

Caregivers for Israel

50 Job Opportunities for Caregivers to Treat Disabled Elderly in Israel

The Sri Lanka Bureau of Foreign Employment(SLBFE) invites applications for 50 highly qualified and experienced caregivers to work in Israel providing round the clock, live-in home care for disabled elderly persons in Israel.

This opportunity is provided under a joint pilot program between the Government of Sri Lanka and the Government of Israel. Only 50 caregivers who successfully pass a screening process, including a test in English, training program and a personal interview will be eligible to work in Israel. **There is no recruitment fee for participation in this program and only expenses that have been agreed upon by both Governments will be charged.** Applicants who possess the following prerequisites are eligible to apply with required documents and certificates.

- a. They are between 25-45 years of age.
- b. They are at least 1.5meters tall and weigh at least 45 kg.
- c. They have successfully completed a practical nursing or caregiver training course of at least three months duration, recognized by relevant Sri Lankan Authorities or they have a minimum of two years proven relevant overseas experience.
- d. They have intermediate level English language skills. (Skills will be tested)
- e. They have successfully completed at least 10 years of schooling.
- f. They have never previously worked in Israel (this will be biometrically verified by Israeli Immigration Authority).
- g. They do not have a spouse, parents or children currently working or residing in Israel.
- h. They are physically and mentally healthy, do not suffer from diseases or from chronic medical conditions including (but not limited to) tuberculosis, hepatitis, syphilis, gonorrhoea, and HIV-AIDS; and are capable of difficult care giving work in Israel including heavy lifting.
- i. They have a clean police record
- j. They have Sri Lankan citizenship.

The details of this program including salary, permitted expenses to be borne by the worker, job description, prerequisites, duration, general working and living condition, the recruitment procedure, details of the costs for the worker for any related services in connection with the recruitment, the random selection process can be found in the SLBFE website www.slbfe.lk “Joint pilot program for Caregivers in Israel” It should be emphasized that the employers of the selected workers will be the elderly disabled patients or their close relative or legal guardians in Israel, and the workers will not be employed by any Israeli government body.

. A sample application is available in the website and duly completed applications should be sent to “Deputy General Manager – Recruitment, Sri Lanka Bureau of Foreign Employment, 234, DenzilKobbekaduwaMawatha, Koswatta, Battaramulla” on or before 07.09.2016 Indicating “Caregiver for Israel” on top left hand corner of the envelope.



**Chairman,
Sri Lanka Bureau of Foreign Employment,
234, DenzilKobbekaduwaMawatha, Koswatta, Battaramulla.**

50 Job Opportunities for Caregivers from Sri Lanka to Treat Disabled Elderly in Israel

The Sri Lanka Bureau of Foreign Employment (SLBFE) invites applications for 50 highly qualified and experienced caregivers to work in Israel providing round the clock, live-in home care for disabled elderly persons in Israel.

This opportunity is provided under a joint pilot program between the Government of Sri Lanka and the Government of Israel. Only 50 caregivers who fulfill the below prerequisites, will be randomly chosen by Israel to work in Israel, after successfully passing a screening process, including a test in English, training program and a personal interview.

There is no recruitment fee for participation in this program, and the expenses are only as set out hereinafter.

Background & Job Description:

Eligible candidates will be employed as caregivers for elderly disabled employers in Israel. Employment will be in the private homes of the elderly disabled employers and will be permitted only when the employers hold valid foreign worker employment permits, after proving their need for constant care or supervision.

The caregivers must reside in the homes of the elderly disabled employers during the work week, and they may not work for other employers or take on additional jobs, including during vacations or on their weekly day of rest.

Caregivers may reside in Israel for a period of up to 51 months, provided that they meet all of the terms of their visas and are not unemployed for any period exceeding ninety (90) days at a time. All caregivers must be registered with one of the Israeli licensed-bonded placement bureaus which are responsible, inter alia, for appointing social workers to oversee the employment and for finding alternative employment for caregivers whose current employment is terminated before the 51-month period has expired.

A rights brochure detailing the conditions of employment in Israel for foreign caregivers will be provided to all candidates and is available online in SLBFE website www.slbfe.lk "Joint pilot program for Caregivers in Israel".

The direct employers of the chosen caregivers in Israel will be the elderly disabled and/or his/her family members, as will be set out in the employment contract, and these employers and/or family members will be responsible for the worker's salary and work conditions. PIBA and/or the relevant government bodies are not employers of the chosen caregivers, and are not responsible for the payment of salary or other work conditions, directly or indirectly.

