



Seal of approval "Fair Recruitment Care Germany"

The issuance of the "Fair Recruitment Care Germany" seal of approval is regulated by the Act to Guarantee the Quality of the Recruitment of Nurses from Abroad, which came into force on 1 July 2021. It lays down requirements for the award of the quality label. The seal of approval is held by the Federal Ministry of Health (BMG). The publisher of the seal of approval is the Kuratorium Deutsche Altershilfe Wilhelmine-Lübke-Stiftung e. V. (KDA).

The publisher

The Kuratorium Deutsche Altershilfe Wilhelmine-Lübke-Stiftung e.V. was founded in 1962 by Wilhelmine Lübke and has since been under the patronage of the respective Federal President.

The KDA is committed to the principles of independence and neutrality and stands for cross-generational and public welfare-oriented professional dialogue and discourse.

The KDA is committed to the conceptual and structural development of assistance for the elderly in Germany and, in its almost 60-year history, has provided many innovative impulses that have contributed significantly to improving the care situation of people in need of care and provision in Germany. In its involvement as publisher of the "Fair Recruitment Care Germany" seal of approval, the KDA sees both a substantial contribution to the security of nursing care in Germany and an important impetus to make international labour migration into the professional field of nursing in Germany fair and more attractive.

Goals

In terms of content, the legal framework stipulates that the requirements of the seal of approval regulate agreements and procedures that are made and practiced in the course of an international recruitment of nurses from third countries.

Third countries within the meaning of the aforementioned Act are countries that are not member states of the European Union or contracting states to the Agreement on the European Economic Area (third countries).

The seal of approval is intended to ensure that the entire recruitment and placement process is fair and based on international standards. The aim is to ensure transparency, quality and reliability for all stakeholders involved.

The seal of approval can be awarded to self-organized nursing and health companies or to private-sector recruitment companies that work on behalf of care and health companies.

With the issuance of the seal of approval, regulations are also made for the issuance and periodic control of the seal of approval as well as for the control of compliance with the associated obligations.



Development

The German Competence Centre for International Skilled Workers in the Health and Care Professions (DKF), a BMG grant project supported by the KDA, was entrusted with the development of the seal of approval. In the period from October 2019 to July 2021, the DKF developed a catalogue of requirements using scientific methods and in exchange with its advisory board members and other relevant stakeholders, which has undergone the legally prescribed comment and approval process since July 2021.

The statutory expert groups were given the opportunity to comment.

The Federal Ministry of Health has approved the publication in agreement with the Federal Ministry of Labour and Social Affairs and with the participation of the Federal Ministry of Education and Research, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Ministry of Justice and Consumer Protection. At the same time, this ensures indirect democratic legitimacy for the contents of the seal of approval.

Issuing authority

The KDA has commissioned the "Quality Association for the Recruitment and Placement of Nurses from Abroad" with the operational implementation and awarding of the "Fair Recruitment of Care Germany" seal of approval. The registration of the association in the register of associations at the Charlottenburg District Court is imminent.

This association is part of the RAL quality assurance system. Since the 1920s, the RAL Quality Assurance Associations have been a forum for the self-regulation of the commercial economy and enjoy a high level of acceptance.

Seal of approval users can also be members of the association. In this way, all relevant stakeholders can continuously develop the regulation on the issuing authority on their own responsibility and gather impulses for the further development of the seal of approval.

From 1.10., the Quality Association for the Recruitment and Placement of Nurses from Abroad will commence its work as the issuing body for the "Fair Recruitment of Care Germany" seal of approval.

Contents of the seal of approval

In the catalogue of requirements, concretely verifiable specifications and requirements are defined based on quality and test specifications, which must be met by companies in order to be awarded the seal of approval. Likewise, the catalogue of requirements obliges companies that wish to have the seal of approval awarded to make voluntary commitments in business practice. The quality and test specifications thus provide impetus for service quality, seriousness, transparency, and reliability in the overall process.



Structure of the catalogue of requirements for the seal of approval

The catalogue of requirements focuses on information on labour migration to the care sector in Germany and transparency on the placement and recruitment process, in particular regarding the nurses who are to be recruited internationally, in the case of the involvement of a personnel service agency, also vis-à-vis the customers. It also obliges companies that wish to have the seal of approval awarded them to make voluntary commitments in business practice.

Six principles guide the entire catalogue of requirements:

- Written form for verifiability
- Free placement of the placement process for nurses
- Adequacy of the economic risk
- Transparency on structures, services, and costs
- Sustainability and participation
- Responsibility

Quality area I: Information on labour migration to the care sector in Germany

Quality Area I ensures that international nurses can decide on the basis of comprehensive information, whether they personally wish to pursue labour migration to care in German country. In order to be able to ensure fairness in the placement process as well as with regard to the sustainability of international recruitment, it is necessary that quality seal users point out access to relevant information so that international nurses can make sovereign decisions in the recruitment process as well as during their life and work in Germany. This applies to information areas independent of specific placement and job offers. Those who use the seal of approval are obliged to provide demonstrable access to information on labour migration to care in Germany.

Quality Area II: Corporate Responsibility

Quality area II ensures that intermediaries and recruiters pursue a clear company policy that is compatible with the content and objectives of the quality mark. In order to implement them within the framework of the provision of services, relevant and concrete measures are taken against the background of a voluntary commitment.



Quality area III: Ensuring transparency in the placement process for international nurses

Quality Area III ensures that international nurses always receive up-to-date and relevant information about their personal process during the recruitment and placement process. Quality area III focuses on the recruitment path agreed for an international nurse and contains requirements for transparency requirements for agreements and processes between the company, its customers, and international nurses, if applicable. All necessary documents must be sent to the international nurses in the lingua franca of the country of origin and must also be available digitally.

Quality area IV: Ensuring transparency in the placement process for customers.

Quality Area IV ensures that customers always receive sufficient information on placement cases in the recruitment and placement process of personnel service agencies (PSA), including in digital form. It contains requirements for transparency requirements, agreements and processes between PPE, its customers, and international nurses. The KDA will continuously review the catalogue of requirements for further development and submit appropriate proposals for any necessary updates on an annual basis.