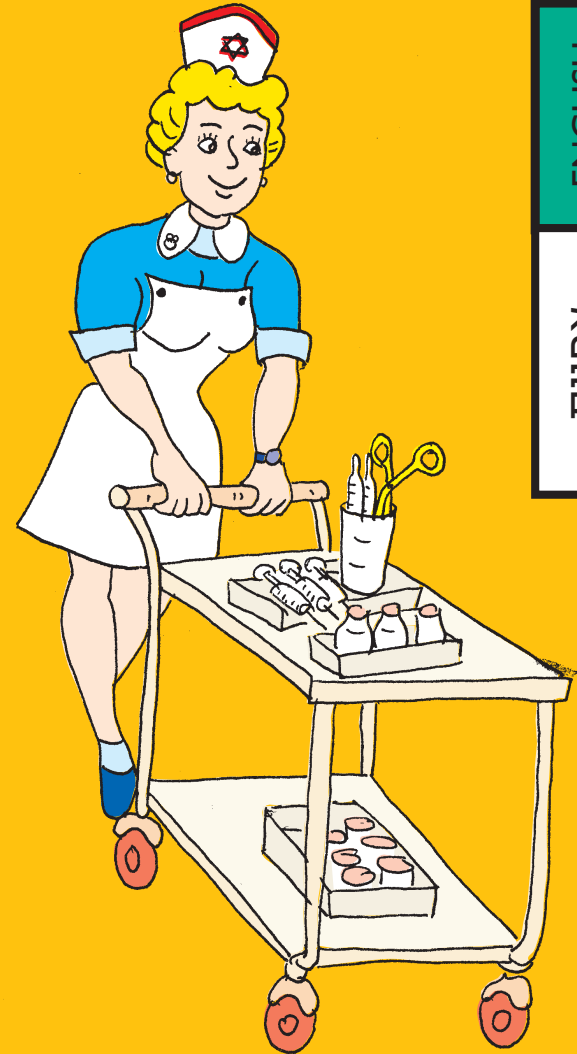




המשרד לקליטת העלייה Ministry of Immigrant Absorption

ENGLISH

אחיות



Nurses

עיצוב: סטודיו הראל

אנגלית

אחיות



המשרד
לקליטת
העלייה



מדינת ישראל

הופק על ידי
אגף מידע ופרסום
המשרד לקליטת העלייה
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ירושלים

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Nurses |
Fifth Edition

Special thanks to Pazit Azuri of the Department of Nursing Registration, the Nursing Division, Ministry of Health, for her assistance in preparing this booklet.

Produced by the Publications Department

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Catalogue number: 0101608050
Jerusalem, 2008

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The Healthcare System in Israel

Israeli law guarantees a basic “basket” of health services to every resident of Israel. Coverage is provided by the four major health funds (*kupot holim*) – Kupat Holim Clalit, Kupat Holim Leumit, Maccabi Health Services, and Kupat Holim Meuhedet – each of which runs its own network of clinics and other facilities.

The majority of primary health care services are provided by the health funds at their own facilities or through outside contractors, including visits to doctors, laboratory services, diagnostic services, and certain types of paramedical services, such as physiotherapy.

Each health fund has arrangements for the hospitalization of its members.

There are some 259 hospitals in Israel, including general hospitals, psychiatric care facilities, chronic-care facilities, rehabilitation institutes, and maternity hospitals. Almost all hospitals, whether they are owned by the government, the health funds, or private institutions, serve members of all health funds.

Some mental health services and Family Health Centers (*Tachanot Lebrivot HaMishpacha*, formerly known as *Tipat Chalav*) are administered by the Ministry of Health, together with the local authorities. The local authorities are also responsible for health services in the schools.

Nurses are employed in all sectors of the health care system. Following licensing, you may find work in health fund clinics, hospitals, schools, Family Health Centers, mental health facilities, kibbutz clinics, or various private health care facilities.

Note: for more information on the healthcare system in Israel, consult the booklet entitled “Health Services in Israel,” available from the Publications Department. See the order form at the back of this booklet.





