

Your recognition procedure as Geriatric nurse (m/f) in Lower-Saxony

- The profession of Geriatric nurse (m/f) is regulated in Germany.
- Recognition of your professional qualification is necessary for you to be able to work in the profession in Germany.
- Recognition has many **advantages**.

Download: 24.04.2024

Quick-Info

Name of the procedure

This procedure is called: **Issuing of authorisation to use the professional title** (in German: **Erteilung der Erlaubnis zum Führen der Berufsbezeichnung**).

Requirements for recognition

Recognition



German: Anerkennung

Also: Anerkennung der Berufsqualifikation, Gleichwertigkeitsfeststellung, Gleichwertigkeit

In this case recognition means that a foreign professional qualification is legally equivalent to a German professional qualification. This means that the foreign professional qualification is recognised in Germany. The equivalence is valid for a specific German reference occupation.

There are different types of recognition:

Full recognition

A foreign professional qualification is legally equivalent to the German reference occupation.

Partial recognition

A foreign professional qualification is only partially equivalent to the German reference occupation. The reason for this is that there are substantial differences between the foreign professional qualification and the German professional qualification.

In this case, there are two options in order to still achieve full recognition:

- Successful participation in refresher training
- Successful participation in a compensation measure

No recognition

A foreign professional qualification is not equivalent to the German reference occupation. The reason for this is that the differences between the foreign professional qualification and the German reference occupation are too great.

Recognition must be requested by means of an application for recognition. This then begins the recognition procedure.

Professional qualification

The competent authority

Niedersächsisches Landesamt für Soziales, Jugend

Auf der Hude 2

21339 Lüneburg

[View on Google Maps](#)

+49 4131 150

E-Mail

soziales.niedersachsen.de/startseite/soziales_amp_gesundheitswesen/von-im-ausland-abgeschlossenen-ausbildungen-101995.htm

Your contact

Team 4SL3

Telephone consultation times

Monday - Thursday:

09:00 - 12:00

Tuesday:

additionally 13:00 - 15:30



German: Professional qualification

Professional qualifications are qualifications for which evidence of training is provided by means of evidence of formal qualifications or qualification certificates. These lead to a clearly defined profession. Evidence of a professional qualification may also be provided by professional experience gained in Germany or abroad.

These are examples of professional qualifications:

- Vocational qualification
- Advanced vocational education and training
- Approbation or authorisation to practise a profession
- Authorisation to use the designation of occupation

The recognition procedure exists for professional qualifications from abroad. This checks the equivalence of the vocational qualification.

Recognition procedures for higher education qualifications exist only for higher education qualifications leading to a regulated profession. For example: Dentist. There is no recognition procedure for higher education qualifications which do not lead to a regulated profession. The statement of comparability exists for these higher education qualifications. This is the case, for example, for geologists.

Personal aptitude



German: persönliche Eignung

Also: Reliability

Personal aptitude is important in some regulated professions for an application for recognition. For example, for occupations **in the areas of public health, security and in the social and education sector**. In this case, the competent authority requires evidence of personal aptitude for the recognition application or before starting a compensation measure. However, in some cases, evidence first needs to be presented to a new employer. An individual is personally suited when: The person has committed no criminal offences and is reliable.

Evidence of personal aptitude may be provided, **for example**, by:

- Certificate of good conduct
- A criminal records extract or equivalent evidence from the country or origin.
- Declaration of whether criminal proceedings are pending before a court, for example insolvency proceedings.
- for citizens of the EU/EEA/Switzerland: Certificate of Good Standing

All evidence must be a maximum of 3 months old.

Medical fitness



Medical fitness is important for some regulated professions for an application for recognition. For example, for professions in the **areas of public health, security and in the social and education sector**. The competent authority requires **proof of medical fitness** for these professions. This applies before starting a compensation measure. However, in some cases, evidence first needs to be presented to a new employer. An individual is medically fit when they can work physically and psychologically in their profession.

In most cases proof of medical fitness can be provided by means of a doctor's certificate. This certificate states that the professional activity will not be impaired by the health of the individual. This certificate must not be more than 3 months old.

