



ERNST

The European Researchers' Network
Working on Second Victims



EUROPEAN COOPERATION
IN SCIENCE & TECHNOLOGY



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the European Union

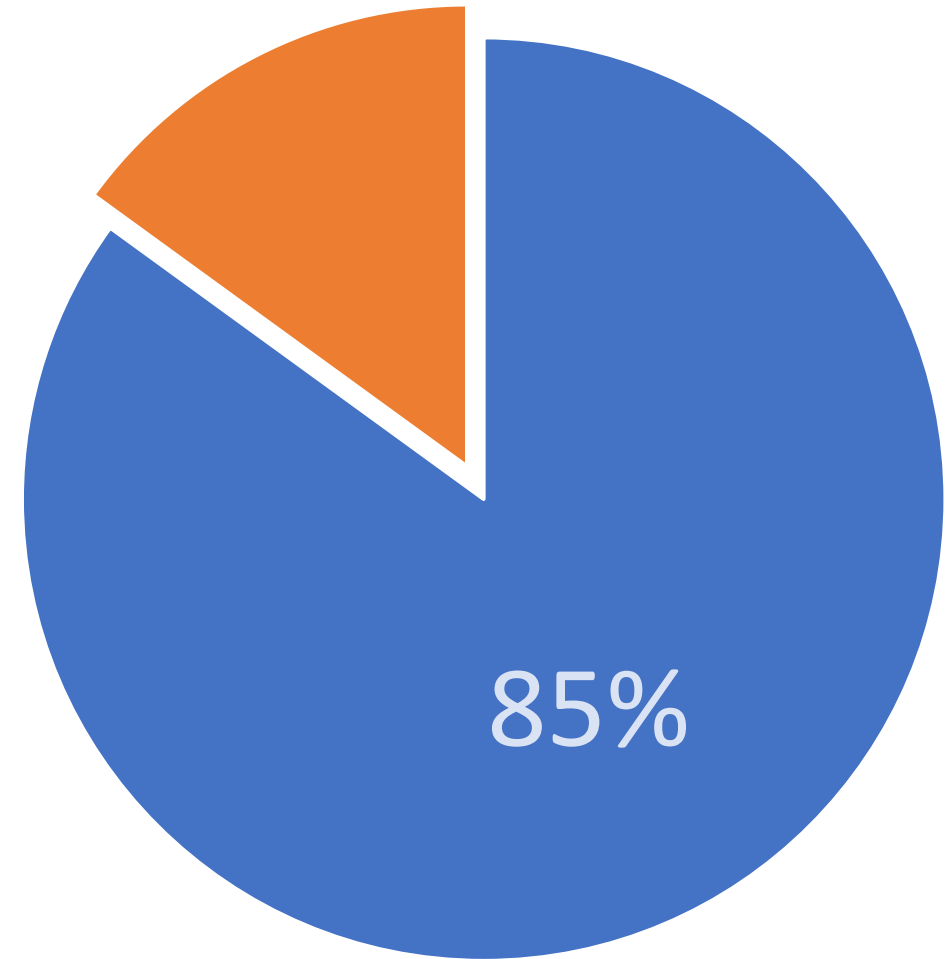
Management Committee

Grant Period 4th – CA19113



October 11st – 13rd, 2023
Krakow, Poland

The average compliance rate with objectives committed to by the COST Association



Raising general awareness of the impact of adverse events on healthcare professionals

To provide a platform to develop a research and implementation agenda involving relevant stakeholders

Further developing the theoretical conceptualisation of the second victim phenomenon and developing a common understanding of its definition

Learning to tackle with the consequences of the SV phenomenon by promoting a debate in healthcare to learn from other industries

To encourage the development of proposals to support second victims

Introducing new metrics

Achieving changes in rules and regulations facilitating discussion of the legal, ethical, and organisational gaps

Encouraging inclusion of the consequences of mistakes on care providers and the implications for health sciences in the field studies curricula

To lead a debate to promote a culture of transparency and legal certainty as a contribution to furthering the wellbeing of frontline medical staff



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Article

An Evidence and Consensus-Based Definition of Second Victim: A Strategic Topic in Healthcare Quality, Patient Safety, Person-Centeredness and Human Resource Management

Kris Vanhaecht ^{1,2,*}, Deborah Seys ^{1,†}, Sophia Russotto ³, Reinhard Strametz ⁴, José Mira ^{5,6},
Sigurbjörg Sigurgeirsdóttir ⁷, Albert W. Wu ⁸, Kaja Pölluste ⁹, Daniela Georgeta Popovici ¹⁰, Raluca Sfetcu ¹⁰,
Sule Kurt ^{1,11} and Massimiliano Panella ^{3,‡} on behalf of European Researchers' Network Working on Second
Victims (ERNST)

“Any **health care worker**, directly or indirectly involved in an unanticipated adverse patient event, **unintentional healthcare error**, or **patient injury** and who becomes victimized in the sense that they are also negatively impacted”

SV definition has been updated involving diverse perspectives, experiences and knowledge

