



SALUTEM connect

Together we drive success
Global Healthcare Recruitment



Why use international recruitment?

Our key to success - the SALUTEM concept of perfectly fitting qualification and integration

With a comprehensive approach and targeted measures, we address qualification needs, motivation and individual career planning equally. As an employer, you benefit from our extensive know-how in the selection and placement of healthcare workers in an international context.

The three phases of the SALUTEM concept:

Phase 1 - Initiation in Germany

- Interview with the employer and determination of future requirements
- Customized placement proposals for the employer
- Contractual agreement between the client and the recruitment agency
- Employment contract or preliminary contract with a hospital or nursing/elderly care facility for the selected applicant

Phase 2 - Preparation of applicants in their home country

- Selecting and recruiting applicants within the EU and Latin America
- Language preparation in around nine months (at least level B2 according to the European language reference framework)
- Intercultural awareness (country, people, culture, administration in Germany)
- Accompanying the departure process

Phase 3 - Start of work and joint integration support

- Accompaniment of the nursing staff
- Recognition of professional qualifications
- Creation of an individual career plan together with the employer
- Feedback from the employer after 3, 6 and 12 months
- Evaluation after the first year of employment

The number of people in need of nursing care in Germany will increase from currently around 2.3 million to around 3.4 million in 2030. Numerous health institutions are already complaining about open job positions remaining unoccupied for a long time.

For every 100 openly registered positions, there are only 37 nurses registered as jobseekers. The changes in demographic structure, the increasing multimorbidity in connection with a rise in the number of chronic illnesses will continue to drive the need for skilled workers in the healthcare system, especially in the care sector.

At the same time, there is a large number of qualified nursing staff in European and non-EU countries who cannot find a job at home. Nursing staff from third countries with a recognized professional title as registered nurse have been allowed to work permanently in Germany since July 2013.

Recruiting skilled workers is seen as an opportunity to secure long-term skilled personnel in Germany. A targeted immigration of skilled personnel is also politically desirable.

The welcome portal for German entrepreneurs and skilled workers:

www.make-it-in-germany.com



Good reasons to live and work in Germany.

Using your job perspectives.

The German job market offers a lot of opportunities and increased earnings to healthcare workers. Depending on the given qualification and region, nursing staff earn around 1500-3000 euros monthly, with additional qualifications up to around 4000 euros monthly. You will receive a German employment contract with the same conditions that apply to your German colleagues (salary, working hours, vacation, social benefits).

To be welcome.

Germany is a cosmopolitan country where international specialists work successfully in many areas. In the future, Germany will rely even more heavily on the immigration of qualified workers. Nursing staff are urgently needed to meet the steadily increasing need for workers in the healthcare sector. The employment agency's white list facilitates the immigration of skilled workers.

Enjoy life.

Germany is a country to feel at home in. The balance between work and leisure, the lively cultural scene, the climate, the high level of security in everyday life and the modern health system are just a few reasons why, according to surveys, 95% of immigrants like to live in Germany.

The welcome portal for international professionals: www.make-it-in-germany.com





Close personal support & quality assurance

Together we drive success

Our employees have many years of work experience with other cultures and countries and know about the special challenges of successfully shaping everyday-life and work abroad.

We take the growing numbers of press articles and personal reports about the unsuccessful integration of foreign nurses very seriously. The causes for an early return of employees to their home country are usually very complex.

Employers report homesickness as a leading motive for termination of employment. As an ongoing measure to prevent dropping out of work, we have included homesickness prophylaxis in our placement concept. We also provide support in the employees' mother tongue.

We focus on these three starting points:

- Nursing staff are encouraged to continuously improve their personal language skills, especially during the first 12 months.
- We advise and motivate people to take part in integration courses through us or at adult education centers.
- We encourage and support communication with home (e.g. using Skype) to make it easier to get used to communicate remotely.



What are the advantages of employing foreign nurses?

We select our foreign applicants very carefully. Our Healthcare Recruitment team only recruits qualified nurses with whom employers in Germany can build up a long-ranging and successful relationship.

As an employer, you want to ensure German care standards are met when employing a foreign nurse. The well-being and safety of the patients is also in the center of our attention. That is why we analyze nursing training in our partner countries. By comparing the content (curricula and examination regulations) and the formal structure (theory and practice distribution, fields of application, didactics and teaching methods), we obtain a comprehensive picture of the comparability and quality of nursing training.

With us as your partner, you can rely on having a highly qualified and motivated nurse as an employee.

In addition to high standards in terms of the quality of vocational training, we seek out applicants who also have the courage to break new ground. This also includes the motivation to learn the German language if necessary.

We support applicants and employers in acquiring intercultural skills so that integration is as successful as possible and all participants benefit from it. In Germany, your caregivers should also be offered the opportunity to further their specialist training and benefit from their work experience in the German healthcare system.



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Legal framework

The occupational title of health and nurse (formerly nurse) is protected in Germany, but the exercise of the job is not. Every nurse who wants to work in health and nursing care in Germany without restrictions needs a state permit. This permit is issued by the regional councils of the federal states. In Germany, state recognition as a nurse is based on the provisions of the Nursing Act (KrPflG) of July 16, 2003 (Federal Law Gazette I, pp. 1442 ff.).

Recognition of the professional title for applicants from member states of the European Union (EU)

Directive 2005/36 / EC of the European Parliament and the Council of the European Union regulates the recognition of professional qualifications within the EU, in force since 2007. The professional recognition of nursing staff is described in Chapter III "Recognition on the basis of the coordination of minimum requirements", Section 3, Article 31 "Training of Nurses Responsible for General Care". The required training standard includes a training period of three years with 4,600 hours of theory and clinical-practical instructions.

The basis of the recognition procedure of the responsible regional councils is the law on the determination of the equivalence of professional qualifications www.gesetze-im-internet.de/bqfg/index.html. This is implemented by means of application instructions under state law.

Language skills are one of the most important test criteria of the recognition bodies for achieving / determining equivalence. The following is usually formulated: Proof of the knowledge of German language is required for the practice of the profession. At the moment it can be seen that the required German language skills are tested in different ways, some offices require the applicant to speak to the applicant personally. Whether proof of B1 or B2 level depends on the federal state (Hessen for example B2). See further information under

www.europaeischer-referenzrahmen.de

Legal aspects / recognition of the job title for applicants from non-EU countries (third countries)

In accordance with Section 2 (3) of the KrPflG, permission to use the professional title is also granted to people who have completed training outside of the Federal Republic of Germany. A nurse must have the equivalence of their professional training determined by the responsible regional council. National nursing diplomas, examination certificates or other qualifications acquired outside the EU are subject to a special examination. If the training is not equivalent, evidence of an equivalent level of knowledge must be provided.

This evidence is provided by taking an oral and practical knowledge test or an adaptation qualification process. Passing the knowledge test is a prerequisite for gaining formal recognition and being able to work as a health care worker in Germany. (see further information under the heading for applicants).

White list (in accordance with Section 6, Paragraph 2, Clause 1, No. 2 Employment Ordinance)

In 2013 the employment agency in Germany established a so-called white list is published, listing professions which - under certain conditions - facilitate access to the German labor market for skilled workers from third countries. The legal basis is Section 6, Paragraph 2, Clause 1, No. 2 of the Employment Ordinance: Immigration in training occupations.

Since July 2013, this also applies to nurses from non-EU countries. Provided that you are recognized as a nurse, you can apply for a permanent work permit in Germany. General information on labor market access for foreign applicants:

www.zav.de/arbeitsmarktzulassung