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First Secondment Starts

Deliverable D2.3

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Project coordinator name	Prof. Richard M Hall
Project coordinator organisation name	UNIVLEEDS
Report prepared by	Richard Hall Judith Schneider Reviewed by Supervisors and SB

Dissemination Level of Report

PU	Public	x
PP	Restricted to other program participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	

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Executive Summary

This document comprises deliverable D2.3 'First Secondment Starts', which is an activity managed in WP2, Training and Career Development, within the BioTrib Network. This document contains an overview of the importance of the secondment activities within the ESR's training, the overall secondment plan, with modifications largely due to the SARS-Cov-2 pandemic and variance in recruitment, as well as suggested documentation necessary for the orderly planning and delivery of the secondments. Provided the current pandemic does not change significantly in terms of severity or frequency, i.e. the overall impact, then we do not anticipate significant changes in the secondment schedule in terms of providers and length of stays although there may be an adjustment in terms of actual start dates. As of now, secondment delays are largely due to later start dates of the ESR employment and the obstacles presented by SARS-Cov-2 related issues, particularly lab occupancy. The first secondments will commence in February 2022 with three ESRs going to Simulation Solutions in the UK, with two ESRs going earlier than planned.

Network Overview

The BioTrib network has the structure illustrated in Figure 1. Secondments principally sits within Training and Career Development, which along with the relevant training deliverables, reside in Work Package 2. As well as being placed in WP2, the secondments allow the development of key scientific skills and allow data to be accrued in support of the overall ETN and individual project objectives (see the objectives for WP3, WP4, WP5 and WP6). The researchers will also develop skills and expertise in dissemination through their secondments, which is important in the delivery of Work Package 7 and the employment of broader communications skills with different stakeholders outside the academic environment.

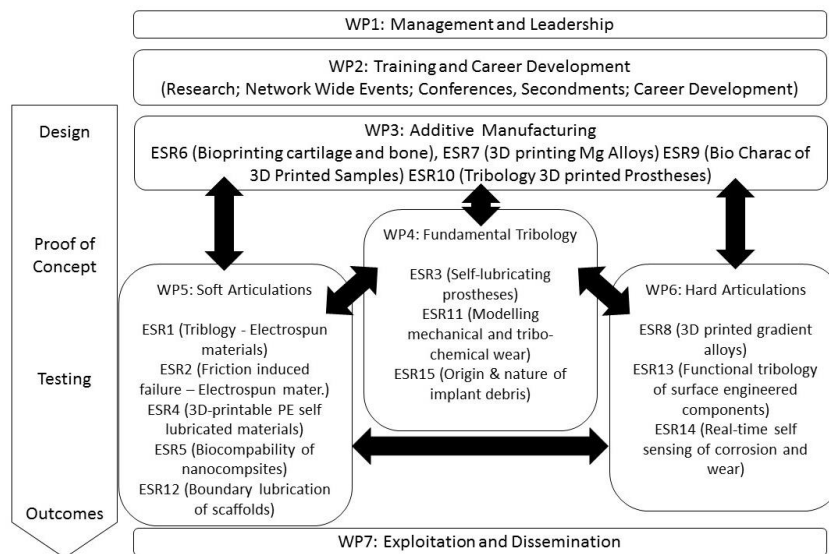


Figure 1: Work package structure in BioTrib

A summary of the beneficiaries is provided in Table 1. All the beneficiaries will award doctoral (PhD) degrees and are from the academic sector. In this respect, secondments are important in allowing a degree of intersectorial experience within industry and the healthcare sectors.

