

Policy statement on compliance with the six guiding principles of the “Fair Recruitment Healthcare Germany” quality seal

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

1.) Written form for verifiability

All contracts and information for project participants is recorded in writing and made available to those addressed in a way that is appropriate. An interpreter is always be present at virtual meetings to assist, in the event of any language barriers.

2.) The placement process for care workers shall be free of charge

We follow the employer pays principle in accordance with international law. The nursing professionals do not incur any direct or indirect placement costs or costs for services directly related to the placement. No preventive payments such as deposits or security deposits are required from the participants. Vivantes - Forum für Senioren GmbH covers all costs incurred for language training in the home country as well as the costs for entry into Germany and recognition. In this way, we limit the economic risk for our project participants.

3.) The economic risk for care workers shall be limited

- Vivantes – Forum für Senioren GmbH limits the economic risk for project participants by financing recruitment, language courses, living expenses (where applicable), liaising with authorities and providing support for immigration .
- The qualification agreement is discussed with the project participants at the kick-off event.

4.) Structures, services and costs shall be transparent

All project participants are informed about the project process, structures, services and costs during the regular monthly meetings, at the kick-off event and in job interviews.

All participants receive a qualification agreement that is structured according to point 3.4.3 of the quality seal's list of requirements. The qualification agreement relates exclusively to the costs of language training and securing a living.

We ensure that the employer pays principle is applied. In all agreements and contracts with the nursing professionals, commitment and repayment obligations are waived, taking into account the exceptions that do not contradict the employer pays principle.

5.) Sustainability and participation

- Vivantes – Forum für Senioren GmbH has developed a concept for the recognition of professional qualifications and integration of foreign employees, which all project participants can access on the intranet. It is available in all project languages.
- Mutual expectations and wishes are discussed with the project participants at the kick-off event and during the monthly meetings.