It may be the case that the competent authority only requires a personal declaration regarding the state of an individual's health.

- Equivalence of your professional qualification
- Personal aptitude

- Medical fitness
- Knowledge of German

Knowledge of German

Common European Framework of Reference for Languages (CEFR)



German: Gemeinsamer Europäischer Referenzrahmen für Sprachen (GER)

The Common European Framework of Reference for Languages (CEFR) is a recommendation from the Council of Europe regarding language skills in a foreign language. The CEFR divides foreign language skills into various competence levels and levels of language. This makes language skills more comparable. The CEFR is also used as a standard for acquisition of language skills.

Common European Framework of Reference for Languages (CEFR)

Self-assessment grid from Europass

Language certificate



German: Sprachzertifikat

Also: Sprachdiplom, Sprachtest, Sprachnachweis, Deutschzertifikat

Evidence of German language skills is required for many regulated professions. This evidence is provided by a so-called language certificate or language diploma. The person must pass a language test successfully and will then receive a language certificate or a language diploma. A language certificate certifies the level of German language skills. The level is determined by the Common European Framework of Reference for Languages (GER) There are different language levels. Each profession requires a specific level of language. The competent authority provides information about the level of language required for the specific profession and about the language certificate.

Language certificates for German include:

- **The language diploma from the Standing Conference of the Ministers of Education and Cultural Affairs**
- **Goethe Institut German language certificate**
- **The European Language Certificate (TELC)**
- **German as a foreign language test (TestDaF)**
- You require knowledge of German at **level B2** of the Common European Reference Framework for languages.
- You are not required to provide a language certificate when applying. You can provide evidence of knowledge of German at a later point in time.

Duration

Competent authority



German: zuständige Stelle

The “competent authority” implements the recognition procedure. The competent authority can be, for example, a government agency, an office or a Chamber. The recognition.

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- **One month** at the latest following receipt of your application by the competent authority: The competent authority will notify you of receipt of the documents. They will inform you if documents are missing. The procedure begins when the documents are complete.
- After **4 months** at the latest you will receive notice containing the result. In specific cases the competent authority may extend the procedure.

Costs

Official certification



Official certification is an attestation from an authority or a notary. An authority or notary uses this to certify that a **document is genuine**. Official certification also certifies that a **copy** or a **signature is genuine**.

Compensation measure



German: Ausgleichsmaßnahme

Also: Anpassungsmaßnahme

A compensation measure allows individuals in a regulated occupation to compensate for substantial differences between a foreign professional qualification and a German reference occupation.

In the process, these individuals learn skills they are still lacking for recognition of a foreign professional qualification or they complete an aptitude or knowledge test. After successfully participating or passing the tests, these individuals then still receive full recognition of their foreign professional qualification.

A range of compensation measures exist. The legal regulation depends on the profession and on the nationality. There are the following, for example:

- Adaptation period
- Aptitude test
- Knowledge test

The knowledge test must be taken, for example, in healthcare occupations if you come from a third country.

- Recognition procedure: €60 to €200
- Certificate: €53
- There may be additional costs for an examination from the Central Assessment Agency for Healthcare Professions (GfG): 515 Euro
- There may be additional costs, e.g. for certifications or compensation measures.
- **Information about financial support**

Documents for my application

Required documents

- **Competent authority**



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Application form from the competent authority

- If there is no application form, then apply without a standard application form
- Proof of identity (e.g. passport or personal identification)
- Marriage certificate (if your name has changed through marriage)
- Curriculum vitae
- Evidence of your professional qualification (e.g. certificates, certificate of entitlement)
- Evidence of the content and duration of your training (e.g. diploma supplement, transcript of records)

- **Professional experience**



German: Berufserfahrung

Also: Berufspraxis

Working lawfully in a profession and gaining professional experience in the process. In Germany or in another country.