Table 1: Consortium Beneficiaries

Consortium Member	Legal Entity Short Name	Country	Dept./ Division /	Scientist-in-Charge
University of Leeds	UNIVLEEDS	UK	Mechanical Engineering	Prof. Richard M Hall Co-ordinator
Eidgenössische Technische Hochschule Zürich	ETH Zurich	Switzerland	Institute for Biomechanics	Prof. Stephen Ferguson
Uppsala University	UU	Sweden	Applied Materials Science	Prof. Cecilia Persson
Imperial	IMPERIAL	UK	Faculty of Engineering	Dr Robert Hewson
Lulea Tekniska Universitet	LTU	Sweden	Dep. of Engin. Sciences and Mathematics	Prof Nazanin Emami

Research Training Vision

BioTrib will develop a unique, bioengineering-based, integrated approach to the development of early career researchers as future research and innovation leaders across interdisciplinary and inter-sectoral domains; this will deliver a step-change in the use of joint arthroplasty technology and their assessment as well as the exploitation of the technology and ideas generated within this ambitious programme.

Training Aims and Objectives

BioTrib has the following **Aims and Objectives** in terms of the training activities that encompass the secondments:

Aim:
To deliver highly trained engineers and entrepreneurs adept at finding solutions for future challenges in biotribology, joint replacement and the wider health sector.
Training Objectives:
<ol style="list-style-type: none"> 1. To deliver a specific, interdisciplinary, career enhancing, innovative training programme, including preparation for further professional qualification (e.g. Eur Ing¹ and Chartership²) (WP1 and WP2). 2. To deliver leading cross- and beyond-network training events, including workshops, complementary training, and secondments, which reflect the international and mobile nature of a leading engineer (WP2 to WP6). 3. To foster links within the European Research Area (ERA) supporting the knowledge triangle and developing the leadership potential of doctoral candidates³ (WP2 and WP7). 4. To contribute to the development, deployment and harmonization of the doctoral degrees through dissemination of best practice to the partners and beyond including elicitation of requirements from end-users (WP2). 5. To deliver ESRs with enhanced skills that fit the requirements of industry (WP2 and WP7)

In particular, the key role of the secondments in the training provision is highlighted specifically in training objective 2 to upskill the ESRs in activities that reflect the international and mobile nature of a modern medical engineer. Secondments also advance training objectives 1 and 5 through skills acquisition and exposure to the 3Is (international, intersectoral and interdisciplinary) and the alignment with the requirements of industry.

Training Overview

BioTrib is a public-private partnership, which has the goal of delivering a high-quality research training and professional development programme to educate tomorrow's innovative research leaders. Guidance on the training of researchers has been taken from the EU Principles for Innovative Doctoral Training (Table 2: Adherence to the Principles for Innovative Doctoral Training by BioTrib)⁴. The secondment are aligned with the first six of the Principles and probably the seventh in that the University has to have procedures in place to complete these secondments in a safe and

¹ <https://www.feani.org/feani/eur-ing-title/who-can-and-how-apply-eur-ing-title>

² For instance - <http://www.engc.org.uk/ceng>

³ G7 Science Ministers Communique September 2017. Apex of the Knowledge Triangle - Innovation/Enterprise, Research/Knowledge, Education/Learning

⁴ <https://www.euraxess.be/belgium/jobs-funding/doctoral-training-principles>

effective manner. This training is developed around three skills sets – (1) Local host training, provided by the Consortium members, (2) Network wide training events and (3) Secondments all of which converge to provide the expertise required to work in the industrial as well as academic sectors.

Table 2: Adherence to the Principles for Innovative Doctoral Training by BioTrib with special reference to secondments

