



Zertifikat seit 2015
audit berufundfamilie

The University Medical Center Göttingen (UMG)

Robert-Koch-Str. 40, 37075 Göttingen

The berufundfamilie audit certificate was confirmed on 10/12/2021. The Faculty of Medicine and the University Hospital are combined under the joint umbrella "University Medical Center Göttingen" of the Georg-August-University. In addition to the specific tasks of a university hospital in study, teaching and research, the University Hospital as the only maximum-care hospital in southern Lower Saxony, the University Hospital fulfills very extensive health care tasks. The UMG is the largest employer and one of the most important training companies in the region. In addition, the UMG is one of the university hospitals with a focus on cutting-edge research and various non-university research cooperations. At the time of the re-audit, there were 9092 employees.

Aim of the re-audit

UMG uses the audit berufundfamilie to further develop its attractiveness as an employer with the involvement of students and documents this internally and externally. In particular, internal communication - especially of offers for support in balancing work/study, family and private life - is to be made more future-proof and reach all employees with their different expectations and demands. Transparency about options, paths and limits is intended to promote a balanced give and take between the interests of the employer or managers and employees and also among the employees themselves. Instruments and support services are to be continuously developed, experienced in concrete terms and given a binding character so that they take into account the different life phases and situations of all employees and the challenges associated with them and meet actual needs.

Measures carried out (selection)

- Testing of the "availability service model" concept in nursing.
- Start of "Strong Care" BGM project to promote interprofessional co-operation, maintain fitness for work and health in the shift system
- Start of mentoring program for nursing students and of a trainee program for nursing employees
- Production of short film "Career despite part-time work"
- Start of a survey among assistant physicians in the clinics for internal medicine on their compatibility needs
- (Information) materials: Brochure on advice centers, emergency folder, brochure "Pregnancy and parental leave", overview of Childcare leave options, compilation "Pedagogical online offers and digital leisure activities for children and adolescents"
- Feasibility study for new daycare center

Future measures (selection)

- Piloting of part-time working time models in specialist Continuing Education
- Expansion of working time models appropriate to life phases
- Addressing private care responsibilities
- Expansion of internal communication about the audit, offers for compatibility with concrete examples
- Guidelines for managers on "Pregnancy and Parental Leave" and "Work and Care"
- Participatory development of guidelines for good leadership
- Further development of part-time leadership
- Testing of the "Fathers' Representative" model
- Personnel development concept for academic staff
- Expansion of childcare capacities

Status: 10 December 2021