Evidence of your professional experience in this profession (e.g. employment references)

- **Intention to start work**



German: Absicht der Arbeitsaufnahme

Also: Erwerbstätigkeitsabsicht, Arbeitsabsicht; Nachweis, Darlegung, Glaubhaftmachung der Arbeitsabsicht

Persons seeking to work in Germany can apply for recognition of their professional qualification from abroad. Persons from third countries must provide proof of their intention to seek work in Germany.

The competent authority may demand proof of the **intention to work**. A competent authority will then also know the location or federal state in which the person is seeking to work.

The **proof of the intention to work** includes, for example,:

- The location note of the **Service Center for Professional Recognition** (ZSBA)
- Contact with an employer in Germany: e.g. contract of employment, confirmation of employment, applications, invitations to interviews
- Business idea for self-employed work
- Application for entry visa to work in Germany

Exceptions: Persons from the EU/EEA/Switzerland do not need to provide proof. They simply need to declare the location in which they are seeking to work in Germany. Persons coming from a third country and who already live in the EU/EEA/Switzerland are also not required to provide proof. However,

the location note can be helpful. It confirms to the competent authority that the person wants to work in the named federal state. E.g. if the person has still not found an employer in Germany.

Documents for the application

Service Center for Professional Recognition

Intention to start work: You may have to prove that you want to work in Germany.

- **Application for recognition**



German: Anerkennungsantrag

Also: Antrag auf Anerkennung

The application for recognition is generally made via an application form. This allows individuals to apply for recognition of their foreign professional qualification.

The application for recognition is sent to the competent authority together with the necessary documents. Or it can be submitted **in person**. The application for recognition can be downloaded from the website of the competent authority.

Occasionally, an application for recognition is not available for download. If so, the person must apply without an application form. In this case the person must **write a letter to the competent authority**. The person must apply for the recognition procedure in the letter. The competent authority will provide information on how this is done.

Competent authority



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Information about an application for recognition already submitted. In this case state to which authority you applied.

Personal aptitude



German: persönliche Eignung

Also: Reliability

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Evidence of personal aptitude may be provided, **for example**, by:

- Certificate of good conduct
- A criminal records extract or equivalent evidence from the country or origin.
- Declaration of whether criminal proceedings are pending before a court, for example insolvency proceedings.
- for citizens of the EU/EEA/Switzerland: Certificate of Good Standing

All evidence must be a maximum of 3 months old.

Certificate of good conduct



German: Führungszeugnis

Also: polizeiliches Führungszeugnis

A certificate of good conduct is a document from an authority. it contains all of an individual's registered previous convictions.

From the age of 14, all individuals are able to apply for a certificate of good conduct. The application is submitted as follows:

- In Germany: To the municipal administration of the individual's primary residence.
- Abroad: To the German diplomatic mission.

Most countries have a document which is comparable to the German certificate of good conduct.

Country of origin



German: Herkunftsland

Also: Herkunftsstaat, Heimatland

The **country of origin** is the country in which an **individual was born or grew up**. In most cases the individual has citizenship of this country.

Certificate of Good Standing



German: Certificate of Good Standing

Also:

Erworbene Rechte

Zuverlässigkeitsnachweis

Unbedenklichkeitsbescheinigung

Letter of Good Standing

Unbescholtenheit

The certificate of good standing is an important document for recognition in many regulated professions—for recognition in a medical profession for example. The certificate of good standing allows an individual to demonstrate their personal aptitude. The document states that:

- The person applying is permitted to work in their profession without restrictions in another country.
- There are no criminal proceedings being brought against the individual.
- There are no sanctions or disciplinary measures imposed on the individual.

The certificate of good standing is issued in the country in which the person applying has most recently worked.

Medical fitness



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In most cases proof of medical fitness can be provided by means of a doctor's certificate. This certificate states that the professional activity will not be impaired by the health of the individual. This certificate must not be more than 3 months old.

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Language certificate



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- **German as a foreign language test (TestDaF)**

In most cases these documents are submitted later. The competent authority will inform you as to when you should submit the documents.

