



aves
MENTAL HEALTH

Unapologetically,
Experts By Experience

From Recognition to Realisation: Equal Pay for Work of Equal Value Lived Experience Expertise in Global Mental Health Remuneration Framework & Inclusion Assessment Tool



Collaborating with Health Economic experts and people with lived experience (PWLE), the **aves Mental Health** has co-produced a framework aimed at accelerating progress in the equitable and ethical remuneration of lived experience (LE) expertise in global mental health, with funding support generously provided by Kokoro and Vitol Foundation.

Supported by:

kokoro

 **Vitol** Foundation

Equal Pay for Work of Equal Value - Remuneration Framework:

Our remuneration framework is developed by incorporating multiple components, including: (i) comprehensive desktop research, (ii) a review of relevant literature, (iii) survey feedback from PWLE and stakeholders collaborating with them, and (iv) insights gained over five years of managing **aves Mental Health** dedicated “EbE Consultancy Services” unit. The LE Expertise Self-Assessment Tool has been tested with a **aves Mental Health** team and revised accordingly.

The proposed remuneration framework for PWLE across various roles in mental health initiatives should ensure equity, value recognition, and foster sustainability. It is based on the principles of equal pay for work of equal value, fair remuneration for expertise, and inclusion of costs of participation.

Value of Expertise and Role-Based Pay

- **Consultative Roles:** For advisory positions such as contributing to policies, research, and program development, align remuneration with standard consultancy rates in the region. This ensures expertise is valued similarly to professionals in other domains.
- **Leadership and Governance Roles:** Higher compensation should be allocated for roles involving strategic decision-making, such as board members or co-chairs, reflecting responsibility and expertise.
- **Facilitation and Training:** For roles such as guest lecturing, peer trainers or workshop facilitators, rates should consider preparation time, delivery time, and any follow-up activities.
- **Ad Hoc Roles:** Participation in focus groups, interviews, or one-time consultations should include fees based on the time commitment and expertise required

Cost of Participation

Compensation must include costs incurred, such as:

- Travel (air and ground transportation), accommodation, visa fees (where applicable) and meals, for in-person participation. However, take into consideration that participants may not be in a financial position to afford these costs upfront and to be reimbursed at a later stage.
- Internet or phone data for virtual participation – the costs may vary from country to country and by service provider. (Global average price for 1GB of mobile data is \$2.59, and Zoom meeting platform average data usage for 2 hours between 1.6 GB to 2.4 GB of data).
- Compensation for lost income (where applicable) for individuals who take time off work to participate.
- In the event of a peer-led organisation providing expertise, staff time (hourly salary rate) spent on participation, which is a cost to the organisation and its sustainability.
- Consider bank charges, specifically related to receiving funds (payments) via foreign wire transfers.

Equity Across Regions and Roles

- Aligned with local economic contexts, ensuring fair pay in low- and middle-income countries (LMIC's).
- Factor in currency adjustments and inflation for international collaborations.
- Establish standardized hourly/ daily rates for various levels of expertise and roles.

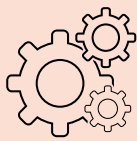
Recognition of Non-Financial Contributions

Offer alternative forms of recognition, such as certificates of participation, professional development opportunities, or networking support, for those who may not require financial remuneration.

Guiding Principles

- **Transparency:** Clearly communicate remuneration policies to ensure understanding and trust.
- **Accountability:** Consultancy work terms should be affected as per contract or however it is mutually agreed upon, to avoid payment delays.
- **Consistency:** Ensure all participants are remunerated equally for similar roles and contributions.
- **Flexibility:** Provide options for participants to decline payment if they choose but maintain equity for those who do accept payment.

LE Expertise Self-Assessment Tool (LEESAT)



To evaluate an individual's level of expertise in LE service delivery, we encourage the application of a multi-dimensional approach that considers different aspects of an individual's experience, skills, and contributions.

