

Policy:

Lived Experience Remuneration for Experts By Experience Consultation Services



**GLOBAL
MENTAL
HEALTH**
PEER NETWORK

GMHPN is an organisation that values the voices and experiences of people with lived experience of mental health conditions and whose platform creates a safe and engaging communication environment for individuals to share their experiences, opinions and recommendations related to mental health. It provides for a global network of peer led leadership and advancement in individuals' advocacy journeys and/or career paths. It embodies ideals of empowerment, enablement and development from local towards global advocacy efforts in changing the status quo of mental health around the world. It advocates for the meaningful and authentic inclusion and participation of persons with lived experience in all matters related to mental health, by which they are directly affected.

GMHPN is exclusively and completely represented by persons living with mental health conditions, whose expertise is invaluable. Collectively, and across 6 world regions, our organisation and its members work towards the common goal of uniting perspectives and recommendations from our members to inspire change. Our expertise bring about practical solutions which derive from our own lived experiences in mental health. We aim to improve mental health and human rights literacy, transform policies and practices, and with the main objective of destigmatising mental health and reducing discrimination against persons living with mental health conditions.

GMHPN fills the gap that exists in global mental health reform, policy and practice, in that its members provide the most honest and forthcoming opinions and solutions on themes trending across the world as far as mental health is concerned. People with lived experience are experts by their own right stemming from their personal journeys in navigating mental health systems, care and treatment towards recovery.

[Our stance on the value of lived experience expertise](#)

International **human rights instruments call for equality and recognition of the value** of all people, including people with psychosocial disabilities/ mental health conditions, towards advancing socio-economic and sustainable development.

The International Covenant on Economic, Social and Cultural Rights speaks of the right to work and remuneration to be fair and equal "*for work of equal value*".

International strategies and related documents emphasise the same by acknowledging the importance of placing people with lived experience of mental health conditions at the centre of policy and practice, thereby ensuring that people with lived experience and their representative

organisations are **meaningfully and authentically included** in engagement and decision-making processes.

The UN Convention on the Rights of Persons with Disabilities notes the commitment to *“recognizing the valued existing and potential contributions made by persons with disabilities to the overall well-being and diversity of their communities, and that the promotion of the full enjoyment by persons with disabilities of their human rights and fundamental freedoms and of full participation by persons with disabilities will result in their enhanced sense of belonging and in significant advances in the human, social and economic development of society and the eradication of poverty”*.

WHO World Mental Health Report: Transforming mental health for all (2022) notes that *“People with lived experience are crucial stakeholders in mental health. Their participation is vital to improve mental health systems, services and outcomes. Such participation includes full empowerment and involvement in mental health advocacy, policy, planning, legislation, programme design, service provision, monitoring, research and evaluation”*.

Evidence on the value of lived experience integration into research, policy, service development and delivery, stigma reduction, and training of healthcare professionals have been well documented. The benefits are evident on multiple levels.

In spite of the above and the growing inclusion of lived experience into engagement, decision-making processes and high-level meetings to guide positive change, the limited recognition of its **monetary value undermines the lived experiences and expertise** of people with mental health conditions and their representative organisations, and **jeopardising a truly collaborative and inclusive approach** to positive change.

Expecting individuals with lived experience to contribute their expertise as volunteers disproportionately excludes those that have previously been or continue to be economically marginalized and reinforces inequality.

Providing compensation, not only ensures active, equitable, meaningful and authentic peer engagement and shows that individuals’ contributions and expertise are valued and acknowledged.

GMHPN Recommendations

GMHPN encourages stakeholders to review their stance on unpaid/ under-paid work provided by individuals with lived experience and their representative organisations in the mental health domain, by ensuring that lived experience consultation is included and budgeted for in strategic plans and grant proposals.

Stakeholders requesting lived experience engagement and consultation, are encouraged, within reason, to provide lived experience members with reasonable compensation for their time and expert contributions towards a said initiative, including sharing of experiences, perspectives, knowledge and recommendations.

Compensation must be equal and on par with non-lived experience participants taking part in the same work or consultation. Remuneration must align with relevant labour policies and/or guidelines from the organising party who is responsible for such work or consultation and payment must be within reasonable range of minimum standard rates for such work or consultation.

GMHPN engagement and consultation POLICY

1. We strive towards excellence in all the services that we provide and we are able to offer high quality contributions from our lived experience expertise – we will go above and beyond what is expected to ensure that our clients get the impact that they desire.
2. All engagement and consultation requests fall under GMHPN Experts By Experience Consultancy Services which is a unit within the organisation that provides a range of services led and delivered by persons with lived experience within the organisation, and include, but not limited to: public speaking, guest lecturing, conducting workshops, consult on projects, review documents, develop materials.
3. All engagement and consultation work are paid for by the client (institution/ organisation requesting the service), negotiable within the minimum and maximum range of the GMHPN payment scale for services.
4. The GMHPN payment scale is based on the level of expertise of our service providers, time required, direct and indirect costs involved in delivering the service.
5. The GMHPN offers a maximum of 3 engagement or consultation services per year at a reduced cost or cost free – this is based on an assessment of the financial status of the client and potential impact of such a service for the greater good.
6. Should the GMHPN receive requests for its services below the minimum payment rate or with the expectation of no payment, we will put the request forward to our members, who in their individual capacity may decide to accept or decline – however, should they accept, they will not provide this service under the auspices of GMHPN as this will go against our policy.

GMHPN's vision is to have paid work recognised as the norm, worldwide, and to put in motion, full recognition for the value that people with lived experience contribute towards local and global goals and objectives to create a better world for all.

That said, GMHPN members may, at their discretion, agree to accept engagement requests for which they do not get compensated.