This is the fifth edition of this booklet, and hereby nullifies all previous editions. The information in this booklet is based on data provided by various official sources. Details are subject to change. In case of discrepancy, the regulations of the Ministry of Immigrant Absorption, the Ministry of Health, and other official bodies will prevail.



Professional Licensing

In order to work as a nurse in Israel, you must have a license issued by the Nursing Division of the Ministry of Health. Licenses are granted only upon successful completion of a licensing exam. There are licensing exams for registered nurses and practical nurses.

To gain recognition as either a registered nurse (RN) or a practical nurse (PN) and to register for the licensing exam, you will need to submit the following items to the Nursing Division:

- A copy of your *te'udat zehut* (identity card).
- A copy of your *te'udat oleh* (immigrant certificate).
- A copy of your high school diploma or equivalent certified by the Ministry of Education.
- A copy of your nursing diploma.
- For RNs, and PNs a copy of your nursing registration certificate.
- Proof of your employment in nursing, including exact dates and areas of experience.
- Curriculum vitae (resume).
- Certificate of good conduct, generally available from the police department in your country of origin.
- Official transcript of courses and practical work completed in nursing school, including the number of hours of each subject and clinical field.
- Proof of change of name, if applicable.

Send the documents by mail to the Nursing Division (see Useful Addresses). Be sure to include your telephone number and address.



Note that documents that are in languages other than English must have a notarized translation to either Hebrew or English.

Remember: Original documents should be brought for presentation only. Make sure to have plenty of copies of documents you must provide. Never give original documents to anyone!

The Nursing Division will review your documents and notify you whether or not you are recognized as a nurse and eligible to take the licensing exam.

Licensing exams are held twice a year - usually in the spring and fall. Exams for RNs are administered in Hebrew, as well as in English, French, Spanish, and Russian. In order to take the exam in one of these languages, it is first necessary to pass a Hebrew proficiency exam. For more information, consult with the Nursing Division.

It is highly recommended to take a 5-month Hebrew ulpan course, followed by a 3-month Hebrew medical terminology course, prior to taking the licensing exam (see the section below entitled "Hebrew"). Registration for the licensing exam entails a fee.

Note: As of September, 2009, there will no longer be licensing exams for PNs. Consult with the Nursing Division for more information.

Licensing Exam Preparatory Courses

Those eligible for the licensing exam may choose to participate in an optional preparatory course offered by the Nursing Division, in cooperation with the Ministry of Immigrant Absorption. The courses are held in Hebrew, and in most cases, you will have to pass a Hebrew proficiency exam as an entrance requirement.

In order to gain proficiency in Hebrew, immigrant nurses are strongly encouraged to take a 5-month ulpan *alef* course



during their initial months in the country, and afterwards to participate in a Hebrew medical terminology course offered through the Ministry of Immigrant Absorption. For more information, see the section below entitled "Hebrew," and contact your personal absorption counselor at the Ministry of Immigrant Absorption. See also the booklet entitled "A Guide to Ulpan Study," available from the Publications Department (see the order form at the back of this booklet).

Licensing exam preparation courses are offered on a periodic basis. The length of the course is approximately five months.

For more information, consult your personal absorption counselor at the Ministry of Immigrant Absorption.

Upgrading from Practical Nurse to Registered Nurse

Nurses who have been licensed as practical nurses in Israel may take a course in order to upgrade to registered nurse (RN).

For more details, contact the Nursing Division (see Useful Addresses).



Specialization

In Israel, it is necessary to be recognized a registered nurse before you can be recognized for any specialization. Nurses in specific specialized fields, including midwifery, are usually required to meet further conditions, including additional exams, in order to receive a license. Contact the Ministry of Health for details.

After recognition as a registered nurse it is possible to take additional exams for specialization.