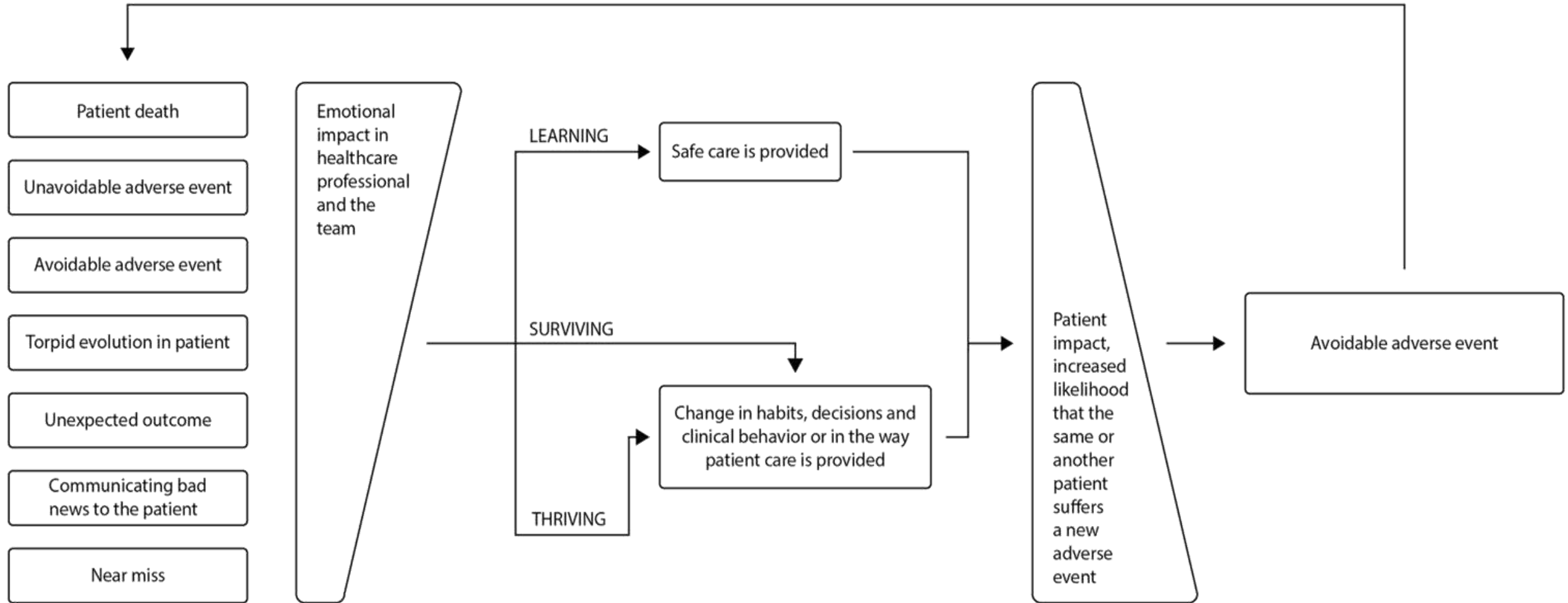


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ERNST has highlighted how the Second Victim phenomenon impacts patient safety



adapted from Schwappach & Boluarte, 2009 and Schiess et al, 2021



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RESEARCH

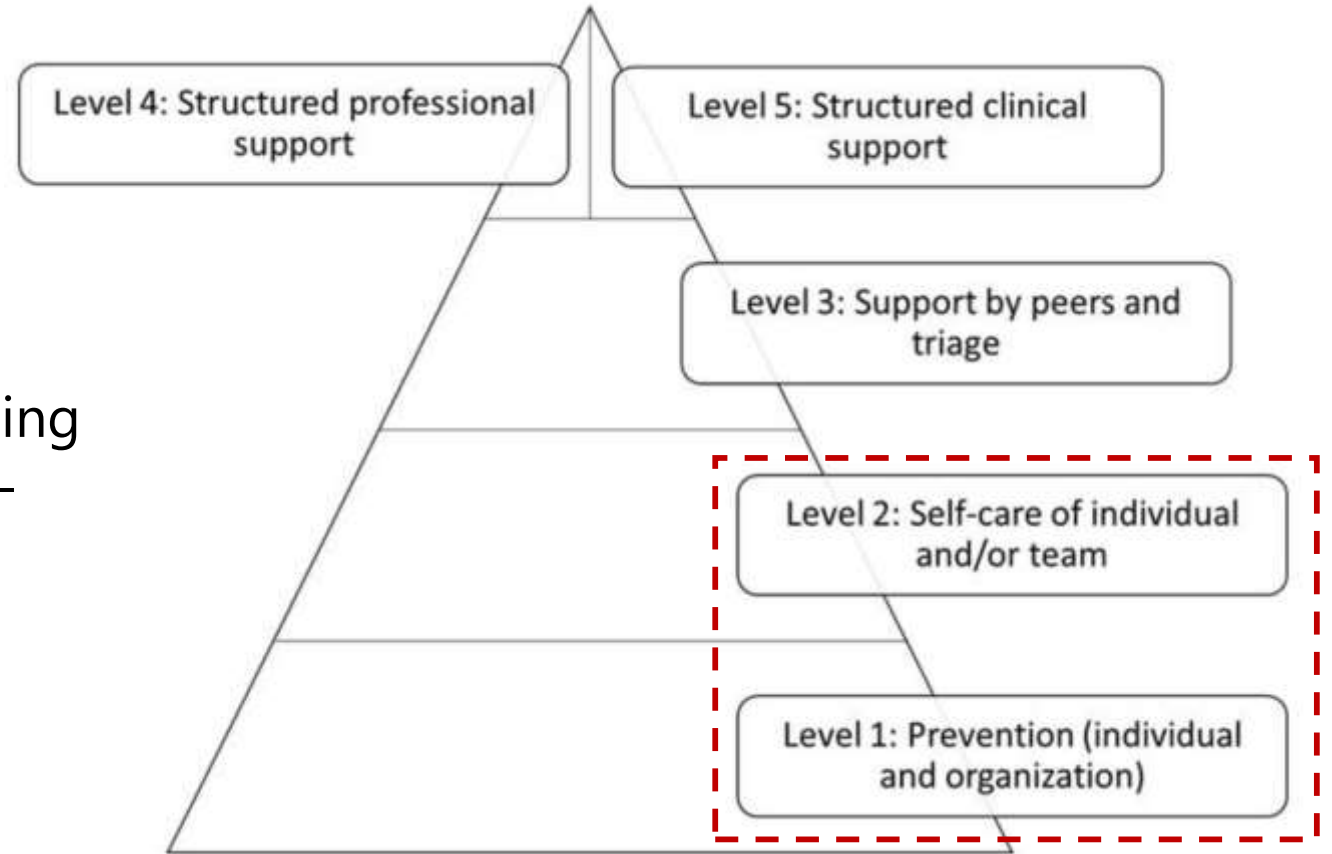
Open Access

In search of an international multidimensional action plan for second victim support: a narrative review

Deborah Seys^{1,2*}, Massimiliano Panella³, Sophia Russotto³, Reinhard Strametz⁴, José Joaquin Mira^{5,6}, Astrid Van Wilder², Lode Godderis^{2,7} and Kris Vanhaecht^{2,8}

Second victims usually use these coping Strategies: being task-oriented or avoidance-oriented, to deal with the emotional impact

How can healthcare professionals be supported in the aftermath of a patient safety incident



Policy Statement on the second victim phenomenon for increasing patient safety

The ERNST Consortium has developed this policy statement distributed into seven spokes as follows.

1. → Ensuring patient safety is a global priority.

- 1.1. → The complexity of healthcare and clinical environments requires healthcare institutions to aspire to function as a high-reliability organization in which risk is anticipated, managed and controlled, and adverse events are responded to with system wide learning.
- 1.2. → Most AEs have a multifactorial and systemic origin. They result from a combination of latent conditions and system failures that can lead to patient harm, which may include clinical error.
- 1.3. → Patient safety is a cross-cutting dimension of quality of care. Healthcare institutions need to have a system in place to manage healthcare risks that leads to continuous improvement and the creation of learning organizations.

2. → Ensuring healthcare provider capacity is a co-priority.