Attribute	Evidence
Research Excellence	All five universities are in the global 1%. Three in the top 100 with two, ETH Zurich and Imperial in the top 10 (Times). All have extensive industrial and/or healthcare links with internationally leading organisations with which to provide secondments. The industrial beneficiaries are leaders in their fields e.g. SimSol being a leading simulator manufacturer.
Attractive Institutional Environment:	Each beneficiary provides a supportive professional environment, adhering to the European Charter for Researchers ⁵ . Including in this support is the knowledge and experience to plan, implement and gain impact from secondments.
Interdisciplinary Research Options	Exposure to other fields will be generated through, for instance,: <ul style="list-style-type: none"> • colloquium series, • application of novel techniques in bioengineering and • the supervision by personnel from outside the core medical engineering field. However, a major portion of this experience is gained through the secondment process where the ESR is exposed to different skills, cultural environments and overall priorities particularly in the industrial sector.
Exposure to industry and other relevant sectors	Exposure to industry is a key feature of bioengineering where researchers are exposed to different sectors, most notably the healthcare and medical device manufacturing domains. In BioTrib this will be enhanced through the delivery of <ul style="list-style-type: none"> • industrial and/or clinical secondments, • supervision by experienced personnel from different sectors and, • participation in the career development plan.
International networking	The ESRs have significant opportunities to develop an in-depth understanding of the Pan-European dimension in healthcare engineering and the development of deep and lasting networks. This will be gained through secondments, short visits, shared research goals (see the WP descriptions) and conference presentations. We have 3 entities from outside Europe, 2 from China and 1 from Australia reflecting the truly global aspect of the medical device market.
Transferable skills training	Transferable skills training is provided through practice-based training, network wide courses delivered in BioTrib and local host training at each beneficiary. Secondments play a key role in the uptake of transferable skills by each ESR through placement in an environment not accessed in the academic units alone.
Quality Assurance	Each of the Universities has well-honed administrative processes that are transparent and accountable over the whole lifecycle; from application to final career option. This includes the experience to plan, implement and capitalise on the secondments to develop a more rounded ESR who can function in a variety of environments.

⁵ The European Charter for Researchers <https://euraxess.ec.europa.eu/jobs/charter>

The main components of the training programme within BioTrib are:

1. Training through original research
a. Practice based training: ESRs will strengthen their skills within leading research environments under experienced supervisors who are experts in their fields. ESRs work towards submission for their doctoral theses. ESRs have access to innovative facilities.
b. Dissemination and exploitation of the original research to aid the wider utilisation of the results aligning with the ethos of Open Science.
c. Secondments: ESRs will acquire industrial and/or clinical skills not procurable at the host institution by career-oriented inter-sectoral secondments to beneficiaries and partner organisations.
d. Access to industry not just in secondments, but to industrially delivered training including Network Wide Events, contribution to the supervisory board and experience of market discipline.
e. International networking through the opportunities provided within the Network Wide Events, dissemination at international conferences and partner events, such as seminar series and secondments.
2. Training by education
a. Local training: this will be provided in accordance with the ESRs individual Personal Career Development Plan, through existing doctoral programs, as well as Staff Development Units at the host universities. This may include more specific training on, for example, ethics and/or communications skills.
b. Network-wide training: ESR attendance at a series of workshops is a key element of their skills development
c. Knowledge acquisition as well as networking with other ESRs, industrialists and clinicians.

Secondments

The planned secondments within BioTrib at the time of application are provided in Table 3. The secondment activities within this submission were planned before the impact of the SARS-Cov-2 pandemic was apparent (the H2020 MSCA ITN, call submission date was 14th January 2020). No modifications were made in the contract agreement phase as the pandemic was relatively new at this stage and the long-term predictions of the contagion's disease profile were unknown. Whilst we have largely maintained the duration of the secondments there have been some changes to the proposed start dates. The two principle reasons for the changes have been:

1. The impact of SARS-Cov-2 and the knock-on effects of restricted laboratory occupancy and access.
2. Whilst we had nominal start dates for each of our ESRs, in some circumstances the start dates have been moved earlier or later depending on the recruitment success and the individual needs of the ESR.

The length of three secondments have been reduced under the principles of the Green Agenda and enhanced digital working.

a. Secondment preparations

Each secondment should be planned and require a 'secondment agreement', which sets out the general terms in terms of, for instance, responsibilities and indemnity. An example of an agreement is provided in the Appendix. Additional coverage in the secondment agreement may be necessary to protect intellectual property or addition monies transferred to the host to pay for certain, agreed research expenses. Individual Universities may have their own secondment agreement that covers more specifically country and/or local rules.

At the start of the secondment the ESR should be provided with one or more inductions dependent on the size of the organisation and the facilities being used. These inductions should comprise instructions on health and safety for the general area being accessed and specific facilities. Additional, information on out of office working and other conditions of work may also be appropriate.

