



Deliverable D3

Boards

Grant Agreement number	101137244
Project Acronym	KEEP CARING
Project Full Title	Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings
EU Project Officer	Daniela Blihoghe
Horizon Europe Call	HORIZON-HLTH-2023-CARE-04
Project duration	48 months
Deliverable	D3 Boards
Version	1
WP	1
Lead Beneficiary	AUMC
Author	Marlies Schijven
Due Date (as in GA)	30.09.2024
Actual Submission date	27.09.2024



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1. KEEPCARING project

Healthcare professionals working in hospitals -and those in training to embark on hospital careers- experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting. **KEEPCARING** aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level. Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.



2. Project Boards

We can confirm that the Project Boards have now been established.

Executive Board -EB

In the Executive Board, the following Partners are represented: all Work Package Leaders and all Clinical Trial Leaders of the KEEPCARING Project, joined by Partner EFN.

The Executive Board meets virtually bi-monthly, and the Independent Ethics Advisor is invited.

PhD Circle

In the PhD Circle, the PhD's and post-docs working hands-on, collaborating in the Clinical Trials A, B, C, D, E, F are joined. This Circle meets virtually monthly. One of the members is also part of the Coordination Center within AUMC and reports back to the EB (and vice versa to the PhD Circle) acting as an active 'linking pin'.

Advisory Board – AB

The following persons were invited to be part of the Advisory Board for KEEPCARING and have accepted and signed our formal invitation:

- Christiaan Vinkers (Chair)
- Michele Calabrò
- Paul Gilbert
- Niek Klazinga
- Liviu Moron
- Sjaak Nouwt
- Corette Ploem
- Tim Mitnik
- Dilge Kocabaş
- Manfred Pferzinger



We herewith update Section 2.2. Table 2.1. in the Grant Agreement with updates for names (as some names were pending, and one person / organization remained unresponsive to our invite despite reaching out several times).

Updated Table 2.1: Confirmed members of KEEP CARING Multidisciplinary Advisory Board

Name	Affiliation	Role in Organization(s)	Area of Expertise
Christiaan Vinkers, Prof. dr. mr.	Amsterdam University Department of Psychiatry + Anatomy and Neurosciences, Medical Centers (AUMC), Amsterdam, the Netherlands	Psychiatrist Chair Thematic Working Group Resilience, European College for Neuropsychopharmacology (ECNP). Consortium Leader DESTRESS	Stress, Burnout Prevention
Michele Calabrò, MSc.	European Regional and Local Health Authorities - EUREGHA	Director of EUREGHA	Health Authority EU Health Policy and Networks
Paul Gilbert, PhD, Dip Clin. Psych	University of Derby, Centre for Compassion Research and Training; College of Health, Psychology and Social Care, UK	Full professor of clinical psychology ; Founder and President The Compassionate Mind Foundation	Psychology, Mindfulness, Compassion, Depression
Niek Klazinga, MD PhD	Amsterdam University Medical Centers (AUMC), Dept. of Social Medicine, Amsterdam, the Netherlands	Full professor of Social Medicine ; Organization for Economic Co-operation and Development (OECD) advisor	Global Health Policy
Liviu Moron	Cybershare Romania Gheorghe Asachi Technical University of Iasi Romania	Independent Cybersecurity Consultant Former Service Manager Security Assistance to the EC	Cybersecurity
Sjaak Nouwt, Mr. Dr. ass Prof.	Director of Nouwt Consulting, for Legal advice and guidance on management issues related to privacy protection and processing and using of personal data	Chair of the Works Council at KNMG Royal Dutch Medical Association (RDMA / KNMG) The Netherlands Member of the Information Security and Privacy Group Dutch Ministry of Healthcare	Ethics, Law, Privacy



Corette Ploem, Prof. mr.	Faculty of Law University of Amsterdam	Professor Faculty of Law Health Council of the Netherlands: Member of committee on ethics and Law and screening committee Member Central Committee of Human Subject Research	Ethics, Law, Privacy
Tim Mitnik	ENSA	Director of European Affairs European early career Nurses and nursing Students' Association (ENSA)	Students, Nursing
Dilge Kocabaş	EMSA	President European Medical Students' Association (EMSA)	Students, Medical
Manfred Pferzinger, Prof.	IMC University of Applied Sciences Krems, Austria European Health Management Association (EHMA), Brussels, Belgium	Head of Institute Health Management Member of the Scientific Advisory Committee, European Health Management Association (EHMA)	Health Management
<i>Inge Rinzema, MANP BN</i>	<i>Dutch Association of Advanced Nurse Practitioners</i>	<i>Former Chair of V&VN / Accredited Nurse Specialist</i>	<i>Nursing</i>

Inge Rinzema remained unresponsive after reaching out several times, and so did her organization (V&VN). She is the only person from the original invitees.

However, With EFN (full Partner) and both EMSA /ENSA in the Advisory Board, we feel there is no risk on shortage in advice or relevant insights for the Consortium.

All Advisory Board Members signed their appointment letter, and all Advisory Board Members -if not employed by Amsterdam UMC- also signed a Bilateral Confidentiality Agreement with Coordinator on behalf of Project KEEPCARING. These documents are herewith attached in addendum.

