1. What is the annual whole-year impact (årsvirkning / ramme) for this year's wage settlement?

The salary frame is 4.4% in 2026. This indicates how much higher the state's wage costs will be in 2026 compared to 2025. We often refer to it as the annual impact of the settlement. This figure includes several elements, and some of them must be deducted from the annual impact to align with what has been agreed upon. Salary drift and carryover are deducted every year.

2. What is carryover? (overheng)

State salary increases are not given from January 1st. Usually, they are granted from May 1st, meaning they are only paid for a part of the year. An increment that is paid for only eight months in one year costs even more the following year when it is paid for all twelve months. If you received 1,000 NOK more per month last year, it cost the state 8,000 NOK in 2025. This year, the same increment costs 12,000 NOK. The extra cost is called carry-over. This year, the total carryover from last year is 1.7%.

3. What is salary drift? (Glidning)

Salary drift is the sum of all salary changes that have occurred outside of local (2.5.1) negotiations. This can include salary changes due to job position changes, negotiations under section 2.5.3 of the main collective agreement (HTA), adjustments under section 2.5.5, or promotions on the salary ladder. Salary drift is an estimate for the whole year, and we do not know the exact amount when we agree on the annual impact. The estimate is based on experience, and determining the right estimate is always a topic in the negotiations. This year, salary drift is estimated at 0.8%.

4. What remains of the total frame after all the deductions?

Annual impact – (carryover, salary drift, other costs) = "fresh funds" for actual allocation. Other costs were set at 0.1 %. This year, the calculation is as follows:
4.4% - 1.7% - 0.8% - 0.1% = 1.8%

5. Why is the May 1st pool 2.7% when only 1.8% remains after the deductions?

1.8% is the remaining annual (12-month full-year) impact, meaning the extra cost to the state in 2026. However, since the increment is granted from May 1st, for only eight months instead of twelve, the increment for those eight months must be higher to result in a total whole-year cost of 1.8%. The pool can be calculated as follows:

Fresh funds * twelve months in the year / number of months the increment is given. This is referred to as the date increment.
This year, the calculation is:
1.8% *12/8 = 2.7%.