Levels of Expertise

Dimensions	Points: 1	Points: 2	Points: 3	Points: 4
Years of Experience	Less than 1 yr	1-4 yrs	5-9 yrs	10+ yrs
Scope of Involvement	Limited	Occasional	Consistent	Extensive
Level of Engagement	Limited	Occasional	Consistent	Extensive
Depth of Knowledge and Understanding	Basic	Good	Advanced	Extensive
Training and Skill Development	Foundational	Developing	Proficient	Expert
Leadership and Influence	Community activities	National engagement	International engagement	High-level decision-making
Public Contributions	Sharing journey	And contributed to projects	And speaker/ co-author/ author	And keynote/ lead author, facilitator
Recognition: Accolades & Awards	None	1+ National/ Country level	1+ International	Multiple National & International

Points assigned -
Level of Expertise:

Level 1: Entry	1-7	
Level 2: Intermediate	8-24	
Level 3: Advanced	25-29	
Level 4: Expert	30-32	

Criteria for dimensions



Years of Experience

Length of time actively involved in the mental health and development field, providing LE expertise (Practical application)



Scope of Involvement

Engagement across multiple sectors in relation to geography (local, region, global). eg. Local context across 1/2 sectors = limited. Global context across multiple sectors on a regular basis = extensive.



Level of Engagement ("Nature of Contribution")

Consultative: Providing lived experience insights to shape research, policy, or service delivery improvement. Advisory: Boards/Committees/Councils, engaging in co-design processes to influence service delivery, research, or funding decisions. Providing expert recommendations that shape mental health policies and frameworks. Operational roles: Actively leading or managing projects, initiatives, or advocacy campaigns. Working within mental health organisations in roles eg. program coordinator, trainer, or lived experience lead. Co-developing training modules, running workshops, or overseeing implementation of lived experience-led interventions.



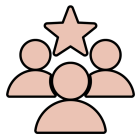
Depth of Knowledge and Understanding

Understanding of mental health systems, human rights frameworks, and policy landscapes



Training and Skill Development

Involvement in formal or informal training on mental health, human rights and research received. **Foundational level** includes sharing of journey, basic mental health literacy, awareness of mental health and human rights. **Developing level** include- participation in structured training programs (e.g., workshops on advocacy, public speaking, ethics in storytelling). **Proficient level** includes- specialised training in mental health, policy, or service delivery and capacity-building for emerging advocates. Applied Lived Experience in Research & Policy. **Expert level**- Formal certification in peer work, advocacy, or mental health and human rights and leadership in mental health governance, or direct co-production as lead in research teams.



Leadership and Influence

Leadership roles and involvement in shaping mental health policies, laws, or services at community, national, global levels (international partners) or high-level decision-making (eg with state leaders, international agencies eg WHO, UN)



Public Contributions

Sharing recovery journey, contribute to projecting, public speaking at events, keynote speaking, authorship or co-authorship, and workshop facilitation. **Considering how many of these contributions*



Recognition - Accolades & Awards

Awarded for special recognition of work and contributions to the field of mental health and human rights from local organisation at community level, national level at country level, from international institution for international work.

Proposed Minimum Payment Rates

Sector	Roles	Competencies	Rates
Advocacy Civil Society Organisations, Governments, Corporate Sector	- Raise awareness about mental health issues and challenge stigma. - Serve as spokespeople for mental health campaigns, sharing personal narratives to inspire change. - Represent the voice of PWLE in advocacy initiatives, ensuring their needs are centred in mental health dialogues.	- Strong communication and storytelling skills. - Knowledge of mental health rights and relevant advocacy strategies. - Capacity to engage with diverse stakeholders, including policymakers and the public.	L1: \$30-\$50 L2: \$40-\$60 L3: \$50-\$70 L4: \$60-\$80
Public Speaking Event Hosts	Provide LE perspectives on specific topics at conferences, workshops and other engagement platforms.	Presentation skills, ability to convey strong thematic messages within set time limit, to various audiences.	<i>Participation expenses to be covered: travel, accommodation, meals, visa</i>
Policy Development Policymakers, International Agencies	- Collaborate with policymakers to create inclusive mental health policies. - Review and provide input on proposed mental health legislation to ensure alignment with the needs of PWLE. - Act as advisors or consultants in policy planning committees or task forces.	- Understanding of national and global mental health policies. - Ability to critically evaluate policy documents from a LE perspective. - Strong negotiation and consensus-building skills to influence decision-making.	L1: \$100-\$120 L2: \$120-\$150 L3: \$150-\$200 L4: \$200-\$500

Legislation

**Governments,
Policymakers**

- Advocate for the inclusion of human rights principles in mental health laws.
- Contribute to drafting legislation that protects and promotes the dignity of individuals with mental health conditions.
- Monitor implementation and compliance with mental health-related laws.

- Familiarity with legal frameworks and human rights conventions (e.g., CRPD).
- Analytical skills to assess gaps in existing legislation.
- Advocacy skills to champion reform and accountability.