Prof. dr. Christiaan Vinkers
Psychiatrist | Full Professor |
Amsterdam UMC, location Vumc | Department of Psychiatry +
Anatomy and Neurosciences

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Christiaan,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

The main task of the Advisory Board is to advise and guide the Consortium, Consortium leader and Program Manager on the direction and progress of the Project. Your advice is primarily based on the annual progress report, that will be sent to you in time. Your advice will be aimed towards supporting and guiding the full Consortium, maximizing our joint scientific and/or social impact.

The Advisory Board will be Chaired by one of the Advisory Group Members, to be appointed by the Consortium Coordinator. The Advisory Board will have virtual meetings by itself, at least once a year (and or upon request by the Executive Board or General Assembly). Your virtual meetings will be scheduled by the Advisory Board Chair, and your joint insights are reported back to the Consortium Coordinator / Program Manager of KEEPCARING.

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With this we also send you a draft Confidentiality Agreement, for your review and signature. After your signature, the CA will be counter-signed by the Chair of the Board of Directors for and on behalf of Stichting Amsterdam UMC., after which you are appointed and the KEEPCARING Grant Agreement of the Consortium will be sent.

We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Christiaan Vinkers, hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

CH Vinkers MD PhD
Aug 30 2024

Prof. dr. mr. Corrette Ploem
UHD gezondheidsrecht Amsterdam UMC
Bijzonder Hoogleraar Recht, zorgtechnologie en geneeskunde UvA (ingesteld vanwege KNMG)

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Corrette,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, [Corrette Ploem] hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

M.C. Ploem
1 september 2024

Dilge KOCABAŞ
EMSA President
European Medical Students' Association (EMSA)

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Dilge,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Dilge Kocabaş hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Dilge Kocabaş
EMSA President
European Medical Students' Association (EMSA)

15/09/2024

Liviu Moron
Cybershare

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Liviu,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Liviu Moron here by accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Liviu Moron
04/09/2024

Prof. dr. Manfred Pferzinger
Head of Institute Health Management
Programme Director Management of Health Institutions

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Manfred,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Prof. dr. Manfred Pferzinger hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Prof.(FH) Mag. (FH) Dr. Manfred Pferzinger
03/09/2024

Michele Calabrò
Director of EUREGHA – European Regional and Local Health Authorities

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Michele Calabrò,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, MICHELE CALABRO hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

MICHELE CALABRO
15/09/2024

Prof. dr. Niek Klazinga
Professor of Social Medicine
Amsterdam UMC/UvA

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Niek,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Niek Klazinga hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Niek Klazinga MD PhD
Amsterdam September 2th 2024

Professor Paul Gilbert PhD, FBPsS, OBE
Centre for Compassion Research and Training / The Compassionate Mind Foundation
College of Health, Psychology and Social Care
University of Derby

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Paul,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

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With this we also send you a draft Confidentiality Agreement, for your review and signature. After your signature, the CA will be counter-signed by the Chair of the Board of Directors for and on behalf of Stichting Amsterdam UMC., after which you are appointed and the KEEPCARING Grant Agreement of the Consortium will be sent.

We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Professor Paul Gilbert hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Professor Paul Gilbert
18th September 2024

Dr. Sjaak Nouwt
Legal Advisor Health Law

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 30th of August 2024,

Dear Sjaak,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

The main task of the Advisory Board is to advise and guide the Consortium, Consortium leader and Program Manager on the direction and progress of the Project. Your advice is primarily based on the annual progress report, that will be sent to you in time. Your advice will be aimed towards supporting and guiding the full Consortium, maximizing our joint scientific and/or social impact.

The Advisory Board will be Chaired by one of the Advisory Group Members, to be appointed by the Consortium Coordinator. The Advisory Board will have virtual meetings by itself, at least once a year (and or upon request by the Executive Board or General Assembly). Your virtual meetings will be scheduled by the Advisory Board Chair, and your joint insights are reported back to the Consortium Coordinator / Program Manager of KEEPCARING.

Next, upon request, the Advisory board meets with Project Manager and/ or Consortium Leader virtually; to discuss the annual progress report and provide advice.

Advisory Board Members are invited to submit and share their solicited and unsolicited joint advice via the Advisory Board Chair to Consortium Leader and Program Manager. The Advisory Board Member has no formal voting rights in Project.

All members of the Advisory Board are invited and, upon acceptance of the Advisory Board Member role, agree to join in person for the General Assembly meetings (once a year, three times in total). You will be offered the option to join virtually, or in person. If you prefer to join in person, the Consortium will carry costs of travelling and stay if the Board Member is not living in the direct vicinity of the GA meeting location.

Locatie AMC

Meibergdreef 9 T +31(0)20 566 9111
1105 AZ Amsterdam www.amsterdamumc.nl

Locatie VUmc

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We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment -to complete

I, Sjaak Nouwt, hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Sjaak Nouwt,
02-09-2024

Mr. Tim Mitnik
Director of European Affairs
European early career nurses and nursing
students' association ENSA

Subject: Invitation Letter / Appointment as Member of the Advisory Board of the KEEPCARING project

Amsterdam, 12^h of September 2024,

Dear Tim,

On behalf of the KEEPCARING Consortium, I would like to thank you for your willingness to participate in the Advisory Board of KEEPCARING, a Horizon EU Project (number 101137244). We are pleased to confirm your appointment upon your acceptance of our personal invitation to join this Board. Your appointment period is stated from 01 July 2024 until 31st of August 2028 (60 days after ending of Project, considering and including the end-reporting period).

