

DECLARATION OF PRINCIPLES

We are the main point of **contact** for clients and skilled workers throughout the entire process of recruitment, placement, integration and recognition in Germany.

OUR COMMITMENT TO ETHICAL MEDIATION AND RECRUITMENT PRACTICES

We are committed to fair and ethical recruitment and placement practices in accordance with the six guiding principles of the „Fair Recruitment Care Germany“ quality seal:

- Written form for verifiability
- Free of charge placement process for care professionals
- Limiting the economic risk for care professionals
- Transparency of structures, services and costs
- Sustainability and participation
- Overall responsibility for the complete service chain

We comply with German law and the respective national law, in particular the provisions of labor law, equal treatment and immigration law, and are committed to international standards:

The WHO Global Code of Practice on the International Recruitment of Health Personnel and from countries listed in the Annex to the Employment Ordinance, is not allowed to recruit commercially. We recruit from the Philippines, South Africa, India, Tunisia and Colombia.

https://iris.who.int/bitstream/handle/10665/3090/A63_R16-en.pdf?sequence=1

Compliance with the ILO core labor standards, the ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs

https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_protect/@protrav/@migrant/documents/publication/wcms_536755.pdf

Compliance with the human rights conventions of the rights guaranteed by the United Nations and the United Nations Guiding Principles on Business and Human Rights

https://www.ohchr.org/sites/default/files/Documents/Issues/Business/Intro_Guiding_PrinciplesBusinessHR.pdf

<https://www.ihrb.org/uploads/reports/EC-Guide ERA.pdf>

The “Employer Pays” principle and making it the norm in Germany. We only support placement and recruitment companies that adhere to the Employer Pays principle.

www.ihrb.org/employerpays/the-employer-pays-principle

COSTS AND CONTRACTUAL CONSTELLATIONS

We are committed to fair and ethical recruitment and placement practices in accordance with the principles of the “Fair Recruitment Care Germany” seal of approval

- We do not charge the international care professional – either directly or indirectly – placement costs or costs for services directly related to the placement. This applies to the entire service chain.
- We ensure that the economic risk for care professionals is appropriate and transparent.
- We do not enter into employment contracts that contain commitment and repayment obligations relating to the costs of the placement.
- We do not broker contractual relationships that contain repayment and commitment clauses that do not comply with the “Fair Recruitment Care Germany” seal of approval.
- We provide transparent and written information at all times about services offered to customers and interested parties and the associated costs.
- Interested parties receive a draft employment contract written in a language they understand, with a period of reflection and the opportunity to negotiate the contract.

QUALITY STANDARDS AND PROCESSES

- Entering Germany with a Schengen visa is a no-go. We will ensure that you receive a corresponding **residence permit**.
- We ask our customers to provide measures and tools for workplace and social integration, language training and support during induction.
- We support and advise our interested parties and clients in the long term and promote the integration of skilled workers, including family reunification.

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