- Evidence of your personal aptitude: Certificate of good conduct from Germany or your country of origin (e.g. criminal record extract, certificate of good standing). The documents must be no more than three months old when the application is submitted.
- Evidence of your medical fitness: doctor's certificate from Germany **and** from your country of origin. The documents must be no more than three months old when the application is submitted.
- Evidence of your knowledge of German: language certificate

Niedersächsisches Landesamt für Soziales, Jugend und Familie - Außenstelle Lüneburg

- **Application form - in German (17.04.2023)**

Translations and certifications

Official certification



Official certification is an attestation from an authority or a notary. An authority or notary uses this to certify that a **document is genuine**. Official certification also certifies that a **copy** or a **signature is genuine**.

Translator (publicly appointed/authorized)



German: Übersetzerin oder Übersetzer (öffentlich bestellt/ermächtigt)

Also:

ermächtigte Übersetzerin/ ermächtigter Übersetzer

vereidigte Übersetzerin/vereidigter Übersetzer

beeidigte Übersetzerin/beeidigter Übersetzer

Translators translate one language into another. Sometimes a translation of **official documents** requires confirmation of the accuracy of the translation. If so, an official attestation clause and signature are then added to the document. Only **authorized translators** are permitted to issue this confirmation in Germany. They have been authorised by a court to do this. In Germany translators have a range of different titles They can be

- publicly appointed ("öffentlich bestellt")
- court appointed ("gerichtlich bestellt")
- (generally) authorized ("(allgemein) ermächtigt")
- (generally) sworn ("(allgemein) vereidigt/beeidigt")

In most cases an application for recognition includes documents which need to be translated. A list of translators is available online in the federal state administration of justice department's database of interpreters and translators.

Sometimes competent authorities do **not allow translations** from a **translator who has been publicly appointed abroad**. It is therefore important to ask the competent authority about this before a translation: Can I have my documents translated in my country of origin?

The German embassies in other countries provide information about the contact details of publicly appointed or authorized translators abroad.

Database of interpreters and translators

German embassies in other countries

The competent authority will inform you as to which documents you must produce as originals or submit as copies. Some copies must be officially certified. We recommend that you do not send originals by post.

You must submit your documents **in German**. Sworn or authorised translators must prepare the translations.

My steps to recognition

I apply to the competent authority. How does this work?

- You can **submit** the application with the documents **to the competent authority**.
- You can also send the application **by post** to the competent authority. **Do not send originals**.
- You may be able to send the application **via email**. Ask your competent authority before you do. Later on in the recognition procedure, you may be required to submit original copies or certified copies of the documents.
- You are sometimes able to apply **online**. Later on in the recognition procedure, you may be required to submit original copies or certified copies of the documents. Use the federal state internet portal for the online application. You will then leave our information page: **To the internet portal of Lower Saxony**.

The competent authority is processing my application. What does that mean?

Competent authority



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Equivalence assessment



German: Gleichwertigkeitsprüfung

Also: Gleichwertigkeitsfeststellung

In Germany, the competent authority checks whether a foreign professional qualification **is equivalent to the German** reference occupation. This check is called the equivalence assessment and is conducted as part of the recognition procedure.

For this check, the competent authority needs all documents relating to the foreign professional qualification. For example:

- Vocational qualification certificate
- Evidence of professional experience

Professional experience



German: Berufserfahrung

Also: Berufspraxis

Working lawfully in a profession and gaining professional experience in the process. In Germany or in another country.

Qualification certificate



German: Befähigungsnachweis

Also: Certificate of competence

The following is important for some independent activities **and** trades and businesses (German: “Gewerbe”): The individual must have **specialist knowledge** or the **competency in specific activities**. The individual must provide written evidence of their specialist knowledge or competency. Only then will the individual receive authorisation for the practice of specific activities in the profession. The document providing this authorisation is called a **qualification certificate** or **certificate of competence**.

There is specific theoretical and practical training for a qualification certificate.