L1: \$100-\$120
L2: \$120-\$150
L3: \$150-\$200
L4: \$200-\$500

Mental Health

**Service Providers, CSOs
Governments**

- Co-design and co-deliver mental health programs and services, ensuring they are recovery-oriented and person-centred.
- Train and educate mental health professionals on LE perspectives to improve service delivery.

- Knowledge of recovery frameworks and trauma-informed care.
- Strong communication skills and ability to work collaboratively with multidisciplinary teams.

L1: \$100-\$120
L2: \$120-\$150
L3: \$150-\$200
L4: \$200-\$500

- Focus group participation, sharing LE perspectives.

- Confident to share own experiences in a group setting.

\$20-\$50 USD
No level of expertise applicable

Research

**Research &
Academic
Institutions**

- Serve as co-researchers, peer researchers, or consultants in mental health research projects.
- Co-design studies, particularly in participatory or community-based research approaches.
- Analyse and interpret findings, ensuring LE perspectives shape conclusions and recommendations.

- Confident to share own experiences in a group setting.
- Understanding of research methodologies and ethical considerations.
- Critical thinking to interpret and analyse data from LE perspectives.
- Capacity to communicate research findings effectively to diverse audiences.

L1: \$100-\$120
L2: \$120-\$150
L3: \$150-\$200
L4: \$200-\$500

The proposed hourly rates should apply for a minimum of 2 hours, including preparation and follow-up time. Additional expenses, such as costs for data, travel and related expenses, bank charges, and other overheads, are not included in the rates and should be added separately.

NOTE: We fully support the **WHO Framework's for Meaningful Engagement of People Living with Non-Communicable Diseases, and Mental Health and Neurological Conditions** recommendation that individuals with lived experience should be remunerated at a rate equivalent to that of technical experts for their engagements. However, our investigations revealed a lack of transparency in reporting payment structures, making it difficult to identify comparable rates for technical experts, across various sectors.

Overarching Competencies Across All Roles:

- **Leadership Skills:** Inspiring and guiding change while fostering inclusive and equitable practices.
- **Cultural Competence:** Respect for diversity and sensitivity to cultural nuances in mental health contexts.
- **Resilience and Adaptability:** Ability to manage the emotional challenges associated with sharing personal experiences and advocating for systemic change.
- **Collaboration:** Building partnerships with stakeholders while advocating for meaningful inclusion.
- **Ethics and Integrity:** Upholding confidentiality and ensuring advocacy aligns with human rights principles.

Self-Assessment Tools for Lived Experience Inclusion (ATLEI)

aves Mental Health has developed a set of self-assessment tools designed to evaluate how effectively stakeholders include people with lived experience (PWLE) in their projects and initiatives. These tools provide a structured approach to examining key areas that contribute to meaningful engagement, ensuring that the participation of PWLE is authentic, impactful, and aligned with best practices in mental health advocacy and inclusion.

One of the primary benefits of these self-assessment tools is their ability to highlight strengths, gaps, and opportunities for improvement in fostering meaningful involvement of PWLE. The set of questions within the assessment encourages stakeholders to critically reflect on their existing strategies, policies, and practices, helping them identify areas where they are excelling and where further development is needed. This process ensures that engagement with PWLE moves beyond tokenism and towards true partnership and collaboration.

The assessment tools focus on several key aspects of meaningful engagement, including representation, accessibility, decision-making influence, and equitable remuneration. By addressing these elements, stakeholders can ensure that their projects are not only inclusive but also empower PWLE to contribute their unique insights and expertise. The tools also provide a framework for organizations to track their progress over time, allowing them to make necessary adjustments to improve the depth and effectiveness of lived experience inclusion.

aves Mental Health's self-assessment tools serve as a valuable resource for organisations looking to implement evidence-based approaches to engagement. By using these assessments, stakeholders can develop action plans that align with international best practices and human rights frameworks, strengthening their commitment to creating a more inclusive and responsive mental health landscape. The insights gained from these assessments support continuous learning and capacity-building, fostering a culture of respect, empowerment, and shared decision-making.

Ultimately, these self-assessment tools play a crucial role in advancing the meaningful participation of PWLE in mental health policy, research, and service delivery. By encouraging organisations to critically evaluate and enhance their engagement strategies, the **aves Mental Health's** tools contribute to a more equitable and impactful approach to global mental health efforts. Through these assessments, stakeholders can build stronger partnerships with PWLE, ensuring that their voices are heard, valued, and instrumental in shaping a more inclusive and effective mental health system.

