



GLOBAL WORKFORCE SOLUTIONS

HEALTH & SOCIAL CARE

MEDICAL & NON-MEDICAL PROFESSIONALS

HUMAN RESOURCES SERVICES

PROFILE

Specialist Staff Sourcing, Recruitment, Agency Placement, Industry Training,
HR & Payroll and Business Support for Employers Worldwide



International Legal Partners FZE-LLC

Head Office: United Arab Emirates | Workforce Solutions Worldwide

www.ilp.services | HR@ilp.services

Contents / Index

PROFILE PAGE GUIDE AND SECTION NAVIGATION

CONTENTS

| | |
|-----------|---------------------------------|
| 1 | Profile Cover |
| 2 | Contents / Index |
| 3 | ILP Services Summary |
| 4 | Service Model & Digital Portal |
| 5 | Recruitment, Training & Quality |
| 6 | Fees, Charges & Employer Scope |
| 7 | United Kingdom |
| 8 | Ireland |
| 9 | Canada |
| 10 | Germany |
| 11 | Spain |
| 12 | United Arab Emirates |
| 13 | Saudi Arabia |
| 14 | Australia |
| 15 | Regulatory Notes & Contact |

Profile Overview

International Legal Partners FZE-LLC (ILP) is a UAE-headquartered workforce solutions partner supporting employers worldwide with specialist recruitment, agency placement, training, HR, payroll and business support.

This profile focuses on Health & Social Care Staff, Medical & Non-Medical Professionals, Counselling & Therapeutic Professionals, education and training support, HR and payroll services, business support and career counselling.

The authority page is now removed from the profile and provided as a separate signable document for employers to complete and return.

Who We Support

- Care homes, domiciliary care providers and supported living services
- Hospitals, clinics, medical centres and therapy providers
- Children services, family support and education providers
- Employers requiring direct recruitment, agency placement or payroll support

ILP Services Summary

SPECIALIST STAFF SOURCING, RECRUITMENT, AGENCY PLACEMENT, INDUSTRY TRAINING, HR & PAYROLL AND BUSINESS SUPPORT

ILP provides a practical employer-focused workforce solution. We source suitable candidates, screen their readiness, arrange interviews, prepare candidate files, support pre-joining training and help employers choose the correct engagement model.

1 Health & Social Care Staff

Care assistants, senior care workers, homecare, supported living, care homes and children services staff.

2 Medical & Non-Medical Professionals

Doctors, nurses, midwives, healthcare assistants, administrators, coordinators and operational staff.

3 Counselling & Therapeutic Professionals

Psychologists, psychotherapists, counsellors, mental-health, behavioural and therapy support professionals.

4 Industry Education & Training

Sector induction, role awareness, employer-specific orientation, language readiness and workplace preparation.

5 HR & Payroll Services

HR files, onboarding records, timesheet support, payroll coordination and workforce reports.

6 Business Support Services

Recruitment coordination, compliance administration, rota support and operational workforce planning.

7 Career Counselling Services

Candidate guidance, interview preparation, career-readiness support and professional pathway planning.

Best dedicated and well-trained workforces are the key to successful organisations.

ILP helps employers connect with suitable staff who are prepared for the role, service model and local requirements.

Service Model & Digital Portal

DIRECT RECRUITMENT, AGENCY PLACEMENT, EMPLOYER PAYROLL AND ONLINE CANDIDATE ACCESS

| | | |
|--|--|--|
| <p>1 DIRECT RECRUITMENT</p> <ul style="list-style-type: none"> • Employer takes the worker directly into its own workforce after selection. • ILP sources, screens, shortlists and coordinates interviews. • Standard fee: one month gross salary unless agreed otherwise. • No worker retention by ILP under direct placement. | <p>2 AGENCY PLACEMENT / ILP PAYROLL</p> <ul style="list-style-type: none"> • Where an employer does not wish to take immediate employment obligations, ILP may provide agency placement. • Worker may remain under ILP payroll or associated lawful payroll structure. • Employer is invoiced for agreed services, shifts or placement support. • Subject to local law, tax, agency and sector rules. | <p>3 DIGITAL EMPLOYER PORTAL</p> <ul style="list-style-type: none"> • Employers can sign up online and submit staffing requirements. • Search and filter candidate profiles by role, qualification, country, language and availability. • Digitally request video, panel or physical interviews. • Track shortlisting, screening, training readiness and onboarding progress. |
|--|--|--|