There is often also an examination (for example an expert knowledge examination). Following this the individual receives the qualification certificate or the certificate of competence as an **official document**. For some activities, the individual must also provide evidence that they are personally or medically suitable. This applies for example to the following activities:

- Security guard
- Insurance broker
- Driving instructor

An individual may also have acquired specialist knowledge in their profession. In this case vocational education and training is just as valid as a qualification certificate or certificate of competence. This is also the case for a foreign professional qualification. The competent authority checks whether the foreign professional qualification can be recognised for a qualification certificate or certificate of competence.

Personal aptitude



German: persönliche Eignung

Also: Reliability

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In most cases proof of medical fitness can be provided by means of a doctor's certificate. This certificate states that the professional activity will not be impaired by the health of the individual. This certificate must not be more than 3 months old.

It may be the case that the competent authority only requires a personal declaration regarding the state of an individual's health.

Notice



German: Bescheid

See recognition notice.

The competent authority receives the application. After one month at the latest, it will confirm that the application has arrived. Once the competent authority has received all the documents from you, it processes your application.

The competent authority carries out an equivalence assessment: It compares your professional qualification with the German professional qualification. As part of this, the competent authority takes into account your professional experience, other certificates and other qualifications.

The competent authority then checks other requirements for use of the professional title. This includes, e.g. your personal aptitude, your medical fitness and your knowledge of German.

The procedure takes a maximum of **4 months**. In specific cases the competent authority may extend the procedure. At the end, the competent authority sends you a notice containing the result.

The competent authority is processing my application. What does that mean?

Competent authority



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The competent authority informs me of the result in a notice. What are the possible outcomes?

Recognition



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Also: Anerkennung der Berufsqualifikation, Gleichwertigkeitsfeststellung, Gleichwertigkeit

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No recognition

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Recognition must be requested by means of an application for recognition. This then begins the recognition procedure.

Using the professional title



German: Berufsbezeichnung

Also: Berufsbezeichnung führen

The **professional title** is the **name** of a profession. Some professional title may **only** be used with **state authorisation for use of the professional title**. These professions include **for example**:

- Engineer
- Physiotherapist
- and other professions in the healthcare sector.

Substantial differences



German: wesentliche Unterschiede

In the recognition procedure the competent authority checks whether there are **substantial differences** between a foreign professional qualification and the German reference occupation **For example in terms of**:

- Duration of training
- Knowledge and competencies delivered
- Skills learned

For those individuals who **do not receive full** recognition, these **differences** are specified in the recognition notice. They are called **substantial differences**.

Professional experience



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Notice



German: Bescheid

See recognition notice.

Outcome: Recognition

Your professional qualification and the German professional qualification are equivalent. You receive authorisation to use the professional title. You receive a certificate for this. You also meet all further requirements. Your professional qualification is recognised. Professionally you have the **same rights** as a person with the German professional qualification.

Outcome: No recognition because the professional qualification is not equivalent.

There are substantial differences between your professional qualification and the German professional qualification. You are not able to compensate for these differences with your professional experience and other knowledge of the profession. Your professional qualification is therefore not equivalent to the German professional qualification. Your professional qualification is not recognised.

In most cases you are able to complete a compensation measure. This allows you to compensate for the substantial differences.

Outcome: No recognition because you do not meet all the requirements.

Your professional qualification is equivalent. However, you do not meet all other requirements to use the professional title. You may still need to provide evidence that you e.g. are personally apt or have knowledge of German. The competent authority will inform you of which evidence is missing.

You are able to take legal action against the decision of the competent authority.

Details on this procedure can be found in the **legal redress advice** (German: "Rechtsbehelfsbelehrung") at the end of your notice. We recommend that you speak to a counselling centre first before challenging the decision or taking legal action.

I receive no recognition. What can I do?

Recognition



German: Anerkennung

Also: Anerkennung der Berufsqualifikation, Gleichwertigkeitsfeststellung, Gleichwertigkeit

In this case recognition means that a foreign professional qualification is legally equivalent to a German professional qualification. This means that the foreign professional qualification is recognised in Germany. The equivalence is valid for a specific German reference occupation.

There are different types of recognition:

Full recognition

A foreign professional qualification is legally equivalent to the German reference occupation.