Prerequisites:

(Applicants must meet the following requirements. Certification and documents will be required):

- a. They are between 25-45 years of age.
- b. They are at least 1.4 meters tall and weigh at least 45 kg.
- c. They have successfully completed a practical nursing or caregiver training course of at least three months duration, recognized by relevant Sri Lankan Authorities.
- d. They have intermediate level English language skills. (Skills will be tested)
- e. They have successfully completed at least 10 years of schooling.
- f. They have never previously worked in Israel. (this will be biometrically verified by Israeli Immigration Authority)
- g. They do not have a spouse, parents or children currently working or residing in Israel.
- h. They are physically and mentally healthy, do not suffer from diseases or from chronic medical conditions including (but not limited to) tuberculosis, hepatitis, syphilis, gonorrhoea, and HIV-AIDS; and are capable of difficult care giving work in Israel including heavy lifting.
- i. They have a clean police record
- j. They have Sri Lankan citizenship.

Salary:

A live-in, around the clock caregiver for the disabled elderly, employed in Israel is entitled to the gross monthly minimum wage for his work, which is currently 4850 NIS (approx. 1250 US Dollars).

Employers may deduct fixed amounts, as stipulated in the regulations, from the above monthly gross salary for expenses, such as private medical insurance coverage, accommodations and related expenses, or other set expenses agreed upon in writing between the employer and the caregiver but no more than 25% of the above minimum wage. If the employer provides the caregiver with food in the workplace, the market value of such food may also be deducted from the salary in addition to the above.

Thus, the net monthly wage of a live-in caregiver employed full time, is estimated at 75% of the above minimum wage (approximately 3488 NIS, which is approximately 940 USD at the current dollar shekel exchange rate) per month. In addition, the worker will be expected to pay for his food and general living expenses in Israel, including telephone expenses, clothing, hygienic needs, necessary transportation expenses etc.

If the exchange rate rises, the dollar value of the salary, to be paid in Israeli Shekels, will be lower. In addition, there will be bank charges for changing currencies or sending it abroad.

Holiday and Annual Leave:

Weekly rest day -according to current practice, caregivers will be entitled to a weekly rest day of 24 hours as agreed upon with the employer, which should include Friday, Saturday or Sunday.

Annual leave - Every worker is entitled to the following number of paid vacation days each year: for each of the first 4 years of employment – 14 days a year (this number includes weekly rest days) on dates to be agreed upon with the employer. The worker can save some of the paid vacation days, in order to take a longer paid vacation on the following year, in coordination with his employer, and subject to the Israeli law. A worker who wishes to return to Sri Lanka for vacation must ask the Israeli Placement Bureau with whom he is registered to assist him in receiving an "inter-visa" from the Migration Authorities in Israel, before he leaves the country, which will allow him to return to Israel after a short vacation, as per Israeli regulations.

Religious holidays – All workers employed on a monthly basis are entitled to payment for up to 9 days of religious holidays a year, when the said holidays do not fall during the weekly rest day. The holidays can be those of the worker's religion, or the Jewish holidays, as the employee chooses.

Medical Insurance:

The employer is obligated to provide each employee with private medical insurance for the entire period of employment in Israel. The employer may deduct up to 50% of the amount that the worker spent on medical insurance, but no more than 124.73NIS per month(or as updated yearly) of the worker's salary to cover a portion of the cost of medical insurance. **The medical insurance does not cover pre existing medical conditions of the worker**, If the worker becomes unable to work for over 90 days due to illness, he must leave Israel and the medical insurance will end. As the insurance does not cover medicines or treatments for medical conditions which the worker had before arriving in Israel and as the cost of private medical treatment in Israel is prohibitive, only healthy workers are eligible for work in Israel.

Expenses to be paid by applicants for the Pilot Program:

It is illegal to charge applicants any recruitment fees for inclusion in the program. The only expenses to be paid by applicants for the Pilot Program are as follows:

Item	Cost		Remarks and Clarifications
	US Dollar(USD)*	Sri Lankan Rs.	
SLBFE Registration	117.8	17,209	
Medical Examination Fee	48	7,000	
Fee for Police Report	3.5	500	
Passport Issuance Fee	20.5	3,000	
Visa fee	130	18,980	Fee for services rendered by the outsourcing company which includes interviews and courier expenses.
SLBFE Training (30 Days)	85.6	12,500	
SLBFE Processing fee	250	36,500	
Fee for participation in Additional Training Course	50	7,300	
Pre-Departure Training Fee			To be carried out in collaboration between the Sides. Free of charge.
Flight expenses (one way)- estimate	650	94,900	

As Set out above, ASIDE FROM THE ABOVEMENTIONED COSTS, THERE ARE NO OTHER RECRUITMENT FEES OR EXPENSES. If you are asked by any agent or third party to pay any fee relating to your recruitment (other than the above fees) please call the hotline to report the illegal solicitation at 011-2872399, Additional General Manager (International Affairs).

