**09 December 2024**
**Reference: 997**

**To**
**The Foreign Workers in Homebased Caregiving**

Greetings,

**Subject: Important highlights and updates for foreign workers in homebased caregiving**

PIBA is honored to bring to your attention, the foreign workers who are engaged in the important and valued work of caregiving in the patients' homes, a number of important highlights and updates as follows:

a. **Issuance of digital visas and work permits** – For some time now, the Nursing Division in the Foreign Workers Administration at PIBA has been issuing gradually and under supervision digital visas and work permits to foreign workers, in a manner that eliminates the need to affix a sticker to the workers' passports.
Accordingly, we would like to update that starting from 01.01.25, the Nursing Division will issue digital visas and permits only.
Consequently, foreign workers will have a digital visa and permit only (in a PDF file), similar to the Inter Visa permits.

It is worth to mention that the visa and permit in the digital file is identical to the sticker that was issued until now.

Consequently, for foreign workers in Israel, for whom applications for visa and permit extension will be submitted, the visa and permit will be issued in a digital file (PDF) and will be sent to the worker through the placement bureau.

It should be noted that the information is updated simultaneously in all computerized systems of PIBA, including the border crossings.

Below is an example of a visas and work permit:



**Please note that in addition to the above, during the last month, PIBA launched a digital platform where you can view personal information about you that appears in PIBA's systems, on a variety of topics and in several languages. A detailed announcement will be issued separately.**

b. **Clarification regarding working hours in homebased caregiving** – In accordance with the terms of the visas and permits for employing foreign workers in homebased caregiving, the terms of the visas and work permits of foreign workers for homebased caregiving, and as detailed in the terms of the standard employment contract for the homebased caregiving, **"the caregiver's normal work week will be six (6) days a week, and the caregiver agrees to be available to provide care to the employer during the work week, as an employee living in the employer's home, provided that the caregiver receives reasonable breaks from active work for relaxation, personal needs, and sleep."**
Recently, our offices received complaints that foreign workers in homebased caregiving began to condition their consent to register to work with patients by demanding working hours or days that do not comply with the aforementioned condition, including requiring private leaves from the patient's home during the workday.

Therefore, it is worth clarifying that, as detailed in the above quote from the employment contract, there is no doubt that the foreign worker needs and has the right to reasonable breaks for refreshment. However, requirements to work only part-time, or to leave the patient's home for extended periods of time during the day, are contrary to the above terms. Furthermore, a foreign caregiver who does not properly register for work for a period of more than 90 days, due to making unreasonable demands in connection with his employment, will be subject to cancellation of the visas and work permit he received and deportation from Israel, after a hearing.

We would also like to remind you that, in accordance with the Authority's procedures, a foreign worker whose employment with a patient has terminated for any reason, immediately upon termination of his employment with the patient and at the latest within 7 days of termination of his employment, must report to the offices of the placement bureau where he is registered, in order to update his details and receive new job offers. The bureau must document the job offers made to the worker. If the worker does not report to the placement bureau or refuses, for any reason that is not justified, for three job offers, the bureau will report this immediately and in detail to the Nursing Division of PIBA, which will examine the issue and consider whether the worker is abusing his visa and permit in a manner that justifies its cancellation in accordance with the authority given by law and subject to a hearing.

Below are links to the standard employment contract for homebased caregiving:

https://www.gov.il/BlobFolder/generalpage/foreign_workers_application_forms/he/patient_employment_a.pdf

https://www.gov.il/BlobFolder/generalpage/foreign_workers_application_forms/he/family_employment_b.pdf

c. **Payment of a fee for extending a visa and work permit and for a re-entry visa (Inter Visa)** – A foreign worker in homebased caregiving, who is legally employed, is required to pay a fee for extending the visa and work permit (B/1) he has.

Also, if the worker wishes to leave the State of Israel temporarily and for a fixed period of time in order to visit his home country, he is required to pay for a re-entry visa (Inter Visa).

In cases where the foreign worker is required to travel abroad in order to accompany the patient on a trip abroad, then the patient is responsible for paying the fee for issuing an Inter Visa for the worker, in addition to the other relevant expenses in connection with this trip, as detailed in Section 22 of the aforementioned standard employment contract.

It should be clarified that the payment of the fee will be made using a credit card approved for use in the State of Israel, or alternatively, a credit card whose cardholder identifying details indicate the passport number issued in his name and which is recognized in the computerized systems of the PIBA may also be used.
It should also be noted that if the patient and/or someone on his behalf pays the fee that the worker is required to pay, he may deduct this amount from the worker's salary.
For your information, the application fee for a visa and permit extension and Inter Visa is 195 NIS as of the date of this publication.

The fees amounts are updated from time to time and appear on the "PIBA" website.

We thank you for your dedicated work, especially during this difficult period, and we are constantly thinking about improving the field of employing of foreign caregivers in all its aspects.

**Best regards,**

Yaira Mordechai
Head of Caregiving Department

**Copy:**

Mr. Moshe Nakash, Head of Foreign Workers Administration
The placement bureaus authorized to import, place and manage foreign workers in home caregiving.