- 2.1. → Healthcare is an emotionally demanding profession. However, only a 40% of countries had established a national programme on occupational health and safety for health workers, according to WHO recommendations.
- 2.2. → After whatever safety event or unexpected patient outcome, care of the patient is the top priority. However, the healthcare workers involved can also suffer the impact of these incidents. For this reason, they are often referred to as the second victims. It is a silenced reality that has been a taboo topic throughout history of medicine.
- 2.3. → Between 60% and 90% of healthcare professionals have suffered as second victims at least once during their careers. An estimated 60% of health science trainees (which



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Welcome to ERNST's Training Manual

Content Index

Scope and intention

Part A - Patient Safety

Part B



Three Case Studies



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THE SECOND VICTIMS PODCAST

A 7 years experience with the peer support program in Zuyderland — With Inge

10:08 | 17:06

- A 7 years experience with the peer support program in Zuyderland — With Inge Boderie and Dr. Sandra Fornaro
- Procedura for Serious Adverse Events: an experience of a second victim program after serious patient safety incidents — with Dr. Ángel Cobos Vargas
- The Second Victim Association: "Stay Human, Don't Be a Victim" — with Dr. Eva Potura
- The Buddy Study Program: Peer Support Program for Second Victims- with Katja Schröder
- Preparing the Future Generations for Patient Safety and Second Victim Phenomenon: Case study on the Role of Education and Work Placements — With Susanna Tella



THE SECOND VICTIMS PODCAST

Patient Safety and Second Victim Phenomenon: Case study on the Role of Edu

00:08 | 41:00

- A 7 years experience with the peer support program in Zuyderland — With Inge Boderie and Dr. Sandra Fornaro 17:06
- Procedure for Serious Adverse Events; an experience of a second victim program after serious patient safety incidents — with Dr. Ángel Cobos Vargas 17:45
- The Second Victim Association: "Stay Human, Don't Be a Victim" — with Dr. Eva Potura 23:24
- The Buddy Study Program: Peer Support Program for Second Victims- with Katja Schröder 28:02
- Preparing the Future Generations for Patient Safety and Second Victim Phenomenon: Case study on the Role of Education and Work Placements — With Susanna T... 41:50



EUROPEAN COURSE ON SECOND VICTIMS

Course Information

www.course.cost.eu




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It is well known that mistakes and errors happen in healthcare, even for highly competent health and care providers. When an adverse patient event occurs, naturally, patients and their families are the first victims of these sad events.

The health and care providers are the second victims traumatized by the event. Their reactions can be such as guilt, shame, depression, and burnout, having acute but also long-term consequences.



SECOND VICTIM

Any health care worker, directly or indirectly involved in an unanticipated adverse patient event, unintentional healthcare error, or patient injury and who becomes victimized in the sense that they are also negatively impacted.

Vanhecke et al. 2022 doi: 10.5590/pspr20220888



It is crucial to protect the mental health and wellbeing of the health and care providers. They are under extreme pressure, facing job-related stress and physical and mental health risks.



The European Researchers' Network Working on Second Victims (ERNST) Course is working under the COST Action 19103.

Objectives are:

- to facilitate discussion and share scientific knowledge, experiences, and best practices concerning adverse events in healthcare institutions to implement joint efforts to support second victims.
- to introduce an open dialogue among stakeholders about the consequences of the phenomenon based on a cross-national collaboration that integrates different disciplines and approaches.

Under this work, the **European Second Victims Course** was launched.



HOW IT WORKS!

The European Course on Second Victims is a free self-paced course.


It includes lectures, videos, infographics, case studies, and quiz questions to support your progress.

WHAT WILL YOU LEARN WITH THIS COURSE?


- Awareness of the implications of the second victim phenomenon for the victims, the institutions, and the health systems.
- Awareness about the relevance of psychological safety and how to promote it.
- Important skills to support healthcare workers in the aftermath of stressful situations.
- Knowledge about potential interventions to support the healthcare workers when things go wrong.

DON'T FORGET TO DOWNLOAD YOUR CERTIFICATE AFTER COMPLETING THE COURSE!





Since the course launch in May 2023, people from around the globe decided to learn more about the second victim phenomenon:




Great course!

Thank you for knowledge opportunity!

Thank you for bringing this concern into light. Hopefully, we will be able to do more for the safety of second victims and promote further research culture in the hospitals.


To find more about the ERNST work:

www.cost-ernst.eu

 @ERNST_CA19103

 Listen to **THE SECOND VICTIM PODCAST**

 available on podcast platforms

COST (European Cooperation in Science and Technology) is a leading agency for research and innovation networks. For Action help, contact:

THE PUBLICATION IS BASED UPON WORK FROM COST ACTION 19103, SUPPORTED BY COST EUROPEAN COOPERATION IN SCIENCE AND TECHNOLOGY.



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Self-paced ERNST course figures

≡ Glossary

≡ Module 1 - The second victim phenomenon

≡ Module 2 - Case Study: Amelia

≡ Module 3 – Patient Safety Culture

≡ Module 4 – Practical example: Do's and don'ts

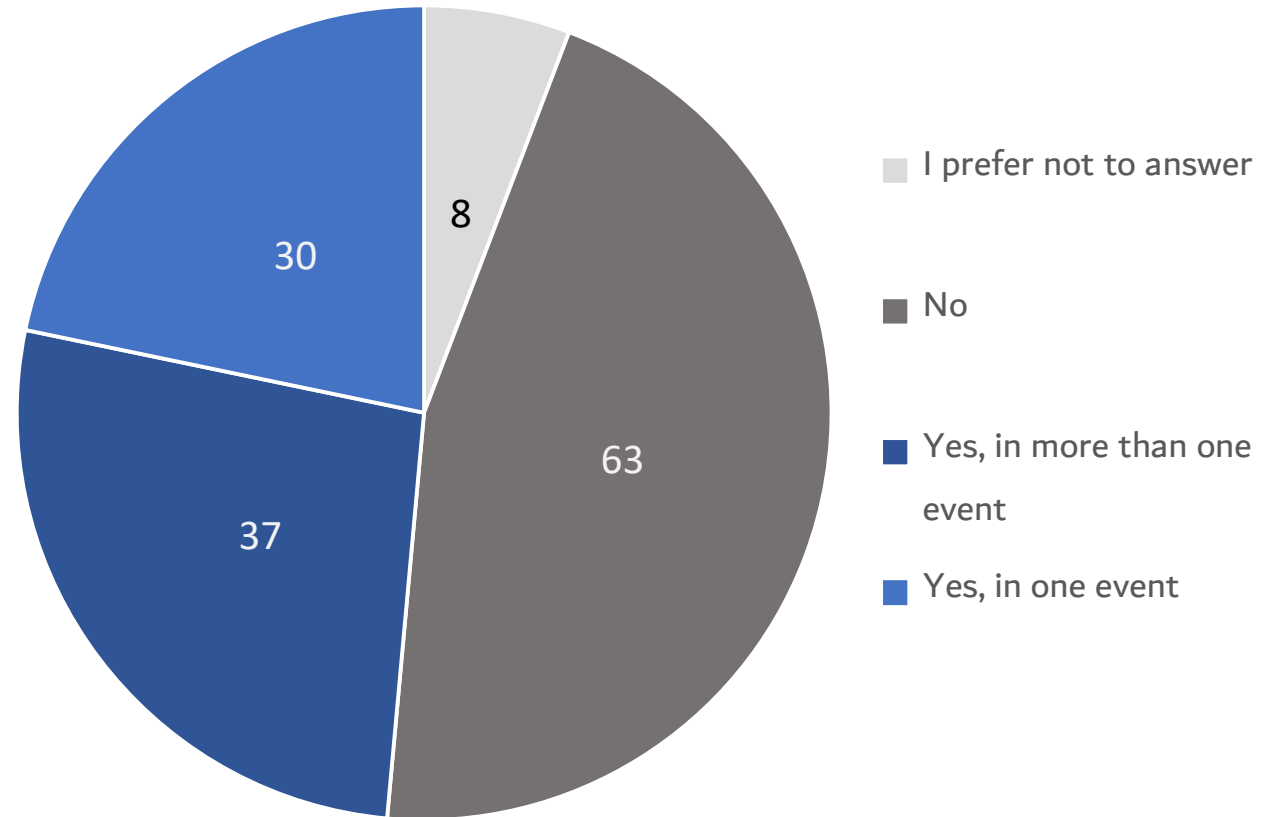
≡ Module 5 – Institutional support for the second victims

