

FAMILIEN-LOM FUNDING AT HANNOVER MEDICAL SCHOOL

An incentive system termed *Familien-LOM* (with LOM short for *leistungsorientierte Mittelvergabe*) describes a special form of performance-based funding. It is awarded for the benefit of female physicians and female scientists returning to departments and institutes at Hannover Medical School (MHH) from periods of maternity protection or parental leave. The prescribed uses are for measures that promote gender equality and support families.

Level of funding:

Up to €12,000

Award timeframe: annual

Award criteria:

Candidates have returned to work at MHH within a year of their child's / their children's date of birth. They are still employed at MHH at the time the funds are awarded, and remain so considerably beyond the date of their return.

The applicant's return to work was during the same year in which the application is made, or during the year previous to this.

Only a single application can be made for one and the same child and for a given instance of returning to work. Furthermore, *Familien-LOM* funding can be granted only once for an instance of multiple births.

Application procedure (since 1 Jan. 2018):

The application is made jointly by the returning physicians/scientist and her departmental head / institute director.

It is submitted to MHH's Gender Equality Officer.

Approval:

Approvals are granted on an ongoing basis, by date of receipt, by the Gender Equality Committee (KfG), the dates of whose meetings are posted on the Gender Equality Office's web resource.

Notification that funding has been approved is given in a letter from the MHH Gender Equality Officer.

ANY QUESTIONS OR SUGGESTIONS?

Contact

MHH Family Services

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To find out more, visit:

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

Hannover Medical School (MHH)

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Photo credits: MHH Press Office and MHH Gender Equality Office

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Familien-LOM funding

at Hannover Medical School (MHH)

FAMILIEN-LOM FUNDING AT MHH

Female physicians and female scientists are supported with special funding under this scheme designed to help women return to work at MHH's various departments and institutes, thus advancing their careers. Resources are available for measures that promote gender equality and benefit families.

Familien-LOM funding is subject to the (standard) annuality of budget appropriations. Once the Gender Equality Officer has given notification of the award, the applicant is responsible for administering the funds herself via a dedicated cost centre that she creates. Instruction on how to do this is provided by an SAP course; these are generally held at MHH on one Friday every month.



PERMITTED CATEGORIES OF FUNDING WITH EXAMPLES:

Personnel resources

To finance personnel support for the returning physician or scientist

Material/non-personnel resources

- Professional-development courses, for executives, on gender competence and family friendliness
- Workshops, courses, continuing education, travel to conferences or for research purposes (for the applicant or for other female physicians/scientists in the department/institute)
- Coaching for the applicant or for other female physicians/scientists in the department/institute
- Creation of baby-changing facilities, or of workplaces with facilities for parents and children (up to €250)
- Funding of technical aids, consumables or general material/non-personnel resources, e.g. literature (up to €250)

Capital-investment resources

Creating a remote workstation at home for the returning applicant, including special software

Mobile parent-and-child office, creation of baby-changing facilities or workplaces with parent-and-child facilities (more than €250)

Funding of technical aids or general material/non-personnel resources (more than €250)



PROOF OF USE OF FUNDS

Proof that Familien-LOM funding has been used for the intended purpose must be provided during the January of the year after it was made available.

The following are accepted as proof of use as per the application: a copy of the account statement for the SAP cost centre, and a brief written comment from the applicant on the funds' use.

These are used in submissions to the Gender Equality Committee and for reporting purposes in the Gender Equality Report.