

Entry Requirements for Sri Lankan Nurses in Germany

Candidates must complete the entry requirement before being accepted as a Nurse in Germany. Listed below are the criteria for nursing position in Germany:

- Recognized qualifications: First, Sri Lankan or Non-EU nursing qualifications should be recognized by the Government of Germany. The German authorities will check whether your nursing qualification is comparable with German Nursing Qualification before initiating other processes.
- German Language Proficiency. The nursing Profession requires communication with doctors and patients. So Nurses should be able to communicate with the patients and doctors. All non-EU Nurses, including Sri Lankan Nurses, should have obtained a B1
- Certificate in German Language, B2 level proficiency is desirable.
- Good Health. All Nurses should produce a medical fitness certificate to be considered for nursing jobs in Germany.
- Personal Trustworthiness: To prove their trustworthiness, nurses should produce a Police Clearance Certificate or use the German document of good behavior (Führungszeugnis)

Eligibility Criteria to Work as a Registered Nurse in Germany:

- GNM Diploma or BSc/MSc Degree in Nursing
- B1/B2 Language Proficiency in the German Language
- Minimum Six Months Experience
- Ideally 3 years would be great

German Language Requirement for Nurses:

- B1 level proficiency in the German language from GOETHE/TELC/OSD is obligatory for registered nursing positions in Germany for Sri Lanka nursing staff.
- Normally it takes 640 hours or 4-6 months to reach B1 level.
- Examination is required to be passed in Native country.

Benefits of Nursing Jobs in Germany

Competitive Salaries:

Nursing salaries in Germany are generally competitive, offering a stable and decent income. The exact salary depends on factors such as qualifications, experience, and the employer. With experience and career progression, nurses could earn higher salaries. Here is the link to calculate wages

https://www.steuergo.de/en/rechner/brutto_netto_rechner

Family Status:

Once you've arrived in Germany after arriving, you can take your family with you to Germany, and your spouse can work, and your children will be eligible for free education and monthly allowance up to €250.00 per child once you have obtained residence card. The spouse will require a basic German language proficiency certificate (A1) to move to Germany.

Residence and Passport Eligibility:

Another advantage of working as a nurse in Germany is the PR status. Usually, the German Authorities will grant permanent residency within five years or earlier. The residence permit will be granted to non-EU citizens who have been in Germany for longer than five years.

Long Job contract:

Another benefit of working as a nurse in Germany to Sri Lankan nurses is that they are eligible for an unlimited work contract. The job contract can be changed or terminated at any time through mutual agreement, with the consent of both employee and the employer.

Residence Permit:

Permanent residence permits you to remain in Germany as long as you want. To be eligible for a permanent residence permit, applicants must acquire at least five years' experience working in a position recognized by Federal Employment Agency. Another requirement is that you must demonstrate your proficiency in the German language. If you get a residence permit, your spouse and child will receive temporary residence permits.

Strong Healthcare System:

Germany has a robust healthcare system with high standards of care. Nurses working in this system have access to state-of-the-art medical facilities, advanced technology, and a supportive work environment that promotes patient well-being and professional growth.

Job Security:

Nursing is considered a profession with good job security in Germany. The demand for qualified nurses is consistently high due to the country's aging population and ongoing healthcare needs. Therefore, nurses can often find stable employment opportunities and long-term career prospects.

Social Benefits:

German nursing jobs typically come with comprehensive social benefits. These benefits may include health insurance coverage, pension plans, maternity/paternity leave, paid vacations, and access to professional development programs. These benefits contribute to the overall well-being and financial security of nurses.

Work-Life Balance:

The German work culture emphasizes a healthy work-life balance. Nurses often enjoy regulated working hours, breaks, and adequate time off, allowing them to maintain a fulfilling personal life alongside their professional responsibilities. This balance helps prevent burnout and supports overall job satisfaction.

Professional Development Opportunities:

Germany provides ample opportunities for nurses to enhance their skills and knowledge through continuous professional development. Institutions often offer training programs, workshops, and educational opportunities to nurses, enabling them to stay updated with the latest advancements in healthcare practices and further their career growth.