The main task of the Advisory Board is to advise and guide the Consortium, Consortium leader and Program Manager on the direction and progress of the Project. Your advice is primarily based on the annual progress report, that will be sent to you in time. Your advice will be aimed towards supporting and guiding the full Consortium, maximizing our joint scientific and/or social impact.

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Next, upon request, the Advisory board meets with Project Manager and/ or Consortium Leader virtually; to discuss the annual progress report and provide advice.

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All members of the Advisory Board are invited and, upon acceptance of the Advisory Board Member role, agree to join in person for the General Assembly meetings (once a year, three times in total). You will be offered the option to join virtually, or in person. If you prefer to join in person, the Consortium will carry costs of travelling and stay if the Board Member is not living in the direct vicinity of the GA meeting location.

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We request you to send a signed copy of the Confidentiality Agreement before 15th of September 2024, the latest, via the KEEPCARING project inbox, email: keepcaring@amsterdamumc.nl.

We look forward to a pleasant and successful collaboration.

Yours sincerely,
On behalf of the KEEPCARING Consortium,
Prof. dr. Marlies P Schijven
KEEPCARING Consortium Coordinator.

Acceptance of Appointment

I, Tim Mitnik hereby accept the appointment as Advisory Board Member for the research project entitled "KEEPCARING" under the terms and conditions outlined in this letter. I understand and agree with the terms and conditions as outlined in the Confidentiality Agreement of KEEPCARING, which I have signed accordingly.

Tim Mitnik
12.09.2024



Bilateral Confidentiality Agreement

This Agreement is made by and between,

Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. S.M. (Saskia) Peerdeman ("Institution")

And

Professor Paul Gilbert, having its principal place of business at The Compassionate Mind Foundation, Markeaton Lodge, Markeaton Street, Derby, DE22 3AW ("Company")

BACKGROUND

Institution and Company wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Company are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

1. Definitions

'Authorized persons'	Institution's and Company's directors, officers, employees, students, consultants and legal or other professional advisers.
'Confidential Information'	any information disclosed by a Party with regard to the Purpose, in whatever format, shall be deemed confidential if the nature of the information is confidential and of which the other Party reasonably knows or should know that that information is confidential (such as, but not limited to, know-how, data, formulae, results of experimentation, specifications, inventions, techniques, research and development plans, documents, drawings, sketches, designs, samples, prototypes, business strategies and plans, software and other technical or business information and intellectual property rights).
'Effective date'	the date of latest signing of this Agreement
'Purpose'	provide independent advice on (the implementation of) the KEEPCARING project as described in the Appendix and based on the progress report, advise the project leader (in broad terms) on the direction of the project with the aim of maximizing the chance of scientific and/or social impact.

2. Confidentiality

1. The Receiving Party shall keep Confidential Information confidential and shall protect such Confidential Information with a degree of care that is no less than the Receiving Party uses to protect its own confidential information, but always at least a reasonable degree of care.
2. Parties shall not disclose any Confidential Information to any person except to Authorised Persons and then in confidence and only to the extent necessary for the Purpose;
3. Parties shall use the Confidential Information only for the Purpose.



4. Parties shall be responsible for ensuring that all persons having access to Confidential Information through the Receiving Party comply with the obligations accepted under this Agreement.
5. The obligation to maintain confidentiality shall not apply to information of which a Party can prove that the information:
 - a. had been available to that Party already before the time of disclosure;
 - b. is or, since the Agreement was signed, has become publicly known, through no fault of the Party involved;
 - c. is developed independently of the received information;
 - d. is received from third parties and, to the best of knowledge of the receiving Party, has not originated from the other Party; or
 - e. is to be disclosed in accordance with the law or the order or requirement of a court, administrative agency or other governmental body, provided that each Party shall provide the other Party with prompt notice of such order or related proceedings to afford the other Party an opportunity to intervene and prevent the disclosure.

3. Property

1. The Party disclosing Confidential Information retains the title of ownership thereof, including intellectual property rights enclosed in the Information. No license or conveyance of any such rights to the Receiving Party is granted or implied under this Agreement. No commercial obligation on the part of either Party is intended or undertaken.
2. If requested by one Party, the other Party shall promptly return to this Party all goods and documents received or made available by this Party, containing or relating to the Confidential Information, except for one (1) copy which can only be used for archival purposes and compliance with this Agreement.

4. Effective date and term

1. This Agreement will come into force and effect on the Effective Date.
2. The Term of this Agreement is four (4) years as of the Effective Date of this Agreement, covering the full Project Duration of KEEPCARING from 01-07-2024 until 30-06-2028 (end of Project). The disclosure of Confidential Information shall occur within and throughout Project Duration. The provisions regarding the confidentiality and non-use thereof, as set forth in this Agreement, shall remain in force for five (5) years as of the expiration date of this Agreement.

