

Our key values:

thorough, professional, personal

Globalisation's growing influence on social services today demands international expertise and deep knowledge of different cultures, as well as experience in dealing with the practical challenges of responding to these needs – both throughout the entire recruitment process and when it comes to laying the groundwork for the relationships between care workers and the people they care for.

A trusted partner, GERVIE provides international care workers with full, transparent, and fair information, preparing them to make an informed decision to come to Germany and work in the care sector and related healthcare services. We provide professional and personal support to applicants as they start to live and work in Germany.

In order to provide the required skills to these applicants and facilitate the cultural and professional integration process, we ...

- are already ensuring high-quality German language teaching in Vietnam
- deal with all required processes and a visa for entry to Germany
- have a permanent local contact for any questions or issues that may arise
- organise flights to Germany
- maintain personal contact with the care worker's family
- accompany the care worker to their new employer
- support the care worker in dealing with the authorities and finding a place to live
- organise a language course and a conversion course in Germany
- handle all formalities for recognition as a skilled worker
- support the care worker's integration – to the assessment test and beyond
- guarantee that the care worker pays us nothing for the recruitment process and placement with an employer ("employer pays" principle)
- guarantee that the care worker does not have to pay, directly or indirectly, for their language courses
- ensure that applicants are given a clear draft of their employment contract in a language they understand – with sufficient time for reflection and negotiation options
- guarantee that no one will be subjected to any type of informal subsidiary arrangement

Our commitments

We are committed to recruiting and placing care workers in a fair and ethical manner every step of the way.

We are committed to aligning our corporate practices with the World Health Organization's 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 principles 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 pay none of the costs associated with the recruitment process. [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 law and the laws of other countries in which we operate, in particular labour laws, equal treatment laws, and laws on foreign nationals.

All our employees, at every level of the company and at all our offices in Vietnam and Germany, identify with the contents and objectives of the key values set out here. We make these values and the ethical principles that drive us known to our cooperation partners as the basis of every trusting collaboration.

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