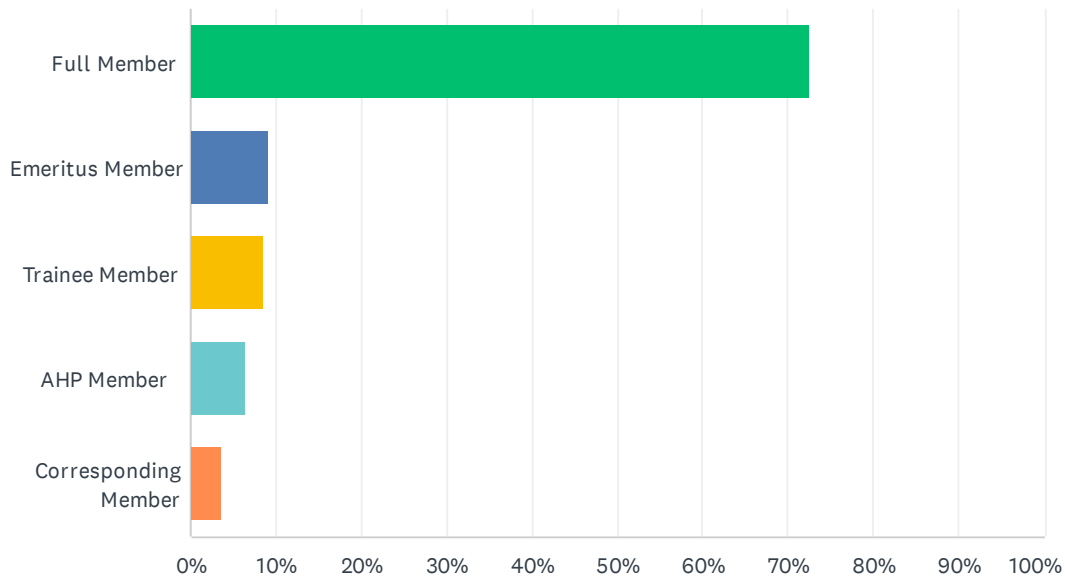


Q1 Please indicate your membership category below

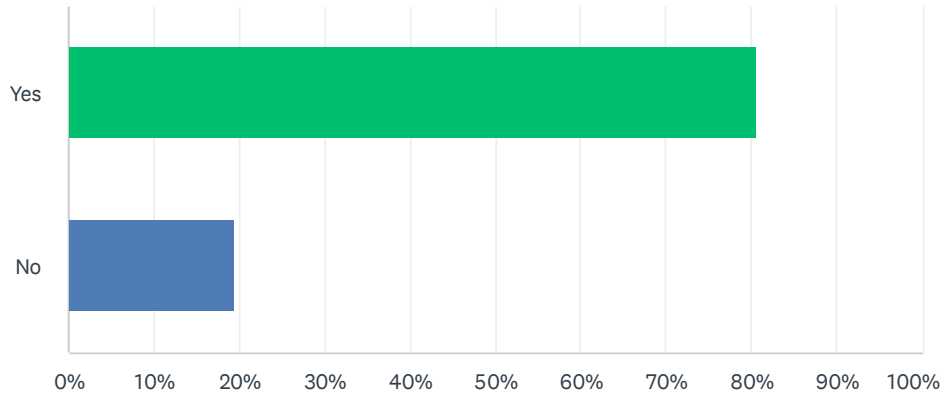
Answered: 142 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full Member	72.54%	103
Emeritus Member	9.15%	13
Trainee Member	8.45%	12
AHP Member	6.34%	9
Corresponding Member	3.52%	5
TOTAL		142

Q2 Liaison Officer Role Do you think there is a need for an ESPGHAN Liaison Officer?

Answered: 139 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	80.58% 112
No	19.42% 27
TOTAL	139

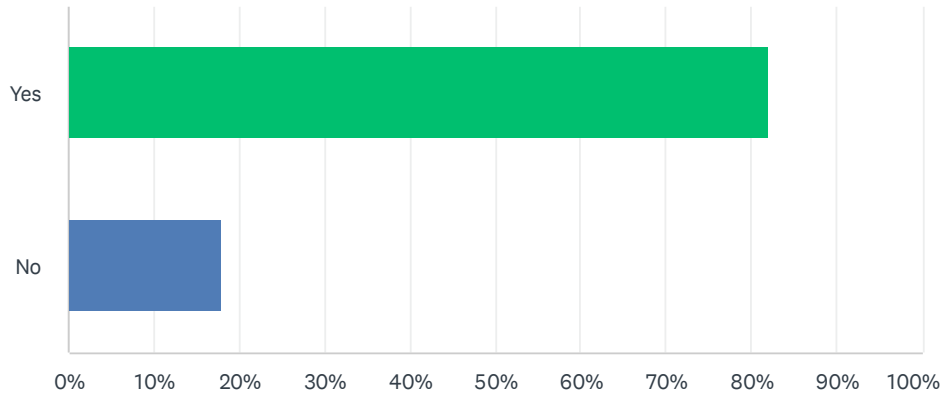
#	COMMENTS	DATE
1	In principle this seems a good idea. The issue was the way it was presented at the AGM as a fait accompli. Advertising of the role needs to be more transparent ie in all honesty how many people read the newsletter meaning the role was not known to the vast majority of the membership.	9/19/2023 3:27 PM
2	The different countries have representations in/from ESPGHAN and can reach the appropriate institutions and authorities more easily than a LO. Further all committées and working groups in similar way can properly address guidelines to the relevant authorities. All are represented in UEG. If any central influence is needed at the EU level the chair in ESPGHAN would be a good representative.	9/7/2023 1:56 PM
3	To present ESPGHAN Concepts in the European Parliament and facilitate their implementation in practice	9/5/2023 1:17 PM
4	Yes there is need, since the ESPGHAN work is increasingly getting very busy and requires someone sole dedicated to executing it.	9/5/2023 5:42 AM
5	This appears to duplicate the role of the Public Affairs Committee. The scope of the 2023 projects appear to be too wide to be accomplished by one person. There is no clear structure to the organisation of the role, in terms of choice of project, interaction with ESPGHAN office members, level of authority in discussions with outside bodies/individuals, governance. There is a need to address issues that are raised in the introduction to the job description, but I'm not sure the job will do that.	9/4/2023 8:15 PM
6	Very appropriate and timely for ESPGHAN's profile and ambitions	9/1/2023 5:01 PM
7	Yes but any member of the council including the President can play this role	8/31/2023 12:03 AM
8	The society is growing and having this professional role will help the continuity and growth of the society.	8/1/2023 11:17 AM

