

Living & Working in Germany for Health Professions

Shin Daniel Cho, Lisbon 2014



Welcome to Germany!





Bundesagentur für Arbeit
Zentrale Auslands-
und Fachvermittlung (ZAV)



ZAV – Our services for jobseekers

ZAV Germany – a member of the European EURES-Network

Our responsibilities include:

- Job placement of jobseekers from abroad in Germany
- Specific recruitment events (e.g. Medical Job Fairs) in the country of origin
- Information and advice about the German labour market and employment opportunities
- Individual advice with regards to the application procedures in Germany
- General information about mobility of education in Europe

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Some facts about Germany



- Surface area: 357.000 km²
- Population: 82.6 million
 - ~ 15 mill. with a migration background
- Capital: Berlin
- 16 federal states


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Labour Demand in the Health Sector

December 2012


Medical Doctors



Nurses



Nurses for Elderly Care



■ = shortage of skilled labour ■ = signs for a shortage ■ = no shortage □ = no data

Info-Tour Griechenland 2013 Datenquelle: Statistik der Bundesagentur für Arbeit Seite 4

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Labour Market – Shortages in Germany

- **Medical Doctors**
 - all specialisations: assistant doctor & medical specialists
- **Nurses**
 - surgery
 - intensive care
 - geriatric care / elderly care
 - graduated nurses
- **Hotel and Gastronomy (seasonal)**
 - Hotel Clerks / Waiter/Waitresses / Specialists
 - Cooks
 - Chambermaids
- **Engineers**
 - Mechanical Engineers
 - Electrical Engineers
- **Qualified Metal Workers**
 - CNC Operators