Salaries and Working Conditions

Medical institutions in Israel usually have a limited number of job slots for nurses. Only employees with a job slot (*teken*) or tenure (*kviyut*) enjoy job security and all the accompanying social benefits. Employees without a *teken* or *kviyut* are usually employed on a contract basis only. In many cases, nurses initially employed by contract are later awarded a *teken* as they become available.

Nurses' salaries are based on a standard scale, and vary according to qualifications, responsibilities, grade, seniority, and shift work. Your previous work experience is also taken into account when determining your grade and salary.

Fringe benefits vary, but may include transportation expenses, clothing allowances, and child-care allowances.

It is recommended in all cases to consult with the General Federation of Nurses (*Histadrut HaAchim VeHaAchayot*) about wages, working conditions, and rights, before taking a job. See Useful Addresses.

Note that professional practices and responsibilities may be different from what you are used to in your country of origin. You may or may not be allowed to undertake tasks and procedures that you were accustomed to in previous jobs. Be prepared for these differences, and be ready to adapt to new conditions. Being open and flexible will help to ease your integration into Israeli work settings.

Accreditation of Degrees and Diplomas

The Ministry of Education Bureau for Evaluation of Foreign Academic Degrees and Diplomas (*Halishka LeHa'arachat Toarim Academi'im VeDiplomat MiChul*) is the accrediting body in Israel for all foreign degrees. It is usually necessary to receive accreditation for purposes of determining your salary, especially if you are employed in the public sector.

Getting your overseas academic degrees and diplomas accredited in Israel can take up to several months. It is



suggested that you begin tending to the matter, including the translation of certificates, immediately upon your arrival in the country, or even before. In order to obtain accreditation from the Bureau for Evaluation of Foreign Academic Degrees and Diplomas, you must take the following steps:

- Bring your original degree and course transcripts, as well as photocopies, to the Ministry of Education Bureau for Evaluation of Foreign Academic Degrees and Diplomas. See Useful Addresses. If you are unable to supply an original degree, you may be asked to obtain a "Letter of Eligibility" (*michtav zeka'ut*) from your university, detailing your entitlement to a degree.
- Complete an application form. Forms are available at the Bureau. Fill out only "Part A" of the form and attach the following documents:
 - An authenticated copy of the original degree certificate (diploma).
 - An authenticated copy of your university or college transcript from each institution where you have completed a degree. The transcript should include the following:
 - * Date of registration, date of commencement of studies, date of completion of studies.
 - * A transcript of all courses taken and credit points received.
 - * A summary of courses and prior studies that were recognized by the institution and earned credit points.
 - * Location of studies.
 - * Certificates that attest to prior study.
 - * Notarized Hebrew translations of the above documents, if the originals are in a language other than English.
- Bring your *te'udat zehut* with you.



- If you have changed your name, you will be required to include a marriage certificate or a notarized declaration of the change.
- Submit the application form and all the relevant documents listed above. You must submit all originals and photocopies. The Ministry will return originals to you.

Following the submission of your documents, there is no need to approach the Ministry of Education in person. Your accreditation will be sent by mail.



Finding a Job

Once you have successfully passed the licensing exam and have received your license from the Ministry of Health, there are a number of resources that are available to you during your job search.

Official Frameworks for Finding Employment

The Ministry of Immigrant Absorption

Your Ministry of Immigrant Absorption personal absorption counselor will work with you to devise an employment track that suits your needs. Assistance can include access to the Ministry's database of employment openings, referrals to training or retraining courses, and participation in salaries. Further, during your first year following aliyah, following the conclusion of Absorption Basket payments, you can receive assured income payments from the Ministry during your job search. To be eligible, you must register with your personal absorption counselor, and report to the counselor according to your employment plan. Consult with a personal absorption counselor at a branch office of the Ministry of Immigrant Absorption for details.

The Israel National Employment Service

The National Employment Service, a division of the Ministry of Industry, Trade, and Labor, is a government employment service. Assistance includes job placement and referrals to training courses. The Service differentiates between academics/professionals and non-academics, and offers separate services, either in a different unit of the Employment Service office, or on separate premises. You can locate the office nearest you via the Employment Service Website: www.taasuka.gov.il.



