

AHURI policy for Lived Experience (LE) participation payments

AHURI plays a key role in bringing together multiple perspectives to address the issues that affect Australia's housing and homelessness sectors. This includes the perspectives of people who have experienced housing vulnerability.

AHURI encourages LE participation in our events, as outlined in Our commitment to including the voice of lived experience.

AHURI recognises that LE participants deserve to be appropriately compensated for their involvement where it has been invited for a specific purpose. Responsibility for making this payment may sit with AHURI or another organisation.

1. Scope of this Policy

For the purpose of this policy, LE Participation is defined as an activity where a person with a lived experience of housing vulnerability is invited personally to participate in an activity convened by AHURI in order to provide a LE perspective.

LE Participation activities may take a number of formats, such as:

- A. Conference presenter or panel speaker
- B. Individual or group consultation – either online or in person
- C. Roundtable
- D. Media interview – over the phone or in person for radio, TV or online

2. Who is responsible for providing compensation?

AHURI will provide participation payments to individuals who we directly invite to participate in our work in the ways outlined in the previous section.

This does not include:

- A. A person providing LE perspective as a paid professional who is already receiving payment from another organisation for this work.

- B. A person providing a LE perspective at an AHURI event at the invitation of another person or organisation. In this case the party inviting participation is responsible for coordinating payment.
- C. An LE Speaker participating at an AHURI event as a result of an abstract submission.
- D. A person who brings a lived experience perspective to an AHURI event in their own capacity without pre-arrangement.
- E. A sponsored delegate attending an AHURI event for their own professional development and networking.

Where a third party is coordinating LE participation, such as including an LE speaker in an abstract submission to speak at a conference, they are responsible for ensuring appropriate compensation to the participant.

Type of activity	Who invited and nature of contribution	Payment responsibility
Committee, workshop or focus group	Invited by AHURI to share a perspective contributing to content development or research	AHURI
Conference or event advisor	Invited by AHURI to share a perspective contributing to content development	AHURI
Media interview	Invited by AHURI to participate in a media story	AHURI
Conference or event speaker	Invited directly by AHURI to present or speak as a panellist	AHURI
	Nominated via a conference abstract submission	Nominating organisation, or organisation speaker is affiliated with for their LE work
Any activity above	Nominated or invited by another organisation to contribute LE perspective with AHURI permission but not at the direct request of AHURI	Nominating or inviting organisation

3. What compensation will be offered?

When AHURI is responsible for paying a LE speaker for participating in an AHURI activity as outlined above, AHURI will compensate them for an agreed amount for their time as outlined below.

If a third party is responsible for payment, we encourage them to compensate LE participation either in line with their own existing policy or in line with this AHURI paid participation policy.

3.1 Participation time

Time spent travelling to and from, and preparing or reading for and after a Paid Participation Activity will be included in the hours paid. These hours are to be agreed in advance with AHURI when arrangements are being made for an engagement.

Minimum payment for an engagement is for 2 hours. Paid Participation payments will be based on the nature of participation and engagement at the following rates:

Type of activity	Advisor or contributor	Speaker or panellist
Committee, workshop or focus group	Invited by AHURI to share a perspective contributing to content development or research	Invited by AHURI to present
Conference or webinar	Invited by AHURI to share a perspective contributing to content development	Invited by AHURI to present or speak individually or as a member of a panel
Media interview		Invited by AHURI to participate in a media story
Payment	\$40 per hour	\$100 per hour of speaking

3.2 Travel, accommodation and meal allowances

AHURI will cover reasonable travel accommodation and meal costs associated with participation in a Paid Participation Activity. Flights and accommodation (where an overnight absence from home is necessary) for people to participate in AHURI activities will be booked by AHURI. All travel, accommodation and meal allowances must be pre-approved by AHURI.

3.3 Reasonable out of pocket expenses

AHURI will endeavour to meet reasonable out of pocket expenses directly related to participation in a Paid Participation Activity. For example, this might include parking, childcare arrangements or health or accessibility related accommodations. All out of pocket expenses must be approved by AHURI before they are incurred, and receipts must be provided when claiming these expenses.

3.4 Claiming reimbursement

Any participant who is entitled to a Participation Payment by AHURI must submit all forms and receipts for reimbursement to AHURI within 20 working days of involvement in the Paid Participation Activity.

Claims for reimbursement are to be sent to the AHURI employee who coordinated the engagement.

4. Support people

LE participants may have a support person, like a family member, friend, or caregiver, accompany them during Paid Participation Activities. Participants should let AHURI know in advance they will be bringing a support person. AHURI will make every effort to accommodate a support person attending our event, including providing access to the event catering. We do not pay the support person for their time attending or travelling to and from the event.

For information about other ways AHURI supports the inclusion of people with lived experience in our conferences, please view [Our Commitment to including the voice of Lived Experience](#).

AHURI acknowledges the wealth of wisdom held by the Councils of Social Services network, the Mental Health Commission network, Mission Australia, and the Shelter network in appropriate practices for engaging consumer and lived experience participation. We are grateful for access to this wisdom, including from consumer and lived experienced voices, in creating this policy.