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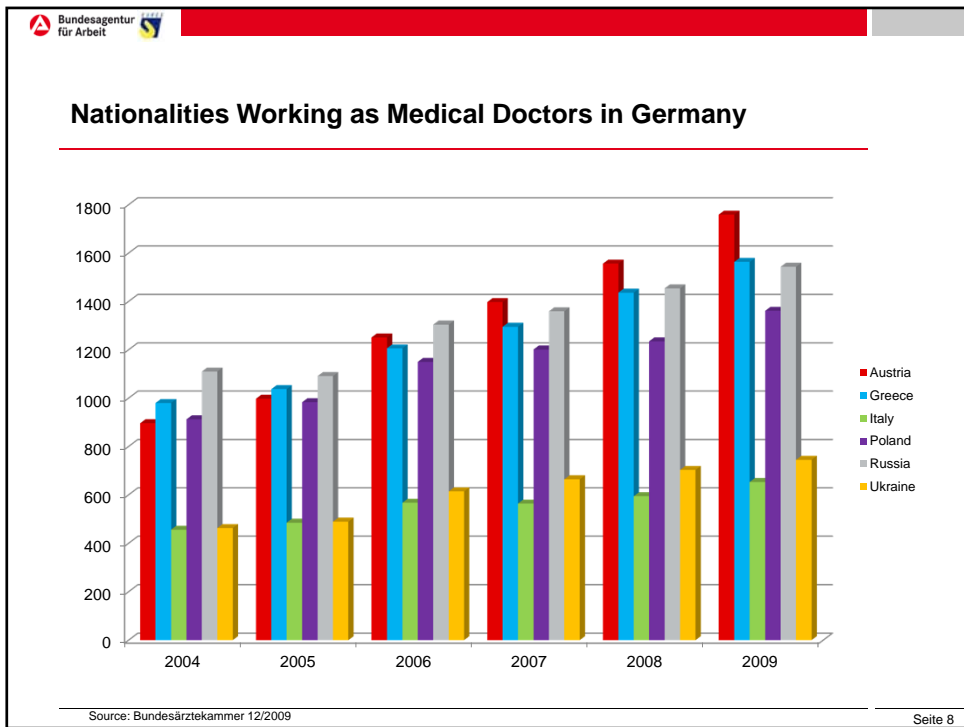
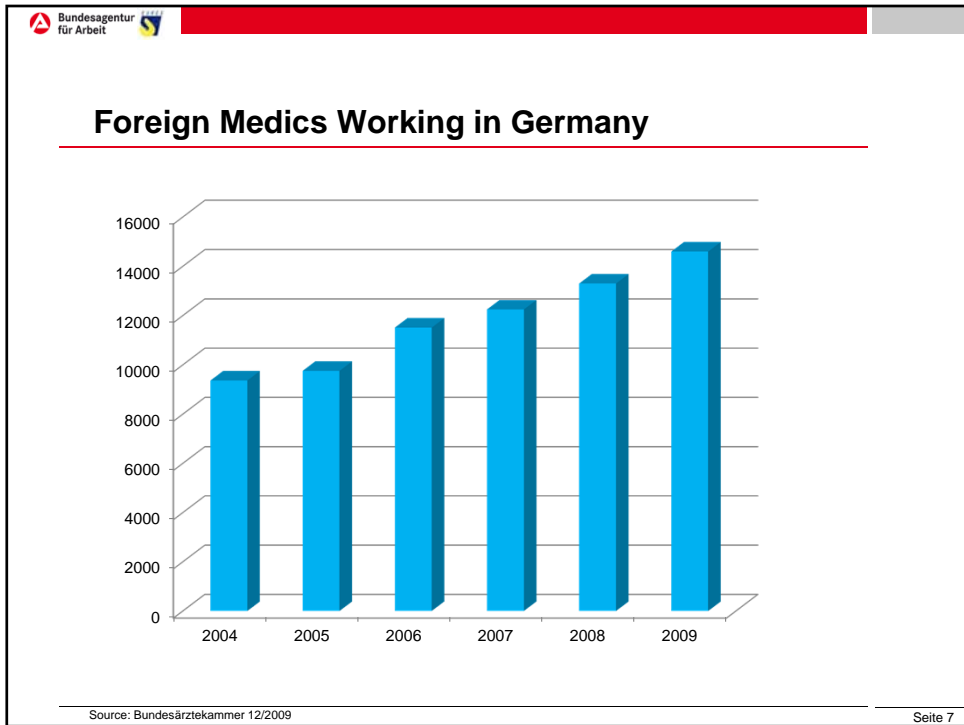
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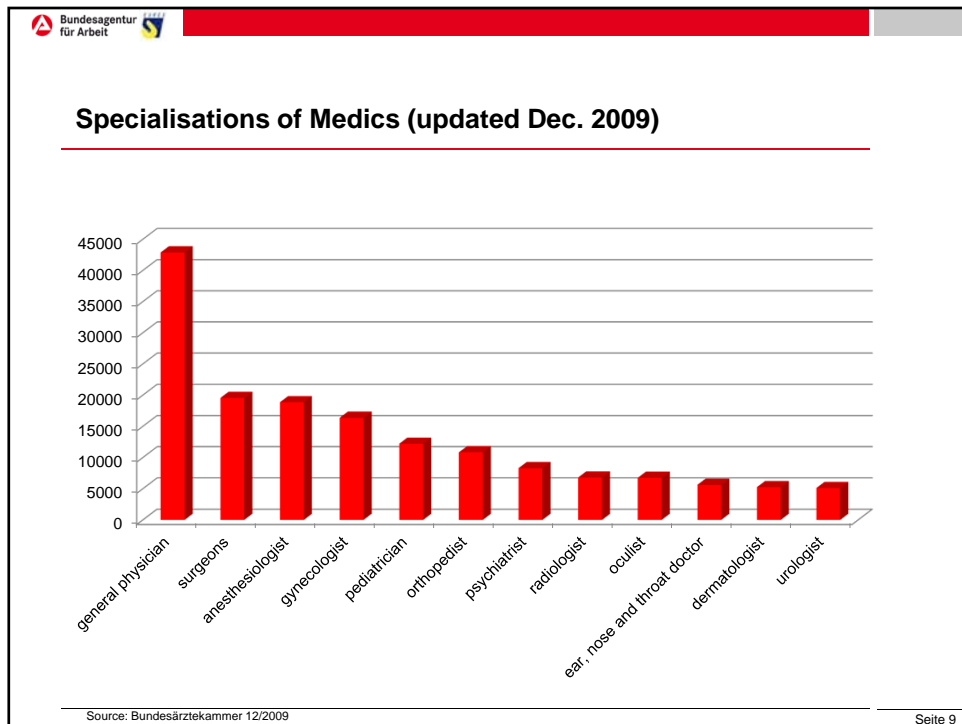
Medical Professions in Germany – Some Facts