Partial recognition

A foreign professional qualification is only partially equivalent to the German reference occupation. The reason for this is that there are substantial differences between the foreign professional qualification and the German professional qualification.

In this case, there are two options in order to still achieve full recognition:

- Successful participation in refresher training
- Successful participation in a compensation measure

No recognition

A foreign professional qualification is not equivalent to the German reference occupation. The reason for this is that the differences between the foreign professional qualification and the German reference occupation are too great.

Recognition must be requested by means of an application for recognition. This then begins the recognition procedure.

Compensation measure



German: Ausgleichsmaßnahme

Also: Anpassungsmaßnahme

A compensation measure allows individuals in a regulated occupation to compensate for substantial differences between a foreign professional qualification and a German reference occupation.

In the process, these individuals learn skills they are still lacking for recognition of a foreign professional qualification or they complete an aptitude or knowledge test. After successfully participating or passing the tests, these individuals then still receive full recognition of their foreign professional qualification.

A range of compensation measures exist. The legal regulation depends on the profession and on the nationality. There are the following, for example:

- Adaptation period
- Aptitude test
- Knowledge test

The knowledge test must be taken, for example, in healthcare occupations if you

come from a third country.

Compensation measure



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The knowledge test must be taken, for example, in healthcare occupations if you come from a third country.

Substantial differences



German: wesentliche Unterschiede

In the recognition procedure the competent authority checks whether there are **substantial differences** between a foreign professional qualification and the German reference occupation **For example in terms of:**

- Duration of training
- Knowledge and competencies delivered
- Skills learned

For those individuals who **do not receive full** recognition, these **differences** are specified in the recognition notice. They are called **substantial differences**.

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- Knowledge test

The knowledge test must be taken, for example, in healthcare occupations if you come from a third country.

Adaptation period



German: Anpassungslehrgang

An adaptation period is a compensation measure for regulated professions. An individual trains in the areas they are lacking for recognition of a foreign professional qualification. Successful participation enables the individual to compensate for the substantial differences compared to the German reference occupation. The individual is then still able to receive **full recognition** of their foreign professional qualification.

During an adaptation period, the individual works in the relevant regulated profession. They are supervised by a person qualified in this profession. **For example** by someone who is a registered general nurse in a hospital.

The adaptation period is sometimes also additional training. An adaptation period lasts for a **maximum of three years**. The duration depends on which differences are specified in the recognition notice and on what the individual still has to learn.

Aptitude test



German: Eignungsprüfung

Also: Defizitprüfung

An aptitude test as a compensation measure for individuals involved in a recognition procedure.

An aptitude test allows individuals in a regulated profession to compensate for substantial differences between a foreign professional qualification and a German reference occupation.

The following is examined in an aptitude test: Knowledge and skills which are **important** in the German reference occupation and for which **no evidence is provided** by documents.

The aptitude test takes into account the professional qualification in the country of origin. An aptitude test is not a new final examination. In an aptitude test, only those areas are tested in which substantial differences have been established.

Compensation measure



German: Ausgleichsmaßnahme

Also: Anpassungsmaßnahme

A compensation measure allows individuals in a regulated occupation to compensate for substantial differences between a foreign professional qualification and a German reference occupation.

In the process, these individuals learn skills they are still lacking for recognition of a foreign professional qualification or they complete an aptitude or knowledge test. After successfully participating or passing the tests, these individuals then still receive full recognition of their foreign professional qualification.

A range of compensation measures exist. The legal regulation depends on the profession and on the nationality. There are the following, for example:

- Adaptation period
- Aptitude test
- Knowledge test

The knowledge test must be taken, for example, in healthcare occupations if you come from a third country.

Personal aptitude



German: persönliche Eignung

Also: Reliability

Personal aptitude is important in some regulated professions for an application for recognition. For example, for occupations **in the areas of public health, security and in the social and education sector**. In this case, the competent authority requires evidence of personal aptitude for the recognition application or before starting a compensation measure. However, in some cases, evidence first needs to be presented to a new employer. An individual is personally suited when: The person has committed no criminal offences and is reliable

Evidence of personal aptitude may be provided, **for example**, by:

- Certificate of good conduct
- A criminal records extract or equivalent evidence from the country or origin.
- Declaration of whether criminal proceedings are pending before a court, for example insolvency proceedings.
- for citizens of the EU/EEA/Switzerland: Certificate of Good Standing

All evidence must be a maximum of 3 months old.