9	What are other (similar) societies doing? Competitive analysis is a good tool. Has ESPGHAN done this?	7/31/2023 8:47 PM
10	I think the job description of ESPGHAN president should include this responsibility	7/31/2023 8:38 PM
11	For the purpose of political lobbying and influencing legislation (an area which we fall short in PGHAN) 0.3 FTE is not an unreasonable sum of money.	7/31/2023 7:14 PM
12	E.g.: There are selected Council Members and Committee Chairpersons / Members, who are experienced and very willing to give their expertise and more than motivated to work for ESPGHAN - some are at the point of being emeritus and thus have in addition to their personal dedication and experience also more time now - a) One should be considering the very tasks, e.g. the International Affairs Representative was assigned to only relatively recently (= 2 years before COVID the additional focus on National Societies was proposed as another task of the IAR) and this should be continued, rather than diluted b) PAC might be restructured/ rethought etc, but - importantly - based on ideas and propositions of the elected / assigned PAC representatives and in transparent cooperation with them = 1) the PAC chair should certainly be a Senior ESPGHAN Member 2) one might think of having professional help for PAC, BUT this must not be an ESPGHAN Member should then- - e.g. at the AGM 2023 both these issues did not seem to have been considered	7/31/2023 2:10 PM
13	Not sure	7/31/2023 1:14 PM
14	It is an important position to advocate pediatric gastroenterology at societal level	7/31/2023 9:45 AM
15	Espghan community is growing but it's not yet very well known to the general public. A liaison officer could create more of a public image for ESPGHAN.	7/30/2023 12:05 PM
16	the concept of this post is useful and is needed for all the mentioned scope and will be great for lobbying in the EU for campaigns such as research in pediatric GI, button battery and magnet ingestion etc but the creation of the post should have been approved in the first place by all the membership especially if it was remunerated one with a clear person specification and job description The current AGM vote the society runs for so many years is the obsolete rule from an era when the society was very small and consisted of mainly by few academic doctors, now ESPGHAN is more diverse and has > 1000 Members and only a very small fraction (100-150 max attends the AGM every year) and takes decisions for important matters , A electronic vote should be established for the important matters in ESPGHAN such as selection of annual meetings places , Liaison Officer We even do for the new member's application ,for which nobody says no and the ESPGHAN Secretary has already checked all the applications and approved them! society is very large now and should offer the opportunity to all the voting members to have a say and have the opportunity to vote on important matters, at the AGM usually max 10% of the membership is attending and we are usually the same people all the time (the last 12 years at least i attend) we need to move on this so the society becomes more democratic and become more inclusive of its large membership nowadays	7/28/2023 2:05 PM
17	I can not really say whether such a role is necessary or not for the society	7/27/2023 5:02 PM
18	This is an essential role that is difficult to be undertaken as a volunteer because it takes considerable time and effort, over and above the typical volunteer role. Issues addressed are often complex requiring extensive liaison within and external to the society. Continuity is crucial and it is not always possible to achieve this as a volunteer with other employment. A dedicated paid Liaison Officer post would help to ensure continuity and greatly increase the likelihood of successful outcomes.	7/27/2023 3:38 PM
19	It should be domain/competence of PAC	7/21/2023 2:28 PM
20	Probably yes.	7/19/2023 1:11 PM
21	It seems it would help due to EXPGHAN expansion	7/16/2023 10:53 AM
22	There's too much overlap with PAC. And it remains that the way the Council went about this feels uncomfortable.	7/10/2023 5:51 PM
23	There is definitely a need for ESPGHAN Liaison Officer, since the ESPGHAN has become a more professional and impactful association. The Liaison Officer can help to make this society to be more focus, continuity and professionalism.	7/10/2023 12:55 PM
24	This is certainly a desirable feature and enables better connections with other related associations	7/9/2023 5:34 PM

25	I think that there is need for a lobbying person at the European Commission. This may be a Liaison Officer or other kind of post.	7/7/2023 6:13 PM
26	Personally to be honest I am unsure even with reading the supportive text but I trust the council would not have evolved to this position were it not needed hence the yes	7/6/2023 4:53 PM
27	The current roles within ESPGHAN structure address the existing roles. For a specific action a representative can be allocated within our organisation algorithm. The proposed position overlaps with existing roles and takes away some of them, without clear reasoning. Does this mean that existing structure has been ineffective or performed against its obligations? If so, proper action should have taken, not taking roles away from them.	7/5/2023 12:28 PM
28	There is a need for ESPGHAN to develop professional relationships with international agencies. A single untrained member without professional support cannot achieve this. A mpre professional approach should be considered	7/3/2023 2:16 PM
29	There is already a role in the council that is meant to.liason outside. This new title will create two tiers of members and will lead to a clan of seasoned members taking charge.	6/29/2023 5:16 PM
30	no need this is just an excuse to facilitate and pay somebody	6/28/2023 6:51 AM
31	We are not qualified and too busy	6/27/2023 6:50 PM
32	Needs of the evergrowing Society must be met efficiently. With changes in the demand at home institutions paralleling changes in the needs of the Society, individuals with extensive knowledge of the field and with willingnes and ability to fullfill certain important, demanding and time and content intensive taks should become involved. This goes beyond the expected tasks of individuals serving on Committees or Council.	6/27/2023 4:45 PM
33	there is a need because of nowaday circumstances	6/27/2023 3:30 PM
34	I think that separate members with expertise in the area of concern could be offered to represent ESPGHAN according to the topic of discussion	6/27/2023 9:31 AM
35	Professional. He will be the right hand of PAC	6/27/2023 8:47 AM
36	The reasons mentioned are not convincing.	6/27/2023 8:45 AM
37	Im not sure that i fully understand the tasks	6/26/2023 8:59 PM
38	essential or we are talking to ourselves	6/26/2023 7:18 PM

Q3 If you think there is a need for this role, do you think the post holder should be a senior ESPGHAN Member?

Answered: 128 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	82.03%	105
No	17.97%	23
TOTAL		128

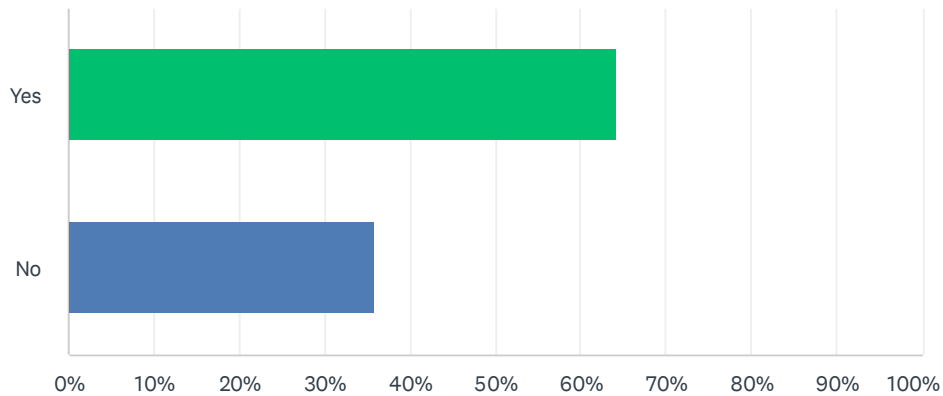
#	COMMENTS	DATE
1	Again would have been good to have seen the recruitment process in a more transparent way. Also what classifies senior member - ie is it number of years of membership or as a consultant etc	9/19/2023 3:27 PM
2	I cannot see a need for this role	9/7/2023 1:56 PM
3	Only a senior ESPGHAN member with great organizational experience of activity in Pediatric Gastroenterology Societies can exercise such a function	9/5/2023 1:17 PM
4	I agree that the liason officer role needs to be a senior member of ESPGHAN. However the defintion of "scenario" should not be based on age but rather the technical and leadership ability that one has exhibited so that the young members who can fill up the position are not disadvantaged.	9/5/2023 5:42 AM
5	Yes, but it is not clear who is a senior ESPGHAN member. Is a full member a senior member? Is a former council member a senior member? How would this be defined in the constitution?	9/4/2023 9:11 PM
6	There is a need for multiple roles perhaps delegated to the responsibility of relevant ESPGHAN committees. The seniority/expertise should be suited to the task. This may require independent appointments if ESPGHAN doesn't have such people who are available or willing.	9/4/2023 8:15 PM
7	needs the competency, skills and knowledge of ESPGHAN - so, yes we need this!	9/1/2023 5:01 PM
8	In my opinion it can be but the role can be played also not by a senior member	8/31/2023 12:03 AM
9	special skills are needed	8/18/2023 5:46 PM
10	The post holder should definitely be a senior ESPGHAN Member? However, the term "senior" should be better defined. What are the criteria to be called senior member?	8/3/2023 10:45 AM
11	Define 'Senior Member'. We need to see a Job Description.	8/1/2023 6:59 PM