- **Rate of mobility**
 - 3.410 Physicians left Germany in 2011, 68% of them German
 - 3.039 Physicians moved to Germany in 2011, 70% from the EU
- **Increasing number and length of vacancies**
 - Physicians: a vacancy is open between 100 and 240 days
 - Nurse: a vacancy is open between 65 and 114 days
- **The highest demand**
 - Physicians: Internal Medicine, Surgery, Geriatrics, Anaesthesia
 - **Nurses: Surgery, Intensive Care, Rehabilitation**
 - **Nurses for Elderly Care**

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Access to the German Labour Market

- Regulation of the health professions
 - Recognition of the qualification necessary to work
 - B2 level of German necessary for the recognition
 - for EU citizens recognition is an automatic process
 - recognition can be requested from the home country

- Nurses are often hired as nurse helpers until recognition
 - full time pay as a nurse helper
 - time split between working and a language course until recognition
 - *samples of past recruitment events (EHS, WtR)*
 - *samples of current recruitments*

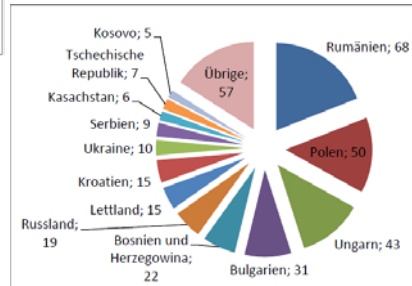
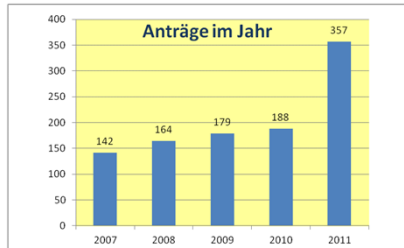
- Doctors can be hired for an Internship or Hospitation
 - pay should at least equal that of a helper
 - time split between work and language course until recognition

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Applications of Foreign Nurses in Germany – Some Facts

■ Example of local authority Darmstadt (2011)



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Financial support by „The job of my life“ (=JOML)

- Travel expenses for a Job Interview in Germany
 - 200€ / 300€
- Relocation Expenses
 - 890€
- Language Courses in the Home Country
 - up to **170 Lesson units** à 10€ = 1.700€ (max. 8 weeks)
 - e.g. Goethe Institute
- Language Course in Germany
 - up to 510 Lesson units à 12€, with a signed contract (appr. 6 months)
- Expenses for the Recognition Process
 - up to 1.000€

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What are the requirements?

■ Requests have to be made **before** the event they apply to!

■ Conditions

- EU citizen
 - copy of your ID card / passport
- Age Limit:
 - 40 years
- **unemployed** in your home country
- proof of the qualification
 - certified translation of the diploma

How much do I earn ? - Salaries in Germany

- There is no general minimum wage regulation
(Exceptions for special branches)
- Wages depend on collective agreements (Tarifvertrag) which exist for most sectors
- Regional differences (East-West/North-South)
- Wages: monthly salary (gross) – the net salary is lower
- Different salaries within the same occupational branch in the same region possible:
Salary depends on employer: private or public

How much do I have to deduct from my Salary?

Social Security System:

■ Health Insurance	15,5 %
■ Unemployment Insurance	3,0 %
■ Pension	19,9 %
■ Long-Term Care Insurance	1,95 %
■ Work Accident Insurance	paid by employer

Taxation

- Income tax → 14 % - 42 % (Depending on income and marital status)
- Church tax → 8 % - 9 % of income tax
- Solidarity tax → 5,5 % of income tax
- Automatically deducted from the salary
- *Registration to the social insurance system is made by the employer*

Physicians in Germany – Facts and Figures

- 36 Universities with a faculty for medicine
- 8000 physicians graduate from German Universities every year
- Germany has more than 300.000 working physicians, 5,6 % of which are *foreign* working physicians
- Concentration of medical doctors = 34 per 10.000 inhabitants
- Roughly 75.000 physicians will have retired by 2017

Sample Salary Statement

	Month	Year
Salary	3000,- €	36.000,- €
Social security contributions		
Pension	294,01 €	3.528,12 €
Unemployment insurance	45,00 €	540,00 €
Health insurance	246,00 €	2.952,00 €
Long-term care insurance	36,76 €	441,12 €
Total Social Contributions	621,77 €	7.461,24 €
Taxation		
Solidarity tax	25,75 €	309,00 €
Church tax	42,15 €	505,80 €
Income tax	468,33 €	5.620,00 €
Total Taxation	536,23 €	6.434,76 €
Salary after deductions	1.842,00 €	22.104,00 €

example given for single person without kids, with holding tax class 1, living in NRW, working 40h/week.