The first time that you go to an Employment Service office, bring with you a copy of your degree(s)/diploma(s), your *te'udat oleh*, and your *te'udat zehut*. It is usually necessary to first have your degree certified by the Bureau for Evaluation of Overseas Degrees of the Ministry of Education (see above). You will also need to have a Hebrew version of your CV. If necessary, an Employment Service clerk can assist you in preparing a CV.

Job seekers are required by law to register with the National Employment Service in order to receive unemployment benefits following their first year in the country. During your first year you can receive assistance from the Ministry of Immigrant Absorption. See above.

Looking for Employment on Your Own

Beyond the assistance given by various official bodies, you will find in most cases that you will have to search for employment on your own. There are a number of steps you can take to facilitate your job search. You can limit yourself to just one or two, but the more avenues that you pursue, the more effective your search is likely to be.

- Contact the principle nursing service at the major hospitals and health institutions. A list of various institutions that employ nurses can be obtained from the Nursing Division.
- Consult with the General Federation of Nurses (*Histadrut HaAchim VeHaAchayot*) to find out about the availability of jobs.
- Most medical organizations and institutions in Israel have Websites, which often include listings of job openings, or links to their personnel departments. Even if no specific positions are posted, it can often be worthwhile to research sites in order to probe any niches you might fit.
- Newspaper help-wanted sections often advertise jobs



for nurses. While the English-language papers carry some ads, the majority is to be found in the Hebrew press. Many of these ads appear at least partially in English.

- There are a number of placement companies and headhunting agencies throughout the country. You can find them on the Internet and listed in the *Dapei Zahav* (Yellow Pages) phone directory. Many agencies also advertise their services in newspaper want-ad sections.
- The immigrant organizations can help you to locate prospective employers (see Useful Addresses). You can also consult AACI's on-line "Jobnet" site (www.jobnet.co.il), which contains job listings for a variety of professions.
- Keep in mind that immigrants who are flexible about where they prefer to live are usually more successful in gaining initial employment.
- Finally, word-of-mouth is often one of the best sources of job leads. Don't hesitate to let everyone you can know that you are seeking work, and follow up on any leads they may offer. Many positions are filled without ever being advertised.

For more information on employment in Israel, see the booklet entitled "Employment," available from the Publications Department (see the order form at the back of this booklet). For listings of medical and rehabilitation organizations, see also the booklets entitled "Guide to Services for the Disabled," and "Where to Turn," available from the Publications Department





For more information on employment in Israel, see the booklet entitled "Employment," available from the Publications Department (see the order form at the back of this booklet). For listings of medical and rehabilitation organizations, see also the booklets entitled "Guide to Services for the Disabled," and "Where to Turn," available from the Publications Department.



Nursing Studies in Israel

A number of options exist for those wishing to study nursing in Israel. As a new immigrant, the basic requirements that you will be expected to meet for admission to an institution of higher education at the undergraduate level are generally as follows:

- A matriculation certificate or high school diploma accepted by institutions of higher education in your country of origin.
- The Psychometric University Entrance Examination, administered by the Israeli National Institute for Testing and Evaluation (NITE).
- Proficiency in Hebrew and English.
- Departmental entrance exams and/or interviews.

Note: Immigrant undergraduate students from countries where the matriculation certificate or high school diploma is not the equivalent of the Israeli matriculation certificate (*te'udat bagrut*) are usually required to enroll in and successfully complete the pre-academic mechina for new immigrants before they can register for an academic program at a university. For more information, contact the Student Authority (see Useful Addresses).

Study options in the field of nursing include the following:

- Academic nursing schools, which award a university or college degree in addition to training as a registered nurse.
- Nursing schools that award a nursing diploma and training as a registered nurse.

All students are required to pass the final government exam for registered nurses in order to be licensed by the Ministry of Health.