It is important that the ESR makes careful note of their activities (without contravening regulations around intellectual property and/or privacy). This information will then be utilised as part of the career development portfolio as well as supporting their research and innovation going forward. ESRs are a representative of the University in which they are based, the EU and the BioTrib community and should behave in a manner that reflects the good name of these organisations.

Table 3: Secondment plans in BioTrib. Those proposed dates underlined are ones amended in light of the prevailing environment.

ESR #	Name	Host	Secondment Organisation	Proposed date Duration	Modified Date Duration	Rationale for changes
1	Elisa Bissacco	ETHZ	Imperial Zimmer	<u>M13 3M</u> M18 4M	M18 2M M21 4M	One-month delay in start date and SARS-Cov-2 restrictions at Imperial. Reduced duration: Green Agenda/Digital working. Knock on effect of the start date for the first secondment.
2	Alessio Amicone	ETHZ	Imperial Zimmer	M24 2M M28 4M		No changes
3	Mahdieh Mosayebi	ETHZ	Imperial Zimmer	<u>M18 4M</u> M27 4M	M18 2M	Reduced duration: Green Agenda/Digital working
4	Dilesh Raj Shrestha	LTU	Evonik Lanzhou UNIVLEEDS	<u>M12 1M</u> <u>M16 4M</u> M31 3M	M16 1M M20 4M	Delay in ESR start date by 4 months. Delay in ESR start date by 4 months.
5	Ben Clegg	LTU	SimSol UTS UNIVLEEDS	<u>M16 1M</u> M30 4M M40 3M	M14 1M	Moved forward to fit in with the simulator verification task.
6	Marie Moulin	UU	Cellink ULL UNIVLEEDS	<u>M13 3M</u> M16 1M M29 2M	M21 3M	Delay in appointment by 2 months and ongoing restrictions on laboratory access at Cellink.
7	Giulio Cavaliere	UU	SWERIM AB UNIVLEEDS	<u>M12 2M</u> M24 4M	M17 2M	The ESR will start their project at the beginning of month M13 (delay 5M).
8	Vidhiza Leviandhika	UU	SWERIM AB Imperial UNIVLEEDS	M17 3M M22, 1M M36 3M		No changes
9	Niccolò De Berardinis	UU	ULL Orthotek	M18 4M M24 2M		No changes.
10	Sallar Qazi	Imperial	UNIVLEEDS ETH Zurich Orthotek	<u>M14 2M</u> <u>M18 2M</u> M24 2M	M17 2M M21 2M	Delay in start date by 1 month (M9) + ongoing restrict'ns for laboratory access at UNIVLEEDS. ETH Zurich delayed due to COVID restrictions and knock-on effects of UNIVLEEDS secondment delay.
11	Qingyue Shi	Imperial	UNIVLEEDS Orthotek UNIVLEEDS	<u>M10 1M</u> <u>M18 2M</u> M30 4M	M17 1M M21 2M	Delay in start date by 2 month (M10) + ongoing restrict'ns for laboratory access UNIVLEEDS. Orthotek delayed due to COVID restrictions and knock effects of UNIVLEEDS delay.
12	André Plath	ETHZ	ZIMMER IMPERIAL	M15 4M M22 2M		No changes.
13	Pedro Luiz dos Santos	Univleeds	SIMSOL IMPERIAL LTHT	<u>M15 2M</u> M21 3M <u>M13 1M</u>	M14 2M M17 1M	Secondment brought forward to fit in with the simulator verification, a key activity in utilising simulator technology. Ongoing laboratory restrictions.
14	MM Raihan	Univleeds	UU LTU Orthotek	<u>M12 2M</u> <u>M18 2M</u> M36 2M	M17 2M M19 2M	Better fit with Network Wide Courses. Better fit with Network Wide Courses.
15	Edona Hyla	Univleeds	UU SimSol	<u>M13 3M</u> <u>M19 3M</u>	M17 3M M14 2M	Ongoing laboratory restrictions. Secondment brought forward to fit in with the simulator verification, a key activity in utilising simulator technology. Reduced duration: Green Agenda/Digital working.

