

# HSE cards

All companies that carry out work on building and construction sites, offer cleaning services, or offer services related to manual car care, wheel changes and wheel storage must ensure that their employees hold valid HSE cards (HMS-kort). This requirement applies to both Norwegian and foreign workers.

## Order an HSE card



You can order an HSE card by going to [hmskort.no](https://hmskort.no). Each card costs NOK 129,50,- + VAT.

[Order HSE cards](#)

## What is an HSE card?

The HSE card shows who the worker is and which company the person in question works for. The card verifies that both the company and the worker are registered on the necessary public registers.

- It is the responsibility of the employer to ensure that the employee has a valid HSE card.
- The HSE card must include the name and photo of the employee, as well as the name of the company.
- The HSE card must be worn when at work and in such a way that it is clearly visible.
- Companies providing cleaning services cannot order HSE cards until they have applied for authorisation.
- The HSE card is the employer's property. When an employee leaves their job, the employer must destroy the HSE card to avoid misuse.

## Do you have questions about HSE cards?

[Get in touch with customer support](#)

[Order your HSE card at hmskort.no/en](https://hmskort.no/en)

## Who must hold an HSE card?

All workers who provide cleaning services, offer services related to manual car care, wheel changes and wheel storage or carry out work on building and construction sites must hold an HSE card. This requirement applies to both Norwegian and foreign workers.

## Everyone who carries out work on building and construction sites

The requirement for having an HSE card applies to all building, construction and installation work. This requirement also applies to work of this nature in the consumer industry.

Please note that [the HSE card number must be included on the overall list of people working at the construction site \(Construction Client Regulations § 15\)](#).

[See the requirements and exceptions for HSE cards in the building and construction industry \(hmskort.no\)](#)

Not everyone who undertakes work experience or training on a construction site needs to hold an HSE card:

[Who does not need to hold an HSE card? \(hmskort.no\)](#)

## **Everyone who carries out cleaning work for companies who offer cleaning services**

The requirement also applies to

- the owner or general manager of the company
- anyone who is self-employed (sole traders who do not employ workers)
- spouses of the proprietor of the sole trader business
- workers who are hired to carry out cleaning services

The requirement for HSE cards is listed in the final section of the [authorisation scheme for cleaning companies](#). Once your company has applied for authorisation and all terms have been met, you will receive notice that you can order the HSE cards.

The Norwegian Labour Inspection Authority will only issue the company's final authorisation status once all of its cleaners hold an HSE card. If the company employs new cleaners, it must order HSE cards for them.

[See the requirements for HSE cards in the cleaning industry \(hmskort.no\)](#)

## **Everyone who offers manual car care, wheel changes and wheel storage**

From 1st July 2022, companies offering services related to manual car care, wheel changes and wheel storage must receive authorisation from the Norwegian Labour Inspection Authority. Only those who have received this authorisation can legally provide such services.

This also means that companies must supply their employees with HSE cards issued by the Norwegian Labour Inspection Authority. The requirement also applies to

- the owner or general manager of the company
- anyone self-employed (companies/sole traders who do not employ workers)
- spouse of the proprietor of the sole trader business

This only applies to those who will be working with manual car care, wheel changes or wheel storage themselves.

In addition to this, companies that contract employees to carry out manual car care, wheel changes and wheel storage must order HSE cards for their workers.

[See the requirements for HSE cards for work involving manual car care, wheel changes and wheel storage \(hmskort.no\)](#)

[See who does not need to hold an HSE card \(hmskort.no\)](#).

[Read more about the approval of manual car care, wheel changes and wheel storage](#)

## Who does not need to hold an HSE card?

The general rule is that everyone who works for a company in the building and construction industry, cleaning industry or car care industry must hold an HSE card. However, some people do not need to hold an HSE card:

[See who does not need to hold an HSE card \(hmskort.no\)](https://hmskort.no)

The HSE card must be worn so that it is clearly visible when in the workplace.

## Which registers must be completed before you can order the HSE cards?

To order an HSE card, both the company and the person who requires the HSE card must be registered on a number of public registers.

[Registers that both the company and person must be registered on \(hms-kort.no\)](https://hms-kort.no)

You can also find which exceptions apply here.