≡ Module 6 – Examples of interventions

≡ Module 7 - Take-home messages and suggestions to learn more

- **n=138**
- **Age** (average): 42 y [min:23-max:66]
- **Setting:** mostly hospital care
- **Years of professional experience** (average): 18 y [min:0-max:42]

Previous second victim traumatisation



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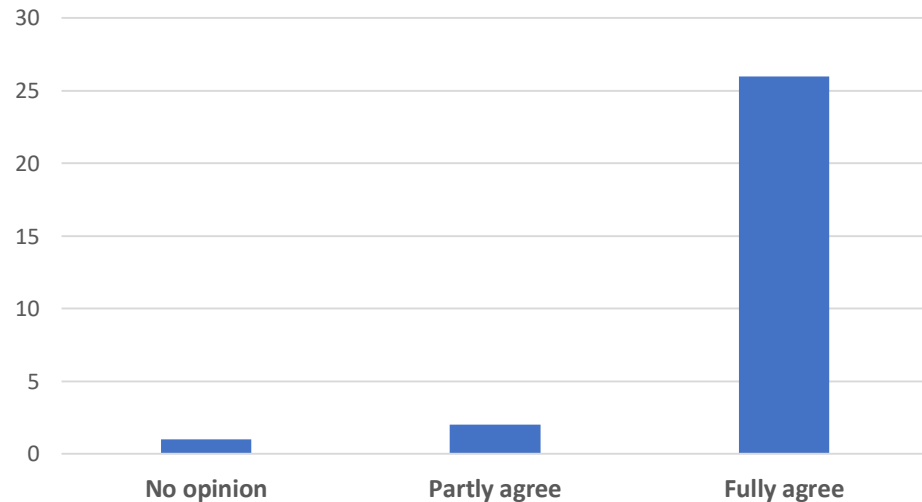


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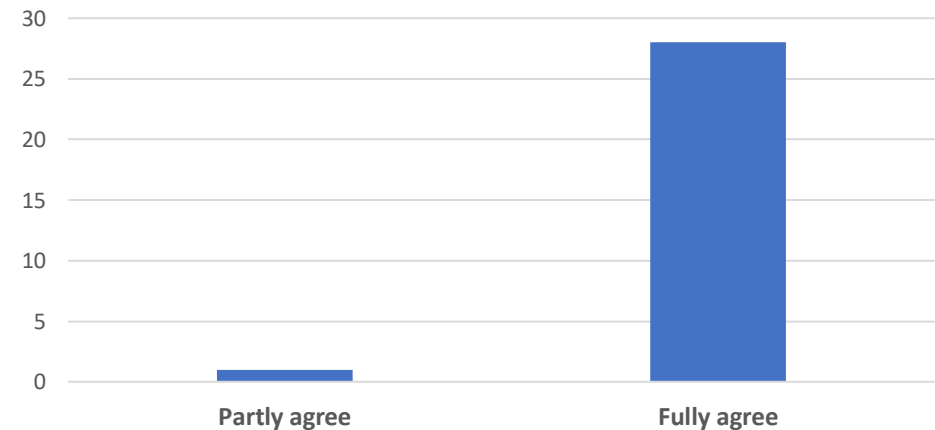
Satisfaction questionnaire

n=29

The knowledge obtained from the course
will (positively) affect my daily practice



I will recommend this course to my
colleagues to learn more about the
second victim phenomenon



Possible responses: No opinion - Fully disagree – Partly disagree – Party agree – Fully agree



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EUROPÄISCHER KURS ÜBER ZWEITE OPFER

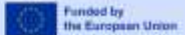
Ein kostenloser Kurs zum Selbststudium, der sich auf die Verbesserung der Kenntnisse und Fähigkeiten im Zusammenhang mit zweiten Opfern und der von ihnen benötigten Unterstützung konzentriert.

Jetzt auch auf Deutsch verfügbar.

www.course.cost.eu



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COST (European Cooperation in Science and Technology) is a funding agency for research and innovation networks. Our Actions help connect research initiatives across Europe and enable scientists to give their ideas by sharing them with their peers. This boosts their research, career and innovation.



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CURSO EUROPEU SOBRE SEGUNDAS VÍTIMAS

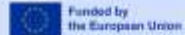
Um curso gratuito, ao ritmo do formando, que se centra na melhoria dos conhecimentos e competências relacionados com as segundas vítimas e o apoio de que elas necessitam.

Agora disponível em Português.

www.course.cost.eu



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CURSO EUROPEO SOBRE SEGUNDAS VÍCTIMAS

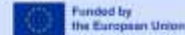
Un curso gratuito y autodidáctico centrado en mejorar los conocimientos y habilidades relacionados con las segundas víctimas y el apoyo que necesitan.

Ahora disponible en Español.

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What we teach to future generations



Sánchez-García et al. *BMC Nursing* (2023) 22:283
<https://doi.org/10.1186/s12912-023-01448-w>

BMC Nursing

RESEARCH

Open Access



Patient safety topics, especially the second victim phenomenon, are neglected in undergraduate medical and nursing curricula in Europe: an online observational study

Alicia Sánchez-García^{1†}, Pedro José Saurín-Morán¹, Irene Carrillo^{2†}, Susanna Tella³, Kaja Pölluste⁴, Einav Srulovici⁵, Sandra C Buttigieg⁶ and José Joaquín Mira^{1,2}

Abstract

This study aims to assess the inclusion of second victims and other patient safety issues in the curricula of undergraduate medical and nursing degrees in the countries participating in the European Researchers' Network Working on Second Victims (The ERSNT Consortium, COST Action 19,113). A review of medical and nursing school curricula in 206 universities was carried out, using their websites to search for subjects addressing "patient safety", "quality of care", "risk management", "safe practices", "interprofessional communication", "adverse events", and "second victims". There was substantial variability in the extent of training for patient safety. Forty-four out of 88 nursing schools and 74 of 118 medical schools did not include any of the patient safety topics studied. The most frequent in both nursing and medicine was "interprofessional communication", followed by "quality of care" and basic aspects on "patient safety". The second victim phenomenon was present in only one curriculum of the total sample. Our study showed that patient safety, especially the second victim phenomenon, is still neglected in medical and nursing curricula in European universities, although positive initiatives were also found. Given the frequency with which adverse events occur in health centres and the need to prepare students to deal with them adequately, additional efforts are needed to introduce patient safety elements into medical and nursing education.

