

## **Principles for EHPS expenditure**

### **Purpose of document**

To set out an agreed structure for helping inform decisions around expenditure of EHPS funds, to provide structure to spending decisions, and thereby to facilitate clarity and equity around EHPS expenditure.

### **Background**

The European Health Psychology Society (EHPS) is a professional organisation formed to promote empirical and theoretical research in and applications of health psychology within Europe as well as the interchange of information related to health psychology with other associations throughout the world towards an international achievement of these aims.

Expenditure by the EHPS should only be used to further these aims, i.e. promote research and application of health psychology (including furthering the development of health psychologists to thereby promote research and application of health psychology).

### **Principles**

#### **(overall principles)**

1. As the EHPS is a member organisation, any major decisions about expenditure that are likely to impact on the balance of EHPS funds should be agreed by the EHPS members via a democratic process (e.g. via the EHPS members meeting).
2. More minor decisions should be made at the discretion of the EHPS Executive Committee (EC).
3. The funds held by the EHPS should be used to produce the maximum gain in meeting EHPS aims.
4. Any expenditure made by the society should be legal and ethical.
5. As the vitality of the EHPS should help facilitate research and application of health psychology, spending should aim to produce benefit for EHPS members.
6. Funds should be used to promote diversity, equity, and inclusion in line with the EHPS Code of Conduct.

#### **(spending strategy)**

1. The EHPS should aim to be financially stable, i.e. it should not aim to maximise profits year on year, and neither should it aim to invest funds at a rate that is unsustainable in the medium term (?5 years).
2. In line with this, where profits are being consistently made, this suggests the need to invest these profits in meeting EHPS aims, and/ or reduce fees payable by members to allow greater participation by disadvantaged and less affluent groups, including early career researchers.
3. By contrast, we should aim to avoid as far as possible large items of recurrent expenditure as this is likely to be unsustainable.

## **(more specific principles)**

### Requests for new expenditure

1. Expenditure should be proportionate to the likely gains from that expenditure in meeting aims, i.e. exceptional expenditure on any one item should only be made where there is a reasonable expectation of substantial progress in meeting EHPS aims.
2. Requests for new expenditure should be accompanied by a plan that indicates how the expenditure meets the aims of the EHPS, how the money will be spent, and whether this is an expectation that the expenditure will be a sunk cost, or self-sustaining in the medium term.

### Staff

1. We should aim to avoid employing staff on a recurrent basis unless vitally important (e.g. the EHPS Administrator role), as this is likely to be unsustainable, and places us in a potentially difficult position regarding employment legislation.
2. To ensure parity, any payments or waiving of fees to EHPS members should be proportionate to the activity undertaken. For instance, as the running of the EHPS EC involves substantial time with compensation only in terms of waiving conference fees, any tasks undertaken by EHPS members should be compensated in accordance with the time invested relative to this.
3. However, payment of non-health psychologists who possess skills not possessed by EHPS members is reasonable, but should be done on a pay-per-task basis, not a recurrent basis.

### Sub-groups

1. A recurrent budget for existing EHPS sub-groups should be proportionate to the expected benefit from these groups.
2. Net spend (i.e. expenditure minus income) on existing sub-groups should be in line with expected overall EHPS profits for a typical year, to avoid depleting EHPS funds over time.
3. This net spending should be reviewed by the EC every 2 years, to ensure that expenditure on sub-groups is proportionate.
4. It may be appropriate for an initial budget to be spent by new sub-groups without expectation of this money being returned, but after this initial investment, expenditure should be in line with the principles in (1), (2) and (3) above.