12	It is completely justifiable and advisable that the role is given to a senior member who knows how the society works and the values it holds.	8/1/2023 11:17 AM
13	A member which has the best liaison with other societies, is flexible and an excellent networker	7/31/2023 8:47 PM
14	All posts of ESPGHAN should be available as open competition for all the full members	7/31/2023 8:38 PM
15	Please see above	7/31/2023 2:10 PM
16	I think, if there is a lack of this position, a professional liaison officer will be better.	7/31/2023 1:14 PM
17	the person needs to have wide experience and to be a distinguished member	7/31/2023 9:45 AM
18	I think that it is not necessary	7/31/2023 9:44 AM
19	In my opinion it should be an expert in the field, not an ESPGHAN member	7/30/2023 5:42 PM
20	Definitely someone with a lot of experience in ESPGHAN, who knows how ESPGHAN works and can truly give the best image	7/30/2023 12:05 PM
21	yes but this has to be defined what does senior means again the position should have been advertised with a clear job description, person specification and remuneration declared and most importantly this person should be voted to be selected by all membership (electronic note) to be appointed	7/28/2023 2:05 PM
22	The post holder would need to understand how the society functions and have the gravitas to liaise at all levels of seniority with confidence. It would be possible for a less senior member to undertake the role. However, this would involve risk and may not be cost-effective as a longer induction period would be required and greater support from existing senior members, council and staff.	7/27/2023 3:38 PM
23	While one can consider a senior ESPGHAN member, I suggest considering an external consultant. For example, despite potentially lacking in-depth knowledge of ESPGHAN, (s)he can provide valuable insights into EU regulations and policies, helping navigate the EU effectively. His/her lobbying skills can enable more effective advocacy with policymakers, increasing ESPGHAN's influence.	7/19/2023 1:11 PM
24	Senior yes, but not retired ! Senior who is still in practice and motivated enough to promote changes.	7/16/2023 10:53 AM
25	The person should have good knowledge about ESPGHAN and how it works. In general a senior ESPGHAN member should comply, but junior members may also be qualified.	7/7/2023 6:13 PM
26	Representatives of ESPGHAN have always been selected according to the needs of the role to be played. There many examples where this applied. No new rule is needed for that. We must rely on Council sense to make appropriate choices and there is no need for specific regulation on that particular function.	7/5/2023 12:28 PM
27	The postholder should be a person (or persons) with relevant experience and a track record of achievement in this area. Any such professional should be supported by relevant ESPGHAN experts.	7/3/2023 2:16 PM
28	Not necessarily	7/3/2023 1:11 AM
29	Not obligatory ; it can be very technical (such as lobbying), and we were not trained for that. Some damministrative work would be better done by a technician	6/27/2023 6:50 PM
30	he or she must be familiar with the rules and have an experience in the ESPGHAN field	6/27/2023 3:30 PM
31	Designating a senior may look like a way to perpetuate someone who no longer has anything else to do or has a low retirement income	6/27/2023 9:31 AM
32	"Senior member" needs to be defined. What is a senior member? Somebody with previous positions in council or comittees? Somebody with "head of department" experience? Somebody with a certain duration of membership?	6/27/2023 9:04 AM
33	It should be a professional that will work with Council and PAC	6/27/2023 8:47 AM
34	I previously answer no	6/26/2023 9:20 PM
35	The qualifications to Connect and political skills are more important.	6/26/2023 8:59 PM

36	Can be a non-medical person with CEO level experience with much more insight in regards to liaison rather than a senior ESPGHAN member who has no such experience	6/26/2023 7:54 PM
37	The function of this post holder is not, by definition, related to seniority. And this has the risk of creating "career members."	6/26/2023 7:47 PM
38	the points you raise explain why	6/26/2023 7:18 PM

Q4 If yes, do you think this should be a paid service role?

Answered: 131 Skipped: 11



ANSWER CHOICES	RESPONSES
Yes	64.12% 84
No	35.88% 47
TOTAL	131

#	COMMENTS	DATE
1	Have ticked yes as there is no option for maybe - if paid then feedback should be much sooner than at 2 years and a mechanism to feedback should be explored so that the majority of the society are aware of what is going on.	9/19/2023 3:27 PM
2	They will be support the junior doctor in their countries to Europe countries. The fee for registration should be lower than normal registration.	9/7/2023 9:31 AM
3	Of course, because it requires a lot of involvement, a lot of time for this kind of strategically important activity	9/5/2023 1:17 PM
4	Yes	9/5/2023 5:42 AM
5	1. Yes, it could be paid to some extent. However, this should be adequate to the results of work. A mechanism could be included, which would reduce or remove compensation for this work if the society was not in the financial position to pay. And then, the officer could resign. Today the society has sufficient funds, but the future may differ and we need to be ready. Will there be a cap on the reimbursement of travel and hotels? Who will validate if the funds have been spent adequately? 2. Then, who among the top experts would wish to become a "liaison officer"? It is not better than "attending physician". The title of the job is not inviting. How can one convince a university administration that being a "liaison officer" is worth foregoing leadership and clinical roles at a top hospital? Would various organizations be happy to welcome a "liaison officer" during a large meeting, like they would be happy with the President? This is not the same. The first thing that comes to mind is that such a person to be effective must be recognized as having a high position at home organization - like being the member of the ESPGHAN Council. Someone from outside the Council, if not having and extremely high position a priori (because of past achievements and roles) will probably not have sufficient weight, in terms of what the partners perceive as worthwhile. I think this should be a new ESPGHAN Council member, and there should be a special title, like Executive Vice President, Deputy President for Networking, or maybe something original, Leader for Networking (even Public Affairs Chair is much better than liaison officer). If we create a position and then name it and place it in constitution in such way that it is not more than a	9/4/2023 9:11 PM

member of the office, then it will be difficult to attract candidates, and challenging for them to get support from their network, and hard to justify their presence where they wish and need to be for ESPGHAN. The title is the fundamental tool they can be given, to confer necessary prestige. Disclaimer: I am not eligible for this and not attached to prestige. This is just pragmatic. In my view, ESPGHAN is too small (which is also a strength) to rely on corporate-like cold hierarchy, it still may have the charm of a sincere, idealistic, expert organization that is akin to patient organizations. "ESPGHAN Liaison Officer" is not "Microsoft Liaison Officer", I think we need to be more personal.

6	Not necessarily, unless there is a general move towards paying for services across the breadth of ESPGHAN activities. If the person is external to ESPGHAN they should be offered payment.	9/4/2023 8:15 PM
7	given what ESPGHAN expects from the post, yes, this is a service position and should be paid for.	9/1/2023 5:01 PM
8	If he/she is an ESPGHAN member I do not agree that should be paid.	8/31/2023 12:03 AM
9	It is a yes but : it depends of the charge due to the service. It must not be a " gift " to a former distinguished member, since it would be not well taken by the members	8/2/2023 8:34 AM
10	Do you a Job Description? If it were to entail more than 12 hours a week then it should go to a vote from the Membership as whether it should be remunerated or not. Is it the intention that the liaison with the European equipment licensing regulatory body comes under the auspices of this position or not? If yes then as that is a lot of work it should probably be remunerated after a vote.	8/1/2023 6:59 PM
11	It is a quite outdated idea nowadays that someone should give a significant amount of their time and efforts, and to forgo their paid work, for a role that is not paid. People should be compensated for their time and effort and this should not be a topic of controversy.	8/1/2023 11:17 AM
12	What are other societies doing? This is not a retirement job for ex members of the council.	7/31/2023 8:47 PM
13	Please see above	7/31/2023 2:10 PM
14	If we have a senior member for this position, it could be non-paid service as other committee members.	7/31/2023 1:14 PM
15	society can afford this	7/31/2023 9:45 AM
16	It s a role which is very time consuming and so it seems fair that whoever is appointed gets a salary.	7/30/2023 12:05 PM
17	in principle should not be a paid service , only accommodation expenses if it is about to be paid this has to be voted by the membership with yes or no vote and the remuneration should reflect the salary at the appointed person's country plus of course to cover any expenses	7/28/2023 2:05 PM
18	All members involved in the committees, council, the president, the hosts of the annual congress every year... work very hard for the ESPGHAN society for free. The budget for organizing educational activities is really tight and limited, seeking the maximum "good work" and strong effort of the people involved. The rationale to pay for this position seems not sensible with the ESPGHAN society rules.	7/27/2023 5:02 PM
19	A paid liaison officer would be able to dedicate their working hours to the post. This would improve continuity and help with the establishment and maintenance of professional relationships both within ESPGHAN and between external societies.	7/27/2023 3:38 PM
20	there should be a discussion an agreement about the fee at the AGM	7/23/2023 1:27 PM
21	if we have tasks that are best done by an experienced ESPGHAN person and we have not found anyone to take on the roles then it seems sensible to try having a paid role and see if this works better	7/20/2023 3:04 PM
22	All posts within ESPGHAN should be regarded as equal in importance. Having personal experience serving on the Council multiple times, I am aware of the substantial workload associated with various positions. While the Council may currently state that there are no intentions to extend paid roles beyond the Liaison Officer post, it is inevitable that demand will arise from members holding such positions. Additionally, there may be overlapping responsibilities between the Council/Committee Chairs and the Liaison Officer, which could potentially lead to conflicts (and financial consequences). Furthermore, as per my	7/19/2023 1:11 PM

understanding, it is not just the Liaison Officer, but all Council members (only EC members?) who are required to refrain from any paid work within the industry to prevent potential conflicts of interest, both real and perceived. If this is indeed the case, it provides another argument to support the notion that all positions should be treated equally in terms of restrictions and considerations. This ensures fairness, including any discussions about compensation.