Working Model Options

| | |
|---|---|
| <p>Full-time / Part-time</p> <p>Permanent or fixed-term workers engaged directly by the employer.</p> | <p>Temporary / Bank / Relief</p> <p>Flexible cover for urgent staffing gaps or short-term assignments.</p> |
| <p>Online / Remote Staff</p> <p>HR, payroll, administration, training, recruitment and business support.</p> | <p>Physical / On-site Staff</p> <p>Health & Social Care, nursing, therapy, counselling and operational staff.</p> |
| <p>Hybrid / Tailored Arrangements</p> <p>Mixed online and physical support, phased recruitment and project-based staffing.</p> | <p>Employer-Specific Requirements</p> <p>Role, language, rota, salary, country and compliance mapping tailored to each employer.</p> |

Recruitment, Training & Quality

STRUCTURED SOURCING, PRE-JOINING PREPARATION AND EMPLOYER-READY CANDIDATE FILES

1 Requirement Analysis

Role, rota, location, salary, contract model, language and start-date requirements.

2 Compliance Mapping

Destination-country regulator, qualification, safeguarding and work-authorisation position.

3 Global Sourcing

International candidate sourcing, referrals and role-specific recruitment campaigns.

4 Screening

CV, interview, experience, documents, references and qualification review.

5 Employer Interview

Video, online panel or physical interviews arranged with shortlisted candidates.

6 Training Readiness

Industry, role-specific and employer-specific orientation before joining.

7 Onboarding Support

Joining documents, HR file, payroll route and mobilisation coordination.

8 Post-Placement Follow-up

Manager feedback, adjustment support and repeat workforce planning.

1 INDUSTRY EDUCATION & TRAINING

- Health & Social Care induction and role understanding
- Safeguarding adults and children awareness
- Moving and handling, infection prevention and medication awareness
- Communication, dignity, professional conduct and customer/service-user care
- Employer policies, workplace expectations and service-model briefing
- Language readiness and country-specific workplace preparation

2 CANDIDATE FILE QUALITY

- Identity, CV and employment history
- Qualification and training evidence
- Professional registration or licence evidence where applicable
- Reference details and referee checks where instructed
- Background / police clearance documents where required
- Visa, work-permission or employment-eligibility support where applicable

Fees, Charges & Employer Service Scope

TRANSPARENT EMPLOYER CHARGES AFTER SUCCESSFUL RECRUITMENT AND WORKER COMPLETION PERIOD

1 Direct Recruitment Fee

Our standard employer placement fee is equal to one month gross salary of the successfully recruited candidate. Unless otherwise agreed in writing, the fee becomes chargeable after successful recruitment and once the worker has completed 3 months in the role.

2 Agency Worker Rates

For agency workers, flexible staffing and ILP payroll assignments, charges are based on the local market rates of the relevant country, sector, role, shift pattern and service requirement.

3 No Hidden Charges

ILP aims to keep employer charges clear and transparent. Any agreed recruitment, agency, payroll, training or additional support charges should be set out in writing before the service is provided.

4 Agency Worker Takeover Option

Employers may request to take over an agency worker as their own employee by paying ILP standard transfer / placement fee equal to one month gross salary, unless different terms are agreed in writing.

Scope of Service to Employers

1 Sourcing and providing suitable candidates

ILP identifies candidates aligned with the employer role specification, country requirements, language needs, salary level, shift pattern and service model.

2 Screening interviews and shortlisting

ILP carries out initial screening, role-readiness assessment and suitability review before candidate profiles are submitted to the employer.

3 Arranging final interviews

ILP coordinates video, online panel or physical interviews. The employer makes the final recruitment decision unless ILP is authorised in writing to recruit on the employer behalf.