5. Warranty

The Disclosing Party will provide all Confidential Information on an “as is” basis, without any warranty whatsoever, whether express, implied or otherwise, regarding its accuracy, completeness, non-infringement of third party rights or otherwise. Each Disclosing Party disclaims all implied warranties for its Confidential Information, including but not limited to implied warranties of fitness for a particular purpose, and merchantability, and all implied representations and warranties provided by law or statute. The Disclosing Party shall not be liable for any damage, including but not limited to, direct, indirect, consequential, punitive, incidental, exemplary or special damage relating to the Receiving Party's use of any Confidential Information disclosed by the Disclosing Party hereunder and the Receiving Party shall indemnify the Disclosing Party from claims from third parties due to such damage.

6. Law



1. This Agreement shall be interpreted, governed and enforced exclusively in accordance with the laws of The Netherlands.
2. All disputes between Parties related to this Agreement that cannot be solved amicably in a reasonable period of time, are to be submitted to the competent court in Amsterdam, The Netherlands.

7. Assignment

The rights and obligations as determined in the Agreement may not be assigned by a Party without the prior written consent of the other Party, which consent shall not be unreasonably withheld or delayed.

8. Amendments

Ancillary agreements, amendments or additions hereto must be made in writing.

9. Signatures

This Agreement may be executed in any number of counterparts, each of which will be deemed to be an original, and all of which together will constitute one and the same agreement. Each party acknowledges that an original signature or a copy thereof transmitted by regular mail or by PDF will constitute an original signature for purposes of this Agreement.

AGREED by the parties through their authorised representatives:

For and on behalf of Institution

For and on behalf of Company

Signature:

Signature:

Name: Prof. dr. Saskia Peerdeman

Name: Professor Paul Gilbert
PhD, FBPsS, OBE

Title: Member Board of Directors

Title:

Date: 26 September 2024

Date: 13th September 2024

Read and acknowledged by Institution's investigator

Signature:

Name: Prof. dr. Marlies Schijven

Title: MD PhD



Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

AIM: KEEPCARING aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level.

APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>



Bilateral Confidentiality Agreement

This Agreement is made by and between,

Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. J.B. (Hans) van Goudoever ("**Institution**")

And

EUREGHA having its principal place of business at Avenue du Tervuren 67, 1040 Etterbeek, Brussels (Belgium) lawfully represented in this matter by Michele Calabro (appointed responsible for day to day management of the organisation) ("**Company**")

BACKGROUND

Institution and Company wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Company are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

1. Definitions

'Authorized persons'	Institution's and Company's directors, officers, employees, students, consultants and legal or other professional advisers.
'Confidential Information'	any information disclosed by a Party with regard to the Purpose, in whatever format, shall be deemed confidential if the nature of the information is confidential and of which the other Party reasonably knows or should know that that information is confidential (such as, but not limited to, know-how, data, formulae, results of experimentation, specifications, inventions, techniques, research and development plans, documents, drawings, sketches, designs, samples, prototypes, business strategies and plans, software and other technical or business information and intellectual property rights).
'Effective date'	the date of latest signing of this Agreement
'Purpose'	provide independent advice on (the implementation of) the KEEPCARING project as described in the Appendix and based on the progress report, advise the project leader (in broad terms) on the direction of the project with the aim of maximizing the chance of scientific and/or social impact.

2. Confidentiality

1. The Receiving Party shall keep Confidential Information confidential and shall protect such Confidential Information with a degree of care that is no less than the Receiving Party uses to protect its own confidential information, but always at least a reasonable degree of care.
2. Parties shall not disclose any Confidential Information to any person except to Authorised Persons and then in confidence and only to the extent necessary for the Purpose;



3. Parties shall use the Confidential Information only for the Purpose.
4. Parties shall be responsible for ensuring that all persons having access to Confidential Information through the Receiving Party comply with the obligations accepted under this Agreement.
5. The obligation to maintain confidentiality shall not apply to information of which a Party can prove that the information:
 - a. had been available to that Party already before the time of disclosure;
 - b. is or, since the Agreement was signed, has become publicly known, through no fault of the Party involved;
 - c. is developed independently of the received information;
 - d. is received from third parties and, to the best of knowledge of the receiving Party, has not originated from the other Party; or
 - e. is to be disclosed in accordance with the law or the order or requirement of a court, administrative agency or other governmental body, provided that each Party shall provide the other Party with prompt notice of such order or related proceedings to afford the other Party an opportunity to intervene and prevent the disclosure.

3. Property

1. The Party disclosing Confidential Information retains the title of ownership thereof, including intellectual property rights enclosed in the Information. No license or conveyance of any such rights to the Receiving Party is granted or implied under this Agreement. No commercial obligation on the part of either Party is intended or undertaken.
2. If requested by one Party, the other Party shall promptly return to this Party all goods and documents received or made available by this Party, containing or relating to the Confidential Information, except for one (1) copy which can only be used for archival purposes and compliance with this Agreement.

