



# **CODE OF CONDUCT**

## **Nursety Talent**

Principles of Responsible International Recruitment

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April 2026



## Our Approach

International recruitment in the healthcare sector requires a high level of responsibility.

It affects healthcare providers, nursing professionals, and healthcare systems across different countries.

Nursety Talent does not view international recruitment as a short-term placement activity, but as a structured process aimed at creating sustainable and long-term employment relationships.

Our work is guided by international standards, in particular the **WHO Global Code of Practice on the International Recruitment of Health Personnel.**

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### 1. Fair Recruitment

- No placement fees for nursing professionals
- Voluntary participation in the recruitment process
- Placement exclusively in regular employment relationships

We follow an approach that ensures fair and transparent recruitment and avoids financial burdens for nursing professionals.

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### 2. Transparency Throughout the Process

International recruitment consists of multiple coordinated steps.

We ensure that all parties are clearly and comprehensively informed about:

- Working conditions
  - Language requirements
  - Recognition procedures
  - Organizational processes before and after **arrival**
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### 3. Careful Selection

We place strong emphasis on a thorough assessment of:

- Professional qualifications
- Language proficiency
- Personal suitability

The objective is to ensure a sustainable match between the nursing professional and the healthcare provider.

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#### **4. Equal Treatment and Respect**

We are committed to treating all parties with respect and appreciation.

Discrimination based on origin, gender, religion, or age is strictly excluded.

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#### **5. Responsibility Towards Healthcare Providers**

We support healthcare providers throughout the recruitment process by:

- Structured pre-selection of suitable candidates
  - Transparent communication during the selection process
  - Predictable and reliable procedures
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#### **6. Integration as a Key Success Factor**

Successful recruitment does not end with the employment contract.

Within the scope of the placement process, we support both healthcare providers and nursing professionals in creating the conditions for successful integration.

Our goal is to promote long-term, stable collaboration in everyday working environments.

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#### **7. Responsibility in an International Context**

International recruitment is conducted with consideration of potential impacts on countries of origin.

We follow international guidelines and ensure a responsible selection of source countries and partner structures.

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#### **8. Data Protection and Confidentiality**

- Processing of personal data exclusively within the scope of the recruitment process
- Compliance with applicable data protection regulations (GDPR)
- Strict confidentiality in handling all information



## **9. International Standards**

Our work is aligned with recognized international frameworks:

- WHO Global Code of Practice on the International Recruitment of Health Personnel
- ILO General Principles and Operational Guidelines for Fair Recruitment
- EU Directive 2005/36/EC on the recognition of professional qualifications



## Contact

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If you have any questions about our Code of Conduct, our responsible recruitment approach or wish to raise a confidential concern, please feel free to contact us.

### **Nursety Talent**

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