4 Pre-joining due diligence support

ILP supports document collation with the candidate before commencement, including identity, CV, qualifications, references and registration or licence evidence where applicable.

5 Employer-required checks and candidate file

Due diligence support is carried out as instructed. Final statutory, professional, safeguarding, immigration and right-to-work checks remain subject to employer approval and local law.

6 Basic pre-joining training

If selected, the worker may receive basic pre-joining training, induction guidance and employer-specific briefing according to the instructions, policies and guidance provided by the employer.

All fees, agency rates, payroll arrangements, training scope and takeover terms are subject to written agreement, local law, tax rules, recruitment agency rules, professional-regulator requirements and employer final approval.

United Kingdom

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|--|--|--|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> • Care Assistants • Senior Care Workers • Domiciliary Care Workers • Live-in Carers • Support Workers • Registered Managers • Children's Support Workers <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> • Registered Nurses • Midwives • General Practitioners • Hospital Doctors • Consultants and Specialist Doctors • Healthcare Assistants <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> • Occupational Therapists • Physiotherapists • Speech and Language Therapists • Radiographers • Paramedics • Social Workers <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> • Clinical Psychologists • Counselling Psychologists • Psychotherapists • Counsellors • Mental Health Support Workers | <ul style="list-style-type: none"> • CQC - adult health and social care in England • Ofsted - children's social care and education settings • HCPC - allied health and protected titles • GMC - doctors and medical practitioners • NMC - nurses and midwives • Social Work England; SSSC; Social Care Wales; NISCC • DBS and barred-list checks where required • UKVI / right-to-work where immigration applies | <ul style="list-style-type: none"> • Care Certificate and RQF Level 2-5 Health & Social Care qualifications where relevant. • GMC registration, licence to practise and GP/specialist registration where required. • NMC PIN for nurses and midwives; HCPC registration for protected allied health roles. • Enhanced DBS, safeguarding and professional references where required by the employer. • English communication, interview readiness and employer-specific induction support. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Ireland

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|--|---|---|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> • Healthcare Assistants • Social Care Workers • Domiciliary Care Workers • Support Workers • Residential Care Staff • Children's Residential Care Staff <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> • Registered Nurses • Midwives • Doctors • General Practitioners • Consultants • Healthcare Assistants <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> • Occupational Therapists • Physiotherapists • Speech and Language Therapists • Radiographers • Social Workers <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> • Clinical Psychologists • Counselling Psychologists • Counsellors • Psychotherapists • Mental Health Support Workers | <ul style="list-style-type: none"> • HIQA - health and social care quality authority • Tusla - Child and Family Agency • CORU - designated health and social care professionals • NMBI - nurses and midwives • Medical Council of Ireland - doctors • Teaching Council for education settings • Garda National Vetting Bureau where relevant | <ul style="list-style-type: none"> • QQI Level 5 healthcare support or equivalent for many frontline care roles. • CORU, NMBI or Medical Council registration for protected professional roles. • Social care and children's services roles may require relevant social-care qualifications. • Garda vetting, safeguarding, manual handling and patient-safety readiness. • English language readiness and employer orientation support. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Canada

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|---|--|---|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> • Personal Support Workers • Health Care Aides • Home Support Workers • Disability Support Workers • Child and Youth Workers <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> • Registered Nurses • Licensed Practical Nurses • Nurse Practitioners • Physicians • Family Doctors • Specialist Doctors <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> • Occupational Therapists • Physiotherapists • Speech-Language Pathologists • Medical Laboratory Technologists • Social Workers <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> • Psychologists • Clinical Counsellors • Psychotherapists • Mental Health Workers • Behavioural Support Professionals | <ul style="list-style-type: none"> • Provincial and territorial ministries and care authorities • Provincial colleges of nurses and physicians • Provincial colleges of psychologists and psychotherapists where regulated • Provincial colleges of social workers and allied health professionals • IRCC where immigration or work authorization applies | <ul style="list-style-type: none"> • PSW, Health Care Aide or equivalent qualifications for many frontline roles. • Provincial licensure or registration for regulated professional roles. • Credential assessment and province-specific registration pathways may apply. • Police or vulnerable-sector checks and workplace-safety readiness. • English or French language readiness depending on province and employer need. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Germany