Keywords Adverse events, Interprofessional communication, Patient safety, Quality of care, Risk management, Safe practices, Second victims

Patient safety topics are neglected in undergraduate medical and nursing curricula in Europe

A total of 88 faculties and schools medicine and nursing in 29 European countries (July - August 2022)



Patient safety in the nursing and medical curricula of COST Action universities

	Patient safety	Quality of care	Risk management	Safe practices	Interprofessional communication	Adverse events	Second victims
Nursing							
Total, % (n)	50.0 (22)	65.9 (29)	31.8 (14)	22.7 (10)	93.2 (41)	13.6 (6)	0 (0)
Medicine							
Total, % (n)	36.4 (16)	38.6 (17)	9.1 (4)	6.8 (3)	77.3 (34)	18.2 (8)	2.3 (1)

5



Health worker education, skills and safety

5.1 Patient safety in professional education and training

5.2 Centres of excellence for patient safety education and training

5.3 Patient safety competencies as regulatory requirements

5.4 Linking patient safety with appraisal system of health workers

5.5 Safe working environment for health workers



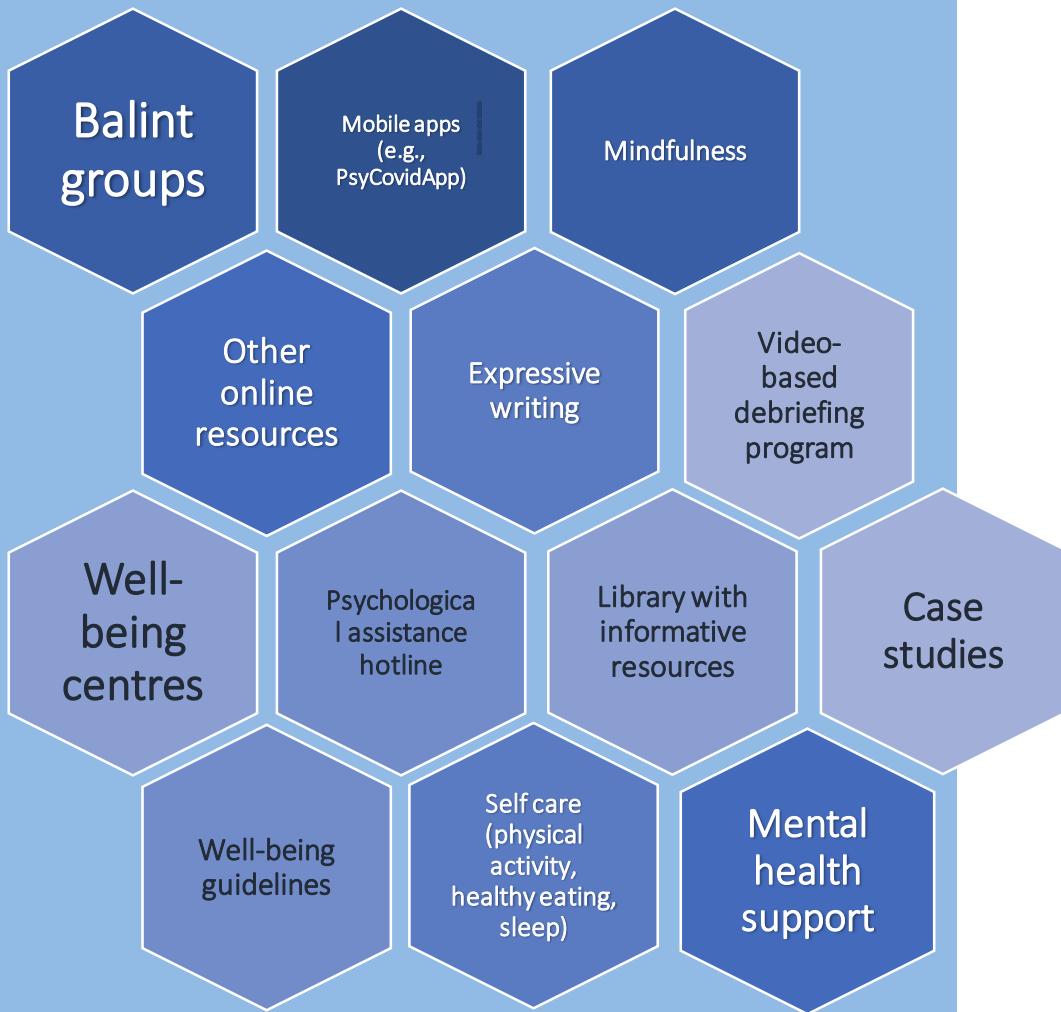
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19 Studies



RESEARCH

Open Access



The impact of emotional support on healthcare workers and students coping with COVID-19, and other SARS-CoV pandemics – a mixed-methods systematic review

Marja Härkänen¹, Adriana López Pineda^{2,3}, Susanna Tella⁴, Sanu Mahat¹, Massimiliano Panella⁵, Matteo Ratti⁵, Kris Vanhaecht^{6,7}, Reinhard Strametz⁸, Irene Carrillo⁹, Anne Marie Rafferty¹⁰, Albert W. Wu¹¹, Veli-Jukka Anttila¹² and José Joaquín Mira^{3,9*}

Abstract

Background Pandemics such as COVID-19 pose threats to the physical safety of healthcare workers and students. They can have traumatic experiences affecting their personal and professional life. Increasing rates of burnout, substance abuse, depression, and suicide among healthcare workers have already been identified, thus making mental health and psychological wellbeing of the healthcare workers a major issue. The aim of this systematic review is to synthesize the characteristics of emotional support programs and interventions targeted to healthcare workers and students since the onset of COVID-19 and other SARS-CoV pandemics and to describe the effectiveness and experiences of these programs.