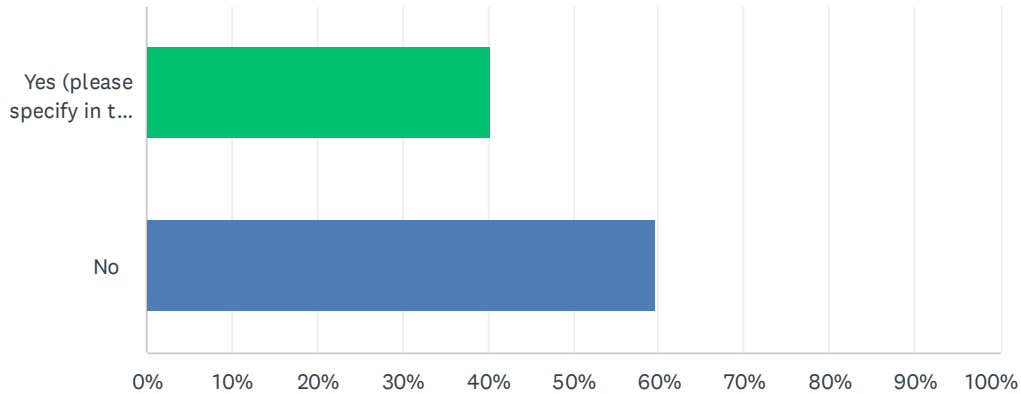
23	Agree for rewarding extra efforts, but the amount should be at least moderate	7/16/2023 10:53 AM
24	It will include a large range of work and need to be continually focused. They deserve the payment for their effort and input.	7/10/2023 12:55 PM
25	If it is a dedicated job that makes not possible to have other kind of work, it should be payed for. The salary should be known by the members.	7/7/2023 6:13 PM
26	Again personally i am not sure but the difference between this and other roles seems to be the need for flexibility and lack of other sources of income outside normal employment	7/6/2023 4:53 PM
27	The question is not only whether the function should be paid, but also what the salary should be. In view of the size of the society and the variety of activities, professionalization of ESPGHAN is urgently needed.	7/6/2023 9:36 AM
28	No position in representation of ESPGHAN has ever been remunerated. The alleged situation of JPGN Editor has a clearly different context - relationship with Editorial Office, that occurs well before the existing Rule sand Regulations and was never regarded as contradictory or exception. The alleged payment to centres for Endoscopy fellowships is not a salary to anybody but a compensation to Units for additional effort and time (and very likely expenses for consumables) in training external fellows. It would be contradictory to have some paid and unpaid representatives, regardless of the roles played. The presented reasoning about "conflict of interest" necessarily relates to the represented Society and not the representing officer. It would be absurd that ESPGHAN might have unacceptable conflicts but the representing officer would be free from them and yet the discussion of matters could be acceptable!	7/5/2023 12:28 PM
29	Some of this work is undertaken by experts and senior colleagues covering different aspects of the society ie committees, SIGs and WGs. A number of members liaise with government agencies, other societies, national and european regulatory agencies etc. Does this mean that we will cease such initiatives and hand over to the LO, who is being paid for the job?	7/4/2023 6:40 PM
30	All professional services should be paid, but not to an ESPGHAN member necessarily. Providing such a generous payment to an ESPGHAN member, when most members are volunteers is difficult to accept. At the time of the contract agreement and appointment, it was against the rules and regulations current at the time.	7/3/2023 2:16 PM
31	Should be a compensatory (plus travelling and hôtel) to time spent not a salary.	7/2/2023 5:42 PM
32	Compenstaion for work beyond the expected effort is expected in "modern" world. Taken into account the need for transparencay and the need to minimise potential conflicts of interest, compensation by ESPGHAN is even more justified.	6/27/2023 4:45 PM
33	I think that every work should be paid but not overpaid	6/27/2023 3:30 PM
34	Why do you only ask for payment for a senior member? The service role should be paid regardless of seniority.	6/27/2023 9:28 AM
35	Paiment should serve to cover the time needed for this work. I would expect concomittant reduction of the primary position this person is holding, otherwise it is not realistic that the position of liason officer can be taken on.	6/27/2023 9:04 AM
36	Professional yes. ESPGHAN member no, as he is not different from PAC Chair and this looks like taking care of the distinguished members after they leave their post	6/27/2023 8:47 AM
37	This is outside the tradition of ESPGHAN and a dangerous precedent. If this role is too big, why not split it in several functions.	6/27/2023 8:46 AM
38	No reason for paid services for members whatsoever!	6/27/2023 8:45 AM
39	It makes sense to compensate for foregoing industry-opportunities. In return, candidates have to proof that there is no serious conflict of interest (before and during position) I suspect many senior ESPGHAN members will have conflicts od interest that will interfere with position	6/27/2023 5:18 AM
40	Only if unable to fill by a volunteer. It is hard to see how it would take more time than the	6/26/2023 10:32 PM

President, which is not a paid position. Yes, there are differences, but the essence is still doing work for the Society. It is surprising that there was not suitable candidates willing to do it without being paid. I wonder whether after this 'publicity' it will get more applicants to do it for free.

41	I previously say no	6/26/2023 9:20 PM
42	N/A as answered no, however it should be a paid role	6/26/2023 7:54 PM
43	This is the wrong direction of travel that I fear is more about retaining experienced people over encouraging new blood.	6/26/2023 7:53 PM
44	Not if a member performs this function as a member. It would be different for me if ESPGHAN hired an experienced external lobbyist like we hire lawyers, bankers, etc.	6/26/2023 7:47 PM
45	huge commitment that needs to be treated as a paid job + for the reasons you mention	6/26/2023 7:18 PM

Q5 Should there be additional criteria for eligibility (beyond being a senior member and foregoing industry activity)?

Answered: 124 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes (please specify in the Comment section below)	40.32%	50
No	59.68%	74
TOTAL		124

#	COMMENTS	DATE
1	Does senior member also include a well established AHP member or is the role only open to full members?	9/19/2023 3:27 PM
2	They should be the one who active in research and academic.	9/7/2023 9:31 AM
3	Yes, there must be other eligibility criteria so that professional, organizational competence, conflicts of interest are avoided. I believe that the eligible person must be a specialist in the field of gastroenterology, have a scientific degree and a professorship, be in step with the latest data on education, scientific research, and know the jurisprudence and legislation of the European and International Union. I think that the activity in the industry or according to the profile of the specialty could be continued in parallel, but in a smaller volume. The most important time must be dedicated to the given position.	9/5/2023 1:17 PM
4	Yes there should be additional criteria which i propose should include the following 1- There should a minimum number of years one has been an ESPGHAN member. 2- Seniority should not be sole defined by age; but broadly defined so that young members are not excluded. 3- Previously leadership role should be another	9/5/2023 5:42 AM
5	If employed and paid, should have some similar requirements to employment anywhere - GDPR, acting for the benefit of society, acting in accord with Council / President's suggestions or orders (unless given total autonomy), etc. It would be useful to include a clause which would enable removal from the post if needed. Agenda for the post should be set in a clear manner - so that it is known, what are priorities etc. We do not wish to become a lobbying tool of any sponsor of ESPGHAN (will it not be perceived so?), but to focus on what patients really need.	9/4/2023 9:11 PM
6	Relevant expertise to the task, and/or knowledge of the area of interest (eg financial concerns), and/or personal access to the people involved (eg political lobby).	9/4/2023 8:15 PM
7	independance from industry	9/1/2023 5:01 PM
8	Relevant experience in the area	8/18/2023 9:56 PM