4. Effective date and term

1. This Agreement will come into force and effect on the Effective Date.
2. The Term of this Agreement is four (4) years as of the Effective Date of this Agreement, covering the full Project Duration of KEEP CARING from 01-07-2024 until 30-06-2028 (end of Project). The disclosure of Confidential Information shall occur within and throughout Project Duration. The provisions regarding the confidentiality and non-use thereof, as set forth in this Agreement, shall remain in force for five (5) years as of the expiration date of this Agreement.

5. Warranty

The Disclosing Party will provide all Confidential Information on an “as is” basis, without any warranty whatsoever, whether express, implied or otherwise, regarding its accuracy, completeness, non-infringement of third party rights or otherwise. Each Disclosing Party disclaims all implied warranties for its Confidential Information, including but not limited to implied warranties of fitness for a particular purpose, and merchantability, and all implied representations and warranties provided by law or statute. The Disclosing Party shall not be liable for any damage, including but not limited to, direct, indirect, consequential, punitive, incidental, exemplary or special damage relating to the Receiving Party’s use of any Confidential Information disclosed by the Disclosing Party hereunder and the Receiving Party shall indemnify the Disclosing Party from claims from third parties due to such damage.

6. Law



1. This Agreement shall be interpreted, governed and enforced exclusively in accordance with the laws of The Netherlands.
2. All disputes between Parties related to this Agreement that cannot be solved amicably in a reasonable period of time, are to be submitted to the competent court in Amsterdam, The Netherlands.

7. Assignment

The rights and obligations as determined in the Agreement may not be assigned by a Party without the prior written consent of the other Party, which consent shall not be unreasonably withheld or delayed.

8. Amendments

Ancillary agreements, amendments or additions hereto must be made in writing.

9. Signatures

This Agreement may be executed in any number of counterparts, each of which will be deemed to be an original, and all of which together will constitute one and the same agreement. Each party acknowledges that an original signature or a copy thereof transmitted by regular mail or by PDF will constitute an original signature for purposes of this Agreement.

AGREED by the parties through their authorised representatives:

For and on behalf of Institution

For and on behalf of Company

Signature:

Prof. dr. S.M. Peerdeman, Member Board of Directors,
in the absence of;

Name: Prof. dr. Hans van Goudoever

Title: Chair Board of Directors

Date: 26 September 2024

Signature:

Name: Michele Calabro

Title: Director and responsible
for day to day management of
the organisation

Date: 15/09/2024

Read and acknowledged by Institution's investigator

Signature:



Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

AIM: KEEPCARING aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level.

APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>



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Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. J.B. (Hans) van Goudoever ("**Institution**")

And

Niek Klazinga, emeritus professor Social Medicine Amsterdam UMC

BACKGROUND

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'Effective date'	the date of latest signing of this Agreement
'Purpose'	provide independent advice on (the implementation of) the KEEPCARING project as described in the Appendix and based on the progress report, advise the project leader (in broad terms) on the direction of the project with the aim of maximizing the chance of scientific and/or social impact.

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3. Parties shall use the Confidential Information only for the Purpose.
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AGREED by the parties through their authorised representatives;

Niek Klazinga
member advisory committee
KEEPCARING
Amsterdam September 2th 2024

Prof. dr. S.M. Peerdeman, Member Board of Directors,
in the absence of;

Signature:

Name: Prof. dr. Hans van Goudoever

Title: Chair Board of Directors

Date: 26 September 2024

Signature:

Name:

Title:

Date:



Read and acknowledged by Institution's investigator

Signature:

Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

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APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>



Bilateral Confidentiality Agreement

This Agreement is made by and between,

Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. J.B. (Hans) van Goudoever ("**Institution**")

And

European Medical Students' Association (EMSA), having its principal place of business at EMSA Secretariat, Rue Guimard 15, 1040, Brussels, Belgium, lawfully represented in this matter by Dilge Kocabaş

BACKGROUND

Institution and Company wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Company are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

1. Definitions

'Authorized persons'	Institution's and Company's directors, officers, employees, students, consultants and legal or other professional advisers.
'Confidential Information'	any information disclosed by a Party with regard to the Purpose, in whatever format, shall be deemed confidential if the nature of the information is confidential and of which the other Party reasonably knows or should know that that information is confidential (such as, but not limited to, know-how, data, formulae, results of experimentation, specifications, inventions, techniques, research and development plans, documents, drawings, sketches, designs, samples, prototypes, business strategies and plans, software and other technical or business information and intellectual property rights).
'Effective date'	the date of latest signing of this Agreement
'Purpose'	provide independent advice on (the implementation of) the KEEPCARING project as described in the Appendix and based on the progress report, advise the project leader (in broad terms) on the direction of the project with the aim of maximizing the chance of scientific and/or social impact.