Medical fitness



Medical fitness is important for some regulated professions for an application for recognition. For example, for professions in the **areas of public health, security and in the social and education sector**. The competent authority requires **proof of medical fitness** for these professions. This applies before starting a compensation measure. However, in some cases, evidence first needs to be presented to a new employer. An individual is medically fit when they can work physically and psychologically in their profession.

In most cases proof of medical fitness can be provided by means of a doctor's certificate. This certificate states that the professional activity will not be impaired by the health of the individual. This certificate must not be more than 3 months old.

It may be the case that the competent authority only requires a personal declaration regarding the state of an individual's health.

Third country



German: Drittstaat

A description of a **country** which does **not** belong to one of the following:

- European Union (EU)
- European Economic Area (EEA)
- Switzerland

For **entry to Germany**, skilled workers from third countries need a visa.

Immigration

Substantial differences



German: wesentliche Unterschiede

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All evidence must be a maximum of 3 months old.

Compensation measures

If your professional qualification is not equivalent you can complete a compensation measure. A compensation measure allows you to compensate for substantial differences. Substantial differences are listed in your notice.

There are a range of compensation measures:

- Adaptation period
- Aptitude test

If you successfully complete the compensation measure, you receive a certificate. You submit this certificate to the competent authority. The competent authority checks the certificate and all other requirements (e.g. personal aptitude or medical fitness). If you meet all requirements, your professional qualification is **recognised**. You receive authorisation to use the professional title. Professionally, you then have **the same rights** as a person with the German professional qualification.

Do you come from a third country? You are permitted to enter Germany for a compensation measure. Please seek advice if you have questions, or find out more about entry e.g. via the hotline **Working and Living in Germany**.

Counselling

If you do **not meet all requirements**, you can find out from the competent authority about the options available to you. Were you not able e.g. to provide evidence of your personal aptitude or your knowledge of German? The competent

authority can help you with this.

My other options

Working without recognition

EU/EEA/Switzerland



German: *EU/EWR/Schweiz*

EU/EEA/Switzerland is the abbreviation for: European Union/European Economic Area/Switzerland.

The member states of the European Union (EU) include: Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

The European Economic Area (EEA) includes : All EU member states, Iceland, Liechtenstein, Norway.

Switzerland has entered into a treaty with the European Union. This states that Switzerland participates in the European system of professional recognition.

Competent authority



German: *zuständige Stelle*

The “competent authority” implements the recognition procedure. The competent authority can be, for example, a government agency, an office or a Chamber. The recognition.

Country of training



German: *Ausbildungsland*

Also: *Ausbildungsstaat*

The country in which the final certificate for a professional qualification was issued.

Substantial differences



German: *wesentliche Unterschiede*

In the recognition procedure the competent authority checks whether there are **substantial differences** between a foreign professional qualification and the German reference occupation **For example in terms of:**

- Duration of training
- Knowledge and competencies delivered
- Skills learned

For those individuals who **do not receive full** recognition, these **differences** are specified in the recognition notice. They are called **substantial differences**.

Compensation measure



German: *Ausgleichsmaßnahme*

Also: *Anpassungsmaßnahme*

A compensation measure allows individuals in a regulated occupation to

compensate for substantial differences between a foreign professional qualification and a German reference occupation.

In the process, these individuals learn skills they are still lacking for recognition of a foreign professional qualification or they complete an aptitude or knowledge test. After successfully participating or passing the tests, these individuals then still receive full recognition of their foreign professional qualification.

A range of compensation measures exist. The legal regulation depends on the profession and on the nationality. There are the following, for example:

- Adaptation period
- Aptitude test
- Knowledge test

The knowledge test must be taken, for example, in healthcare occupations if you come from a third country.

