



# **NORDNES VERKSTEDER<sup>AS</sup>**

Vi skaper ringvirkninger



**NORDNES  
VERKSTEDER**

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# Who is Nordnes Verksteder AS?

Steinar Sellevold

CEO



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- **We are:**
  - **100% owned by Bergen Municipality.**
  - **have our own board of directors with four politically representatives appointed by Bergen City Council as well as one employee representative.**
  - **has a total income of just over NOK 20 million.**
  - **about 75% of this income comes from Norwegian Labour and Welfare Administration (NAV) and Bergen municipality, due to purchased places of employment**
  - **The rest must be earned by sale of goods and services.**
  - **The municipality of Bergen can not receive dividends according to the articles of association, therefore we are exempt from tax.**



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- Nordnes Verksteder AS has 16 permanent employees divided by approx. 15,5 man-years
- CEO and Deputy Head on full position.
- Quality, rehabilitation and responsible for marketing, online store and social media are a total of about a 1,5 position
- About 10.5 permanent staff supervisors
- There are six departments at Nordnes Verksteder:
- textiles, carpentry, ceramics, school fruit, laundry and Media (the departments will be presented later)
- Nordnes Verksteder has agreements with NAV market services, Bergen municipality and Hordaland county municipality.



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- We have 58 workplaces designed for our workers.
- The requirement for a job at Nordnes Verksteder is a granted full disability pension
- NAV sends us applications on behalf of their potential employee.
- there are 15 people on our waiting list for a vacant job. It often takes about one year before we can offer a job.
- 75 - 80% of our employees have a degree of mental disability
- Individual plans are prepared for all employees and are assessed at least once a year together with the supervisor.



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- Employees receive a small salary allowance for the job. This comes on top of their disability pension.
- In case of illness, employees are entitled to sickness benefits during the employer's period when they write their own report of absence or have sick leave from their doctor.
- Nordnes Verksteder is ISO certified according to the 9001: 2015 standard.
- We also hold an Environmental Certification by the Norwegian standard Eco-Lighthouse.
- Focus on employee tasks. The supervisor shall supervise not take over the work.
- Skillful and dutiful workers who are proud of their work.



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# The departments at Nordnes Verksteder AS

A man with short reddish hair, wearing glasses and large yellow earplugs, is smiling in a workshop. He is wearing a black long-sleeved shirt. The background shows various tools and equipment on a workbench. The text 'Afdelingene' is overlaid in white, bold, sans-serif font across the center of the image.

# Afdelingene





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## Our offer is important because:

- Work is important for all, and especially for those who are outside of the ordinary working life. **It gives good health.**
- Work, good nightly rhythm, regular appointments, weekend breaks and holidays **provide a good quality of life.**
- Delivering services and products the society wants, **strengthens the sense of belonging.**
- Being taxpayers **would like to contribute.**



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**Questions?**

**Thank you for listening. ☒**

**Visit us on our great website and  
online shop:**

**[www.nordnes-verksteder.no](http://www.nordnes-verksteder.no)**