2. Confidentiality

1. The Receiving Party shall keep Confidential Information confidential and shall protect such Confidential Information with a degree of care that is no less than the Receiving Party uses to protect its own confidential information, but always at least a reasonable degree of care.
2. Parties shall not disclose any Confidential Information to any person except to Authorised Persons and then in confidence and only to the extent necessary for the Purpose;



3. Parties shall use the Confidential Information only for the Purpose.
4. Parties shall be responsible for ensuring that all persons having access to Confidential Information through the Receiving Party comply with the obligations accepted under this Agreement.
5. The obligation to maintain confidentiality shall not apply to information of which a Party can prove that the information:
 - a. had been available to that Party already before the time of disclosure;
 - b. is or, since the Agreement was signed, has become publicly known, through no fault of the Party involved;
 - c. is developed independently of the received information;
 - d. is received from third parties and, to the best of knowledge of the receiving Party, has not originated from the other Party; or
 - e. is to be disclosed in accordance with the law or the order or requirement of a court, administrative agency or other governmental body, provided that each Party shall provide the other Party with prompt notice of such order or related proceedings to afford the other Party an opportunity to intervene and prevent the disclosure.

3. Property

1. The Party disclosing Confidential Information retains the title of ownership thereof, including intellectual property rights enclosed in the Information. No license or conveyance of any such rights to the Receiving Party is granted or implied under this Agreement. No commercial obligation on the part of either Party is intended or undertaken.
2. If requested by one Party, the other Party shall promptly return to this Party all goods and documents received or made available by this Party, containing or relating to the Confidential Information, except for one (1) copy which can only be used for archival purposes and compliance with this Agreement.

4. Effective date and term

1. This Agreement will come into force and effect on the Effective Date.
2. The Term of this Agreement is four (4) years as of the Effective Date of this Agreement, covering the full Project Duration of KEEP CARING from 01-07-2024 until 30-06-2028 (end of Project). The disclosure of Confidential Information shall occur within and throughout Project Duration. The provisions regarding the confidentiality and non-use thereof, as set forth in this Agreement, shall remain in force for five (5) years as of the expiration date of this Agreement.

5. Warranty

The Disclosing Party will provide all Confidential Information on an “as is” basis, without any warranty whatsoever, whether express, implied or otherwise, regarding its accuracy, completeness, non-infringement of third party rights or otherwise. Each Disclosing Party disclaims all implied warranties for its Confidential Information, including but not limited to implied warranties of fitness for a particular purpose, and merchantability, and all implied representations and warranties provided by law or statute. The Disclosing Party shall not be liable for any damage, including but not limited to, direct, indirect, consequential, punitive, incidental, exemplary or special damage relating to the Receiving Party’s use of any Confidential Information disclosed by the Disclosing Party hereunder and the Receiving Party shall indemnify the Disclosing Party from claims from third parties due to such damage.

6. Law



1. This Agreement shall be interpreted, governed and enforced exclusively in accordance with the laws of The Netherlands.
2. All disputes between Parties related to this Agreement that cannot be solved amicably in a reasonable period of time, are to be submitted to the competent court in Amsterdam, The Netherlands.

7. Assignment

The rights and obligations as determined in the Agreement may not be assigned by a Party without the prior written consent of the other Party, which consent shall not be unreasonably withheld or delayed.

8. Amendments

Ancillary agreements, amendments or additions hereto must be made in writing.

9. Signatures

This Agreement may be executed in any number of counterparts, each of which will be deemed to be an original, and all of which together will constitute one and the same agreement. Each party acknowledges that an original signature or a copy thereof transmitted by regular mail or by PDF will constitute an original signature for purposes of this Agreement.

AGREED by the parties through their authorised representatives:

For and on behalf of Institution

Prof. dr. S.M. Peerdeman, Member Board of Directors,
in the absence of;

Signature:

Name: Prof. dr. Hans van Goudoever

Title: Chair Board of Directors

Date: 26 September 2024

For and on behalf of **European
Medical Students' Association
(EMSA)**

Signature:

Name: Dilge Kocabaş

Title: President

Date: 15.09.2024

Read and acknowledged by Institution's investigator

Signature:

Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

AIM: KEEPCARING aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level.

APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>



Bilateral Confidentiality Agreement

This Agreement is made by and between,

Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. S.M. (Saskia) Peerdeman ("Institution")

And

ENSA (European Nursing Students Association having its principal place of business at Norway lawfully represented in this matter by Tim Mitnik- Director of European Affairs and Executive Board Member

BACKGROUND

Institution and Company wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Company are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

1. Definitions

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'Effective date'	the date of latest signing of this Agreement
'Purpose'	provide independent advice on (the implementation of) the KEEPCARING project as described in the Appendix and based on the progress report, advise the project leader (in broad terms) on the direction of the project with the aim of maximizing the chance of scientific and/or social impact.

2. Confidentiality

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3. Parties shall use the Confidential Information only for the Purpose.



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5. The obligation to maintain confidentiality shall not apply to information of which a Party can prove that the information:
 - a. had been available to that Party already before the time of disclosure;
 - b. is or, since the Agreement was signed, has become publicly known, through no fault of the Party involved;
 - c. is developed independently of the received information;
 - d. is received from third parties and, to the best of knowledge of the receiving Party, has not originated from the other Party; or
 - e. is to be disclosed in accordance with the law or the order or requirement of a court, administrative agency or other governmental body, provided that each Party shall provide the other Party with prompt notice of such order or related proceedings to afford the other Party an opportunity to intervene and prevent the disclosure.

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5. Warranty

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7. Assignment

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Ancillary agreements, amendments or additions hereto must be made in writing.