International Recognition:

Nursing qualifications obtained in Germany are widely recognized internationally. Nurses who gain experience and education in Germany can potentially explore employment opportunities in other countries or pursue higher education or specialization abroad.

It's important to note that specific benefits and working conditions may vary depending on the employer, region, and collective agreements in place.



Document Required:

The following is a list of documents required to register as a nurse in Germany. All documents and certificates must be translated into German before submitting them. The police clearance certificate and the doctor's fitness certificate are valid for six months. Therefore, it is better to obtain the PCC only after passing the German language test.

- 10 th Certificate
- 12 th Certificate
- GNM/BSc/MSc Mark lists
- Transcript of Nursing Qualification
- Biodata
- German language certificate
- Medical Certificate
- Birth Certificate
- Police Clearance Certificate
- Nursing Registration Certificates
- Job Experience Certificate
- 10 Passport Size Photographs
- Passport Copies

German Translation of Documents:

Applicants must translate all English certificates and documents to German before sending them for registration. An approved translator must do all translations, and translated documents must have the official stamp of the sworn translator.

Important Notice:

On approval, the hospital authority may conduct a telephonic or Skype, Zoom, Teams, interview to assess the language proficiency and professional competency before offering the job offer.

****Promedicalis GbR will also conduct the interview via zoom with Candidates****

Please check the Document required and this tend to change from time to time this can change depending on the country!

Visa Application Procedure:

Applying for a German Work visa is essential for obtaining a nursing job in Germany in Germany for Sri Lankan nursing staff. All Non-EU Nationals, including Sri Lankans, require a visa to work in Germany.

Take all the necessary documents. Pay the fee for the work visa and then attend the interview. The process for the visa could be between one and two months.

Documents Required for Visa:

- Original passport with a minimum six months validity
- A signed application and declaration form
- Two copies of the passport
- Offer Letter from German Employer
- Letter of offer sent by the German company
- Covering Letter
- Education Certificates
- Experience Certificates
- German Language Proficiency Certificate
- Six passport-sized photographs
- Visa Fees
- Health insurance



Nursing Homes in Germany:

We wish to place Nurses across this sector in Nursing and Care sector. Upon successful application the Candidates would be placed by each organization based on their needs.

- Korian Group: One of the largest European providers of nursing homes and senior care services, including several locations in Germany.
- Pro Seniore: Operates numerous nursing homes throughout Germany, offering specialized care for seniors.
- Maternus Kliniken AG: Manages a network of nursing homes across Germany, providing long-term care and rehabilitation services.
- AWO (Arbeiterwohlfahrt): A social welfare organization that operates nursing homes and provides care for the elderly in Germany.
- Curanum AG: Offers nursing home services and senior care across Germany, focusing on providing a comfortable living environment.
- Vitanas GmbH & Co. KGaA: Manages nursing homes and assisted living facilities in multiple locations in Germany, catering to various needs of elderly residents.

Rehabilitation Centres in Germany:

Upon successful application the Candidates would be placed by each the organization based on their needs.

- MEDIAN Kliniken: Operates a vast network of rehabilitation clinics throughout Germany, offering specialized therapies and treatments.
- Reha-Zentrum Bad Eilsen: A renowned rehabilitation center located in Bad Eilsen, providing comprehensive rehabilitation services.
- Schoen Clinic Group: Manages various clinics across Germany, including rehabilitation centers, specializing in orthopedics and neurology.
- Kliniken Schmieder: Specializes in neurological and orthopedic rehabilitation, with several clinics across Germany.
- AHG Klinik Waren (Müritz): Offers comprehensive rehabilitation services, particularly in the fields of psychosomatic medicine and orthopedics.
- Reha-Zentrum Am Kurpark: Situated in Bad Zwischenahn, it provides rehabilitation treatments with a focus on orthopedics and cardiology.

Healthcare Institution in Germany:

Our aim is to effectively place nurses within the broad healthcare sector. Upon successful application, candidates are carefully matched with an organization based on their specific needs and requirements.

