

## **Guidelines for CTSU staff with respect to honoraria and any other payments offered and share ownership**

CTSU and those working in CTSU should be independent, and perceived to be independent, of financial bias. Hence, although the CTSU management group cannot insist that these guidelines are adhered to, it is strongly recommended, for all members of CTSU, that:

- a) In most cases, offers of honoraria to individuals for any work-related activities should be declined: see Note (d). But, receipt of reasonable expenses and travel cost from both drug companies and other bodies to attend meetings is OK.
- b) Invitations from drug companies to speak at drug company colloquia should be considered carefully to ensure that the meeting is a "proper" scientific meeting (or, if not, that some specific interest of CTSU would be served by acceptance). If not, they should not be accepted, but even if they are then any honoraria in relation to such colloquia should be declined.
- c) If it is considered appropriate to accept an honorarium (for example, because it is from a publisher, a broadcaster, another educational establishment, etc) for activities that derived from studies in CTSU, then the money should in general be donated to CTSU for the benefit of everyone working here. (N.B. Sometimes inappropriate honoraria from drug companies are "laundered" through educational, or other, establishments, and such honoraria should be declined.)
- d) If an honorarium is declined, the intended CTSU recipient can still mention that a corresponding amount might be donated to a specific charity.
- e) It is generally not appropriate for CTSU staff who would have foreknowledge of significant publications or statements from CTSU on tobacco, alcohol or pharmaceuticals to share in tobacco, alcohol, drug or biotechnology companies, as these may be directly or indirectly affected. Owning unit trust or other managed share portfolio is, however, OK, irrespective of the shares involved.