Post-Graduate Courses for Registered Nurses

Registered nurses may choose from a variety of post-graduate courses offered by the Ministry of Health through various nursing schools. Course topics include the following:

- Intensive care
- Pediatric intensive care
- Neonatal intensive care
- Emergency nursing
- Diabetes mellitus nursing
- Rehabilitation nursing
- Psychiatric and mental health nursing
- Primary care-community nursing
- Acute and chronic nursing
- Nephrology nursing
- Oncology nursing
- Public health-preventative nursing
- Infection control nursing
- Operating room nursing
- Midwifery

For more information on Ministry of Health post-graduate courses, contact the Nursing Division (see Useful Addresses).

Assistance from the Student Authority

Immigrant nursing students who are under the age of 27 at the time of the commencement of their undergraduate studies in Israel, or undergraduates under the age of 30 wishing to do the shortened training program may be eligible to receive financial assistance through the Student Authority (*Minhal HaStudentim*). The Student Authority deals with all affairs concerning immigrant students in Israel. Its services include educational guidance and counseling, information on educational options, and financial aid for





eligible students. The Student Authority also organizes social and cultural activities, seminars, and tours around the country.

Note that nursing programs change from time to time and that not all programs are recognized by the Student Authority for the purpose of financial assistance.

In order to verify your eligibility for financial assistance and to obtain further information about nursing studies in Israel, contact the Student Authority (see Useful Addresses).



Hebrew

The importance of Hebrew ulpan as part of the absorption process cannot be overemphasized. The language skills you acquire in ulpan will benefit you through every phase of your absorption, including finding a place to live, looking for employment, and building relationships with veteran Israelis. During ulpan you will learn about and experience Israeli society, politics, and culture, while getting to know those institutions, authorities, and agencies that you will be dealing with in the future.

A high level of Hebrew proficiency is necessary for working in the nursing profession in Israel. Nurses must be able to read and write instructions in Hebrew, and understand and communicate effectively with patients under their care.

It is important to register at a Hebrew ulpan as soon as possible after obtaining new immigrant status in Israel. New immigrants are usually eligible to receive a subsidy of their ulpan study only within the initial 18 months following the date of aliyah.

In order to find out about ulpan options, consult your personal absorption counselor at a local office of the Ministry of Immigrant Absorption. The personal absorption counselor will confirm your eligibility for a subsidy of your ulpan study and refer you to non-residential, Ministry-approved ulpanim in your area.

Note: for more information, consult the booklet entitled "Guide to Ulpan Study," available from the Publications Department. See the order form at the back of this booklet.





Terminology Courses for Health Professionals

Upon completion of ulpan you may be eligible to enroll in a medical terminology course offered through the Ministry of Immigrant Absorption. The terminology courses are intended to prepare health professionals for licensing exams and licensing exam preparation courses. The courses are offered from time to time and usually run for approximately 3 months. It is usually necessary to pass a Hebrew proficiency exam as an entrance requirement. Contact your personal absorption counselor for details.

Note that commencement of terminology courses is conditioned on sufficient enrollment for the given course in a particular location.



A Brief Glossary

People

| | | |
|------------------------------------|---|--|
| Midwife | <i>meyaled/meyaledet</i> | מיילד/מיילדת |
| New immigrant | <i>oleh hadash/ olah hadasha</i> | עולה חדש/ עולה חדשה |
| Nurse | <i>ach/achot</i> | אח/אחות |
| Patient | <i>holeh/holah</i> | חולה |
| Personal Absorption Coordinator | <i>yoetz klita ishi yoetzet klita ishit</i> | יועץ קליטה אישי / יועצת קליטה אישית |
| Supervisor | <i>mefakeach/ mefakachat</i> | מפקח/מפקחת |