Method This was a mixed method systematic review. The Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines were followed, and the review was registered on PROSPERO [CRD42021262837]. Searches were conducted using Medline, CINAHL, PsycINFO, Cochrane Library, and Scopus

Good effectiveness:



Support-seeking
Positive emotions



Distress symptoms

Legal framework



Original article

How different countries respond to adverse events whilst patients' rights are protected

Eva Gil-Hernández^{1,*} , Irene Carrillo^{2,*},
Mary-Elizabeth Tumelty³ , Einav Srulovici⁴, Kris Vanhaecht⁵,
Katharine Ann Wallis⁶, Priscila Giraldo^{7,8}, María Pilar Astier-Peña^{9,10},
Massimiliano Panella¹¹, Sofia Guerra-Paiva¹², Sandra Buttigieg¹³,
Deborah Seys⁵, Reinhard Strametz¹⁴ , Asier Urruela Mora¹⁵
and José Joaquín Mira^{1,2,16}

Medicine, Science and the Law

1–17

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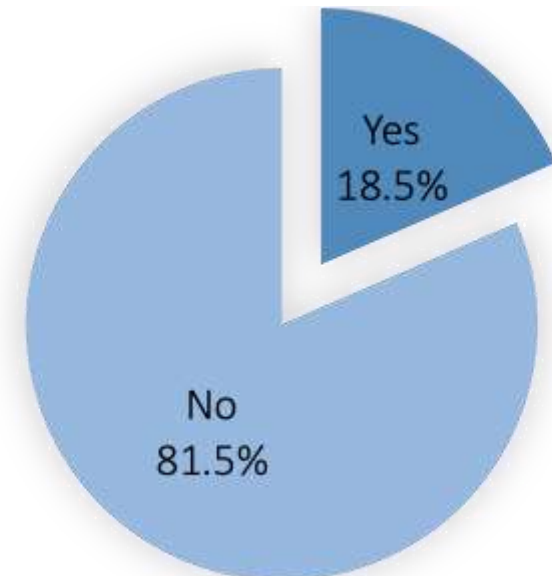
sagepub.com/journals-permissions

DOI: [10.1177/00258024231182369](https://doi.org/10.1177/00258024231182369)

journals.sagepub.com/home/msl



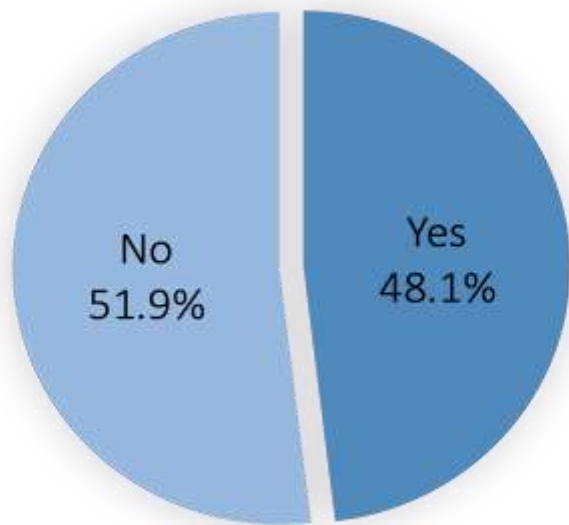
Is there no-fault compensation legislation or policy for patients harmed after an adverse event?



How different countries respond to adverse events whilst patients' rights are protected

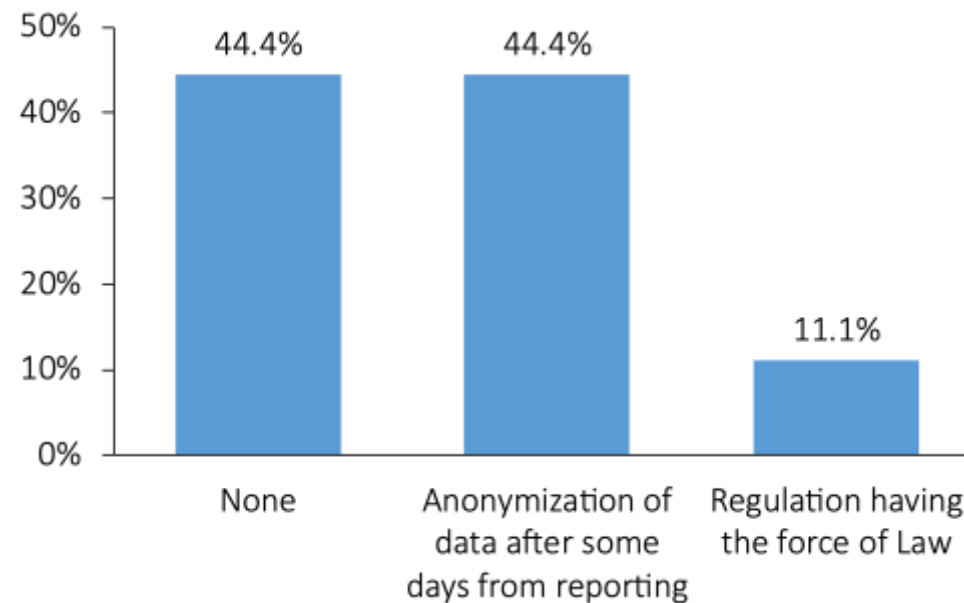


Is there a National Patient Safety Agency or similar institution leading a national strategy on patient safety in your country?



n = 27

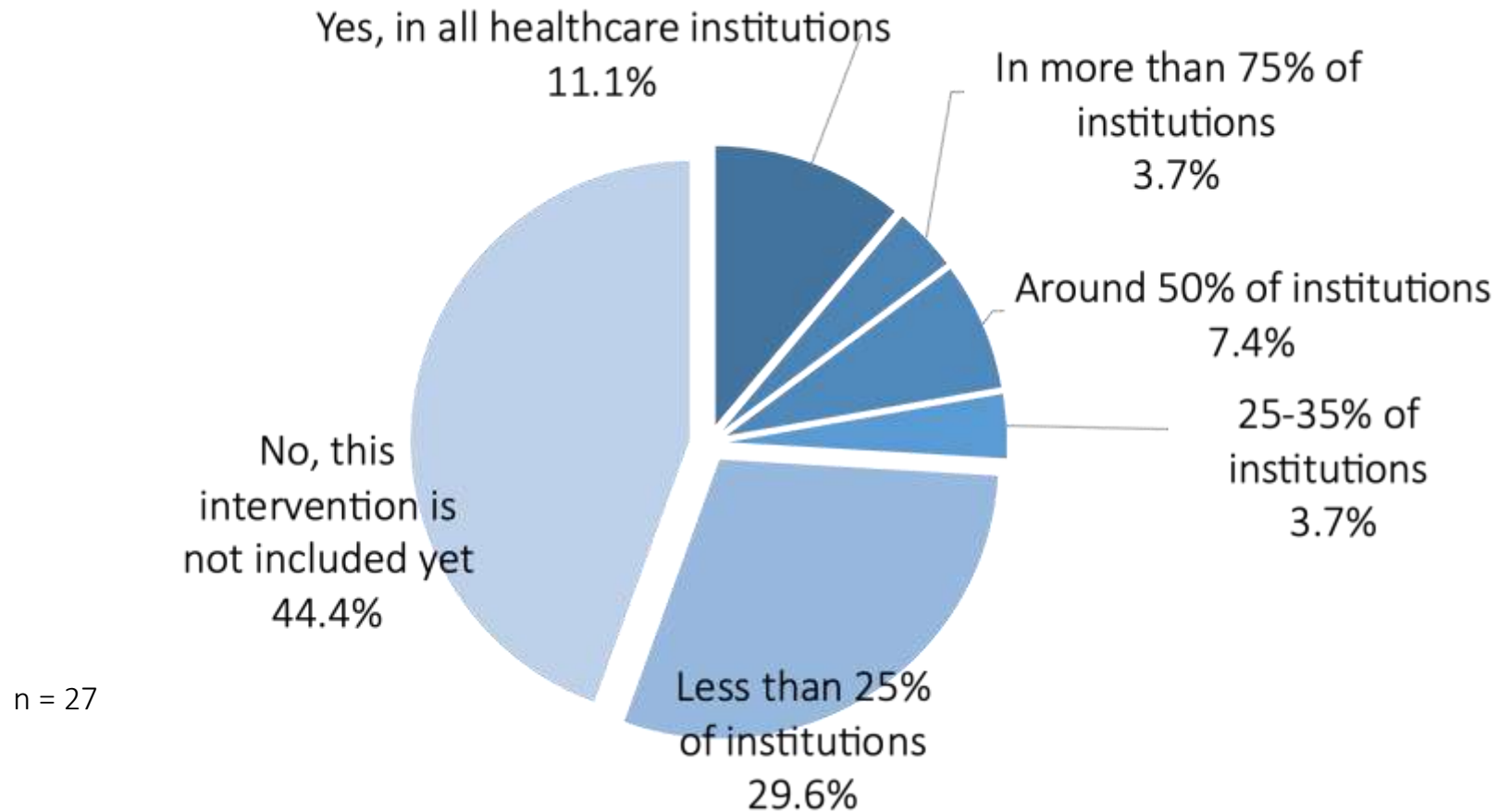
Is there any regulation to protect professionals who report to the system?