9. Signatures

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AGREED by the parties through their authorised representatives:

For and on behalf of Institution

Signature:

Name: Prof. dr. S.M. (Saskia) Peerdeman

Title: Member Board of Directors

Date: 26 September 2024

For and on behalf of ENSA
(European Nursing Students
Association)

Signature:

Name: Tim Mltnik

Title: Director of European
Affairs

Date: 12.09.2024

Read and acknowledged by Institution's investigator

Signature:

Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

AIM: KEEPCARING aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level.

APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>



Bilateral Confidentiality Agreement

This Agreement is made by and between,

Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. J.B. (Hans)van Goudoever("Institution")

And

Cybershare , having its principal place of business at Aleea Decebal 14, bl x6, ap1, Iasi, Romania, lawfully represented in this matter by Liviu Moron ("**Company**")

BACKGROUND

Institution and Company wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Company are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

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'Effective date'	the date of latest signing of this Agreement
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 - e. is to be disclosed in accordance with the law or the order or requirement of a court, administrative agency or other governmental body, provided that each Party shall provide the other Party with prompt notice of such order or related proceedings to afford the other Party an opportunity to intervene and prevent the disclosure.

3. Property

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5. Warranty

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6. Law



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AGREED by the parties through their authorised representatives:

For and on behalf of Institution

For and on behalf of Company

Prof. dr. S.M. Peerdeman, Member Board of Directors,
in the absence of;

Signature:

Signature:

Name: Prof. dr. Hans van Goudoever

Name: Liviu Moron

Title: Chair Board of Directors

Title: CEO

Date: 26 September 2024

Date: 04/09/2024

Read and acknowledged by Institution's investigator

Signature:

Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration:01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

AIM: KEEPCARING aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level.

APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>



Bilateral Confidentiality Agreement

This Agreement is made by and between,

Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. S.M. (Saskia) Peerdeman ("**Institution**")

And

Nouwt Consulting, having its principal place of business at Dwingeloostraat 63, 5043 HC Tilburg, the Netherlands, lawfully represented in this matter by dr. J. Nouwt ("**Company**")

BACKGROUND

Institution and Company wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Company are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

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AGREED by the parties through their authorised representatives:

For and on behalf of Institution

Signature:

Name: Prof. dr. S.M. (Saskia) Peerdeman

Title: Member Board of Directors

Date: 26 September 2024

For and on behalf of Company

Signature:

Name: dr. J. Nouwt

Title: Director Nouwt Consulting

Date: 10-09-2024

Read and acknowledged by Institution's investigator

Signature:



Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

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<https://cordis.europa.eu/project/id/101137244>



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Stichting Amsterdam UMC, having its principal place of business at De Boelelaan 1117, 1081 HV Amsterdam, the Netherlands lawfully represented in this matter by Prof. dr. J.B. (Hans) van Goudoever ("**Institution**")

And

Prof.(FH) Mag.(FH) Dr. Manfred Pferzinger having his principal place of business at Piaristengasse 1, 3500 Krems an der Donau, Austria ("**Advisory Board Member**")

BACKGROUND

Institution and Advisory Board Member wish to assure the confidentiality of certain information that has been or may be disclosed for the Purpose as defined below. Institution and Advisory Board Member are willing to disclose Confidential Information (as "Disclosing Party") and receive Confidential Information (as "Receiving Party") on the terms and conditions set forth herein.

1. Definitions

'Authorized persons'	Institution's and Advisory Board Member's directors, officers, employees, students, consultants and legal or other professional advisers.
'Confidential Information'	any information disclosed by a Party with regard to the Purpose, in whatever format, shall be deemed confidential if the nature of the information is confidential and of which the other Party reasonably knows or should know that that information is confidential (such as, but not limited to, know-how, data, formulae, results of experimentation, specifications, inventions, techniques, research and development plans, documents, drawings, sketches, designs, samples, prototypes, business strategies and plans, software and other technical or business information and intellectual property rights).
'Effective date'	the date of latest signing of this Agreement
'Purpose'	provide independent advice on (the implementation of) the KEEPCARING project as described in the Appendix and based on the progress report, advise the project leader (in broad terms) on the direction of the project with the aim of maximizing the chance of scientific and/or social impact.

2. Confidentiality

1. The Receiving Party shall keep Confidential Information confidential and shall protect such Confidential Information with a degree of care that is no less than the Receiving Party uses to protect its own confidential information, but always at least a reasonable degree of care.
2. Parties shall not disclose any Confidential Information to any person except to Authorised Persons and then in confidence and only to the extent necessary for the Purpose;
3. Parties shall use the Confidential Information only for the Purpose.



4. Parties shall be responsible for ensuring that all persons having access to Confidential Information through the Receiving Party comply with the obligations accepted under this Agreement.
5. The obligation to maintain confidentiality shall not apply to information of which a Party can prove that the information:
 - a. had been available to that Party already before the time of disclosure;
 - b. is or, since the Agreement was signed, has become publicly known, through no fault of the Party involved;
 - c. is developed independently of the received information;
 - d. is received from third parties and, to the best of knowledge of the receiving Party, has not originated from the other Party; or
 - e. is to be disclosed in accordance with the law or the order or requirement of a court, administrative agency or other governmental body, provided that each Party shall provide the other Party with prompt notice of such order or related proceedings to afford the other Party an opportunity to intervene and prevent the disclosure.