This tailored placement process ensures that both the healthcare organization's needs are met, and our nurses are positioned to leverage their expertise and contribute meaningfully to their roles. We strive to adapt to the evolving healthcare sector to ensure optimal success and growth for all parties involved.

- 1. Johanniter-Unfall-Hilfe (Johanniter):** Johanniter is a Christian charitable organization that provides emergency medical services, hospital care, home nursing, and social assistance. It operates hospitals, clinics, nursing homes, and rehabilitation centers across Germany.
- 2. Malteser Hilfsdienst (Malteser):** Malteser is a humanitarian organization that provides various healthcare and social services. It operates hospitals, clinics, nursing homes, and emergency medical services across Germany.
- 3. Paritätischer Wohlfahrtsverband (Parity Federation):** The Parity Federation is an umbrella organization that encompasses numerous charitable and welfare organizations in Germany. It includes healthcare providers, nursing homes, and other social service providers.
- 4. Caritas:** Caritas is a charitable organization that operates in Germany and worldwide. It focuses on providing support and assistance to individuals and communities in need, including healthcare services. Caritas offers a wide range of services, such as hospitals, nursing homes, hospices, counseling, and social care.
- 5. Diakonie:** They operate a network of hospitals, nursing homes, rehabilitation centers, and various other healthcare facilities throughout Germany.
- 6. Varisano:** They also manage an assortment of hospitals, nursing homes, rehabilitation centers, and additional healthcare facilities across Germany.

Financial benefits:

The salary of nurses in training varies depending on the type of employer they work for. There are distinctions between state institutions, church institutions, and private institutions, each offering different salary structures.

Typically, the pay grade for nurses in training ranges from Brutto € 2,800 to € 3,100 to € 3,300 per month. Until they are recognised as registered nurse they should be working as nurse

support or assistance nurse starting salary € 2.600.

However, the exact salary within this range is influenced by the level of experience that candidates bring to the table at the time of signing the employment contract.

Those with prior experience or additional qualifications may be able to negotiate a higher starting salary within this range.

As nurses progress in their careers and gain more experience, they could advance to higher pay grades. Advancement in the nursing profession often involves further training and specialisation, which can lead to an increase in salary.

Many healthcare institutions provide avenues for professional development and offer financial incentives to encourage nurses to pursue additional training and education.

In addition to the base salary, the care sector offers various supplements and allowances. Nurses may receive extra pay for working overtime, night shifts, and during holidays.

However, it's important to note that the specific amounts of these supplements may vary depending on the employer and the collective bargaining agreements in place. It is advisable to check and to understand the specific details of overtime, night shift, and holiday pay.

Overall, as nurses learn, gain experience, and advance in their careers, there are opportunities for salary growth and increased pay grades. Further training, specialization, and taking on

additional responsibilities can contribute to higher earning potential in the nursing profession

Accommodation:

Typically, housing accommodation is provided for nurses during their work. This can include various options such as dormitories, shared apartments, or other dedicated housing facilities.

The primary aim is to offer nurses a convenient and accessible place to reside, which is near their workplace institution.

By providing suitable accommodation, we eliminate the burden of nurses having to arrange housing independently or bear the upfront costs.

However, the monthly rent would be deducted from the salary on the monthly basis.

The cost of accommodation is often deducted from the nurse's salary on a monthly basis, making it a hassle-free arrangement.

This ensures that nurses can focus on their training and work without concerns about rent payment or finding suitable housing. Our priority is to create a safe and comfortable living environment that supports nurses throughout their training period.

We understand the importance of a nurturing living space in promoting well-being and facilitating optimal learning experiences for nurses. By offering reliable accommodation solutions, we aim to enhance their training journey and contribute to their overall success in the healthcare field.

In many instances, medical nurses, particularly those who hail from the same country, find themselves sharing living accommodations to foster a supportive community abroad.

Typically, these shared apartments comprise two to three bedrooms, comfortably housing two to four nurses. This arrangement not only creates an environment that nurtures

camaraderie but also allows for the exchange of work-related experiences and cultural understanding. Despite their demanding professional schedules, these shared living spaces provide an opportunity for companionship and mutual support, thereby enriching the overseas nursing experience.