Places

| | | |
|---|---------------------------------------|------------------------|
| Clinic | <i>Mirpa'a</i> | מרפאה |
| Emergency Room | <i>Chadar Miyun</i> | חדר מיון |
| Family Health Center | <i>Mercaz LeBriut HaMishpacha</i> | מרכז לבריאות המשפחה |
| Health Fund | <i>Kupat Holim</i> | קופת חולים |
| Hospital | <i>Beit Holim</i> | בית חולים |
| The Ministry of Health | <i>Misrad HaBriut</i> | משרד הבריאות |
| The Ministry of Immigrant Absorption | <i>HaMisrad LeKlitat HaAliyah</i> | המשרד לקליטת העלייה |
| Nursing Division | <i>Minhal HaSiud</i> | מינהל הסיעוד |





Things

| | | |
|---------------------------|---------------------------|------------------|
| Basket of Health Services | <i>Sal Sherutei Briut</i> | סל שירותי בריאות |
| File/Record | <i>tik</i> | תיק |
| Identity Card | <i>te'udat zehut</i> | תעודת זהות |
| Immigrant's Certificate | <i>te'udat oleh</i> | תעודת עולה |
| License | <i>rishayon</i> | רישיון |
| Medicine | <i>trufa</i> | תרופה |
| Prescription | <i>mirsham</i> | מרשם |
| Rehabilitation | <i>shikum</i> | שיקום |
| Results | <i>totza'ot</i> | תוצאות |
| Shift | <i>mishmeret</i> | משמרת |
| Treatment/care | <i>tipul</i> | טיפול |

Activities

| | | |
|----------------------|-----------------|--------|
| To Examine | <i>livdok</i> | לבדוק |
| To help | <i>la'azor</i> | לעזור |
| To heal | <i>lerapeh</i> | לרפא |
| To be injured | <i>lehipaga</i> | להיפגע |
| To rehabilitate | <i>leshakem</i> | לשקם |
| To treat or care for | <i>letapel</i> | לטפל |



Useful Addresses and Telephone Numbers

Telephone numbers and some addresses change frequently in Israel. Consult the latest telephone directory or information operator if you do not reach a number listed here. When a telephone number has been changed, there may not be a recorded message noting the change. Thus, if the number continues to be unanswered, check whether it is still in use.



Address

Telephone/Fax

Ministry of Immigrant Absorption

www.moia.gov.il

info@moia.gov.il

National Telephone
Information Center

(03) 9733333

Main Office

2 Rehov Kaplan
Kiryat Ben Gurion
POB 13061
Jerusalem 91130

Public Inquiries

(02) 6752765

Southern and Jerusalem District
Headquarters

31 Rehov Zalman Shazar
Beer Sheva

(08) 6261214

Fax: (08) 6230811

Haifa and Northern District Headquarters
15 Rehov HaPalyam
Haifa

(04) 8631111

Fax: (04) 8631110



Address **Telephone/Fax**

Tel Aviv and Central District Headquarters (03) 5209111
6 Rehov Esther HaMalka Fax: 5209173
Tel-Aviv

Jerusalem District Office

15 Rehov Hillel 1-599-500-923
Jerusalem Fax: (02) 6249398
Publications Department Tel/Fax: (02) 6241585

Student Authority

**Main Office - Department of
Academic Studies**

Director of the Student Authority
English Desk (02) 6214576/7
E-mail: naomis@moia.gov.il Fax: (02) 6214589

**Ministry of Health
Nursing Division**

www.health.gov.il
2 Rehov Ben Tabai
Jerusalem 93591 Tel: (02) 6705852/097

General Federation of Nurses

(Histadrut HaAchim VeHaAchayot)
93 Rehov Arlozorov Tel: (03) 6921111
POB 303
Tel Aviv 61002

Israel Midwives Association

www.midwives.co.il
midwivesLL@gmail.com



Address

Telephone/Fax

Bureau for the Evaluation of Foreign Academic Degrees and Diplomas

The Ministry of Education

www.education.gov.il

E-mail diplome@education.gov.il

2 Rehov Devorah
Jerusalem

(02) 5602853

2 Rehov Halacha
Yad Eliyahu

(03) 6896126

National Employment Service

www.taasuka.gov.il

Central Bus Station
224 Rehov Yaffo
Jerusalem

(02) 5013111

125 Derech Begin
Tel Aviv

(03) 7634111

32 Rehov Peretz
Haifa

(04) 8136600

4 Rehov HaTikva
Beer Sheva

(08) 6264164



Address

Telephone/Fax

English-Speaking Immigrant Organizations

Association of Americans and Canadians in Israel (AACI)

www.aaci.org.il

E-mail: info@aaci.org.il

Matnas "Yud Aleph"