9	Management skills, communication skills, industrial experience in dealing with pharmaceutical and other companies.	8/18/2023 5:46 PM
10	Please see comments for question 3	8/3/2023 10:45 AM
11	The person must be elected by the AGM	8/2/2023 8:34 AM
12	Define 'Senior Member'	8/1/2023 6:59 PM
13	should not be employed but could have served as consultant	8/1/2023 11:03 AM
14	strong track record in science and excellent networks in Academy (not only lbdustry)	8/1/2023 10:57 AM
15	Senior member is not an essential criteria	7/31/2023 8:38 PM
16	The person should have very good understanding in EU laws and correlations, also has to have very good social, political and diplomacy skills.	7/31/2023 3:49 PM
17	Please see above	7/31/2023 2:10 PM
18	I'm not sure the need of this position for ESPGHAN, but if we really need, an expert suitable for our multicultural community who can support education and global problems can be appropriate.	7/31/2023 1:14 PM
19	open application	7/31/2023 9:45 AM
20	I believe the role should be assigned to a PR expert who has track record experience in lobbying for healthcare	7/30/2023 5:42 PM
21	Keen interest in public affairs Social media savvy	7/30/2023 12:05 PM
22	clear CV and letter of intent how to fulfill the role so the whole membership can cast their vote accordindgly	7/28/2023 2:05 PM
23	If justified, and decided to be done, there should be an open competition, where applicants should submit a programme of activities and actions that would justify the position and really demonstrate a potential benefit for the society. But in that case... shouldn't the president, the treasurer, everyone working hard be paid as well?	7/27/2023 5:02 PM
24	The member should be in good standing and meet criteria on a job description.	7/27/2023 3:38 PM
25	Experience from similar type of tasks	7/24/2023 3:34 PM
26	Given that lobbying is one of the tasks associated with the Liaison Officer role, it is crucial to require candidates to have relevant experience in lobbying and strong communication skills.	7/19/2023 1:11 PM
27	Not too attached to industry - some are too attached	7/16/2023 10:53 AM
28	Good knowledge of the ESPGHAN Organization Comply with the qualities needed for the targets fixed for the next (3?) years Not have been member of the Council during the last (3?) years Having been chosen during an open procedure that should be announced during the AGM	7/7/2023 6:13 PM
29	Current or previous council member would be desirable	7/6/2023 4:53 PM
30	The person should have sufficient experience, i.e. have previously held leading positions at ESPGHAN.	7/6/2023 9:36 AM
31	As mentioned above, representatives have always been selected according to the expected roles. Only EC positions, for well known reasons, have specific requests. In all other cases, we have relied on Council good sense to select the most appropriate candidate. This should be no exception.	7/5/2023 12:28 PM
32	previous experience in similar roles within their own organisation achievements recorded that fulfil criteria for being a successful candidate. Seniority is not a panacea for all roles and this post will probably require certain skillset An interview process should be there for a paid post.	7/4/2023 6:40 PM
33	I think candidates should be elected	7/4/2023 6:29 PM
34	A track record of success in such a role. There are a number of professional organisations which provide this service which would not conflict with ESPGHAN membership.	7/3/2023 2:16 PM

35	Not limited to person having served in the council. Should be an open position to all the members	7/2/2023 5:42 PM
36	Strong personality with excellent english language skills and political network within EU.	6/28/2023 3:50 PM
37	Recognised expert in the GI field based on clinical and scientific criteria. Non-obligatory, but with advantage: Past experience in service for ESPGHAN (e.g. Committee/Council membership) Recognition on EU level, previous experience with EU structures-EMA, EFSA etc.	6/28/2023 12:02 AM
38	Wide experience in clinical pghn, excellent communication skills, previous experience as an ESPGHAN officer	6/27/2023 11:07 PM
39	Active member in ESPGHAN Complete dedication Limited time	6/27/2023 9:47 PM
40	Previous experience in such "liaison" : contacts with UE, lobbying etc	6/27/2023 6:50 PM
41	I suppose no	6/27/2023 3:30 PM
42	Not have affiliations to any political party.	6/27/2023 11:05 AM
43	Expertise in the topic being discussed or organization where they will be present.	6/27/2023 9:31 AM
44	Motivation and skill is as important as being a senior member. A younger member could also be suitable for the position.	6/27/2023 9:28 AM
45	Not for ESPGHAN memeber. For a professional	6/27/2023 8:47 AM
46	No previous position in the past 5 years as a council member or president to avoid any conflict of interest.	6/27/2023 8:46 AM
47	serving in the Society bodies as this is the only way to learn about the whole spectrum of responsibilities and also of problems that the Society faces	6/27/2023 8:32 AM
48	No serious conflict of interest (before and during	6/27/2023 5:18 AM
49	Substantially knowledge in the field. No conflict of interest. Should be elected from ESPGHAN members.	6/26/2023 10:13 PM
50	I previously say no	6/26/2023 9:20 PM
51	Knowledge of the political system. Eg eu administration differentiere health Care systems	6/26/2023 8:59 PM
52	I do not think this should be a senior ESPGHAN member	6/26/2023 7:54 PM
53	I don't see why this specifically needs to be a senior member role- surely this is just reverse ageism?	6/26/2023 7:53 PM
54	experienced and trained lobbyist with connections in the EU and industry	6/26/2023 7:47 PM
55	The candidate who in the past has served the ESPGHAN most on a voluntary basis.	6/26/2023 7:36 PM
56	but there should be a line manager, evidence that the postholder is fulfilling the role effectively and ready access to appropriate ESPGHAN postholders for discussion and advice as and when needed.	6/26/2023 7:18 PM

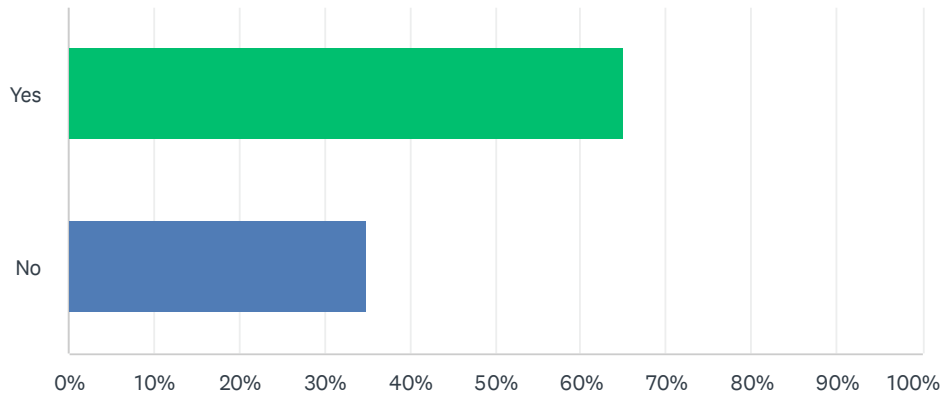
Q6 Please feel free to add any additional comments on the role below

Answered: 17 Skipped: 125

#	RESPONSES	DATE
1	The special knowledge is so fast developing that no one can master all subspecialities in ESPGHAN. Therefore we have to trust our different subcommitties to look after and initiate necessary more global initiatives, as they are accounted for in for instance guidelines. For any more general and serious objects the council have to trust the president or anyone with special knowledge designated for the task by the council.	9/7/2023 1:56 PM
2	The new Liaison Officer post requires an ESPGHAN colleague with in depth knowledge of the Society, who has worked to the highest clinical and scientific standards and is capable of providing continuity and perseverance combined with professionalism and focus.	9/5/2023 1:17 PM
3	NIL	9/5/2023 5:42 AM
4	Thank you for organizing this in a way that enables you to receive diverse feedback, maybe it will prove useful to build a solution that works well. I would suggest consulting real lobbyists from the industry and patient organizations, if this has not been done before.	9/4/2023 9:11 PM
5	Thank you to council for the considerable thought that has gone into this!	9/1/2023 5:01 PM
6	I really think that members of a Scientific Society should not receive a salary and in particular past-presidents.	8/31/2023 12:03 AM
7	Nothing to add	8/2/2023 4:26 PM
8	Should go out to interview and be chosen on that basis. Rules and regulations with respect to this and the Society Constitution should not be altered by Council without a mandate by voting of the whole Membership.	8/1/2023 6:59 PM
9	In principle ESPGHAN should not pay members, but - please see below and / or suggestion 9	7/31/2023 2:10 PM
10	there should be a report at the AGM about the efforts and success, made by these posts and reevaluation of the paid role	7/23/2023 1:27 PM
11	As the need for Liaison Officer emerged due to ESPGHAN expansion - it is very important to make the right election rules from the very start - meaning that it should be highly motivated, experienced and active member - not to become the niche for out of practice, retired experts as their influence wouldn't have the desired impact.	7/16/2023 10:53 AM
12	I regret that this questionnaire is built on the assumption that responder have answered "yes" to the question 2, therefore biasing the overall content. A more transparent presentation of both views should have been asked for and provided, so that members could better evaluate the available options and respective reasoning.	7/5/2023 12:28 PM
13	If paid, then I would prefere a paid professional liaison officer	6/28/2023 3:50 PM
14	/	6/27/2023 4:45 PM
15	Should be selected by a rigorous selection process or voting.	6/27/2023 11:05 AM
16	A couple of Persons have been managing ESPGHAN. Unless the management logic changes, which it will not, what you want to do does not make sense to me.	6/27/2023 8:01 AM
17	A general remark: Did I understand correctly from the AGM that ESPGHAN members acting as JPGN-associated editors receive payment for their editorial roles? How is this justified, and who oversees these appointments and determines the duration of tenure for these positions?	6/26/2023 7:47 PM