Stakeholder Self-Assessment: Lived Experience Inclusion

For stakeholders who included people with lived experience in projects/organisations' work

The self-assessment questions are designed to evaluate how effectively stakeholders include people with lived experience in their projects/work by examining key areas that contribute to meaningful participation. The set of questions can help identify strengths, gaps, and opportunities for improvement in fostering authentic and impactful engagement with people with lived experience.

Rating scale:

Absolutely

To some degree

Not at all

4

3

2

1

0

1. People with lived experience are included throughout the organisation/ project decision-making processes

Recruitment

2. The recruitment process was transparent and accessible to individuals with lived experience

3. The job descriptions, expectations, and selection criteria were clearly defined and communicated

4. The recruitment process ensured diverse representation of lived experiences

5. Reasonable accommodations were provided to address any barriers during the recruitment process

6. Candidates were given an equal opportunity to demonstrate their skills and experiences

Orientation & Empowerment

7. Comprehensive orientation was provided to help individuals understand the project, their role, and expectations

8. Opportunities were given for individuals to contribute their insights and expertise early in the process

9. Training and capacity-building initiatives were offered to support meaningful participation

10. Individuals were encouraged and empowered to share their experiences in a safe and supportive environment

11. Feedback mechanisms were in place to ensure participants' contributions were acknowledged and integrated into the project

Effective Communication

12. Clear and respectful communication was maintained throughout the project or duration of engagement

13. Communications, including materials and meetings were accessible (e.g., plain language, interpreters, and/or alternative formats)

14. Participants were regularly updated on project progress and their contributions' impact

15. The project or the engagement work provided platforms for open dialogue and feedback

16. Participants were encouraged to voice concerns and channels to resolve them were provided

Stakeholder Self-Assessment: Lived Experience Inclusion

A vertical scale from 0 to 4. 0 is at the bottom, labeled 'Not at all'. 4 is at the top, labeled 'Absolutely'. The middle is labeled 'To some degree'. The scale is represented by a vertical orange bar with circles at each number.

Support & Resources

- | | | |
|-----|--|----------------------|
| 17. | Appropriate resources (e.g., financial compensation, equipment, or materials) were provided to support participation | <input type="text"/> |
| 18. | Expenses were reimbursed, eg travel related expenses (for in-person participation) and data/ airtime (for virtual participation) | <input type="text"/> |
| 19. | Participants were offered access to mentorship, peer support, or other professional development opportunities | <input type="text"/> |
| 20. | Emotional or psychological support was available to those sharing sensitive lived experiences | <input type="text"/> |
| 21. | Reasonable accommodations were made for specific needs to ensure equitable participation | <input type="text"/> |

Management of Risks

- | | | |
|-----|---|----------------------|
| 22. | Potential risks, such as emotional distress or privacy concerns, were identified and mitigated | <input type="text"/> |
| 23. | Individuals were informed about the support available if they experienced challenges related to participation | <input type="text"/> |
| 24. | Confidentiality were respected, particularly when sharing personal experiences | <input type="text"/> |
| 25. | Boundaries and limits were clearly communicated to avoid overburdening participants | <input type="text"/> |
| 26. | An evaluation process were conducted to assess and address any unintended negative outcomes for participants | <input type="text"/> |

SCORING: Add up all points allocated across all question sections.

TOTAL

Score: 0-26

A low score indicates significant gaps in meaningfully and authentically including lived experience expertise, highlighting a need for greater effort and commitment. Current practices may be tokenistic, lack accessibility, or fail to provide the necessary support for genuine participation. To improve, prioritize fair recruitment, comprehensive orientation, effective communication, and adequate resources to empower individuals with lived experience. Stronger mechanisms for risk management, decision-making influence, and continuous feedback are essential. Without these improvements, the inclusion of lived experience will remain superficial rather than impactful.

Score: 27-52

An average score reflects a solid effort in including lived experience expertise, demonstrating a commitment to meaningful engagement. However, there is room for improvement across various areas to ensure deeper and more impactful inclusion. Strengthening orientation, providing additional resources and support, and enhancing communication strategies can further empower individuals with lived experience. Addressing any remaining barriers, such as power imbalances or inconsistent involvement, will help create a more inclusive and equitable environment. With targeted improvements, you can move from a good foundation to truly best-practice inclusion.

Score: 53-78

A high score reflects a strong commitment to meaningfully and authentically including lived experience expertise across all areas. This demonstrates that there has been implemented of fair recruitment practices, effective communication strategies, and robust support systems to empower individuals with lived experience. The efforts in risk management, resource provision, and fostering genuine influence in decision-making set a strong example of best-practice inclusion. To maintain and build on this success, continue to seek feedback, refining processes, and sharing your approach as a model for others striving for meaningful lived experience engagement.