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In case of an adverse event, are healthcare professionals involved in an adverse event receiving support to cope with the emotional impact that supposed the safety incident occurred?





Studies in progress

To encourage the development of proposals to support second victims

Introducing new metrics

Achieving changes in rules and regulations facilitating discussion of the legal, ethical, and organisational gaps

Encouraging inclusion of the consequences of mistakes on care providers and the implications for health sciences in the field studies curricula

Learning to tackle with the consequences of the SV phenomenon by promoting a debate in healthcare to learn from other industries

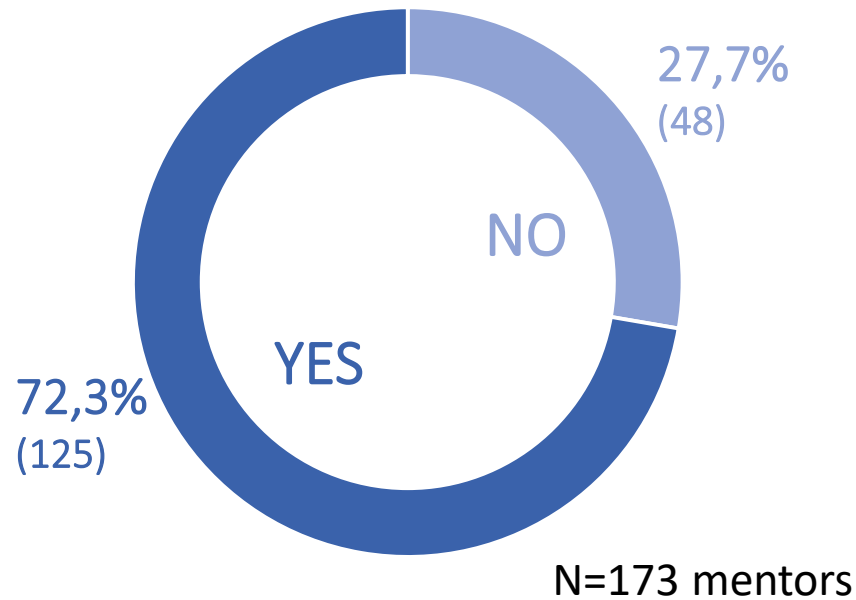


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Competencies in healthcare
discipline trainees to promote a
climate of psychological safety in
clinical settings

Is there a specific training program in
patient safety at your center?



BMJ Open Key factors for effective implementation of healthcare worker support interventions after patient safety incidents in health organisations: a protocol for a scoping review

Sofia Guerra-Paiva ^{1,2,3} Maria João Lobão ^{1,2,3} João Diogo Simões, ^{1,4}
Helena Donato ⁵ Irene Carrillo ^{6,7} José Joaquín Mira ^{6,7,8}
Paulo Sousa ^{1,2,3}





ERNST impact

ERNST CA 19113 Web

Talking about impact

Our digital identity par excellence. On this website you can find out about our main proposals and actions. You will also be able to see a lot of other information such as: the structure of the group, updated news, activities and events.

Of course, reference articles on Second Victims are also available, our Training Manual, Case Studies and much more. Do not forget to sign up for our Newsletter to be aware of everything that happens and is to come!



2022 Website visits

80,071 visits

2023 Website visits

57,708 visits

Twitter account

See what's happening

Our Twitter account is not only an extension of our online identity and a complement to information on the website. If you follow us, you will see that it is a place where you can see what is happening in real time in the events.

Of course we are also remembering important events and dates that we have on the calendar and are yet to come.



2022 Twitter Impressions

10.260 impressions

2023 Twitter Impressions

13.676 impressions

IV International ERNST Forum

- Attendees: 230
- Speakers: 23 from xx countries



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ACTION 19113
ERNST TRAINING SCHOOL 2023

WIESBADEN , GERMANY



 - Professional trainers: 8

 - Assistant trainees: 22

 - Countries involved: 17 different countries involved



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Work into small groups

Target 1 Metrics

Target 2 Legal + Educational issues impacting on SVs



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Decisions about budget

Meetings

- 12 meeting online
- 8 face-to-face meetings
- Total Budget used 57,804.74 €

Core Group: 2 Meetings
 WGs: 10 Meetings
 MC: 4 Meeting
 Forum: 1 Meeting
 TS: 3 Meetings