Q7 General principle of paid roles for ESPGHAN Members Do you think it is acceptable to pay ESPGHAN members in exceptional roles or where no volunteer can be found?

Answered: 140 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	65.00% 91
No	35.00% 49
TOTAL	140

Q8 Please explain your opinion below

Answered: 67 Skipped: 75

#	RESPONSES	DATE
1	Until this role has been approved and evaluated I do not believe there is a place within the society for paid roles. Presently there are many ways of getting compensation via awards etc.	9/19/2023 3:27 PM
2	Generally NO. If there would be occasionally any need for reimbursement that has to be individually decided by the council. No paid position can be introduced without agreement at the AGM.	9/7/2023 1:56 PM
3	The general principle, in my opinion, is to be professional, with high moral qualities and totally dedicated to the position and function	9/5/2023 1:17 PM
4	nil	9/5/2023 5:42 AM
5	The organization is becoming large and has funds. It is important to find best people. It is better to pay a little bit and have 3 persons to choose from than to rely only on those who can contribute for free and have 0-1 candidates. On the other hand, this is not for profit for anyone and our whole credibility is strongly built around the commitment of our predecessors, which I think should be respected. The whole structure may be shaken by introduction of payments as many people contribute. Moreover, the society will become increasingly dependent on donors, and so less independent, less free, less credible, which is what we do not want, and which is when patients would loose. It would need to be extremely clear why some positions are paid. And there should be a 'break mechanism' which would halt payments or reduce them if the society was in degrading financial situation, with the option to opt-out from the posts. This would make the posts paid (a bonus) but really unpredictable long-term (necessary for the society, which maybe should not take too many obligations). Alternatively, funds for paying salary could be blocked for the whole period upfront - and not available for anything else. Is ESPGHAN ready for organizing everything related to becoming responsible for accidents at work, insurance, liability, courts, etc.? If a plane crashed with Liaison Officer en route to Brussels, would the family of the Officer be eligible to sue ESPGHAN or seek any damages or compensation (we know that in medicine and in life such things just happen)? Will EU-based experts be employed formally in Switzerland? There are so many aspects, it may be very difficult to handle and cost much more than just 0.3 FTE. What if Council members see that the Liaison Officer does less than they do, but is remunerated, what mechanism works then? What is psychology of this? I think that there are reasons why Constitution permits compensation for activities beyond the usual function, but not salary. Maybe high compensation for each activity will be better than employment - performance-based payments, with a monthly cap perhaps. I would also caution against making the ESPGHAN a pyramid, where normal members, sometimes from poorer countries, pay 500 EUR to attend the Annual Meeting, and where the ESPGHAN leadership meets in luxury hotels, focuses on gaining more funding from Annual Meeting fees, from JPGN paywall, from potentially corrupting industrial partnerships, where the divide between leaders and members is not only in where they meet (executive lounge...), but also in what are they interests (extending benefits vs paying for accessing the knowledge). This argument may seem paradoxical when leaders give so much for free, but this is the direction it can take. If we had unlimited funds we could build "ESPGHAN University" and just name chairs and deans, but we really need to think where the money come from. Is this fine to use annual meeting, JPGN and member's fees, and commercial income, to finance lobbying or maybe other tasks? Linking JPGN paywall income with JPGN Editor remuneration is logical. But what source of income could be directly linked to the Liaison Officer and is this fine?	9/4/2023 9:11 PM
6	Exceptional roles - Yes, eg Journal Editor. Lack of volunteers - do you need an ESPGHAN member? Pay an independent person to do what is required, or don't do it.	9/4/2023 8:15 PM
7	Only very exceptional like LO. Cannot think of any further reason...	9/1/2023 5:01 PM
8	ESPGHAN is a scientific society not a market society. Member should continue to be volunteers	8/31/2023 12:03 AM

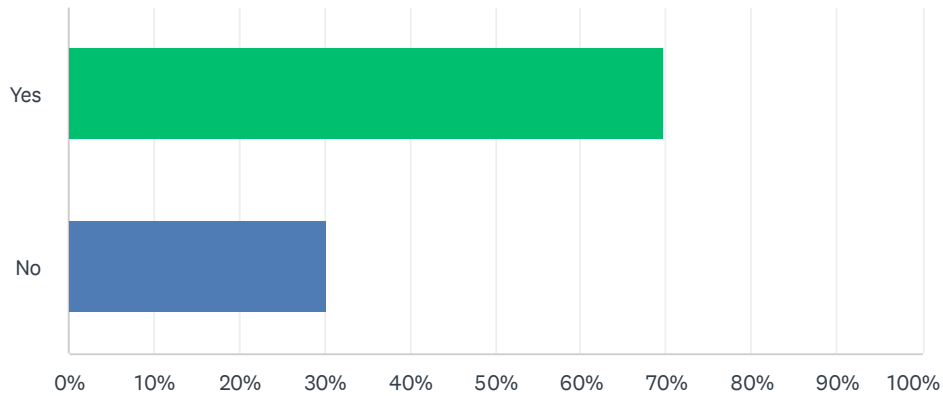
9	Where ESPGHAN member is delivering a professional service which would equal or exceed the quality of work of an external paid professional, they should not be excluded from performing this work.	8/18/2023 9:56 PM
10	Questionable, if this leads to even more roles to be paid.	8/18/2023 5:46 PM
11	The non paid role has to be announced and in the case of no participation, the selection of candidates and the salary should be discussed in advance and a public offer / vacancy should be published. The profile selection criteria however never should be changed because of lack of senior and experienced people to apply.	8/13/2023 8:16 PM
12	"Exceptional roles" does not fit with "general principle". Each situation should be separately discussed.	8/3/2023 10:45 AM
13	It is acceptable	8/2/2023 4:26 PM
14	ESPGHAN is a society that is expending rapidly, therefore, the way the society functions is changing which, in my opinion, should be welcomed. The society should stay flexible withing the changing world.	8/2/2023 2:44 PM
15	It is more and more difficult with institutions to have such services without payment. The question is to know if ESPGHAN must reimburse members or their institutions	8/2/2023 8:34 AM
16	Case by case basis. Each to be ratified by whole Membership vote.	8/1/2023 6:59 PM
17	Same comment as above.	8/1/2023 11:17 AM
18	There is a lot of work done volunteerely but some possitions are more time consuming than others and a compensation is warrented.	8/1/2023 11:03 AM
19	if the member is on leave of absence for a period of time	8/1/2023 10:57 AM
20	There will always be volunteers to take on the roles and responsibilities of ESPGHAN	7/31/2023 8:38 PM
21	It is more logic to pay the person who has been a member of the society, who has the feeling for society and has a relationship with society members than outsource the people or agencies who do not feel as a part of society and the only motivation for work is financial.	7/31/2023 3:49 PM
22	The "YES-NO" or "Either-OR" structure of this questionnaire does not reflect reality = e.g. there was debate re honoraria to do with JPGN (apparently there was some payment since years - just to mention an example) - and this was obviously paid w/o much criticism, .. But the issue now and re the LO is in so far the "OPTIC", as a) the honorarium is much higher than these JPGN fees b) and this leads to the discussion of the principle of "paid positions" within ESPGHAN, ... And such a discussion (= on the need of such a LO) would have been necessary at the AGM 2022, explaining in detail / informing on and in a transparent way a) such a plan incl. PRO's and CON'S b) a precise job description c) asking members / elucidating to members "interested" in this position (i.e. senior members) d) the way to advertise e) a committee reviewing the applications f) the honorarium planned etc etc In fact, the very uneasy feeling at the AGM 2023 resulted from the notion that all this had been pre-decided in a somewhat clandestine manner, ... = There IS a difference between - relatively small fees (JPGN) or - fees for one given specific task - OR this LO honorarium, which is just on another level altogether, ... The OPTIC was not good,	7/31/2023 2:10 PM
23	it can be non-paid service as other committee members.	7/31/2023 1:14 PM
24	it is supposed all too much that people work for free and on minor reimbursement of even travel expenses	7/31/2023 9:45 AM
25	I think that some roles or activities could be voluntary, but the people who have roles with high amount of work, should be paid.	7/31/2023 9:44 AM
26	The idea that all such work should be done without compensation leaves only the weathly with the possibility to do the important work.	7/30/2023 5:56 PM
27	I think it is a fine line between what is exceptional and what not, and this may lead to further discordance among the society in the future.	7/30/2023 5:42 PM
28	ESPGHAN members are very busy with their own work and thus for specific roles I think it s fair to be given remuneration for your work.	7/30/2023 12:05 PM
29	as above	7/28/2023 2:05 PM