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



1

PRIORITY JOB POSITIONS

Health & Social Care Staff

- Care Assistants
- Elderly Care Workers
- Disability Support Workers
- Social Care Support Staff
- Child and Youth Support Workers

Medical & Non-Medical Professionals

- Registered Nurses
- Midwives
- Physicians
- Specialist Doctors
- General Practitioners
- Dentists

Therapy & Allied Health Professionals

- Occupational Therapists
- Physiotherapists
- Speech Therapists
- Medical Technologists
- Social Educators

Counselling & Therapeutic Professionals

- Psychologists
- Psychological Psychotherapists
- Counsellors
- Mental Health Support Workers

2

KEY REGULATORS / AUTHORITIES

- Recognition authorities (Anerkennung)
- State health authorities (Gesundheitsämter / Landesbehörden)
- Professional chambers (Berufskammern)
- Medical chambers (Ärztetikammern)
- Nursing recognition authorities
- Local licensing bodies for regulated professions

3

QUALIFICATION & READINESS FOCUS

- Recognition of foreign qualifications is essential for regulated roles.
- Approbation or Berufserlaubnis is typically required for doctors and many regulated health professions.
- Nursing and care staff need recognised qualifications aligned to German requirements.
- German language readiness is critical; many professional roles require B2 and doctors often require medical C1.
- Background checks, employer induction and integration support are important.

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Spain

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|---|--|--|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> Care Assistants Home Care Workers Elderly Care Workers Disability Support Workers Residential Care Support Staff <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> Nurses General Practitioners Specialist Doctors Dentists Healthcare Assistants <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> Physiotherapists Occupational Therapists Speech Therapists Radiographers Social Workers <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> Clinical Psychologists Health Psychologists Counsellors Psychotherapists Mental Health Support Staff | <ul style="list-style-type: none"> Ministry of Health (Ministerio de Sanidad) Regional health authorities of the autonomous communities Professional colleges (Colegios Profesionales) Medical, nursing, psychology and other professional colleges Degree recognition and homologation authorities | <ul style="list-style-type: none"> Homologación or recognition of foreign qualifications is required for many regulated professions. Colegiación or registration with the relevant professional college may be necessary. Care roles may require sociosanitary training or equivalent support-care qualifications. Spanish language readiness is important for patient-facing roles. Employer induction, safeguarding and service-model training support are recommended. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

United Arab Emirates

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|--|---|--|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> • Caregivers • Support Workers • Homecare Staff • Rehabilitation Assistants • Special-Needs Support Staff <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> • Registered Nurses • Midwives • General Practitioners • Specialist Doctors • Dentists • Healthcare Assistants <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> • Physiotherapists • Occupational Therapists • Speech Therapists • Radiographers • Dietitians <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> • Clinical Psychologists • Counselling Psychologists • Psychiatrists • Counsellors • Behavioural Therapists | <ul style="list-style-type: none"> • MOHAP - Ministry of Health and Prevention • Dubai Health Authority (DHA) • Department of Health - Abu Dhabi (DoH) • Community Development Authority (CDA) Dubai • Relevant education authorities such as KHDA / ADEK where applicable | <ul style="list-style-type: none"> • UAE Professional Qualification Requirements (PQR) guide healthcare eligibility. • DataFlow or primary source verification, licence eligibility and good-standing certificates are commonly required. • Exams or assessments may apply depending on authority and profession. • Arabic or English language readiness is important depending on setting. • Employer-specific orientation and service-readiness support help faster adjustment. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Saudi Arabia

