

PROPOSED CONSULTING FEE STRUCTURE TO SUPPORT GFORSS OPERATIONS

May 2021

Background

As part of GFORSS' operations, reliance upon expert advice provided by members of the food regulatory science community will be needed, including by members and affiliated members of GFORSS.

As stipulated in the statutes of the organization, conflict of interest (Col) or appearance of conflict of interest may exist, for members or officers of GFORSS, being involved in the delivery of funded GFORSS initiatives. Such Col need to be declared through a declaration of interest, that is to be filed with the board of directors and should therefore not prohibit GFORSS's members / officers to contribute to the delivery of the organization's initiatives, with a set remuneration.

To further contribute to the reduction of Col or perception of Col, particularly for the organization's officers, it is important that GFORSS establishes an agreed-upon and set fee structure, that the organization would consistently apply for its operations to remunerate expert advice, including expert advice provided by its members and officers. These set of fees could be subject to review on a periodic basis, as may be required or directed by the Board. The fee structure, being endorsed by the Board of Directors will be used as a basis of remuneration by the organization.

Principles Pursued

Affordability and maintaining the non-for-profit mandate:

Remuneration of expert advice need to consider rates that are in line with the non-for-profit nature of the organization, and should therefore reflect the lower tier of market value

Attracting Talent and Commensurability with the Level of Experience and Expertise

A proposed approach could follow the practice of international organizations (FAO, WHO, etc.), with the possible adoption of a two-tier system:

- (1) Junior to Medium level Expertise with from 3-9 years' experience in the relevant field.
- (2) Senior level of Experience: at 10 or above years of experience.
 - A CV would be used to evaluate the level of experience of a given candidate for a possible mission. This would be carried out by the project manager acting on behalf of GFORSS for a given initiative.

Consideration for Longer Term Involvement

Consideration should be given for possible involvement in longer periods of expert advice for a given mission, and would therefore consider a reduction of the fee for such a period.

A longer advisory support period, could be considered for missions above 5 days

Proposed Fee structure

A proposed Fee structure is recommended to the board's consideration as follows:

- Senior level expert for missions of 5 days or less: \$500 USD/day
- Senior level expert for missions above 5 days: \$400 USD/day
- Junior / mid-level expert for missions of 5 days or less: \$300 USD /day
- Junior/mid-level expert for missions above 5 days: \$250 USD/day

The number of days is attributed for missions on the same topic / mandate

A day would be considered for periods of work between 7-7.5 hours.

In certain situations, and for extended missions, it will be possible to assign remuneration based on a task, with an effort to “hedge” costs for GFORSS.

It is expected that GFORSS would not compensate a consultant / contributor, until such time that the funding party of the initiative delivered by GFORSS has paid GFORSS.

When charging an external organization for such services of regulatory science advice, GFORSS would apply a 15% service / management fee.

Remuneration level will be reviewed periodically by the Board of Directors, as may be required, or at least on an annual basis.