30	Yes but for critical roles only	7/27/2023 4:07 PM
31	I have worked on previous professional committees where this approach has worked well and has contributed to raising the profile of the committee. Tasks within committees can require a great deal of commitment and time. Tasks to be undertaken by the Liaison Officer are such examples.	7/27/2023 3:38 PM
32	these roles should be at least presented at the AGM	7/23/2023 1:27 PM
33	There are no clear rules and goals. Compensation of members could be expand.	7/21/2023 2:28 PM
34	ESPGHAN is growing and wants to do more and more - also work patterns and expectations are changing and I think in future we may have to consider this option more often	7/20/2023 3:04 PM
35	Equal rules should be implemented for all positions within ESPGHAN to maintain fairness. If one position becomes paid, it will likely create a demand for similar compensation in other roles.	7/19/2023 1:11 PM
36	As stated above, agree always to reward extra work. However, the amount should be stimulating but not too high to select members of right motivation.	7/16/2023 10:53 AM
37	Opens the society up to many problems going forward. We should always be not-for-profit/voluntary in our activities.	7/10/2023 5:51 PM
38	I was shocked at the first time when I know that the ESPGHAN members in exceptional roles are not paid. Since it not only need their effort and input, but also cost a lot of their valuable time. They definitely worth to be paid.	7/10/2023 12:55 PM
39	I think that ESPGHAN work for more that a regular time per year (this should be defined) should be paid, since the hospitals are not willing to "pay" for the work at ESPGHAN. In some countries it is already normalized to pay "vacancy money" by the Scientific Societies. This money, which is more a token that a really payment, may be payed to the member or to the hospital/department where she/he works. Please: no payment for roles where no volunteer can be found!	7/7/2023 6:13 PM
40	it is a reflection of changing times that individuals should be compensated as needed and the old fashioned view that you should just do it is long gone - for a professional society we need a professional approach - this is it!	7/6/2023 4:53 PM
41	See above. ESPGHAN need professionalization.	7/6/2023 9:36 AM
42	The rule would be absurd. In extreme terms it would suggest that no one should apply until th exposition becomes remunerated. I'd this the message we want to pass to our members?	7/5/2023 12:28 PM
43	It creates a precedent for the society which may seem trivial at present but have consequences in the future and the roles undertaken by members.	7/4/2023 6:40 PM
44	In case of exceptional conditions and in a transparent way pay ESPGHAN members is acceptable	7/4/2023 6:29 PM
45	The principle of paying senior members of ESPGHAN should have been discussed with members at the AGM in a clear way. The amount of salary is large and this has made it more difficult for many members to accept.	7/3/2023 2:16 PM
46	Time has changed and besides many ongoing volunteer activities of any of the highly to ESPGHAN and PGMAN dedicated people/members at some point additional work impacting social/family life should be re-imbursed as a compensation therefore and gesture of recognition	6/30/2023 10:12 PM
47	It will lead to all council members being paid positions. Not sure we are ready for that. There does not seem to be a lack of volunteers for the various positions at this time.	6/29/2023 5:16 PM
48	This does not need explanation it is just a matter of governance of our society	6/28/2023 3:50 PM
49	I agree since there are special task done by this new role, which cannot be covered by voluteers ESPGHAN members	6/28/2023 12:26 PM
50	our society has been always founded on voluntary service. Generally has been the other way round, even the meber who served in the committe or other position payed the fee for the annula meeting	6/28/2023 6:51 AM

51	If the work takes much time, it is impossible to go on with a regular medical activity = compensation	6/27/2023 6:50 PM
52	The below quote from the Constitution is self-explanatory. It could be extended to other people serving the society, however it will be very challenging to define eligibilty critiria, term of compensation, ammount...	6/27/2023 4:45 PM
53	many of those functions are very burdensome and taking so much time and emotions beside their main job	6/27/2023 3:30 PM
54	Either a role is voluntary or paid. If no volunteer comes forward then the post should be well advertised as a paid role.	6/27/2023 11:05 AM
55	There will always be a volunteer	6/27/2023 9:31 AM
56	Good and devoted work requires fair payment.	6/27/2023 9:24 AM
57	If the role (like the liaison officer) requires in-depth knowledge of the society AND the time requirements exceed the "normal" extra work load of e.g. council members, then payment is necessary to render taking on such a position possible.	6/27/2023 9:04 AM
58	If someone needs to be paid in order to fulfill an ESPGHAN task, he is not qualified. Also, always there will be volunteers for high profile posts	6/27/2023 8:47 AM
59	If this role is too big, why not split it in several functions.	6/27/2023 8:46 AM
60	There is not other way that the necessary task will be accomplished	6/27/2023 8:32 AM
61	When there is work to be done that people are not willing to do for free, and appropriate efforts have been made to consult the membership.	6/26/2023 10:32 PM
62	Where do you draw the "exceptional roles" line	6/26/2023 7:54 PM
63	This is a fundamental change in the direction of the Society and one that warrants considerable discussion and a free vote. Personally, I object.	6/26/2023 7:53 PM
64	The roles of council members, particularly the positions of chair, secretary, and treasurer, in the current era, are substantial and time-consuming. I believe it would not be unreasonable if there were some form of financial compensation for the time and effort invested in these functions	6/26/2023 7:47 PM
65	You can always find volunteers amongst ESPGHAN members	6/26/2023 7:36 PM
66	Exceptional roles should not be necessary in a scientific /clinical oriented society aiming at widening knowledge and improve multiprofessional collaboration The strong presence and dependency , open as well as covert, by/on pharma /nutririon companies may lead to that lobbying by the society in political spheres will be come a tool for commercial interests.	6/26/2023 7:34 PM
67	inappropriate posts for volunteers e.g. too time consuming	6/26/2023 7:18 PM

Q9 Do you think concerns about paying ESPGHAN members could be mitigated by adding a clause to the Constitution to allow payment of members but only for specific roles which are approved by members and voted on at the AGM?