## Who can order the HSE card?

Someone in the company who is registered as holding a formal role in the Central Coordinating Register for Legal Entities (Enhetsregisteret) (such as the general manager) can log in via hmskort.no using their electronic ID, and

- order HSE cards for their employees and for other people associated with the company (hmskort.no)
- manage existing HSE cards
- [delegate ordering and administration access to others in the company \(hmskort.no\)](https://hmskort.no)

The person who has received the delegated access to complete orders must also use their electronic ID to log into hmskort.no.

## Can employees start working before they have received their HSE cards?

In sectors where HSE-cards are mandatory, all employees are obligated to hold an HSE-card.

Once the card has been ordered, the person who placed the order will receive an email with a QR code. Keep hold of the QR code – it functions as proof of documentation until you have received the physical HSE card.

Both the employer and employee can print out or save the QR code as an image (on your phone, for example). The code is valid for inspection and verification.

## What information does the QR code on the HSE card provide?

The QR code on the card shows the status that is registered on the public register at the time of which the code is scanned.

The employer can check the status themselves by performing a simple search of the card number on hmskort.no. Note that there may be delays with the registration in some of the relevant registers.

## Who authorises HSE cards?

The Norwegian Labour Inspection Authority (Arbeidstilsynet) and the Norwegian Ocean Industry Authority (Havindustritilsynet) oversees the authorisation of HSE cards. The Norwegian Tax Administration (Skatteetaten) and police can also request to see the HSE card and scan the QR code.

These authorities can confiscate HSE cards that are no longer valid. This may happen if

- the date for the validity period has passed
- the work contract has expired or the company no longer exists
- the card is no longer valid for other reasons

## The construction client or safety representative can also ask to see the HSE card

The card must be presented when requested by

- the construction client (byggherre) or representative for the construction client
- the coordinator for health, safety and the environment at the construction site (according to the Working Environment Act § 2-2)
- the safety representative and regional safety representative

## The client can impose stricter requirements than the regulations set out

Note that the client – through any requirements set out in the contract – can impose stricter requirements than those laid out in the regulation. For example, the client may make it a requirement that anyone who enters the building or construction site must hold an HSE card.

Such contractual requirements are a matter between the client and contractor, and the Norwegian Labour Inspection Authority has no authority regarding how this is controlled.

## The Norwegian Labour Inspection Authority can take action if the employees do not have valid HSE cards

If the workers can not present a valid HSE card, the Norwegian Labour Inspection Authority can

- order the employer or sole trader to obtain HSE cards
- stop the company from working until they have acquired valid HSE cards
- hand out fees (fines) for violation of the regulations, and in the event of serious cases, report the company to the police

[Inspection and actions carried out by the Norwegian Labour Inspection Authority](#)

## Are you an employee? Take care of your HSE card

The HSE card shows who you work for. It is only valid if you and the company you work for are both registered on [the necessary public registers](#).

Your responsibilities include:

- If you lose your card or if your card has been stolen, you must notify your employer as soon as possible. Your employer must register the fact that your card is missing and order you a new one.
- You must receive a new HSE card if the company you work for has been bought or merged with another company.
- If you leave your job, the card is no longer valid and cannot be used. You must return it to your employer.
- It is punishable by law to give away or let someone else borrow your HSE card.

The Norwegian Labour Inspection Authority (Arbeidstilsynet), the Norwegian Ocean Industry Authority (Havindustritilsynet), the Norwegian Tax Administration (Skatteetaten) and the police have the right to confiscate HSE cards that are no longer valid.

## API for HSE cards

The HSE card solution offers a programming interface (API) that allows companies to connect their own systems to information provided in the HSE card solution.

[How to apply for API access for HSE cards](#)

## Regulations

[Requirements for HSE cards in the Working Environment Act § 4-1 \(7\) \(lovdata.no\)](#)

### HSE cards for work on building and construction sites

Requirements for HSE cards for building and construction work:

[Regulations on HSE cards on building and construction sites \(in Norwegian only\)](#)

Requirements on regulating HSE card numbers on the overview lists:

[Construction Client Regulations § 15 \(lovdata.no\)](#)

### HSE cards for the cleaning industry

Requirements regarding HSE cards in the cleaning industry:

[Regulations on the authorisation of cleaning companies etc. chapter 3 \(in Norwegian only\)](#)

### HSE cards for providers of manual car care, wheel changes and wheel storage

[Regulations on HSE Cards in companies that provide car care, wheel changes, and wheel storage, and on the purchase of such services \(in Norwegian only\)](#)

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