

Policy Document for Lived Experience Compensation for Work/Consultation Requests



Strengthening the voice of persons with lived experience globally through empowerment and inspiring respect and acknowledgement of their experiences, views and opinions as valued and equal citizens of the world.

Global Mental Health Peer Network (GMHPN)

The GMHPN is a global mental health care user organization that functions as an entity of its own that strives to ensure that the voice of persons with lived experience, wherever in the world, have the platform to share their experiences, views and opinions in a well-established and sustainable structure.

Definition: *Mental health care users – individuals, with psychosocial disability/ mental health problems/ disorders, who make use of any form of mental health care services, not necessarily restricted to medication but inclusive of making use of counselling, peer support, and other alternative treatments or therapies.*

1. Two principles are fundamental to the GMHPN:

- A) Working together with all stakeholders involved to affect the desired change
- B) The views, opinions and experiences of persons with lived experience reflect the change desired

2. Through the above principles, the objectives of the GMHPN are to:

- Create communities where persons with lived experience are valued as equal citizens of the world, free from stigma, inequality and inequity
- Give a voice to the voiceless and create a platform upon which the experiences and recommendations provided by persons with lived experience, matters and are included into policy and practices by which they are directly affected
- Empower individuals to thrive not only within their role in mental health advocacy but also in their associated professional and personal lives.

3. The GMHPN objectives will be achieved through key activities:

- Developing leadership in mental health through the Regional Executive Committee and its Country Leadership Committee members
- Creating platforms where mental health care users can share experiences, views, opinions and ideas, through participation in global engagement opportunities, such as discussion platforms both online and face-to-face gatherings and activities
- Building partnerships across the globe and participating in global initiatives with partners and stakeholders
- Linking people with lived experience with each other to provide peer support, knowledge sharing, sharing of evidence-based information and collaborative campaigning opportunities
- Promotion of recovery stories through online platforms and through public engagement opportunities
- With the assistance of the Regional Executive Committee, GMHPN members identify key focus areas to address to ensure that the challenges and needs of mental health care users consider country context and diversity
- Representing GMHPN at country and global-level engagement platforms, events, and other opportunities, such as conferences and relevant consultation processes
- Provide inputs into local and global mental health related documents and policies from lived experience perspectives; and

4. Compensation for GMHPN engagement

GMHPN prides itself in its efforts to empower individuals and encourages stakeholders to review their stance on unpaid work provided by lived experience in global mental health work.

Stakeholders requesting lived experience engagement and consultation, are encouraged, within reason, to provide lived experience members with reasonable compensation for time and expertise provided in participation and for the sharing of experiences, perspectives, knowledge and recommendations.

By expecting individuals with lived experience to participate as volunteers disproportionately excludes those that have previously been or continue to be economically marginalized and reinforces inequality.

Valuing lived experience contributions is based on **human rights principles**.

The Universal Declaration of Human Rights makes reference to “participation” to be active and meaningful.

The General Principles of the Convention on the Rights of Persons with Disabilities (CRPD) include the rights to “*Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons; Non-discrimination; Full and effective participation and inclusion in society; Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity; Equality of opportunity; Accessibility ...*”

The CRPD refer to, in its General Obligations that "... *decision-making processes concerning issues relating to persons with disabilities, States Parties shall closely consult with and actively involve persons with disabilities, including children with disabilities, through their representative organizations*".

Providing compensation, not only ensures active, equitable, meaningful and authentic peer engagement and shows that individual's participation and expertise is valued and acknowledged.

- Compensation received may be monetary in value or in other forms such as vouchers, data bundles and paid travel and accommodation to in-person events. These forms are not restricted to this list.
- Compensation must be equal and on par with non-lived experience participants taking part in the same work or consultation. Renumeration must align with relevant labour policies and/or guidelines from the organizing party who is responsible for such work/consultation and payment must be within reasonable range of minimum standard rates for such work or consultation.

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 add to 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.

This document serves as a guidance note drafted and acknowledged by GMHPN members worldwide and does not take the form of a legally binding document