Medical fitness



Medical fitness is important for some regulated professions for an application for recognition. For example, for professions in the **areas of public health, security and in the social and education sector**. The competent authority requires **proof of medical fitness** for these professions. This applies before starting a compensation measure. However, in some cases, evidence first needs to be presented to a new employer. An individual is medically fit when they can work physically and psychologically in their profession.

In most cases proof of medical fitness can be provided by means of a doctor's certificate. This certificate states that the professional activity will not be impaired by the health of the individual. This certificate must not be more than 3 months old.

It may be the case that the competent authority only requires a personal declaration regarding the state of an individual's health.

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Evidence of personal aptitude may be provided, **for example**, by:

- Certificate of good conduct
- A criminal records extract or equivalent evidence from the country or origin.
- Declaration of whether criminal proceedings are pending before a court, for example insolvency proceedings.
- for citizens of the EU/EEA/Switzerland: Certificate of Good Standing

All evidence must be a maximum of 3 months old.

Partial access to the profession

Did you complete your professional qualification in an EU country, the EEA or in Switzerland? If so, you can work in the profession without recognition. However, you need so-called **partial access to the profession**. You must apply for partial access to the profession from the competent authority.

With partial access to the profession, the following applies:

- You are not permitted to perform all activities in the Profession.
- You are only permitted to use the professional title from your country of training.

You need to meet the following requirements for partial access:

- With your professional qualification, you are able to work without restrictions in your country of training.
- Your professional qualification is not equivalent to the German professional qualification. The substantial differences are large. In this case a compensation measure comprises the full German training.
- Your professional qualification includes at least one so-called **reserved activity** (in German: **vorbehaltene Tätigkeit**) in the German professional qualification. Only specially trained individuals are permitted to carry out reserved activities.
- You are medically fit.
- You are personally apt.
- You have specific knowledge of German.

Freedom to provide services

EU/EEA/Switzerland



German: *EU/EWR/Schweiz*

EU/EEA/Switzerland is the abbreviation for: European Union/European Economic Area/Switzerland.

The member states of the European Union (EU) include: Austria, Belgium, Bulgaria, Croatia, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden.

The European Economic Area (EEA) includes : All EU member states, Iceland, Liechtenstein, Norway.

Switzerland has entered into a treaty with the European Union. This states that Switzerland participates in the European system of professional recognition.

Do you only wish to offer services in Germany occasionally and for short period? In this case you do not generally require recognition. You must meet these requirements:

- You must be resident of another country of the EU, the EEA or in Switzerland .
- You must provide evidence of your professional qualification.
- You must inform or register your activity in writing with the competent authority.

Procedure for Ethnic German Resettlers

Ethnic German resettlers



German: Spätaussiedler

Also: Aussiedler, Russlanddeutsche

Ethnic German resettlers are people of German descent who immigrate to Germany from the former Soviet Union or from eastern Europe. These persons are officially recognised as ethnic German resettlers.

The ethnic German repatriates certificate enables them to apply for a special procedure for professional recognition. Another name for the ethnic German repatriates' certificate is Expellee Identification Card.

As an Ethnic German Resettler, you can select between two procedures for vocational recognition:

- You apply for the procedure described here.
- You apply for the procedure under Section 10 of the Federal Expellees Act (German: "§10 Bundesvertriebenengesetz, BVFG").

You can decide this. Your competent authority will advise you.

Counselling

- Do you have any questions? Do you need help with the application? Seek advice! You will find your counselling centre one step in advance. In the navigation, click "Counselling offers".
- Do you have questions regarding entry or residence? For more information see **Working and Living in Germany**.

Further information

Legal basis

In German:

- **Pflegeberufegesetz - PflBG**
- **Ausbildungs- und Prüfungsverordnung für die Pflegeberufe (PflAPrV)**

Alternatively by choice until end of 2024:

- Altenpflegegesetz from 31 Dezember 2019
- Ausbildungs- und Prüfungsverordnung für den Beruf der Altenpflegerin und des Altenpflegers from 31 Dezember 2019

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