In summary, whilst there have been changes to the overall secondment plan due to the ongoing pandemic and variance in the start date of the ESRs from the original plan, the delivery of key training remains undiminished.

Appendix: Example Secondment Agreement.

THE "UNIVERSITY"

SECONDMENT AGREEMENT

THIS AGREEMENT is made the on the

BETWEEN:

- (1) The ESR's place of work ("University")
- (2) The ESR's name and address ("the Secondee");
- (3) The Secondment Host's name and address_ ("Host")

WHEREAS

The "University" has been awarded a Marie Curie research grant by the European Commission in respect of a research project *Biotrib: Advanced Research Training for the Biotribology of Natural and Artificial Joints in the 21st Century* "BioTrib" being undertaken by the Secondee, which runs until 31st December 2024. The Secondee shall be seconded to Host from the "University" upon the terms of this Agreement (the "Secondment").

IT IS AGREED:

1. DURATION AND APPOINTMENT

- 1.1. The "University" shall make the Secondee available for Secondment and the Secondee agrees to the Secondment on the terms of this Agreement.
- 1.2. Subject to clause 9, the "University" shall second the Secondee to the Host on an exclusive full-time basis. The Secondment shall be effective from 1st February 2022 and continue until 25th March 2022 (the "Secondment Period"). Following the Secondment Period the Secondee will resume their employment with The "University".

2. SECONDEE'S DUTIES

- 2.1. The Secondee agrees to perform the tasks and duties and meet the objectives/ targets for the Secondment as described within Schedule 1 of this Agreement (the "Description of Action").
- 2.2. The Secondee agrees to perform the tasks and duties described within the Description of Action to a high professional standard and shall not do anything to bring the names of the "University" or the Host into disrepute.

3. PAYMENT AND EXPENSES

- 3.1. The “University” will continue to pay the Secondee’s gross salary and any allowances, provide any benefits due to the Secondee, make any payments to third parties in relation to the Secondee and make any deductions that it is required to make from the Secondee’s salary and any other payments. The salary arrangements will continue to be negotiated and agreed by the “University” as usual.
- 3.2. All financial claims are submitted by the “University” and are based on the full unit cost awarded by the European Commission or its Research Executive Agency (REA) as per the budget stated in the Model Grant Agreement for the BioTrib project. These figures are to be submitted by the “University” irrespective of the location of the Secondee.
- 3.3. Accommodation, travel costs and other expenses incurred by the Secondee whilst travelling to and from the Host to undertake Secondment duties are the responsibility of the “University”. For the avoidance of doubt, the “University” expenses policy will govern the payment of expenses and the Secondee will claim such expenses through the “University”.

4. STATUS AND MANAGEMENT OF SECONDEE

- 4.1. The Secondee shall throughout the Secondment remain an employee of the “University”. At no time during the Secondment shall the Secondee be deemed to have become an employee or worker of the Host.
- 4.2. The “University” shall make the necessary changes to the Secondee’s employment contract so that it can second the Secondee to the Host, in accordance with the terms of this Agreement.
- 4.3. The “University” shall continue to meet all employment obligations with regard to the Secondee including those referred to at clause 3.1 above. The Secondee agrees that their employment contract is amended to the extent necessary to give full effect to the terms of this Agreement and the needs of the Secondment.
- 4.4. Whilst on Secondment the Host is fully responsible for the Secondee’s health, safety and wellbeing and shall take such steps as are appropriate in order to ensure the same as if they was a direct employee of the Host.
- 4.5. All matters of discipline, grievance, capability and performance management remain with the “University”. The Host shall not take steps to address such matters. However, the Host shall provide any information, documentation, access to its premises and employees to the “University” in a timely manner, to deal with any management issues concerning the Secondee. The Host will keep the “University” fully informed of any issues or difficulties relating to the Secondee. The Host shall have day to day control of the Secondee’s activities during the Secondment.

