

# Policy Statement / Values

## Fundamental Declaration of Care Gates GmbH

Version 19th of March 2025

Care Gates is committed to maintaining the highest standards of fairness and transparency in the international recruitment of professionals for German employers in the healthcare and education sectors. We recognize the significant social responsibility our work entails towards the countries of origin, the receiving institutions, and the professionals themselves. Therefore, we ensure that professionals are not charged any placement fees ("no-fee policy" or "employer pays principle").

### Ethical Guidelines and Standards

We adhere to the ethical and professional guidelines set forth in the "Fair Recruitment Nursing Germany" quality seal and also require our business partners to comply with them. These standards include the requirement that all contracts be in writing and that no verbal side agreements exist.

Our work is based on the **"WHO Code of Conduct for the International Recruitment of Health Personnel,"** which serves as a central guideline for sustainable and fair cooperation between us, the professionals, and the employers. We only recruit from countries that, according to WHO assessments, have sufficient healthcare professionals and are not on the "WHO health workforce support and safeguard list."

### International Commitments

Additionally, we commit to adhering to international human rights agreements, particularly the **European Convention on Human Rights**, as well as the **ILO core labor standards** and the **"ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs."** We also consider the **UN Guiding Principles on Business and Human Rights** and the **IRIS standards** of the International Organization for Migration.

### Our Principles in Recruiting Foreign Professionals:

- **Compliance with Laws:** Strict adherence to the laws of all involved countries as well as relevant labor and immigration laws.
- **No Fees:** Prohibition of recruitment fees or deposits, following the "Employer Pays Principle."
- **Integration:** Thorough preparation of both professionals and receiving institutions for cooperation, including intercultural training and measures to promote a welcoming culture.
- **Transparency:** Written and transparent communication of working and employment conditions, enabling professionals to make informed decisions.

- **Equal Treatment:** Ensuring that international professionals have the same rights and obligations as domestic employees (anti-discrimination).
- **Recognition of Qualifications:** Supporting professionals in recognizing their foreign qualifications, obtaining necessary residence permits, and acquiring language skills.
- **Contract Standards:** No placement in contractual agreements with unfair repayment or binding clauses.
- **Risk Mitigation:** Limiting the financial risk for professionals.
- **Sustainability:** Promoting sustainable recruitment and integration through the participation of all stakeholders.
- **Data Protection:** Ensuring confidentiality and data protection.
- **Complaint Mechanisms:** Providing a clear complaint procedure and access to legal remedies.

## Measures in Case of Violations

Employees or business partners who violate these principles will face appropriate disciplinary actions. This may include terminating contractual relationships, reporting violations to the relevant authorities, and refunding any retained fees or deposits to the affected professionals.

This declaration reflects the essential ethical, legal, and professional commitments of **Care Gates** for transparent and fair recruitment of international professionals.

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## Job Description: Professional Nurse

### Main Responsibilities:

- Providing high-quality patient care and ensuring their physical and mental well-being.
- Collaborating with doctors, therapists, and other healthcare professionals to achieve optimal treatment outcomes.
- Assessing patient conditions, administering medications, and delivering direct care.

### Key Responsibilities:

- Direct patient care, including administering medications and treatments as prescribed.
- Monitoring vital signs, tracking progress, and documenting changes in health conditions.
- Assisting with personal hygiene (e.g., bathing, feeding, dressing) as needed.
- Educating patients and families about health conditions and care plans.
- Collaborating with medical personnel, including doctors and therapists, to develop and adjust care plans.
- Ensuring adherence to hygiene and safety standards in patient care.
- Assisting in preparing and conducting medical tests and diagnostic procedures.
- Participating in regular team meetings to discuss patient progress and care needs.
- Providing emotional support to patients and families, especially in critical situations or end-of-life care.

### Required Skills:

- Completed training as a professional nurse\* or an equivalent qualification.

- Solid knowledge of medical procedures, patient care, and hygiene protocols.
- Strong communication skills in dealing with patients, families, and medical teams.
- Empathy, patience, and resilience.
- Ability to work independently and in a team.
- Basic computer skills for patient documentation and record-keeping.

**Preferred Qualifications:**

- Experience in a specialized field (e.g., intensive care, geriatric care, pediatric care).
- English language skills (helpful in dealing with international patients or colleagues).
- Experience with modern medical devices or technologies.

**Working Conditions:**

- Full-time employment with rotating shifts (including weekends and holidays).
- Occasional night shifts as needed by the healthcare facility.
- Work in a healthcare environment (hospital, nursing home, or outpatient care center).
- Continuous professional development opportunities.

**Benefits:**

- Competitive salary and benefits package.
- Support for further training and certification.
- Access to counseling services and emotional well-being support.
- Team-oriented work environment with career advancement opportunities.

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