

# Factsheet Second level nurse Mobility to Germany



Version: Fall 2019

## Preliminary remarks

In Germany, recognition is often organised per *Bundesland*. This means that – depending on where you want to work – there is a different authority. The focus in this factsheet is on the *Bundesländer* that border on the Netherlands (North Rhine-Westphalia (NRW) and Lower Saxony (Nds.)). Where information is provided that relates to one of the two *Bundesländer*, this is indicated. Are you looking to work somewhere else? Consult the website [anererkennung-in-deutschland.de](http://anererkennung-in-deutschland.de) to find the right competent authority.

The *Pflegeberufereformgesetz* will enter into force on 1 January 2020. By means of this law, the *Kranken*, *Kinderkranken*- and *Altenpflege* training courses at national level in Germany will be merged. This means that all students will receive the same basic training and will then be able to specialise. The *Bundesländer* will then be given the opportunity to provide for a *Pflegeassistent* or *Helfer* function. The qualification for this is obtained after part of the general training has been completed. More information about the *Pflegeberufereformgesetz* can be found [here](#).

At present, specialisation is customary in Germany. This means that there are various professions that may be relevant for second level nurses. The overview below shows a number of professions and indicates whether recognition is necessary.

Profession	Recognition & <i>Berufsurkunde/Erlaubnis</i> necessary?	
( <i>Kranken</i> ) <i>pflegeassistent</i> /in	<b>North Rhine-Westphalia</b> Yes, proceed to step 1	<b>Lower Saxony</b> No, one can start working directly. However, an evaluation of the <a href="#">Zentralstelle für ausländisches Bildungswesen</a> (ZAB) can help to make the qualification more transparent for an employer.
<i>Altenpflegehelfer</i> /in	Yes, proceed to step 1	–
<i>Altenpfleger</i> /in	Yes, proceed to step 1	Yes, proceed to step 1

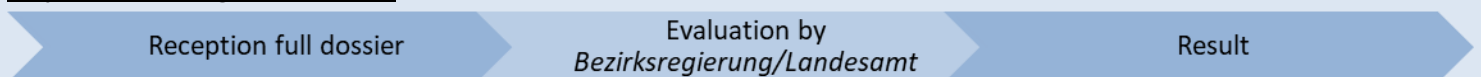
It is also possible to work in care in NRW without recognition. However, you will not work as *Krankenpflegeassistent* or *Altenpflegehelfer*, but as an assistant. This means that the profession can only be exercised with restrictions. It can also have consequences in terms of remuneration. The *Altenpfleger* profession always requires recognition. In Nds. the profession of *Altenpflegehelfer* does not exist.

## Step 1 – Submission application for recognition

- Submit a full application
- At the *Bezirksregierung Düsseldorf* in case of mobility to North Rhine-Westphalia with an [EU diploma](#)
  - At the *Landesamt für Soziales, Jugend und Familie* in case of mobility to Lower Saxony with an [EU diploma](#)

You will receive a confirmation stating whether any additional documents need to be sent.

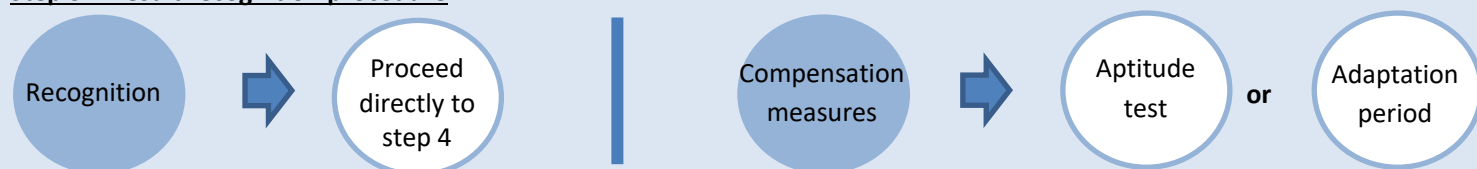
## Step 2 – Processing of the dossier



Recognition is mainly based on training and work experience. Authorities assess whether there is equivalence with the learning outcomes in the relevant legislation. For the *Krankenpflegeassistent* in NRW this is the “*Ausbildungs- und Prüfungsordnung für den Beruf der Gesundheits- und Krankenpflegeassistent/in und des Gesundheits- und Krankenpflegeassistenten*”. For the profession of *Altenpflegehelfer* in NRW, the “*Ausbildungs- und Prüfungsordnung für die Altenpflegehilfeausbildung*” is the relevant legislation. For the profession of *Altenpfleger*, learning outcomes are laid down at the national level in the “*Altenpflege Ausbildungs- und Prüfungsverordnung*”.