Lived Experience Self-Assessment: Inclusion

For lived experience participants in projects/organisations' work

The questionnaire is designed to obtain experiences and perspectives from lived experience participants on how effectively stakeholders have included people with lived experience in projects/work by examining key areas that contribute to meaningful participation. The set of questions can help identify strengths, gaps, and opportunities for improvement in fostering authentic and impactful engagement with people with lived experience.

The responses to these questions can be compared with the stakeholder self-assessment tool results, to get a clear overview on how effectively people with lived experience had been included in project/work assignments.

Rating scale:

A vertical orange bar with five black circles containing the numbers 0, 1, 2, 3, and 4 from bottom to top. To the left of the bar, there are three boxes: 'Not at all' at the bottom, 'To some degree' in the middle, and 'Absolutely' at the top. Dashed lines connect the circles to these boxes: 0 and 1 to 'Not at all', 2 and 3 to 'To some degree', and 4 to 'Absolutely'.

		Score
1.	Awareness or Understanding: There was a clear recognition of the value of lived experience in shaping the project/work.	
2.	Authentic: Being included was authentic and contributed to meaningful engagement, valuing lived experience perspectives.	
3.	Non-Discrimination: There was no prejudices against individuals based on their experiences, background, or identities.	
4.	Recruitment Practices: The selection criteria was clear and included diverse representation.	
5.	Orientation: Onboarding process helped participants understand their role and the project/work context.	
6.	Communication: Use of accessible language, jargon, alternative communication formats were available.	
7.	Power Imbalances: There were no perceived or actual disparities between individuals with lived experience and other stakeholders.	
8.	Resources: Logistical support, materials or equipment were provided for participation.	
9.	Remuneration: Fair and equitable remuneration were provided for participation.	
10.	Reimbursement: Expenses were reimbursed, eg travel related expenses (for in-person participation) and data/ airtime (for virtual participation)	
11.	Timelines: Timelines were realistic and scheduled meetings were done in advance to avoid conflicts for engagement.	
12.	Emotional Support: Peer and/or emotional support were available for participants who shared personal or traumatic experiences.	
13.	Confidentiality: Confidential and shared information was respected and protected.	
14.	Inclusion: Cultural, linguistic, or accessibility needs of participants were taken onboard.	

Lived Experience Self-Assessment: Inclusion

For lived experience participants in projects/organisations' work

- | | | |
|-----|--|----------------------|
| 15. | Workload: Assigned responsibilities were within participants' capacity and with adequate support. | <input type="text"/> |
| 16. | Feedback Mechanisms: Participants were kept in the loop by showing how contributions influence project outcomes. | <input type="text"/> |
| 17. | Consistent Involvement: Participants were frequently engaged with and opportunities for ongoing contributions were consistent throughout. | <input type="text"/> |
| 18. | Training or Empowerment: Opportunities were provided to build participants' confidence or skills for meaningful participation. | <input type="text"/> |

SCORING: Add up all points allocated across all the questions.

TOTAL

Score: 0-18

A low score indicates significant gaps in meaningfully and authentically including lived experience expertise, highlighting a need for greater effort and commitment. Current practices may be tokenistic, lack accessibility, or fail to provide the necessary support for genuine participation. To improve, prioritize fair recruitment, comprehensive orientation, effective communication, and adequate resources to empower individuals with lived experience. Stronger mechanisms for risk management, decision-making influence, and continuous feedback are essential. Without these improvements, the inclusion of lived experience will remain superficial rather than impactful.

Score: 19-54

An average score reflects a solid effort in including lived experience expertise, demonstrating a commitment to meaningful engagement. However, there is room for improvement across various areas to ensure deeper and more impactful inclusion. Strengthening orientation, providing additional resources and support, and enhancing communication strategies can further empower individuals with lived experience. Addressing any remaining barriers, such as power imbalances or inconsistent involvement, will help create a more inclusive and equitable environment. With targeted improvements, you can move from a good foundation to truly best-practice inclusion.

Score: 55-72

A high score reflects a strong commitment to meaningfully and authentically including lived experience expertise across all areas. This demonstrates that there has been implemented of fair recruitment practices, effective communication strategies, and robust support systems to empower individuals with lived experience. The efforts in risk management, resource provision, and fostering genuine influence in decision-making set a strong example of best-practice inclusion. To maintain and build on this success, continue to seek feedback, refining processes, and sharing your approach as a model for others striving for meaningful lived experience engagement.