3. Property

1. The Party disclosing Confidential Information retains the title of ownership thereof, including intellectual property rights enclosed in the Information. No license or conveyance of any such rights to the Receiving Party is granted or implied under this Agreement. No commercial obligation on the part of either Party is intended or undertaken.
2. If requested by one Party, the other Party shall promptly return to this Party all goods and documents received or made available by this Party, containing or relating to the Confidential Information, except for one (1) copy which can only be used for archival purposes and compliance with this Agreement.

4. Effective date and term

1. This Agreement will come into force and effect on the Effective Date.
2. The Term of this Agreement is four (4) years as of the Effective Date of this Agreement, covering the full Project Duration of KEEP CARING from 01-07-2024 until 30-06-2028 (end of Project). The disclosure of Confidential Information shall occur within and throughout Project Duration. The provisions regarding the confidentiality and non-use thereof, as set forth in this Agreement, shall remain in force for five (5) years as of the expiration date of this Agreement.

5. Warranty

The Disclosing Party will provide all Confidential Information on an "as is" basis, without any warranty whatsoever, whether express, implied or otherwise, regarding its accuracy, completeness, non-infringement of third party rights or otherwise. Each Disclosing Party disclaims all implied warranties for its Confidential Information, including but not limited to implied warranties of fitness for a particular purpose, and merchantability, and all implied representations and warranties provided by law or statute. The Disclosing Party shall not be liable for any damage, including but not limited to, direct, indirect, consequential, punitive, incidental, exemplary or special damage relating to the Receiving Party's use of any Confidential Information disclosed by the Disclosing Party hereunder and the Receiving Party shall indemnify the Disclosing Party from claims from third parties due to such damage.

6. Law



1. This Agreement shall be interpreted, governed and enforced exclusively in accordance with the laws of The Netherlands.
2. All disputes between Parties related to this Agreement that cannot be solved amicably in a reasonable period of time, are to be submitted to the competent court in Amsterdam, The Netherlands.

7. Assignment

The rights and obligations as determined in the Agreement may not be assigned by a Party without the prior written consent of the other Party, which consent shall not be unreasonably withheld or delayed.

8. Amendments

Ancillary agreements, amendments or additions hereto must be made in writing.

9. Signatures

This Agreement may be executed in any number of counterparts, each of which will be deemed to be an original, and all of which together will constitute one and the same agreement. Each party acknowledges that an original signature or a copy thereof transmitted by regular mail or by PDF will constitute an original signature for purposes of this Agreement.

AGREED by the parties through their authorised representatives:

For and on behalf of Institution

Prof. dr. S.M. Peerdeman, Member Board of Directors,
in the absence of;

Signature:

Name: Prof. dr. Hans van Goudoever

Title: Chair Board of Directors

Date: 26 September 2024

For and on behalf of Advisory Board
Member

Signature:

Name: Prof. dr. Manfred Pierzinger

Title:

Date: 3rd of September 2024

Read and acknowledged by Institution's investigator

Signature:

Name: Prof. dr. Marlies Schijven

Title: MD PhD

Date: 30th of August 2024



APPENDIX

Future Proofing Health- and Care Systems Safeguarding Health Care Workers in Hospital Settings

Acronym: KEEPCARING

Project Nr. 101137244

Project duration: 01-07-2024 until 30-06-2028 (48 months)

BACKGROUND: Healthcare professionals working in hospitals and those in training to embark on hospital careers experience high levels of stress, especially in the surgical pathways. While interventions to improve wellbeing and resilience exist, not much is known about the right (combination of) intervention(s) for this specific setting.

AIM: KEEPCARING aims to (re-)build wellbeing and resilience of healthcare workforce in EU hospitals by co-creating a multi-faceted non-digital, digital and AI-supported solution package to prevent burnout among (aspirant) healthcare professionals on the individual, team, and organizational level.

APPROACH: Our multi-sector and interdisciplinary consortium will (1) study stress and stressors experienced by (aspiring) health care providers in their specific setting, (2) evaluate digital and non-digital solutions to reduce stress at an individual and team level, (3) study job crafting among (aspiring) health professionals as a way to reduce stress, and (4) finally, develop a change management platform that, using explainable AI, helps hospital managers as well as surgical caregivers to choose the solutions that match their context. All solutions as well as the portal will be developed in co-creation with end users, including 2 professional associations in our consortium. In addition, legal and ethical expertise is provided across Partners and in Advisory Board to ensure privacy and ethical guidance in this sensitive context.

IMPACT: KEEPCARING will provide solutions to improve wellbeing among health care professionals and students, thereby reducing burnout and improving the number of health care students entering the workplace. Our organizational solutions will empower individuals and employers to understand and act on stressful situations in their specific setting. Cost-effectiveness analyses will be used for policy recommendations to ensure sustainable uptake among policy makers, funders, and employers.

<https://cordis.europa.eu/project/id/101137244>

 KEEP CARING

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