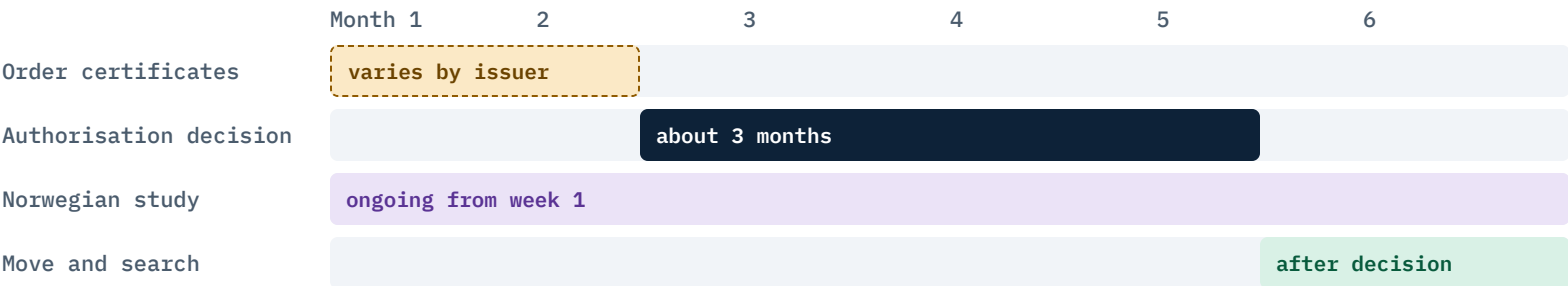
Needed before you work as a nurse.

NORWEGIAN FOR PATIENT WORK

In progress

A2 today, working level needed.

THE ROUTE OVER TIME



Only the three-month processing time comes from an official source. The other bars are indicative.

INDICATIVE

THE ROUTE, STEP BY STEP

- 1

Request your Certificate of Conformity. Ask the competent authority in Poland for the English version.

Who: Polish authority · Time: varies

NOT VERIFIED
- 2

Prepare clean scans. Diploma, transcript and work references as PDFs, pages in order. Photos of documents are not accepted.

Who: you · Cost: translation only if needed

Document rules ↗
- 3

Order the status certificate, then apply. Get the Certificate of Current Professional Status last, then submit in Altinn and pay.

Who: Helsedirektoratet · Fee: NOK 1,665

FACT

Apply guide ↗
- 4

Wait for the decision and keep studying Norwegian. Processing is about three months, longer if something is missing.

Who: Helsedirektoratet and you · Time: about 3 months

FACT
- 5

Search, move and register. Use the official job channels. After arriving, register with the police within three months.

Who: you · Cost: none for registration

RULE

Nav job portal ↗

EURES ↗

ALTERNATIVE ROUTE

If the decision drags on, a care role that does not require nurse authorisation can bridge the wait. Treat it as a bridge. It is a different job and does not lead to authorisation.

JUDGEMENT

REALISTIC CONCLUSION

Recommended with reservations

The right to work is open and the formal step is clear. Your Norwegian is the real variable.

JUDGEMENT

08 Norwegian work culture for nurses

Flat hierarchy

Communication is direct and informal. Expect to speak up, ask questions and be asked to take responsibility, including with doctors.

Punctuality and reliability

Shift handovers start on time and agreements are kept. Tell your team early if something changes.

Language at work

Patient talk, records and handovers run in Norwegian. English helps with colleagues, but it does not replace Norwegian on the ward.

Working environment rules

Working time, rest and holidays are regulated by law. Your contract states which rules apply to you.

Collective agreements

Much of the health sector works under collective agreements that shape pay and hours. Ask which one covers you.

Teamwork and dugnad

Shared effort is a norm. Pitching in outside your narrow role is seen as good teamwork.

JUDGEMENT General expectations. Workplaces differ, and the real picture comes from the employer.

09 Recommended next steps

THIS WEEK

Ask the Polish authority for the English Certificate of Conformity. Book your first Norwegian course.

WITHIN A MONTH

Scan the diploma and transcript. Collect work references. Then order the status certificate and apply in Altinn.

AFTER THE DECISION

Search through Nav and EURES. Move, then register with the police within three months.

PERSONAL
ADVICE

You have the right to work and a strong profile. Do not start spending on relocation before the authorisation decision. Put the first three months into the certificates and your Norwegian instead.

10 Sources, assumptions and limits

SOURCE	DATE ON SOURCE	SUPPORTS
Helsedirektoratet, nurse authorisation, EU/EEA	Updated 20 Sep 2024	Documents, fee, processing time, Altinn
UDI, EU/EEA nationals	No date shown	Right to work, police registration
JobsNorway guide, work without a job offer	18 Oct 2026	EU/EEA background

Assumptions. Your answers are self-reported. We have not verified original documents or contacted any authority.

Limits. This is independent guidance. It is not a legal decision, official recognition or a guarantee of employment. One round of follow-up questions is included.

11 · CHECKED BEFORE SENDING
Every assessment is checked before it is sent, and includes personal advice where relevant.

VALID ON RULES AS OF
18 Oct 2026