



## Compensation (HRPP 3.8)

### Description:

This policy describes UNMC's requirements and limitations regarding compensation of research subjects.

### Definitions:

**Compensation:** monetary or other payment to the subject primarily intended to compensate for **time spent** participating in research activities.

### General Considerations:

- **Compensation is NOT required**
- The amount or type of compensation must not unduly influence a potential subject's decision to participate
- For **greater than minimal risk research**, compensation **should only reflect the time commitment** required of participants. It must NOT be based on the level of risk or discomfort involved
- For **research that is minimal risk**, compensation may be used as a reasonable incentive, since offsetting risk is not the intent
- **NOTE:** The IRB will consider the financial burden imposed on participants as part of its evaluation of whether risks are minimized and whether the risk-benefit ratio is acceptable

### Requirements for Compensation:

- Compensation for **greater than minimal risk research** should be based on a reasonable hourly wage of **\$25.00 per hour** for time spent preparing for, participating in, and recovering from research activities

- Any compensation above standard rates must be specifically justified by the investigator and must comply with the principles outlined above
- The IRB reserves the right to review, limit or increase the level of compensation as appropriate
- If a **family member of caregiver** is required to accompany the subject (*e.g. to drive them home*), their time may also be included in determining compensation
- Compensation must be:
  - Clearly disclosed in the IRB application and Informed Consent Form (ICF)
  - Discussed during the informed consent process
  - Not emphasized in a manner that may coerce participation
- Compensation **must be prorated** and not contingent upon completing the study
- Subjects **may be paid using methods consistent with Business and Finance policies** of the institution
  - Cash debit card is the preferred method of payment
- **Completion bonuses are NOT permitted**
- **Compensation must NOT include free samples or discount coupons** for the study product
- If **compensation is expected to exceed \$600 in a calendar year**, the ICF must state that an IRB Form 1099 will be issued if this occurs
- Departments must maintain accurate records of all compensation and recipient details
- If Social Security Numbers are required for accounting purposes, this must be justified and disclosed in the ICF
- **COMPENSATION FOR CHILDREN:**
  - **Children aged under 7 years of age:** No direct payments; may receive age-appropriate tokens (*e.g. small toy*)
  - **Children 7-12 years of age:** May receive direct compensation with appropriate justification
  - **Adolescents 13+ years of age:** May be directly compensated
- The UNMC IRB prohibits the use of lotteries or raffles for compensation in **greater than minimal risk research**
  - If a study is minimal risk, use of a lottery may be permitted on a case-by-case basis and must be approved by the IRB Executive chair/designee