

HCP Performance System Endo ERN - Scoring

This is an update on the HCP Internal Review Scoring that was piloted and proposed previously.

This is mandatory to design for the new grant period.

All ERNs are required to design / implement a HCP 'Performance System' . We have termed it Endo-ERN Internal (HCP) Review System in the grant text formally but for ease of communication

Performance System will be utilised outside of formal reporting.

Purpose:

- To have a quantifiable measure of our members contributions to the network
- To offer members feedback on their contribution, highlight those giving great efforts to better the network
- To see that all members complete the necessary activities to retain membership
- To be better prepared for the next 5 year evaluation
- To have an overarching view of areas of the network we can collectively improve on i.e. where we should focus on priorities for the upcoming year

Overview:

Features of the pilot HCP Internal Review Scoring have been kept and then further expanded on to better reflect our network priorities and needs.

There are 34 activities that can earn a HCP points.

The points are summed and weighted (see details below) to give a percentage score (%)

These 34 activities are categorized as **Mandatory** , **Expected** and **Bonus**

Groups Scoring Breakdown

Total scoring is divided across weighted groups. The highest points possible is currently , the highest score 100%

Mandatory = Activities that each HCP must complete to retain membership

6 activities are scored

18 points = 60% of total score

Expected = Activities that are not mandated for membership but expected of contributing member HCPs

11 activities are scored

22 points = 25% of total Score

Bonus = Activities/roles undertaken by HCPs/ individual experts therein that advances our mission and seeks to improve the Endo-ERN

17 activities are scored
22 points = 15% of total Score

Please note: Activities are subject to change minorly each year OR change in status (i.e. mandatory, expected or bonus) based on external factors such as changes to the Continuous Monitoring, or changes in working groups.

In 2025 changes were made to the following activities:

- M7 is not included in mandatory this year as it was removed from continuous monitoring.
- E11 has been added (*Entered cases into the Core Registry*). This altered the expected activities breakdown but the total weight of this section remains at 25%.
- B2 (Participation in ERICA expert working group) will be updated next year to participation in the newly formed Research WG, however for this year scores were awarded for all HCPs who submitted to our Endo-ERN publication database in keeping with the mission of ERICA.

Type	WP/MTG Activity		Score i.e. Points possible	% of Group	% of Total Score	Ref ID
Mandatory	WP1	Take part in General Assembly	3	14.29%	8.57%	M1
Mandatory	WP3	See minimum number of new/suspected patients for endorsed MTGs	3	14.29%	8.57%	M2
Mandatory	WP3	Continuous Monitoring Exercise	3	14.29%	8.57%	M3
Mandatory	WP4	CPMS: Minimum 1 panel participated in	3	14.29%	8.57%	M4
Mandatory	WP4	HCP measures Patient satisfaction	3	14.29%	8.57%	M5
Mandatory	WP5	Submission to e-REC	3	14.29%	8.57%	M6
Mandatory	Educational activities (contributing to rare disease community e.g. university teaching, medical & nursing staff opportunities)		3	14.29%	8.57%	M7
	WP6					
Expected	WP1	Attending MTG HCP meeting	2	9.09%	2.27%	E1
Expected	WP2	Endo-ERN logo/description/ link on your HCP website	2	9.09%	2.27%	E2
Expected	WP1	Accurate CPMS/database details on expertise, contact etc.	2	9.09%	2.27%	E3
Expected	WP4	Lead more than 1 new CPMS panel	2	9.09%	2.27%	E4
Expected	WP4	Consulted in more than 1 panel contribution/participation	2	9.09%	2.27%	E5
Expected	WP4	CPMS Lead min. 1 panel started	2	9.09%	2.27%	E6
Expected	WP5	Core registry users	2	9.09%	2.27%	E7
Expected	WP6	Endo-ERN Clinical Exchange hosts	2	9.09%	2.27%	E8
Expected	WP7	Peer review publications with Endo-ERN Acknowledgement	2	9.09%	2.27%	E9
Expected	WP7	Uses Endo-ERN CPGs	2	9.09%	2.27%	E10
Expected	WP5	Entered cases into the Core Registry	2	9.09%	2.27%	E11
Bonus	ALL	Endo-ERN Working Group chair	2	9.09%	1.36%	B1
Bonus	External	ERICA expert working group participant	1	4.55%	0.68%	B2
Bonus	External	EC/ERN working groups	1	4.55%	0.68%	B3
Bonus	External	Involvement in European Research Grants under the Horizon Europe programme (e.g. EJP RD – work package involvement/ representative to be changed to ERDERA / JARDIN)	3	13.64%	2.05%	B4

Bonus	QoCIRC	Uses Endo-ERN network resources for ongoing studies/ research projects (OR as Endo-ERN WG member)	1	4.55%	0.68%	B5
Bonus	WP1	Endo ERN Rep. in organisation (ESE. ESPE)	2	9.09%	1.36%	B6
Bonus	WP1	SCAB member / National Coordinator	2	9.09%	1.36%	B7
Bonus	WP2	Host endorsed Endo-ERN event	1	4.55%	0.68%	B8
		Patient information material on rare conditions (made available to Endo-ERN as website resource link)	1	4.55%	0.68%	B9
Bonus	WP2					
Bonus	WP3	Host/ run Clinical trials in centre	1	4.55%	0.68%	B10
Bonus	WP5	Participating in/running Study Groups	1	4.55%	0.68%	B11
Bonus	WP6	Endo-ERN Clinical Exchange participants	1	4.55%	0.68%	B12
		Participation in conferences for rare diseases - specify a shortlist of conferences relevant across EU - single person rep, shows active research relevant to your expertise / MTG	1	4.55%	0.68%	B13
Bonus	WP6					
Bonus	WP6	Run webinars on behalf of Endo-ERN	1	4.55%	0.68%	B14
Bonus	WP7	Contribute to Guidelines & CDSTs	1	4.55%	0.68%	B15
		Affiliation to Endo-ERN/EURORDIS patient organisation	1	4.55%	1.14%	B16
Bonus	WP2	Direct recruitment of relevant patient organisations/ partners (e.g. linking Ukrainian HCPS/ patient orgs (WP8/WP9), from countries not yet with Endo-ERN ePAG)	1	4.55%	1.14%	B17
Bonus	WP1					