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|---|--|---|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> • Caregivers • Support Workers • Disability Support Staff • Elderly Care Staff • Homecare Assistants <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> • Registered Nurses • Midwives • General Practitioners • Specialist Doctors • Consultants • Dentists <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> • Physiotherapists • Occupational Therapists • Speech Therapists • Radiographers • Laboratory Technologists <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> • Clinical Psychologists • Psychiatrists • Counsellors • Behavioural Therapists • Mental Health Support Staff | <ul style="list-style-type: none"> • Saudi Commission for Health Specialties (SCFHS) • Ministry of Health • Ministry of Human Resources and Social Development • Qiwa and Muqem labour / visa systems where applicable | <ul style="list-style-type: none"> • SCFHS classification and registration are central for regulated healthcare roles. • Qualification verification, good-standing evidence and exams may apply. • Professional licence pathways vary by role and experience level. • Arabic or English workplace readiness is important depending on employer and setting. • Employer orientation, cultural preparation and compliance readiness support smoother onboarding. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Australia

KEY ROLES, REGULATORS & QUALIFICATION-READINESS



| 1 PRIORITY JOB POSITIONS | 2 KEY REGULATORS / AUTHORITIES | 3 QUALIFICATION & READINESS FOCUS |
|--|---|---|
| <p>Health & Social Care Staff</p> <ul style="list-style-type: none"> • Aged Care Workers • Disability Support Workers • Home Care Workers • Individual Support Workers • Youth Support Workers <p>Medical & Non-Medical Professionals</p> <ul style="list-style-type: none"> • Registered Nurses • Enrolled Nurses • General Practitioners • Specialist Doctors • Nurse Practitioners <p>Therapy & Allied Health Professionals</p> <ul style="list-style-type: none"> • Occupational Therapists • Physiotherapists • Speech Pathologists • Social Workers • Radiographers <p>Counselling & Therapeutic Professionals</p> <ul style="list-style-type: none"> • Psychologists • Counsellors • Psychotherapists • Behaviour Support Practitioners • Mental Health Workers | <ul style="list-style-type: none"> • Ahpra and National Boards • Aged Care Quality and Safety Commission • NDIS Quality and Safeguards Commission • Working With Children systems • Relevant child, education and care authorities | <ul style="list-style-type: none"> • Certificate III in Individual Support or equivalent is common for many frontline care roles. • Ahpra registration is required for regulated health professions. • Psychologists are regulated; counsellor roles may depend on employer and professional membership expectations. • NDIS worker screening, police checks and Working With Children checks may apply. • English language readiness, medication-safety awareness and employer induction are important. |

Important Note

Final recruitment, licensing, registration, employment and safeguarding checks remain subject to the employer and local law.

Regulatory Notes & Contact

COMPLIANCE POSITION, RESEARCH BASIS AND EMPLOYER CONSULTATION CHECKLIST

Regulatory Map - Important Professional Note

The country pages are a practical recruitment-readiness map. They do not state that ILP is regulated by the listed authorities and do not replace legal, immigration, licensing or professional-registration advice. Final requirements must be confirmed for the exact role, employer, location, service model, qualification history, language level and work-permission position.

Regulatory Reference Points

- United Kingdom: CQC, Ofsted, HCPC, GMC, NMC, Social Work England and HSE regulator information.
- Ireland: HIQA, CORU, NMBI, Medical Council, Tusla, Teaching Council and Garda vetting references.
- Canada: provincial and territorial professional regulation, including provincial colleges and care authorities.
- Germany: Anerkennung in Deutschland and professional recognition / Approbation guidance.
- Spain: Ministry of Health and Ministry of Universities homologation / regulated profession guidance.
- UAE: MOHAP, DHA, DoH and Unified Healthcare Professional Qualification Requirements (PQR).
- Saudi Arabia: SCFHS professional classification, Ministry of Health and labour / visa system references.
- Australia: Ahpra / National Boards, Aged Care Quality and Safety Commission, NDIS Commission and training references.

Employer Consultation Checklist

| | |
|--|---|
| Current vacancies and priority roles | Numbers, salary, rota pattern and start dates |
| Country and work model: direct, agency, payroll, remote, on-site or hybrid | Regulatory, qualification, language and training requirements |
| Interview process, document pack and onboarding timetable | HR, training, payroll and workforce-administration requirements |

International Legal Partners FZE-LLC

Global Health & Social Care and Human Resources Services Profile

www.ilp.services | HR@ilp.services | Head Office: United Arab Emirates