



Mission Statement

The principles and procedures of our services

We commit ourselves according to the six guiding principles of the quality seal “Fair Recruitment Nursing Germany” to a fair and ethically justifiable recruitment and placement practice. This practice is provided in writing in the language of all partners and nursing professionals for verifiability.

We only work with organizations that adhere to the guidelines of the “[WHO Global Code of Conduct for the International Recruitment of Health Personnel](#)”. We pledge to comply with international human rights standards, including:

- [ILO core labor standards](#),
- [ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs](#),
- [United Nations Guiding Principles for Business and Human Rights](#),
- [International UN Human Rights Agreement](#)

Cost-Free Recruitment Process for Nursing Professionals

We follow the [Employer-Pays principle](#) according to international law. Nursing professionals do not incur any direct or indirect placement costs or costs related to placement services. This limits the economic risk for nursing professionals and applies throughout the service chain.

Conditions for Facilities and Customers

We ensure that the Employer-Pays principle is applied. In all agreements and contracts with nursing professionals, binding and repayment obligations are waived, considering exceptions that do not contradict the Employer-Pays principle. Qualification agreements provided by facilities and customers to nursing professionals transparently list all structures, services, and costs. We ensure that all facilities can demonstrate measures and instruments for operational and social integration, language promotion, and support during the induction period.

We exclusively collaborate with business partners who meet the above requirements.

Our Responsibility

Together, we contribute to a better world: at [WBS GRUPPE](#), we shape the future with diversity, democracy, public welfare orientation, and environmental commitment. This commitment extends to the placement of nursing professionals, allowing them to participate in our public welfare orientation. We take responsibility to ensure that they become full-fledged members of society through the integration process in Germany, securing their participation.

As of May 2026