Rehov Mordechai Namir

(08) 6434461

Beer Sheva 84483

P.O.B. 4337, Jerusalem

(02) 5661181

6 Rehov Mane

(02) 5617151

Jerusalem 92227

Fax: (02) 5661186

28 Rehov Shmuel HaNatziv

(09) 8330950

Netanya 42281

Fax: (09) 8629183

198 Rehov HaYarkon

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Tel Aviv 63405

Fax: (03) 5291706

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Fax: (03) 6967049

Tel Aviv 61162

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11 Rehov Pinsker

(02) 5634822

Jerusalem 92227

Fax: (02) 5663193

E-mail: ronen@ujia.org.il

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Address Telephone/Fax

South African Zionist Federation

www.telfed.org.il

telfed@inter.net.il

Head Office

(09) 7446110

19/3 Rehov Schwartz

Fax: (09) 7446112

First Floor

Ra'ananna 43212

13 Rehov Ben Maimon

(02) 5634822

Jerusalem

Fax: (02) 5663193

ESRA - English Speaking

Residents Association

esra_her@trendline.co.il

www.esra.org.il

(09) 9580632

Herzlia

Fax: (09) 9565728



Other Available Publications

The following booklets are available from the Publications Department. To order, simply indicate the booklets you wish to receive and return the order form to the Publications Department, English Section, Ministry of Immigrant Absorption, 15 Rehov Hillel, Jerusalem 94581. The publications will be mailed to you free of charge.

- Guide for the New Immigrant
- The Absorption Basket
- Employment
- Employment Guidance Centers
- Education
- First Steps
- Guarding Your Health in Israel
- A Guide to Services for the Disabled
- A Guide to Transportation in Israel
- A Guide to Ulpan Study
- Health Services in Israel
- Higher Education
- Housing
- The Life Cycle in Israel
- Military Service
- National Insurance Institute
- Retirees
- Accountants
- Artists, Writers, and Athletes
- Computer and Hi-Tech Professionals
- Engineers and Architects
- Lawyers
- Medical Professionals
- Nurses
- Psychologists
- Scientists and Researchers
- Social Workers
- Teachers
- Where to Turn
- Assistance to Victims of Enemy Actions
- Consumer Focus Magazine
- Registering for a Health Fund
- Information for Olim Newspaper
- Shiluv Magazine

Name _____

Address _____

Postal Code _____

Date _____



Nurses

A moment of your time!

In order to improve the level and usefulness of the material presented in this booklet, we would appreciate it if you would answer the following questions:

1. Where did you get the brochure "Nurses"?
 Airport Ministry of Immigrant Absorption Other (specify) _____
2. To what extent did this booklet provide you with the information that you needed?
(1 is the lowest rating, 5 is the highest rating)
1 2 3 4 5 Comments _____
3. Please rate the following areas from 1 to 5 (5 being the highest rating)
 Clarity of the Text 1 2 3 4 5
 Sufficiency of Details 1 2 3 4 5
 Design of the Brochure 1 2 3 4 5
 Usefulness of the Brochure 1 2 3 4 5

We would appreciate the following information for statistical purposes:

Profession _____ Gender M ___ F ___ Age _____

Country of Origin _____ Year of Aliyah _____

Place of Residence _____ Date _____

Please send the completed questionnaire to the Ministry of Immigrant Absorption, Publications Department, English Section, 15 Rehov Hillel, Jerusalem, 94581, or by fax to (02) 6241585. You can also place this questionnaire in the public suggestions box at an office of the Ministry of Immigrant Absorption nearest you.

Thank you for your cooperation. Best wishes for an easy and successful absorption!



