

A.1 **Absolute Revenue** is calculated by taking the average of the total revenue of a specific department, such as Cardiology, across all four hospitals per month where we have cath lab. The sum of these averages is then multiplied by the weightage, which is determined based on the Minimum Assurance. The weightage is calculated as the consultant's monthly fixed Minimum Assurance divided by the total Minimum Assurance of all consultants of specific department or 10 times the minimum assurance of particular consultant. (The target revenue will be determined by whichever is higher between the absolute revenue or ten times the minimum assurance)

Consultant	Average 12 Months	Minimum Assurance	Weightage	Proposed Target		Weightage Calculation	Proposed Target Revenue
Dr A	4,683,644.80	550,000.00	20%	4,506,184.30	Dr A	Sum of Minimum Assurance / Individual Minimum Assurance	Weightage * Total Average Revenue
Dr B	4,264,067.77	450,000.00	17%	3,686,878.07		550,000.00	20% * 22121268.39 4,506,184.30
Dr C	6,317,854.17	700,000.00	26%	5,735,143.66		2,700,000.00	
Dr D	3,145,782.08	500,000.00	19%	4,096,531.18			
Dr E	3,709,919.58	500,000.00	19%	4,096,531.18			
Total	22,121,268.39	2,700,000.00					

A.2 **Lab & Diagnostic Revenue** is calculated by taking average revenue achieved by Individual on OPD Basis.

Consultant	Average 12 Months	Proposed Target		Proposed Target
Dr A	468,364.80	39,030.40	4,68,364	39,030
			12	

A.3 **ARPOB** measures the average revenue made from each bed that's occupied.

Patient	Patient Bill	LOS	ARPOB	
A	100,000.00	3	43,333.33	650,000.00
B	150,000.00	10		15
C	400,000.00	2		
	650,000.00	15		43,333.33

B.1 **New patient visits** are calculated based on the total number of patients admitted by each consultant, using an average of 20% to represent new

Total Patient	New Patient	New Patient Average
28	8	29%

B.2 **Crude Mortality Rate,"** is calculated as the total number of deaths in a given month divided by the total patients admitted in a month.

Total Patient	Deaths	Crude Mortality Rate
48	3	6%

C. **Patient feedback** is a crucial aspect of evaluating a consultant's performance and quality of care. It provides valuable insights into the patient's experience, satisfaction, and perception of the consultant's services.

D. **Consultant Publication and Education.**
Option 1: Publication achieve at least one publication in a peer-reviewed medical journal within 12 months.
Option 2: Workshops/CME - If publication not accomplished, conduct or actively participate in at least three workshops or Continuing Medical Education (CME) sessions within 12 months.