

## Mission statement

The principles and procedures for our services

1. We are committed to fair and ethical recruitment and placement practice. We only work with organizations that adhere to the guidelines of [the WHO Code of Conduct for International Healthcare Worker Recruitment](#).
2. This also includes the commitment to the international [human rights conventions of the UN](#), EU and the [ILO core labor standards](#), in particular the "[framework of the Fair Recruitment Initiative](#)" of the ILO.
3. The [IRIS standards](#) of the International Organization of Migration  
This concerns the standards of ethical recruitment to promote the ethical recruitment of migrant workers. IRIS is a global multi-stakeholder initiative that supports governments, civil society, the private sector and recruitment agencies in establishing ethical recruitment as the norm in cross-border labor migration.

## Conditions for facilities and customers

- In accordance with the specifications, the "[employer pays principle](#)" also belongs, according to international law, this means that the employers' declarations of intent or employment contracts may in no case contain regulations on binding and repayment clauses for international care workers that conflict with the legal framework specified in labor law. This also applies to possible side agreements and / or agreements that contradict the "employer pays principle".
- We ensure that all facilities can present an integration concept in writing:

## Integration management concept

In accordance with the DKF (German competence center for international skilled workers in the health and care professions) pilot standards, this concept must include the following sections:

- Foreword / introduction
- Post-Recruitment Preparations
- Arrive and the first few days
- Support with relocation management
- Establish integration management
- Sponsorships and mentoring
- Organize the recognition process
- Adapt training
- Accompany team building
- Expand skills
- Cope with conflicts
- Enable social participation
- Dealing with dismissal and poaching

### WBS TRAINING AG

Lorenzweg 5  
12099 Berlin

kontakt@wbsrecruiting-international.de  
0049 30 221 84 61 90

Amtsgericht Berlin HRB 68531  
Sitz der Gesellschaft: Berlin

Vorstand: Heinrich Kronbichler, Joachim Giese  
Aufsichtsrat (Vorsitz): Dr. Daniel Stadler  
USt-IdNr.: DE 209 768 248

GLS Gemeinschaftsbank eG  
IBAN: DE18 4306 0967 1146 1814 00  
BIC: GENODEM1GLS

The concept has to be presented to the candidates for the job offer. The concept is also an annex part of the employment contract. If available, existing works or staff councils must be involved in the implementation of the respective concept.

Detailed information on the individual topics required for clients are on the website of the Board of Trustees: [Tool case](#) integration management.

If you are already using such a concept, we will be happy to check it for conformity with the specifications.

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