Recruitment process

SLBFE shall publicize the joint pilot program in daily national newspapers and through the regular SLBFE channels. The duly filled applications together with the copies of the documents/certificates should be sent to the following address indicating “Caregiver for Israel” on top left hand corner of the envelop on or before 07.09.2016.

Manager – Marketing,
Sri Lanka Bureau of Foreign Employment,
234, DenzilKobbekaduwaMawatha,
Koswatta, Battaramulla.

Each candidate who applies for the positions shall attach proof of his education and his training certification as set out above, present a clean criminal police record document (CR) and sign a declaration stating that he fulfills all the preconditions above. Each applicant will receive an application number and written confirmation from SLBFE that his application was received.

Workers who will be eligible to participate in the program will be chosen at random by the Israeli Migration Authority (PIBA) from the pool of the qualified workers. **Only 100 of the qualified workers in the pool will be chosen randomly by the Israeli Authorities to participate in the selection process and only 50 will end up completing it. The random selection will be carried out such that at least 80% of the chosen candidates are female.**

The randomly chosen candidates who successfully passed the English examination as well as the medical examination and who have presented a clean Criminal Record document as stipulated above will be invited to take part in a new SLBFE NVQ Level III 30 day care giving training for domestic household assistants designated specifically for workers to be recruited in the framework of this joint pilot program. In the framework of the SLBFA course candidates must pass the intermediate level of SLBFE/DynEd Multimedia based English Language course and pass a final examination in the English language.

After grading the exams, the 60 candidates who successfully finish the SLBFE NVQ Level II 30 day care giving training for domestic household assistants with the highest scores in the English exam will be invited to take part in an additional 60 hour training course for caregivers which will be given in Sri Lanka by Israeli experts on behalf of PIBA (the additional course) The other candidates will be removed from the program.

The additional course will include 20 hours of supervised practical experience. In case that during the additional training course, a candidate is found to be unsuitable for work in Israel, PIBA may remove such candidate from the procedure.

Each candidate who successfully completes the additional training course, with a passing grade, will undergo a 5 minute interview in English by PIBA experts which will be recorded on video, and uploaded to the PIBA website, without identifying information, which will be shown to Israeli Authorities and Israeli Placement Bureaus personnel only. **Following this process, PIBA will receive job offers from Israeli placement bureaus for placement of the candidates with elderly handicapped Israelis. The job offers will be based on the placement bureaus' social worker's assessment of the needs of the elderly disabled employer's needs. The job offers will be conditional on the arrival of the worker in Israel within 45 days.**

PIBA shall submit the job offers to SLBFE which will explain the job offer details and the employment contact to the applicants, who shall have 10 days to accept or reject the offer,. SLBFE shall notify PIBA of the applicant's response and PIBA will notify the Placement Bureau. Candidates who accept job offers must sign the standard employment contract in a language the worker understands, English and Hebrew, after the provisions of the contract are explained to them. The English version of the contract will prevail in case of divergence.

After accepting the job offer SLBFE will assist the candidate in submitting the forms for a work and stay visa in Israel. In particular, each worker will receive information concerning the geographical area limitations concerning his work in Israel, supervision of job changes, and the requirement for written prior notice before leaving a job placement in Israel. The forms, as well as the worker's passports which must be valid for at least 2 years will be transferred by SLBFE to the Israeli Authorities who will issue the visa if no limitation is found.

SLBFE representatives in coordination with PIBA shall coordinate the travel of the chosen candidates and notify PIBA of the dates of each arrival.

The candidates shall bear the costs of their airline tickets to and from Israel as well as travel expenses within Sri Lanka. It is forbidden for the applicants to directly contact placement bureaus or brokers in Israel, and any worker who does so, or who is directly contacted by such agencies or brokers and does not report such, may be removed from the program. NO MANPOWER COMPANY OR BROKER OR THIRD PARTY CAN AFFECT OR CHANGE THE CHOICE OF THE WORKERS WHO WILL BE SELECTED RANDOMLY FROM THE POOL OF QUALIFIED WORKERS BY THE ISRAELI AUTHORITIES.

A worker who accepts a job offer via PIBA, and arrives in Israel but is found to not meet preconditions or who violates the conditions of his visa will be returned to Sri Lanka at his own expense. Visa will be issued only if the candidate fulfills all visa requirements and is found to be in good health with no criminal record.

Prior to departure, participants will be invited to attend an orientation session in Colombo where they will receive information and guidance regarding their rights and obligations in Israel.

In order to be properly informed, the workers should read the standard employment contract and the Manual for Foreign Workers Rights in Israel in Sinhalese and English in the website of SLBFE www.slbfe.lk. Workers will also receive a copy of this publication.

For further information and questions call:

Manager – Marketing on 0112791814/4388295
Sri Lanka Bureau of Foreign Employment
www.slbfe.lk

Hotline to be established by CIMI's local partners – number to be published