

GUIDE FOR QUALIFIED NURSES

Your path to nursing in Germany

Iran · Türkiye · India | MEDEED information

Draft for content and language review before publication

01 Direct placement with your employer

MEDEED places qualified nurses from Iran, Türkiye and India directly with employers in Germany. Your employment contract is with the hospital or care facility. Recruiting partners introduce applicants and help organise documents; MEDEED coordinates further advice and placement. Applications for physician placement will open in March 2027.

02 Costs, accommodation and arrival support

Advice, recruitment and placement are free of charge for you. Necessary related costs are paid or reimbursed. Beforehand, you receive a clear cost overview explaining the evidence needed and payment dates. Recruiting partners must not charge fees or placement deposits. On arrival, temporary accommodation is covered for one to a maximum of three months; the exact duration is agreed in advance. We also offer an interest-free bridging loan. This loan must be repaid; its amount and repayment terms are explained in writing beforehand. It does not finance recruitment fees. Your subsequent personal living expenses are explained separately.

03 Your decision

Before deciding, read the unmodified KDA information brochure and our agreements in a language you understand well. You may ask questions, seek independent advice and decline an offer. You receive information about the workplace, duties, working hours, monthly gross pay and agreed services.

04 Your recognition route

Your route depends on your documents. Options include a recognition partnership if the legal requirements are met, a compensation measure following the relevant decision, or starting after full recognition and the required professional permission have been granted. You may contact us before you have a recognition decision. B1 alone does not authorise work as a fully recognised nurse. MEDEED's internal professional suitability assessment does not replace a state examination.

Your documents. Your support.

05 Documents and MedPortal

MEDEED helps organise documents, professional recognition, the visa process and language preparation. We explain which translations, certifications or legalisations your case requires. The responsible authorities make the decisions. Start by gathering your qualification, registration, subject/grade records and CV. Obtain documents with a limited validity period only when they are needed.

06 Support in Germany

Our main regions are North Rhine-Westphalia, Bavaria including Franconia, and Baden-Württemberg. Other regions may be available depending on the offer. You have a designated contact person; support on site is arranged with you. Support covers the first twelve months from the start of employment. A total of 24 mobile MedPoints is planned by March 2027, followed by gradual expansion.

07 Registration and partner assignment

You provide your name, email address, country and town of residence, then confirm your mailbox with a code. Requested documents necessary for the review, including a passport copy where required, are then sent through a secure upload. After review, MEDEED assigns a suitable contact point and gives you a case reference. Email confirmation alone is not identity verification.

08 Questions and complaints

You may report demands for money, pressure or other problems directly at <https://medeed.eu/compliance.html>. You do not have to contact the partner first. Information and complaints remain accessible without MedPortal access. Independent advice: <https://www.faire-integration.de/de/topic/11.beratungsstellen.html>. MEDEED does not currently hold the “Faire Anwerbung Pflege Deutschland” quality seal and has not yet submitted an application.

India: an initial document overview

Important documents include your nursing qualification, registration with the relevant state Nursing Council or Nurses and Midwives Council, Mark Sheets or Official Transcripts and, if needed, separate records of training hours and placements. Under the Bavarian country leaflet, English-language qualification diplomas and registration certificates do not require German translation. This exemption does not apply automatically to all documents. The leaflet concerns Bavaria; MEDEED prepares a personal checklist for your destination and procedure.