	Networking Tools	Date	Location	Participants	Budget spent
Online Meetings	Second Victims Interventions (WG1)	23/11/2022	Online (Spain)	5	0,00€
	Core Group Meeting	13/01/2023	Online (Spain)	10	350,00€
	Organizational Meeting Training School 2023	16/01/2023	Online (Spain)	5	0,00€
	Organizational WG1 Meeting	20/01/2023	Online (Romania)	2	0,00€
	Training School Organization	31/03/2023	Online (Spain)	5	0,00€
	WG4 Meeting	17/04/2023	Online (Israel)	9	0,00€
	TS 2023 Trainers Meeting	12/05/2023	Online (Spain)	7	0,00€
	Preconference Training School 2023	25/05/2023	Online (Spain)	32	0,00€
	WG4 Qualitative Analysis	31/05/2023	Online (Israel)	5	0,00€
	WG1 Network Promotion Subcommittee on Public Health, European Parliament	18/07/2023	Online (Spain)	3	0,00€
	Organizational Meeting Subcommittee on Public Health	25/07/2023	Online (Spain)	4	0,00€
	IV Forum Ernst	02/10/2023 – 03/10/2023	Online (Spain)	140	1,500,00€
Face to Face	Communication and Dissemination Plan Meeting	14/02/2023	Frankfurt (Germany)	3	0,00€
	WG1 Meeting	09/05/2023	Brussels (Belgium)	3	2,466,55€
	WG2 Meeting	09/05/2023	Brussels (Belgium)	9	3,905,14€
	WG3 Meeting	26/06/2023 – 27/06/2023	Lisbon (Portugal)	15	10,509,26€
	Core Group Meeting	27/06/2023	Lisbon (Portugal)	9	0,00€
	WG4 Meeting	18/07/2023 – 19/07/2023	Vienna (Austria)	12	13,177,14€
	Organizational Meeting Management Committee	05/10/2023	Alicante (Spain)	2	0,00€
	Management Committee	11/10/2023 – 13/10/2023	Krakovia (Poland)	28	25,896,65€
Meetings TOTAL					57,804.74 €



Training School

- Trainers 9
- Trainees 24
- Wiesbaden, Germany
- Budget: 44,319.19 €



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STSM and VN Grants

9 STSM (15,000 €)

- Turkey (2), Germany, Norway, Spain, Malta (2), Italy, Croatia

• 6 VM (9,000 €)

- Italy, Portugal (2), Iceland, Israel, Spain



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STSMs

Second STSMs

STSM facilitates researchers from COST countries participating in CA19113 to go to an institution or research centre in another participating COST country to foster collaboration and to perform empirical research. We particularly welcome applications from PhD students, residents, and young researchers, both from within and outside the ERNST Consortium, that explore and explain how their participation can contribute to the COST Action 19113 objectives.

Alicia Sánchez García

Spain

Psychologist and PhD student at the Miguel Hernández University of Elche. She is actively engaged in studying 'do not do' recommendations in primary care from a gender perspective, patient safety education and second victim support programs for healthcare organizations".



Anatoliy Goncharuk

Ukraine

Professor of the Department of Management at the International Humanitarian University (Odesa, Ukraine)", where he still works, despite his new position in Norway



Hana Knežević

Croatia

Hana Knezevic Krajina is currently affiliated with Healthcare Centre Zagreb Centre, Zagreb, Croatia and brings extensive expertise in Occupational health and healthcare workers wellbeing. Her STSM in the CA 19113 project significantly contributed to our team, providing valuable insights.



Ali Galip Ayvat & Dr. Pinar Ayvat

Turkey

Ali Galip Ayvat, PMP, MBA, PhD, currently serves as the Secretary General at Özyeğin University in Istanbul, Turkey. He has a background in business administration,



with a BS degree from Middle East Technical University and an MBA from Koç University. He has held various positions in marketing and education, including roles at L'Oréal, SOKTAS Inc., Plato College of Higher Education, Istanbul Topkapi University, and Yaşar University. He also teaches management, entrepreneurship, and marketing courses.

Dr. Pinar Ayvat, MD, is an Associate Professor of Anesthesiology and Reanimation at Izmir Democracy University's School of Medicine. She has extensive experience as an anesthesiologist and holds a master's degree in Health Management. Dr. Ayvat has a significant research portfolio with over 30 publications in international and national academic journals and has authored 7 books and book sections. She is also a founding member of the Izmir Project Agency, focusing on innovation and international projects.

Sandra Buttigieg &

Patricia Vella Bonano

Malta

Sandra C. Buttigieg is Professor and Head of Department of Health Services Management (HSM), Faculty of Health Sciences, UOM. She is Consultant Public Health Medicine, Head-Clinical Performance.



She is the outgoing Global-Representative-at-large of the American Academy of Management-HCM Division. She is Board Member-at-large and member of the Scientific Advisory Committee of the European Health Management Association. She lectures in HSM, Public Health, Family Medicine, Research Methodology and Evidence-based Health Research (EVBRES).

Patricia Vella Bonano, is member of the COST Action CA19113 ERNST European Researchers' Network Networking on Second Victims <https://cost-ernst.eu/> Member of WG 4 on Facilitators and Barriers. Expert in the area of pharmaceutical regulation, pricing and reimbursement: participation in European fora & with WHO, Publication as part of the Piperska Group. Qualitative analysis of interviews as part of a PhD student's project on patient lived experience for patients taking cancer chemotherapy and their significant others.

Dissemination

- Scientific Publication in Open Acces (3) 8,077.01 €
- Action Website 2,250,00 €
- Report Second Victims (Case Studies formulars) 600 €
- Annual Report 400 €

Changes in the Budget pending to be approved

- From the 400,00 € authorised in WBP initial, use 1,300 € to spend in editing and dissemination of Annual Report
- Move 8,884,71 € from the unspent budget from previous meetings for increasing the Budget of Dissemination



ERNST

The European Researchers' Network
Working on Second Victims



EUROPEAN COOPERATION
IN SCIENCE & TECHNOLOGY



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the European Union

Budget spent Third Period

		Approved		Expended
Meetings		74,620.65 €		74,620,65 €
Training Schools		41,246.00 €		44,319.19 €
Short Term Scientific Missions (STSM) + VN Grant		22,500.00 €		24,000.00 €
STSM			9	15,000 €
Grants			6	9,000 €
COST Action Dissemination		8,869,00 €		11,327.01 €
Scientific Publication in Open Access				8,077,01 €
Action Website				2,250.00 €
Annual Report	31/10/2023			400,00 €
Report Second Victims Situation	31/10/2023			600,00 €
TOTAL		147,235,65 €		137,450,94 €
FSAC Expenditure	15%	22,085,35 €		20,617.64 €
FINAL BUDGET		169,321,00 €		158,068.58 €

93% of expected

Next Fourth Grant Period

- Budget pre-approved by COST Association: **153,893.00 €**

Activities planned

- **Face-to Face Meetings**
 - Training School (Vienna)
 - WG1 Meeting (Belgium)
 - WG4 Meeting (?????)
 - Management Committee (?????)
- **5 STSM**
- **4 VN Grants**
- **Dissemination (publications, reports, ...)**



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WBP GP4

				Budget
Meetings				43,542,00 €
Training School				66,300.00 €
STSM			5	7,500.00 €
VN Grant			4	6,000.00 €
COST Action Dissemination				10,478.00 €
Other Expenses Related to Scientific Activities (OERSA)			Zoom licence	250.00 €
TOTAL				133,820.00 €
FSAC Expenditure	15% Expenses			20,073.00 €
FINAL BUDGET				153,893.00 €

Many thanks !

Muchas Gracias

Tak, Ďakujem, Gracias, Hvala, Tänan teid, Kiitos, Merci, Grazie, Obrigado, Teşekkür ederim, Dankeschön



Dziękuję



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