5. COMPLIANCE

- 5.1. The Secondee agrees to comply with the law together with all other rules and regulations of the Host from time to time in force and to obey instructions issued by its staff. Whilst on the Host’s premises, the Secondee is required to comply with all policies and procedures, notified to them by the Host.
- 5.2. During the Secondment the Secondee will liaise with their manager at the “University” to keep him/her fully informed of all matters relating to or affecting the Secondee’s ability to perform the duties of the Secondment and meet objectives/targets as described within the Description of Action, including consulting with them regarding any issues arising during the Secondment and agreeing availability (including dates for annual leave).

6. CONFIDENTIALITY AND IPR

6.1. The Secondee agrees that they will not, at any time whether during or after the Secondment, disclose to any third party information which comes to their attention as a result of the Secondment where such information is not already within the public domain and is indicated or understood to be confidential.

6.2. Where a Party uses data, know-how or information held by that Party before the commencement of the Secondment which is needed to carry out the Secondment (Background IP") such Background IP will be identified in Annex 1 to this Agreement. Each Party shall grant a right for all members of the BioTrib consortium to use such Background IP as follows:

6.2.1. if needed for the performance of the BioTrib member's own work under the BioTrib project, on a royalty-free basis; and

6.2.2. if needed for exploitation of a BioTrib member's own results under the BioTrib project, on fair and reasonable conditions and upon written bilateral agreement.

6.3. "University" and the Host acknowledge that whilst it is unlikely that any intellectual property shall be generated under this Agreement, in the event that intellectual property is developed or created ("Results"), this shall be owned by the party that generates the same. For the avoidance of doubt, the "University" shall own any intellectual property generated by the Secondee.

6.4. If any Results are created jointly, each of the joint owners shall be entitled to use their jointly owned Results for non-commercial research activities on a royalty-free basis, and without requiring the prior consent of the other joint owner, and each of the joint owners shall be entitled to otherwise Exploit the jointly owned Results and to grant non-exclusive licenses to third parties (without any right to sub-license), if the other joint owner is given:

6.4.1. at least 45 calendar days advance notice; and

6.4.2. fair and Reasonable compensation.

6.5. Each Party shall grant a right for all members of the BioTrib consortium to use such Results as follows:

6.5.1. if needed for the performance of the BioTrib member's own work under the BioTrib project, on a royalty-free basis; and

6.5.2. for internal research activities and academic teaching, on a royalty-free basis.

7. DATA PROTECTION

7.1. The "University" confirms that the Secondee has consented to the Host processing data relating to the Secondee for legal, personnel, administrative and management purposes, and in particular to the processing of any "sensitive personal data" as defined in the Data Protection Act 1998 (the "Act"), relating to the Fellow.

7.2. The Host shall not process any such information contrary to the Act.

8. LIABILITY

8.1. The Host, as the party to whom the Secondee is seconded, shall not act or fail to act in any way which may expose the "University" (as the Secondee's employer) to any complaint or legal action by the Secondee. The Host shall be liable for and indemnify the "University" against any claim arising from any injury or other loss caused or suffered by the Secondee in the course of or as a result of the Secondment and confirms that it holds public liability insurance providing cover for claims in excess of £2million.

9. TERMINATION

9.1. Any party may terminate this Agreement if any other party, including the Secondee, shall be in material breach of its commitments under it. Where such breach is remediable then the party alleging breach shall give the other party/(ies) 28 days written notice to remedy the breach. If the breach has not been remedied then the party alleging the breach may on 7 days further written notice terminate this Agreement.

9.2. Nothing in this agreement shall require the "University" to provide any alternative employee or additional time in the event that the Secondee is, for any reason, unavailable to perform his duties under this Secondment.

9.3. Any notice to be given may be delivered electronically by email, personally or sent by prepaid first class post to the address of the relevant party as set out above and in the case of posting shall be deemed received within two days of posting.

