

Policy statement

for fair and ethical recruitment
and placement of foreign nurses

"We treat people the way we want them to treat us"

This phrase sums up our understanding of the mutual interaction of all persons and organisations involved in the mediation process.

We are aware of our special responsibility towards foreign nurses who want to shape their future in Germany with our help. Therefore, we commit ourselves, our employees, partners and customers to a consistent no fee policy according to the employer-pays principle (and to comply with the other Dhaka principles) towards foreign nurses.

We pursue our business objectives taking into account the needs and interests of international nurses, always acting in accordance with national law and relevant international standards. Our commitment therefore includes compliance with the following agreements in particular:

- UN Convention on Human Rights, EU Convention on Human Rights
- WHO Code of Conduct for the International Recruitment of (Health) Professionals
- International Labour Organisation (ILO) - core labour standards,
- ILO General Principles and Operational Guidelines for Fair Recruitment
- IRIS Standards of the International Organisation of Migration (IOM)

Violations of these principles, standards and regulations by our own employees, partners in the mediation process or our customers will be sanctioned by appropriate measures.

Explanation:

ILO (International Labour Organisation): sub-organisation of the United Nations;

Objective: To improve the working and living conditions of people worldwide

IOM (Int. Organisation of Migration) sub-agency of the United Nations;

Objective: To promote international cooperation in migration matters, to promote the search for practical solutions to problems with migration and to support migrants in need

IRIS (International Recruitment Integrity System) IOM certification system for private recruitment agencies of international workers

WHO (World Health Organization) specialized agency of the United Nations based in Geneva;

Objective: Coordination of international public health (founded on 7 April, now has 194 member states)

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