Answered: 139 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	69.78% 97
No	30.22% 42
TOTAL	139

Q10 Please explain your answer below

Answered: 57 Skipped: 85

#	RESPONSES	DATE
1	See my response at point 8.	9/7/2023 1:56 PM
2	Concerns about the payment of ESPGHAN members could be alleviated by adding a clause in the Constitution allowing for payment of members, but only for specific roles that are approved by the members and voted on at the AGM. The new Liaison Officer post requires an ESPGHAN Fellow with in-depth knowledge of society who has worked to the highest clinical and scientific standards and is able to provide continuity and perseverance combined with professionalism and focus. This requires time and dedication.	9/5/2023 1:17 PM
3	Yes, i fully agree, there is will avoid the risk of the secretariat arbitrarily creating positions that might commit ESPGHAN to financial obligation without approval of all members.	9/5/2023 5:42 AM
4	This is not really any protection. It is just how such roles are introduced and it is evident. The real protection is: the payments for members stop if the budget stops being healthy (not even when ESPGHAN starts taking loans, but when educational activities need to be limited or if it exceeds a certain limit of the entire annual budget). Another protection is what ESPGHAN stands for, what it should really do. ESPGHAN is not selling anything, there is really no long-term revenue stream. And if ESPGHAN is selling and there is revenue stream maybe it needs a rethink of what is the purpose of the existence of ESPGHAN. Because taking money away from members, doctors, young investigators, readers of JPGN to give them for systematic lobbying is a little bit of creative engineering. Should such lobbying position be funded by the EU, not by ESPGHAN? Are there no grants from charities for this or governments or patient organizations? Is ESPGHAN not a scientific society? It is right that this discussion takes place because it is about identity and purpose.	9/4/2023 9:11 PM
5	Full mitigation requires complete transparency, accountability and governance. We also give some members benefits by charging them less, eg emeritus members, members from countries with a low GDP, trainee members, AHP's. This is an excellent philosophy, but it does establish a concept of reward, based on a reduced ability to pay. We also pay for loss of earnings, when an institution doesn't give time off work (study leave).	9/4/2023 8:15 PM
6	I do not agree as a principle that ESPGHAN Members should be paid for a specific role	8/31/2023 12:03 AM
7	This is a good idea that makes the decision open and known for all members, and the decision making is shared.	8/18/2023 5:46 PM
8	Transparency	8/3/2023 10:45 AM
9	It is enough	8/2/2023 4:26 PM
10	This fact will avoid the feeling of " politics of little friends "	8/2/2023 8:34 AM
11	As above - definitely not as seems to have occurred here by Council apparently trying to get this done surreptitiously without Membership vote, job description or correct communication - the Newsletter is inadequate for this.	8/1/2023 6:59 PM
12	This could help mitigate concerns, but I do not think it is necessary as the paid role should be covered by "appropriate compensation of Council members for activities beyond the usual function"	8/1/2023 11:17 AM
13	I prefer the scientific Society	8/1/2023 10:57 AM
14	I don't think we should ask ESPGHAN members to take-up paid roles in the society. Liaison role can be done by the president. If we need specific talent outside the skills of paediatric gastroenterology, hepatology and nutrition , for example we need a chief executive officer we can hire from outside ESPGHAN. They deal with the business side while ESPGHAN council deals with the policy and scientific side.	7/31/2023 8:38 PM
15	The process of LO role creation and selection could have been more transparent so more	7/31/2023 7:14 PM

	should be done to ensure this in the future.	
16	Well it is apropiert to discuss important questions and issues with membership. Especially in this case as it is sensible issue if member is engaged in society business and it is paid for it.	7/31/2023 3:49 PM
17	Please see comment under 8	7/31/2023 2:10 PM
18	All of our committee members and chairpersons have specific and heavy workload.	7/31/2023 1:14 PM
19	this is a step moving forward	7/31/2023 9:45 AM
20	I think the final position about payment shall be added to the constitution but only after discussion and voting at AGM in regard to what the clause should include.	7/30/2023 5:42 PM
21	Not every role should be paid but I agree that the council should have the possibility of offering a salary to specific roles that require a lot of time. It's however important that these roles are audited properly and a yearly review of performance is done.	7/30/2023 12:05 PM
22	again as above voting has to be by all membership and not the small fraction of ESPGHAN members attending the AGM every year	7/28/2023 2:05 PM
23	The work load and the benefit for the society should really justify it.	7/27/2023 5:02 PM
24	The clause would clearly define situations where ESPGHAN members can be paid to undertake very specific roles. It is crucial for members to be consulted as ESPGHAN is democratic society. Asking the membership to consider and vote on paid roles allows for any concerns to be addressed before the role is assigned and meets requirements of inclusivity.	7/27/2023 3:38 PM
25	Well paid posts should be discussed by the members, paying each year the member fee and the high costs attending the meetings etc.	7/23/2023 1:27 PM
26	democratic reform	7/21/2023 2:28 PM
27	this might be a way of members staying in control. The downside is that it takes more time	7/20/2023 3:04 PM
28	I have marked yes. However, once again, equal rules should be implemented for all positions within ESPGHAN to maintain fairness. Transparency and member involvement in the decision-making process is crucial.	7/19/2023 1:11 PM
29	It should be transparent for all members	7/16/2023 10:53 AM
30	Until AHP members are made full members, this is a non-starter for me.	7/10/2023 5:51 PM
31	I think it may engender further conflicts about the voting outcomes.	7/10/2023 12:55 PM
32	Please see my answer under 8. In addition: since all this is new and controversial, please do not make changes neither in the Rules and Regulations or in the Constitution before a sound discussion with the members has taken place. This should be done during the AGM 2024 and be prepared in advance. Also members who do not agree with the proposed changes should have the opportunity to express and disseminate their view among the members before any voting .	7/7/2023 6:13 PM
33	Not all would need to be voted on at the AGM that is inefficient but a threshold amount should come to the AGM	7/6/2023 4:53 PM
34	Whats that for a question? The Annual General Meeting is our highest body! This question indicates a lack of understanding of democracy and law.	7/6/2023 9:36 AM
35	This ruling can obviously be approved by the members at AGM but would very much change the basis of our Society, creating expectations of possibility of earning a living while working for a Scientific Society. Very worrying in my opinion, and completely opposed to the spirit in which it was created and grew to considerable prestige.	7/5/2023 12:28 PM
36	Such an amendment will open the flood waters of members asking for payment for work they are doing which may be much more demanding than the one of the LO's.	7/4/2023 6:40 PM
37	ESPGHAN has always been a democratic society. Although the Council has day to day day responsibility for running the Society, it is accountable to the members for its actions. Honesty and clear accountability are appreciated by the membership as well as acknowledgement of any mistakes or deviation from the rules.	7/3/2023 2:16 PM
38	Direct payment for an ESPGHAN role is setting a precedent and this is different to the	7/2/2023 12:46 PM

examples provided. This opens up discussion on whether all roles within ESPGHAN should then be paid.

39	I think the clearer the constitution, the easier to understand it is.	6/30/2023 10:12 PM
40	one perceives a fake democracy , the only solution is that all the council members should resign from their position, nobody excluded	6/28/2023 6:51 AM
41	This is an operational management issue that needs to be decided by the ESPGHAN council	6/27/2023 11:07 PM
42	Once the eligibility rules are clear and understood and adopted by the membership, further decisions should stay with the Council.	6/27/2023 4:45 PM
43	Yes, every post might be paid by the agreement of the ESPGHAN members	6/27/2023 3:30 PM
44	A transparent process of change in constitution is acceptable.	6/27/2023 11:05 AM
45	Such role could be easily created to justify payment	6/27/2023 9:31 AM
46	We need some measure to prevent turning ESPGHAN into a "self-service" organisation, where funds are made available to friends and cronies...	6/27/2023 9:04 AM
47	Not at the moment as it is premature. However, if it is done, it must be approved by AGM (and for the next year as this needs to be part of the budget to be approved)	6/27/2023 8:47 AM
48	If this role is too big, why not split it in several UNPAID functions?	6/27/2023 8:46 AM
49	This is not "a constitutional issue" and clearly defining it in the "Rules and regulation" should suffice	6/27/2023 8:32 AM
50	I think the whole process suggested by the council is very transparent and I feel confident in supporting these suggestions.	6/27/2023 6:35 AM
51	People do feel differently about money/pay, unfortunately. It needs to go through an additional bar unlike other changes to the R&R.	6/26/2023 10:32 PM
52	And i Think the employment should be time limited	6/26/2023 8:59 PM
53	See above	6/26/2023 7:54 PM
54	This is, effectively, a fudge. Please don't.	6/26/2023 7:53 PM
55	If members are paid for their function, the time limits/duration of the appointment should be strictly monitored. (1x 3 years max)	6/26/2023 7:47 PM
56	If any members are paid to serve the ESPGHAN the willingness of others to do that on a voluntary basis will be diminished.	6/26/2023 7:36 PM
57	or by the Council	6/26/2023 7:18 PM