

## **STATUTES**

Valid from January 1, 2014

### **The Medal for Long and Faithful Service**

The Medal for Long and Faithful Service was established by The Royal Norwegian Society for Development in 1888. It is merited especially loyal employees who have served at least 30 years with the same employer. The medal is granted by the leadership of The Royal Norwegian Society for Development.

The medal is in silver and has one degree.

#### **I Criteria for the award**

1. The Medal for Long and Faithful Service can be awarded all employees who have served in activities registered in Norway.
2. The employee must have served the same employer/employer group for at least 30 years. The medal may also be awarded retired employees, provided the criterion of 30 years' employment before retirement has been met.
3. The employee's record must be impeccable at all times.
4. The employee may own up to 33% of the company.
5. The following may not receive the Medal for Long and Faithful Service:
  - Civil servants
  - Persons who have received the medal previously
  - The medal cannot be awarded post mortem. Should death occur after the application has been accepted, but before the medal has been awarded, the medal may be passed on to the heirs should the employer/applicant so wish.

#### **II Definitions**

1. The *employer* is defined as the entity that has judicial responsibility for the employee.  
The *same employer/employer group/place of work* is defined thus:

Private enterprise:

- Should mergers occur, the period/periods of employment before the merger shall be counted.
- Should the enterprise be purchased, the period/periods of employment prior to the purchase shall be counted.
- Should the company change from public to private enterprise, the public employment period shall be counted.
- Employment periods in several companies within a cartel are accepted.

Public enterprise:

- The same employer is understood to be the same municipality or county administrative unit.
- Within the government, the same employer is understood to be the same ministry, institution, department, or company

2. The criterion of at least 30 years' employment is to be understood thus:

- 30 years of employment in its entirety. Breaks in the employment period are accepted.
- Leaves of absence (with or without wages) that have been approved by the employer are also counted in the period of employment.
- The position must at least have been 50%.
- Permanent part-time posts with a proportionate size of under 50% may be approved when the proportion of the post is not greater.

Should the recipient of the medal at a later time be deemed unworthy of carrying it, the leadership may revoke the decision and demand that the medal be returned.

### **III Application**

As a rule, the employer applies for the award. Application forms can be found on our web-site or be sent by mail upon request.

The employer must qualify that the candidate fulfils the criterions for the Medal for Long and Faithful Service. The application must be signed by two representatives of the applicant. In the case of family or other close relationships between applicant and recipient, the application must be signed by at least one person who is not closely related to the recipient in accordance with normal rules of impartiality.

### **IV Complaints**

The leadership of the Royal Norwegian Society for Development may alter these statutes in special circumstances, thus providing a possibility for complaint if the candidate has been denied.

### **Other information**

Processing time is 1- 2 months.

Employer/applicant cover the cost of the Medal.

The medal becomes the property of the recipient.

### **Description of the medal**

The medal is cast in silver, with a diameter of 31 mm. One side of the medal depicts the figure of a seated woman presenting a laurel wreath. The other side is engraved with the name of the recipient and the year the medal is awarded.

The medal is attached to a ribbon bearing the national colours on a green background, and comes with a diploma and a jacket pin. All are presented in a specially designed box.

The Royal Norwegian Society for Development can, upon request, deliver the Medal for Long and Faithful Service in miniature (diameter of 17 mm) to anyone awarded the medal.

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