

# Our key values:

## thorough, professional, personal

The increasing influence of globalisation on social services today requires international expertise and profound knowledge in the communication of interculturality as well as experience in dealing with the challenges of its practical implementation: in all phases of the recruitment process as well as in the preparation of the relationship between the nursing staff and the people they care for.

As a trusted partner, GERVIE therefore prepares international nursing staff comprehensively, transparently and fairly for their own, confident decision-making process regarding labour migration to the nursing industry and the healthcare sector in Germany. We accompany applicants professionally and personally as they enter life and work in Germany.

In order to impart the necessary skills to interested parties and to facilitate the cultural and professional integration process...

- we provide good German lessons with experienced language teachers in the country of origin
- we take care of all the necessary processes and the visa for Germany
- we have a fixed contact person for questions or problems
- we organise the flight to Germany
- we travel together with the carer to their new employer
- we support the carer in dealing with the authorities and finding accommodation
- we organise the language course and the preparatory course for the knowledge test in Germany
- we arrange all the formalities for recognition as a skilled worker
- we accompany the carer through the integration process up to the knowledge test and even beyond
- we provide support in preparing for the knowledge test
- we guarantee that the carer will not incur any costs from us for recruitment and placement with an employer ("employer pays" principle)
- we guarantee that the carer does not have to bear the costs of their language courses either directly or indirectly
- we waive commitment and repayment clauses in all placement contracts along the service chain that are not compatible with the criteria of the "Fair Recruitment Care Germany" seal of approval
- we ensure that applicants receive their employment contract in their native language - with sufficient time for reflection and negotiation
- we exclude any form of informal side agreements.

### Our commitments

We are committed to fair, sustainable and ethical recruitment and placement of nursing staff at all stages. In doing so, we follow the guiding principles of the „Fair Recruitment Care Germany“ quality seal and assume overall responsibility for the entire service chain.

We are committed to aligning our business practices with the World Health Organisation's Global Code of Practice on the International Recruitment of Health Personnel. [LINK](#)

We are committed to applying the core labour standards of the International Labour Organization, in particular the ILO guidelines for a fair recruitment process. [LINK](#)

We are committed to the IRIS standard of the International Organisation of Migration. [LINK](#)

We are also committed to the „employer pays“ principle, according to which employees do not have to bear any costs associated with recruitment. [LINK](#)

And finally, we are committed to the United Nations Convention on Human Rights. [LINK](#)

It goes without saying that we fully comply with German and national law, in particular the provisions of labour, equal treatment and immigration law.

All our employees at every level of the company and in all branches in Vietnam and Germany identify with the content and objectives of this mission statement. We make this mission statement and the ethical principles that drive us known to our national and international cooperation partners as the basis of every trusting collaboration.

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