



Company policy St. Antonius Hospital



Cooperative health care on a Christian basis

St. Antonius Hospital belongs to the Foundation of the Cellitinnen e.V. Within the facilities, concrete and binding identifiers and standards provide the framework for Christian orientation within the company. Against the background of the Christian concept of the „one human family“ and the „One God as the Father of all people“ (Vatican Council II), we respect and appreciate non-Christian religions with their traditions, rites, beliefs and values.

Holistic care and orientation to the needs of the patient

We, the St. Antonius Hospital Cologne, stand for our Christian origin, identify with our task and belief in our future. The patient is our focus. Patients and their relatives are seen as partners in coping with the disease. Human dignity is respected at all times. The holistic view of the person is the focus of our care. The service structures are demand-oriented and the quality of our work is verifiable. We think and act economically. Patient care can be optimized through structured processes. We want satisfied, committed and self-reliant employees. A positive working atmosphere, health and well-being of our employees is important to us. Constructive criticism opens up and gives us the chance to cooperate. We solve conflicts as a team, because cooperation makes us strong. Further education and training is indispensable for us. Motivated employees are our strength.

Recruitment and deployment of international nursing staff

The hospital is guided by the international ethical principles when recruiting foreign nurses, such as:

- The WHO Code of Conduct
- Employer pays principle
- International human rights conventions
- ILO core labor standard
- IRIS Standards of the International Organisation of Migration

For us, this means that we take into account the rights and obligations of the countries of origin and the recruited caregivers. Costs for recruitment, language training, transfer and adaptation measures are covered. The requirements of laws and regulations, e.g. labor law, collective bargaining law, etc., are of course also applied to the employment of foreign nursing staff. The seven core principles of IRIS are applied.

These principles are not only applied in our clinic, but are also communicated with our cooperation partners. When drafting the contract, we ensure that our cooperation partners are familiar with these principles and that they also support them. Compliance with the principles is checked regularly.

For more information, see also:

- <https://www.netzwerk-iq.de/angebote/iq-konkret/2021/01/artikel/abschluss-erkennung-arbeitsplatz-1>
- <https://www-ihrb-org.translate.goog/employerpays/the-employer-pays-principle? x tr sl=en& x tr tl=de& x tr hl=de& x tr pto=sc>
- <https://www.menschenrechtsabkommen.de/>
- <https://www.ilo.org/berlin/arbeits-und-standards/kernarbeitsnormen/lang--de/index.htm>
- <https://iris.iom.int/>