

## **Pflegefachkräfte aus dem Ausland**

**January 2026**

### **Application General Guidelines for Sri Lankan Qualified Nurses in private and state Healthcare Sector – Job Order for Interpers GmbH Sri Lanka Foreign Employment Agency**

**Eligibility:** A minimum of Diploma in a private hospital or Government Nursing (NTS) or university in Sri Lanka (3+ years) or BScN with minimum of 2 years work experience. Some employers shall consider one (01) year work experience and registered with Private Health Services Regulation Council of Sri Lanka **(PHSRC) or Sri Lanka Nursing Council.**

**Nursing Students:** To apply for language course and migrate with 1 year work experience

**Applicants must be 40 years and below ( Male / Female) .**

**Salary:** Base gross salary before recognition is Euro 2,900 per month and after recognition Euro 3,500+ this is excluding accommodation, working extra hours will be paid additionally. Deduction of taxes shall apply. Deductions and taxes as per attached schedule.

**Job Description:** Assistant Nurse in an elders care institution. Deployment to Hospitals shall be considered after a minimum period of 3 years with adaptation and work experience.

Working hours should be eight (8) hrs. per day and 40 hours per week according to the legal framework of German labour law.

Lower total working hours might be given if the work contract framework demands it. Over time shall be paid for off duty hours and off duty days.

**German Language :** Candidates shall complete the A1 & A2 – B1& B2 German language course and exam conducted online / physically by us with Goethe or TELC examination which is recognised for visa purpose The minimum requirement for recognition is the B2 level exam to be completed in Sri Lanka. Preferably B2 exams to be completed before migrating.

#### **Online Language course online**

A1 & A2 ( 4 months Online )

B1 ( 3 months online )

B2 ( 2 months ) Physical classes

The course is conducted online by native lecturers at a concessionary rate with fees and associated costs reimbursed upon your employment in Germany.

**Lecturer :** Shavindu Kesara of Sri Lanka Germany Forum  
C2 Certified in Germany

### **Employment offer letter**

Once the application letter is approved by the employer or the agency will issue the confirmation letter for the processing of the contract and to commence the language course. The recognition process shall commence at A2 level. Candidates shall handover the originals of the checklist for the recognition process. Documents will be held by the SLFEA until the visa process is completed.

### **Employment contract**

The contract shall be for a minimum of 36 months and it is expected that the candidate shall not default the contract within the first 12 months failing which a penalty clause shall apply.

A training program for 3-6 months shall be conducted by the employer in Germany with paid salary. The full recognition shall be within 24 months at which you are free to apply for career advancement.

### **Family reunification.**

Candidates are allowed to apply for family visa only for the spouse and children under age of 16 years.

### **Employer's Obligation**

Traveling expenses for the candidate shall be paid by the employer, with work visa. The Sri Lanka Foreign Employment Bureau fees to be paid by the candidate.

Processing of job applications in Germany, Job placement according to selected candidates, employment contracts, visa processing, welfare and accommodation allocation will be covered by the fee.

The local agent shall undertake to ensure that all candidates will be for the employment mention from the date of the beginning of the work contract 180 days period considered as probation period as stated by the German Labour Law.

In the event of a termination of the work relationship the agent shall provide an alternative employment.

Accommodation shall be organized by the employers. The accommodation costs are not free.

Free medical facilities shall be provided through a public health insurance (Gesetzliche Krankenversicherung) as stated by German Labour Law.

The employee or employees shall be entitled leave on completion of 12 months period. The annual legal leave in Germany is 20 days according to German Labour Law, however employers usually grant 30 days per year.

In the case of death of the employee or employees during the contract period the foreign principal shall assist the employees to obtain the remains. The legal procedures in Germany are complex and no dispatch of the remains can be guaranteed.

All complaints made by the employee or employees and their relations regarding the employee or employers and their working condition shall be settled as soon as possible according to the German Labour law in Germany. Additional assistance by the Sri Lanka Embassy in Berlin is optional.

### **Payments for German Language Course**

German Language course fee LKR 100,000 ( Paid in Installments)

A1- 20,000 A2 – 20,000 B1 30,000 (B2 30,000 including Physical Classes)

Refundable deposit LKR 50,000 for document process.

Euro 450 will be reimbursed to cover the language course.

