

FAMILY-LOM 360 DEGREES AT THE HANNOVER MEDICAL SCHOOL

Family-LOM 360 Degrees

The family LOM 360 degrees is a special form of „performance-oriented allocation of funds“ for the return of doctors and scientists from clinics and institutes of the MHH from maternity leave or parental leave and must be used for measures to promote equality and support families.

Medium height:

up to € 12,000.00
Award period: Annually

Award criteria:

In the new Family-LOM 360 Degrees concept, the conditions for financial support for mothers and fathers differ:

- The mother of a child returns from parental leave within one year of the date of birth and resumes work at the MHH.
- The father takes at least six months of parental leave and returns to the MHH within one and a half years of the birth date.

If the months of parental leave are not taken consecutively by the father, the special family situation must be explained. Furthermore, the father may not work more than 50% part-time during the months of parental leave and the partner should work at least 50% or more.

After returning to work, returnees generally work at least 50% and are employed at the MHH at the time the funds are awarded and well beyond the return date. The return took place at the time of application in the current or previous year.

An application can only be submitted once for the same child and the same re-entry by the mother and/or the father. This also applies to multiple births. The application is submitted by the returnee and the clinic or institute management. It is submitted to the Equal Opportunities Officer.

Funding approval:

It is carried out on an ongoing basis after receipt of the applications by the Commission for Equal Opportunities (KfG) (the dates of the KfG meetings are published on the homepage of the Equal Opportunities Office). It is confirmed by a letter with the commitment of funds. The MHH's Equal Opportunities Officers have given their approval.

DO YOU HAVE ANY QUESTIONS OR SUGGESTIONS?

Contact

Family Service
of the MHH Susanne Klyk
Equal Opportunities Officer
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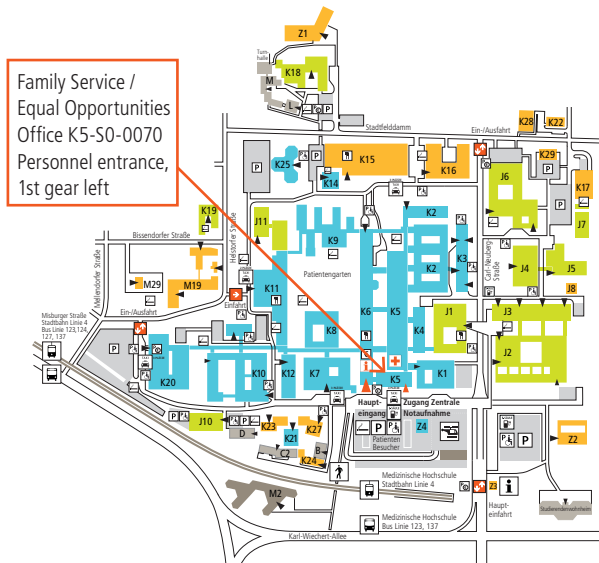
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Further information:

www.mhh.de/gleichstellung/programme-und-projekte/familien-lom

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Photos: MHH Press Office and MHH Equal Opportunities Office
Status: March 2025



Family-LOM 360 Degrees at Hannover Medical School (MHH)



FAMILY-LOM 360 DEGREES AT THE MHH

Financial support for doctors and scientists is intended to make it easier for those returning to the clinics and institutes and to promote their careers. Doctors and scientists are supported if they take care of their children as „active fathers“ by taking at least six months of parental leave.

The funds are to be used for gender equality and family support measures.

They are bound to the usual annuality of the budget funds. Once funds have been approved by the Equal Opportunities Officer, the applicant manages the funds themselves and on their own responsibility via a separate cost center to be set up by them. A corresponding SAP course at the MHH is recommended and usually takes place once a month on a Friday.



THE MEANS CAN BE USED (SELECTION):

Personnel resources

To finance personnel support of the returning doctor or scientist

Material resources

- Further training on gender competence and family justice for managers
- Workshops, courses, further training, congresses and research trips for the applicant or other physicians and scientists in the department
- Coaching sessions for the applicant or other physicians and scientists in the department
- Setting up baby changing facilities or workstations with parent-child equipment (up to €250.00)
- Financing of technical aids, consumables or general material resources, e.g. literature (up to €250.00)

Investment funds

Setting up a home office workstation for the returning applicant, including special software

Mobile parent-child office, setting up baby changing facilities or workstations with parent-child equipment (over 250,00€)

Financing of technical aids or other material resources (more than €250.00)



PROOF OF USE

Proof that the Family-LOM 360 Degrees has been used for the intended purpose must be provided one year after payment in January.

Proof of use in accordance with the application: A copy of the SAP cost center account statement and a brief written commentary on the use in a tabular comparison of the funds committed and actually used by the applicant.

It is used for submission to the Commission for Gender Equality and for reporting in the Gender Equality Report.