

FAIR MARKET VALUE TOOL – Peru

Date:

Name of Abbott Requestor: Last First:

Division/Department:

HCP's Name: First: Last:

HCP Title:

Institution(s) Affiliated with:

This tool is to be used to determine the maximum compensation amount for HCP professional services – either the maximum hourly rate for consulting services or maximum event rate for common professional services as defined in the attached grid.

- 1) Determine if the HCP is a Specialist, a General Practitioner (“GP”) or Allied Health Professional (“AHP”; e.g., nurse, dietician, etc.).
- 2) **FOR SPECIALISTS:**
 - a) Complete the Specialist Tier Calculator by selecting one answer per attribute – using the specialist’s CV, resume, or similar document to guide selections. NOTE: Please retain the CV or other documentation used to complete the tool;
 - b) Press “CALCULATE” to determine “TOTAL SCORE”;
 - c) Using the “TOTAL SCORE”, refer to the Tier Level Guide on the right and determine the Specialists appropriate Tier (1, 2 or 3); and
 - d) Refer to the chart on Page 2 of this document and using the Specialist’s Tier level 1, 2 or 3, determine the appropriate hourly rate and/or range of program rate. *
- FOR GP AND AHP:**
 - a) Refer to Page 2 of this document to determine the appropriate hourly rate and/or range of program rate. *
- 3) Print and retain this completed tool with other engagement documentation to support the amount of compensation to be paid.

Tier Level Guide		
Tier	Minimum Points	Maximum Points
Tier 1	18	25
Tier 2	11	17
Tier 3	7	10

Specialist Tier Calculator (Select One Answer per Attribute)	
Educational Level:	
Clinical Experience:	
Research Experience:	
Publication Experience:	
Speaking Experience:	
Geographic Influence:	
TOTAL SCORE:	

CALCULATE

Currency Type Peruvian Nuevo Sol (PEN)	Specialist Tier 1	Specialist Tier 2	Specialist Tier 3	General Practitioner	Allied HCP (e.g., nurse, pharmacist, dietitian)
Hourly Compensation Rate					
Per hour (maximum)	510	480	310	260	195
Ad Boards / Consults (maximum)					
½ day (~4 hours - assumes 6 hours total for prep, delivery and Q&A)	3,060	2,880	1,860	1,560	1,170
¾ day (~6 hours - assumes 8 hours total for prep, delivery and Q&A)	4,080	3,840	2,480	2,080	1,560
1 day (~8 hours - assumes 10 hours total for prep, delivery and Q&A)	5,100	4,800	3,100	2,600	1,950
Chairing / Co-Chairing a meeting (preparation time can still be charged at the hourly rate) (maximum)					
Chairing (additional – per event)	510	480	310	260	195
Co-chairing (additional – per event)	510	480	310	260	195
Workshop moderator (maximum)					
30 min. To 1 hour session	510	480	310	260	195
Presentations (Speaker Program) (maximum)					
1 hour lecture (assumes 6 hours total for prep, delivery and Q&A)	3,060	2,880	1,860	1,560	1,170
2 hour lecture (assumes 7 hours total)	3,570	3,360	2,170	1,820	1,365
Half day (~4 hours delivering speech - total of 8 hours)	4,080	3,840	2,480	2,080	1,560

Compensation limits from the FMV Tool do not include taxes where required. If local requirements (e.g. medical associations, etc.) are more restrictive, please use the local requirements. Any deviations from this tool must be documented and approved by the Division GM, Division Finance and OEC.