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## Step 3 – Result recognition procedure



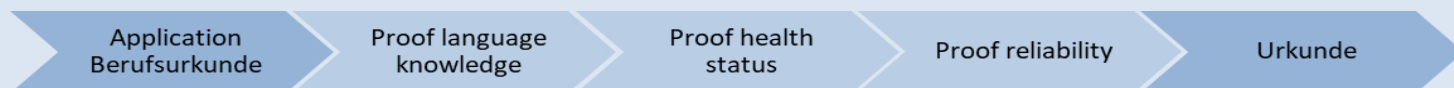
If recognition cannot take place, compensation measures will be imposed. Compensation measures are imposed in case of substantial differences. In this case, the differences between German and foreign training are so great that they cannot be bridged by your professional experience.

**North Rhine-Westphalia** – The *Bezirksregierung Düsseldorf* uses separate criteria for Dutch *verzorgenden IG* who want to work as *Altenpflegehelfer*. These diplomas are recognised directly. This means that recognition for *verzorgenden IG* trained in the Netherlands is almost automatic. As a result, the procedure often takes less than the maximum period of 4 months (approx. 1 month) and no compensation measures are required. In general, these can still occur in the case of old training courses. In the case of compensation measures, the *Bezirksregierung* refers the person concerned to nursing schools in order to start the measure. The adaptation periods consist of theory and practice and are structured by means of modules. The test is taken in the short term and consists of a patient examination.

## Step 4 – Labour market access

**NRW** – After recognition by the *Bezirksregierung Düsseldorf*, it is necessary to apply for the *Berufsurkunde/Erlaubnis* at the [Gesundheitsämter](#) for access to the labour market.

**Nds** – Both recognition and the *Berufsurkunde/Erlaubnis* are granted by the *Landesamt*.



### Explanation documents

Proof language knowledge - As a rule, a level of B2 language proficiency is required.

Proof health status - For example by a doctor's certificate.

Proof reliability - For example by a certificate of good conduct.

- For [Belgium](#), the municipality of your place of residence or the Central Criminal Record (if you do not live in Belgium) can be contacted.
- For the [Netherlands](#), the municipality of your place of residence or Justis (if you do not live in the Netherlands) can be contacted

### Further information?

The [IQ-Netzwerk](#) offers national advisory services to persons with foreign qualifications looking for recognition.

The *Bundesinstitut für Berufsbildung* is the [German Assistance Centre](#) for the Professional Qualifications Directive.

### Attention!

- Completeness of documentation is essential: the processing time only starts with a complete file.
- Please note that in Germany more detailed information about the content of the training is generally requested (e.g. content of courses and number of hours).
- This Factsheet is strictly informative in nature, no rights can be derived from it.

### Costs

	NRW	Nds.
Recognition procedure	€ 150-350	Approx. €200*
<i>Berufsurkunde/Erlaubnis</i>	Approx. € 60	€ 53

### Possible additional costs

- Certified translations (NRW in case of documentation not in DE/EN | Nds. in case of documentation not in DE)
- Costs proof health status and reliability

\*Possible additional costs in case of evaluation by the [Zentralstelle für ausländisches Bildungswesen](#) (ZAB)

### Contactgegevens autoriteit

North Rhine-Westphalia

Application by post:

Bezirksregierung Düsseldorf  
Landesprüfungsamt für Medizin,  
Psychotherapie und Pharmazie  
Postfach 30 08 65  
40408 Düsseldorf

Visitor's address:

Bezirksregierung Düsseldorf  
Am Bonnhof 35  
40474 Düsseldorf

Lower Saxony

Niedersächsisches Landesamt für Soziales, Jugend und Familie  
Außenstelle Lüneburg  
Postfach 2280  
21312 Lüneburg

+49 (0) 4131 150 (mon-thur 9-15, fr 9-12)

+49 (0)211 475 4265 (mon 13:00-14:30, wed 8:30-11:30)

[Dez24.heilberufe@brd.nrw.de](mailto:Dez24.heilberufe@brd.nrw.de)

[http://www.brd.nrw.de/gesundheit\\_soziales/LPA-NAH-EU-Ausbildungen/index.jsp](http://www.brd.nrw.de/gesundheit_soziales/LPA-NAH-EU-Ausbildungen/index.jsp)

[4SL3@ls.niedersachsen.de](mailto:4SL3@ls.niedersachsen.de)

[https://soziales.niedersachsen.de/startseite/soziales\\_gesundheit/gesundheits\\_und\\_pflege/nichtaerztliche\\_heilberufe/](https://soziales.niedersachsen.de/startseite/soziales_gesundheit/gesundheits_und_pflege/nichtaerztliche_heilberufe/)