How to Apply

Foreign Employment Agency (Subsidiary of SLBFE)

Nawala

Contact Nadeeka 0112 807400

[www.slfea.lk](http://www.slfea.lk)

Further information on our website [www.slgforum.org](http://www.slgforum.org)

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## ANNEXUM FOR SALARY, TAXES AND SOCIAL INSURANCES IN GERMANY

### EXPLANATION OF SALARIES OF NURSES

Salaries of nurses in Germany are negotiated between labor unions and with representatives of public employers regularly. The result of the negotiation is the contract of tariffs of publicly employed personnel (TVÖD) - which in the case of nurses is found in the table P. Before recognition nurses are allocated to P6-1 and after recognition to P7-2. After certain years in each category the salary increases e.g.:

P7-2: 3414 Euros / 2-3 years

P7-3: 3600 Euros / 3-4 years

P7-4: 3890 Euros / 5-6 years

<https://oeffentlicher-dienst.info/c/t/rechner/tvoed/p?id=tvoed-p-2025&matrix=1>

The above stated salaries are valid until the 30th of April 2026.

### GENERAL EXPLANATION OF INCOME TAXES

Every gross salary in Germany is subject to income taxes (**Lohnsteuer**). These taxes are progressive and are dependent on various factors like tax classes.

Tax class 1: Professional / no husband/wife in Germany

Tax class 2: Single mother or father

Tax class 3: Preferential class for main earner / partner will have class 5

Tax class 4: Both partners earn the same amount and both have class 4

Tax class 5: High tax class for lower earner in a family in combination with class 3

Tax class 6: Second job - (very high)

### AND SOCIAL SECURITY INSURANCES IN GERMANY

Every employee in Germany is obliged to pay social security taxes. These are:

A: public health insurance - Gesetzliche Krankenversicherung

B: public pension insurance - Rentenversicherung

C: public care insurance (in case of disability or for elderly care) - Pflegeversicherung

D: public unemployment insurance - Arbeitslosenversicherung

Below is a calculation of the deduction of an assistant nurse salary:

**Gross salary: 2930 Euros**

- A: public health insurance: 250 Euros

- B: public pension insurance: 272 Euros

- C: public care insurance: 70 Euros

- D: public unemployment insurance: 38 Euros

TOTAL SOCIAL INSURANCES: 631 Euros

= **Net salary: 2012 Euros (Tax class 1)**

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The employer (Arbeitgeber) also pays these insurances (613 Euros) however these payments do not appear in the income statement. Therefore the "real" gross salary paid by the employer is 3543 Euros of which 1245 Euros is social insurance and 286 Euros is income tax leading to a net income of 2012 Euros.

	Monat	Jahr
Gross salary		
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Bruttolohn des Arbeitnehmers	2.930,00 €	35.160,00 €
	<b>Steuerbelastung Arbeitnehmer</b>	
Solidaritätszuschlag:	0,00 €	0,00 €
Kirchensteuer:	0,00 €	0,00 €
Income tax	Lohnsteuer:	286,16 € 3.433,92 €
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	Summe der Steuern Arbeitnehmer	286,16 € 3.433,92 €
Insurances paid by employee	<b>Sozialabgaben Arbeitnehmer</b>	
	Rentenversicherung:	272,49 € 3.269,88 €
	Arbeitslosenversicherung:	38,09 € 457,08 €
	Krankenversicherung:	250,52 € 3.006,18 €
	Pflegeversicherung:	70,32 € 843,84 €
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	Summe der Sozialabgaben Arbeitnehmer	631,42 € 7.576,98 €
Net salary	<b>Nettoeinkommen Arbeitnehmer</b>	<b>2.012,43 € 24.149,10 €</b>
Insurances paid by employer (not stated on income statement)	<b>Sozialabgaben Arbeitgeber</b>	
	Rentenversicherung:	272,49 € 3.269,88 €
	Arbeitslosenversicherung:	38,09 € 457,08 €
	Krankenversicherung:	250,52 € 3.006,18 €
	Pflegeversicherung:	52,74 € 632,88 €
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	Summe der Sozialabgaben Arbeitgeber	613,84 € 7.366,02 €
Total payments of employer	<b>Gesamtbelastung Arbeitgeber</b>	<b>3.543,84 € 42.526,02 €</b>

source: <https://www.brutto-netto-rechner.info/gehalt/gehaltsrechner-arbeitgeber.php>

