

Annex 5: Cost Structure

of the
Agreement
between the

Federal Employment Agency of Germany (Bundesagentur für Arbeit)

and

Norka Roots, Thycaud, Thiruvananthapuram under the Department of NORKA,
Government of Kerala, India

on

the Placement of Indian Health Professionals from the State of Kerala/India
in Employment as Registered General Nurse
in the Federal Republic of Germany

No.	Activities	Candidate	NORKA Roots	BA/GIZ (Triple Win Programme) ¹	Employer	Note
1.	Administrative and preparation process		X	X		<p>Administrative and HR component cost of recruitment wing of Norka Roots includes</p> <ul style="list-style-type: none"> - Job Portal Management - Scrutiny of CV's and verification of Certificates - Communication Expenses - Venue Management for interviews including rental of venues (Star Hotels) - Pre-departure awareness programmes <p>The service charge payable to Norka Roots will be 500 € per worker who takes up employment in Germany. This service charge will be covered by GIZ and refunded by the employers to GIZ.</p> <p>NORKA Roots submits a collective invoice to GIZ every six months, including a list of all participants who have travelled abroad.</p>
2.	Organisation of the Interviews		X	X		Venue management will be covered by Norka Roots as part of Item 1.
3.	Medical Check-Up			X		

¹ The services provided within the framework of the Triple Win project are either free of charge by the Federal Employment Agency as part of its legally defined tasks or financed by a service fee from the employer via the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. Certain costs borne by the employer during employment are paid directly by the employer.

No.	Activities	Candidate	NORKA Roots	BA/GIZ (Triple Win Programme) ¹	Employer	Note
4.	Double measles vaccination			X		
5.	Swab PCR			X		
6.	Passport	X				
7.	German Courses in Kerala			X		The candidate receives 250 € if he/she passes the German A.2 language exam and an additional 250 € for passing German B1 in the first attempt
8.	Accommodation, Allowance and Travel Costs during the German Course and Application/ Placement Process	X				
9.	Preparatory technical and orientation course			X		
10.	Visa fee	X				Work permit will be given by the BA in the context of the visa issuing
11.	Local Transportation to Airport	X				
12.	Airplane tickets from India to Germany				X	
13.	Application Recognition Process (Documents, fees)			X		
14.	Local Transportation when arrived in Germany from airport to residence				X	
15.	Professional Qualification for Recognition				X	Employer or public funding (if granted)
16.	German Course in Germany				X	Employer or public funding (if granted)
17.	Accommodation and living costs in Germany	X				Covered by the salary of the employee