Gross Salary (full time) as of October 2006

Occupation	gross salary (avg)	
	per year	per month
Physicians	75.733	6.031
Assistant Doctor	55.000	4.230
Specialist Doctor	56.500	4.346
Nurses, Midwives	34.664	2.722
Nurse Assistants / Carer	28.746	2.238

How to Find a Job : Your application in Germany

Your application should include:

- Letter of Motivation
- CV (optional with photo)
- Use the Europass CV for your application
 - specific dates of employment
 - specific experiences gained
 - languages spoken
- Diplomas and Certificates
 - University degree
 - German language certificates
 - Courses visited, qualifications gained
- Letters of Reference

Sample of German CV

LEBENS LAUF	
<p>Maria Muster</p> <p>Musterweg 99 12345 Musterstadt Telefon +49 30 1234567 Mobil +49 77 1234567 mailto:m@muster.de</p>	Foto
<p>Persönliche Daten</p> <p>Geburtsort: 13. Juli 1971 Nationalität: deutsch Familienstand: ledig Kinder: 2 Kinder</p>	
<p>Berufliche Erfahrung</p> <p>01.02.2004 - jetzt Gesundheits- und Krankengfleglerin Muster Krankenhaus, Musterstadt</p> <ul style="list-style-type: none"> • Betreuung und Versorgung kranker und pflegebedürftiger Menschen • Assistenz bei Untersuchungen • Dokumentation von Patientenstatus • Medikamentenvergabe <p>01.10.1999 - 30.02.2004 Gesundheits- und Krankengfleglerin Klinik am Musterbach, Musterdorf</p> <ul style="list-style-type: none"> • Durchführung von Funktionen, Infusionen, Transfusionen • Anwendung physikalischer Maßnahmen (Inhalationen, Bestrahlungen) • Vorbereitung der Patienten auf diagnostische, therapeutische und operative Maßnahmen (u.a. Röntgenuntersuchungen) <p>01.05.1994 - 30.05.1999 Gesundheits- und Krankengfleglerin Ambulanter Pflegedienst, Musterhausen</p> <ul style="list-style-type: none"> • Unterstützung pflegebedürftiger Menschen bei verrichtungen des alltäglichen Lebens (Körperpflege, Ernährung) • Waschen und Baden der Patienten • Betten und Lagern von bettlägerigen Patienten • Information der Patienten und deren Angehörigen über anstehende Pflegemaßnahmen und gesundheitsfördernde Maßnahmen • Zusammenarbeit mit Krankenschwestern • administrative Aufgaben (Organisations- und Verwaltungsaufgaben) 	
<p>Fortbildungen / Praktika</p> <p>01.11.2007 Kampauf Workshop: Hygienemanagement in Heimen und Krankenhäusern</p> <p>01.05.2004 Medizinische Dokumentation inkl. Kodierkurs mit 3 H DRG Suite</p> <p>17.08.2000 Altenhilfe - Umgang mit demenzten/psychisch kranken Menschen</p>	
<p>Ausbildung</p> <p>01.10.1984 - 31.08.1991 Ausbildung zur Gesundheits- und Krankengfleglerin</p> <p>Theoretischer Teil: Musterpflegeschule, Musterhausen</p> <ul style="list-style-type: none"> • Anatomie / Physiologie • Dokumentation von Befunden • Umgang mit Kraker- und Notfall-situationen <p>Praktischer Teil: Musterstift, Musterstadt</p> <ul style="list-style-type: none"> • stationäre Versorgung • innere Medizin • Gynäkologie • Neurologie • Chirurgie • Gynäkologie 	
<p>Schulbildung</p> <p>01.08.1971 - 30.07.1990 Maria - Theresia - Gymnasium in München Abschluss: Allgemeine Hochschulreife</p> <p>01.09.1967 - 30.07.1971 Grundschule in München</p>	
<p>Sprach- und EDV-Kenntnisse</p> <p>EDV: Sehr gute Kenntnisse in MS Word, MS Excel, MS Powerpoint • Sicherer Umgang mit dem Internet</p> <p>EDV-Kenntnisse: Sehr gute Kenntnisse in MS Word, MS Excel, MS Powerpoint • Sicherer Umgang mit dem Internet</p>	
<p>Born, 13 September 2</p> <p style="text-align: right;">UNTERSCHRIFT</p>	

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EURES in Portugal

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Thank you for your attention!



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