10. GENERAL

10.1. This Agreement constitutes the entire understanding between the parties relating to the Secondment and supersedes all other previous arrangements, representations and promises made between the parties.

10.2. Neither party may assign, transfer or sub-contract any of its obligations under this Agreement.

10.3. This Agreement may not be varied without the prior written consent of all parties. In the case of the "University" such prior written consent may only be given by the Head of School, Mechanical Engineering. In the case of the Host, such prior consent may only be given by (*Responsible person in the "Host"*).

10.4. Failure on the part of any party to enforce at any time or for any period of time provisions of this agreement shall not be construed as a waiver of such provisions and shall in no way affect either party's rights to enforce such provisions.

10.5. This Agreement shall be subject to the laws of England and the jurisdiction of the English courts.

Signed.....

Designated person within the University
(For and on behalf of "University")

Signed.....

HR representative
(For and on behalf of the "University")

Signed.....

ESR

(The Secondee)

Signed.....

The responsible person at the Host

(For and on behalf of "Host")

Schedule 1

Description of activity.

Appendix: Completed Secondments

At the time of the original submission secondments had not taken place. As requested we are providing this addendum to provide an update on which secondments have now been completed (as of 27th April 2023).

Fellow Id	First Name	Last Name	Sent By Partner	Secondment Organisation	Start Date	End Date	Duration (months)
1	Pedro Luiz	Lima dos Santos	University Of Leeds (UK)	SimSol (UK)	01/02/2022	25/03/2022	1.83
11	Edona	Hyla	University Of Leeds (UK)	SimSol (UK)	01/02/2022	25/03/2022	1.83
15	Benjamin Ansel	Clegg	Lulea Tekniska Universitet (SE)	SimSol (UK)	01/02/2022	28/02/2022	1
16	Giulio Pietro	Cavaliere	Uppsala Universitet (SE)	SWERIM AB (SE)	11/07/2022	29/07/2022	1.37
					23/08/2022	01/09/2022	
					07/11/2022	18/11/2022	
14	Vidhiaza	Leviandhika	Uppsala Universitet (SE)	SWERIM AB (SE)	23/08/2022	23/09/2022	2.07
					11/10/2022	11/11/2022	
8	Alessio	Amicone	Eidgenoessische Technische Hochschule Zuerich (CH)	Imperial College Of Science Technology And Medicine (UK)	24/11/2022	24/01/2023	2.03
5	Mahdieh	Mosayebi	Eidgenoessische Technische Hochschule Zuerich (CH)	Imperial College Of Science Technology And Medicine (UK)	11/09/2022	21/09/2022	0.37
6	Elisa	Bissacco	Eidgenoessische Technische Hochschule Zuerich (CH)	Imperial College Of Science Technology And Medicine (UK)	03/10/2022	02/12/2022	2
4	Sallar	Qasi	Imperial College Of Science Technology And Medicine (UK)	University Of Leeds (UK)	05/09/2022	30/09/2022	0.87
1	Pedro Luiz	Lima dos Santos	University Of Leeds (UK)	Leeds Teaching Hospitals Trust (UK)	09/08/2022	09/09/2022	1.03
9	Marie	Moulin	Uppsala Universitet (SE)	Uppsala Lans Landsting (SE)	04/04/2022	29/04/2022	0.87
10	Niccolò	De Berardinis	Uppsala Universitet (SE)	Uppsala Lans Landsting (SE)	07/02/2022	11/02/2022	3.67
					21/02/2022	25/02/2022	
					07/03/2022	11/03/2022	
					21/03/2022	25/03/2022	
					04/04/2022	08/04/2022	
					18/04/2022	22/04/2022	
					02/05/2022	24/06/2022	
					04/07/2022	08/07/2022	
					18/07/2022	29/07/2022	
08/08/2022	12/08/2022						
22/08/2022	26/08/2022						
13	Dilesh Raj	Shrestha	Lulea Tekniska Universitet (SE)	EVONIK (DE)	15/09/2022	15/10/2022	1.03