



Netherland Groups recruiting: Health Care Connect and Alegria Health

Major shortage of nurses in the Netherlands and Amsterdam in particular.

The aim is to set up a Pilot with a flexible team

Portuguese nurses are excellent qualified

Emigration is not necessary, earnings according to Dutch collective agreement (CAO)

Workers Cooperation (MSB Flex UA)

RECRUTEMENT IN PORTUGAL

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PORTUGUESE NURSES TO THE NETHERLANDS

PROCESS DESCRIPTION & PLAN OF APPROACH

Why this initiative?

There is currently a serious shortage of nurses in the Netherlands and OR nurses in particular. The deficit is particularly distressing in the Amsterdam region. So poignant that 20% of all weekly planned operations are canceled. The Dutch government has plans to solve the shortages, but in the short term there is a need for innovative ideas. We aim to interest Portuguese nurses for flexible employment in the Netherlands.

Pilot

In the first period, we will focus on flexible teams consisting of an OR assistant, an Circulation nurse and an Anesthesia nurse. We want to organize a pilot with 3 permanent teams (3x3) who want to work in the Netherlands for a period of 2 or 3 weeks and then replace each other. Portuguese nurses are highly educated and generally speak reasonable to good English. The Portuguese diploma is recognized in the Netherlands and can be converted to a BIG registration, once the Dutch language level on B1 level is achieved. As EC residents, Portuguese nurses are allowed to live and work in the Netherlands. Portuguese nurses are known for their service-oriented approach and high work ethic. For us a reason to set up this labor migration between Portugal and the Netherlands.

Recruitment process

Through our network we have intensive contact with important stakeholders in Portugal. Especially in the Lisbon area and more north, there is a large group of nurses without suitable work. By approaching this group through our Portuguese stakeholders, we hope to give them confidence and interest in suitable work in the Netherlands. We hope to reach this group through Social media and the various marketing channels of our stakeholders.

Introduction

It will be organized at central locations in Portugal. We presents ourself and her 'Holland Project' for (future) Portuguese nurses (m/f). At these meetings the following agenda items will be discussed:

- General introduction;
- The organization;
- A visual introduction of the Netherlands, people and culture;
- An experience expert, a Portuguese nurse, talks about her years of experience in the Netherlands. In addition, the practices and mores that apply in the Netherlands will be explained;
- Explanation of working in an workers cooperation, contract form, contract duration and employment conditions;



Initially, the interviews will be held with our local manager. As soon as the number of respondents starts to increase, we will organize meetings as mentioned above.

The proposition

Each session will include positions for (future) Portuguese nurses. In concrete terms, this means that the nurses know exactly what their position is, the duration of the contract, the salary, the conditions and extras that we offer and everything that may be expected from us.

We think we can offer a number of unique propositions:

- By working with flexible teams with a fixed composition, the teams can gain international experience, which is good for their development and the development of their CV;
- By working with teams there is support for each other and that will probably accelerate the adaptation to Dutch culture;
- The nurses, if they choose to work part-time (2 or 3 weeks a month), can continue to live in Portugal and, if desired, develop other activities when they are not in the Netherlands;
- The earnings are based on the salary scales (Collective Labor Agreement) applied in the Netherlands; it is currently being investigated whether a scheme is possible that allows for a more favorable tax rate (30% income tax), the so-called extraterritorial costs;
- Housing may not be offered free of charge in accordance with Dutch legislation. We will provide accommodation, however;
- We provides a car per team, with which they can move from their living to work place (always around Amsterdam). Transfers to and from the airport (Amsterdam (Schiphol) / Rotterdam or Eindhoven) are arranged by us;
- Nurses end up in a place that they aspire to.

Language skills

It is not uncommon in the Netherlands that English is spoken. The Dutch generally speak reasonable to good English. However, in order to register BIG, the nurses must master the Dutch language at B1 level. We have contacts with a very reputable Language Institute for our intensive language training.



The process will split into 3 parts, after which participants will be able to communicate at level B1:

1. Preliminary phase (in Portugal), this phase consists of 8 weeks with a trainer who brings the participants to an A1 level by means of a 'blended learning' program.
2. Intensive training (the Netherlands) this phase consists of 40 contact hours, or rather 5 days of intensive training at a location in the Netherlands. This phase is an immersion in the Dutch language and culture.
3. Follow-up program (Netherlands) this phase involves 60 contact hours, using the method 'language of nursing'. This training must bring the participants to the required level B1. In collaboration with the client, the nurses will be intensively supervised on the work floor. The aim is that the participants have sufficient language skills after phase 2.

Medical Training

An important part is that the Portuguese nurses learn to get acquainted with the Dutch mores and customs in the OR. Before they leave for the Netherlands, the nurses will be trained and trained by experienced and knowledgeable trainers.

MRSA Bacterium

In the Netherlands, people are very alert to the occurrence of MRSA bacteria in hospitals. Our nurses will therefore be tested for carrying the bacterium. These are 3 tests.

BIG registration

We will ensure that the Nurses receive a BIG registration that is necessary for the Netherlands. According to bigregister.nl, a conversion in terms of level cannot form an obstacle. The application for a foreign conversion will take place if all requirements are met for a maximum of 3 months. We will start the application as soon as agreement has been reached in Portugal to participate in the pilot.

Earnings

Collective Labor Agreements (CAO) are used in the Netherlands. A collective agreement (CAO) is a written agreement in which agreements on terms of employment are laid down that have been agreed between one or more employers or employers' organizations with one or more employee organizations. Collective bargaining must ensure the equality of the parties. The collective labor agreement continues in the individual employment contract that an employer and employee conclude with each other.

We pay our employees according to the Dutch Hospital CAO. In concrete terms, this means that Portuguese nurses earn the same as their Dutch colleagues with the same qualifications.

Employees Cooperation MSB Flex

So far nothing new. What are we going to do differently? We will place our employees in an employees' cooperative medical company, MSB Flex Cooperatie UA. The advantage is that our nurses are employed by the cooperation and not by the client. This gives a high degree of flexibility and security. MSB Flex is the contract partner for the clients, while the employees of the cooperative are completely unburdened, but have the benefits of an employment contract.



How does it work?

We understand that it is a big step for many to settle permanently in the Netherlands. So we searched for an alternative. Our clients want full-time workforce. Alegria Staff must be able to meet this demand. We choose Flexteams (3x3). Participants in the concept work according to the principle '2 weeks on, 2 weeks off' or '3 weeks on, 1 week off'. In those 2 or 3 weeks one must be available for 80 to 120 hours to work. Continuous working for a period of a few months is also possible. On the basis of this scheme, the salary of 3 normal weeks of 40 hours is earned within 2 working weeks. As stated above, according to the collective labor agreement in force in the Netherlands, it is paid and all social security provisions applicable in the Netherlands are eligible, such as:

- Health insurance (continued payment in the event of illness) and Dutch health insurance (access to the Dutch health care facilities).
- Participation in Dutch pension fund (to be spent in Portugal).
- 8% Holiday allowance and vacation days and end-of-year bonus in accordance with the CAO

Based on age and experience, we can guarantee net earnings per 2, 3 or 4 weeks between € 1,200 and € 2,300 (plus: housing, traveling and service car)*

**Depending of total working hours per month and experience*