

Remuneration Resource

This resource is for Engaging Entities and Survivor Consultants. You can find:

Part A: Engagement Activities Guide – outlines the types of activities at each level of engagement and their suggested rates of pay.

Part B: Engagement Packages – estimate how many hours different activities may require, including preparation time.

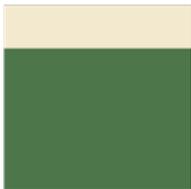
Part C: Payment processes – find guidance on payment options to support fair and consistent remuneration.

Part A: Engagement Activities Guide

Identifying levels of engagement promotes transparency and supports capacity-building toward more collaborative practice across the antislavery sector and beyond. The remuneration scale (\$50–\$150/hr) reflects the varying levels of contribution and expertise provided. The engagement activity examples provided are not exhaustive but are representative.

Please note that GST may be added by consultants.

| Level of engagement | Engagement activities | Outputs or deliverables |
|--|---|---|
| <p>Participate</p>  <p>\$50/hr (1–2 hrs) \$150 half day (3–4 hrs) \$250 full day (4+ hrs)</p> | <ul style="list-style-type: none"> • Survey participation • Sponsored attendance: observing or participating in activities or events in a learning capacity | <ul style="list-style-type: none"> • Survey completion • Attendance of an event or activity in a professional development capacity, rather than active participation. |
| <p>Advise</p>  <p>\$75 per hour</p> | <ul style="list-style-type: none"> • Review of documents • Feedback (written or verbal) on policies, project overviews etc • Content or topic specific consultation or focus groups • Advisory Panels or Councils | <p>Feedback and lived expertise insights provided:</p> <ul style="list-style-type: none"> • In written form: tracked changes or comments added, written reflections or insights added • Verbally: in consultations, advisory panel or council meeting, or in focus groups |

| Level of engagement | Engagement activities | Outputs or deliverables |
|--|--|---|
| <p style="text-align: center;">Collaborate</p>  <p style="text-align: center;">\$100 per hour</p> | <ul style="list-style-type: none"> ● Presentations or training sessions ● Speaking on a panel ● Collaborative input towards project deliverables ● Research participation: structured interviews, written content and/or consultations | <ul style="list-style-type: none"> ● Presentations or training delivered ● Panel participation ● Contribute/collaborate on the development of project deliverables/outputs ● Preparing for and contributing to research via structured interviews, written content |
| <p style="text-align: center;">Co-design</p>  <p style="text-align: center;">\$150 per hour</p> | <p>Project, program, or event design, development, and planning.</p> <p>Community based:</p> <ul style="list-style-type: none"> ● Inception workshops ● Collective journey mapping ● Participatory research projects <p>Professional contexts:</p> <ul style="list-style-type: none"> ● Project design ● Event planning ● Strategic plan development ● Product design | <ul style="list-style-type: none"> ● Project design input: Active involvement in the initiation and design phase, including development of the project concept, objectives, and overall project plan ● Development of project deliverables: Creation of key materials or resources necessary for project ● Event/activity planning support: Contribution to operational planning, including logistics, timelines, task allocation, and coordination for specific events or activities within the project |

| Level of engagement | Engagement activities | Outputs or deliverables |
|--|---|--|
| <p>Co-design and Co-delivery</p>  <p>\$150 per hour</p> | <p>Project co-design and co-delivery of:</p> <ul style="list-style-type: none"> • Programs and services • Workshops and training • Policies and strategic plans • Resources and tools • Events and campaigns | <p>As per Co-design, but add:</p> <ul style="list-style-type: none"> • Participating in facilitation and delivery: Co-facilitating project activities with a focus on inclusion and trauma-informed practice. • Operational coordination: Supporting delivery logistics, timelines, stakeholder communication, and issue resolution. • Monitoring and adaptation: Monitoring progress and responding to new needs or issues by adjusting timelines or delivery as needed. • Contributing to evaluation: Collaborative input into final evaluation, reflection, and future recommendations. |
| <p>Keynote speech or presentation</p> <p>* Custom quote based on scope, duration, preparation, and travel requirements</p> | <ul style="list-style-type: none"> • Speech or presentation at forums, conferences, summits, or congresses | <ul style="list-style-type: none"> • Delivery of speech or keynote presentation |

Part B: Engagement packages

The Engagement Packages in the *Connecting with Lived Expertise* initiative provide survivor consultants and engaging entities with a range of options for activities, with preparation time included, tailored to different levels of engagement. Please note:

- Travel costs (for in-person engagements) are additional
- Discounts may be available for grassroots or survivor-led organisations
- Prices listed do not include GST (this may be added by consultants)
- Bespoke partnerships available by negotiation for ongoing consultation or co-design initiatives



Participate level packages

Participate Level: Sponsored attendance \$50 or day rates

Investment: \$50/hr (1–2 hrs) | \$150 half day (3–4 hrs) | \$250 full day (4+ hrs)

Number of Consultants: 1

What is included: Lived experience participants are supported to attend events or activities in a learning or observational capacity. Sponsorship aims to remove barriers to participation for people with lived experience. It ensures equitable access to participation in activities for professional development, even if the individual is not formally presenting or consulting.

Perfect for: Organisations that would like to support participation and attendance of people with lived experience in their event or activity.

Participate Level: Survey participation package \$50/hr

Investment: \$50 flat (15–60 min) | \$50/hr (>1hr or part thereof)

Number of Consultants: 1

What is included: Completing structured surveys or questionnaires related to lived experience insights.

Perfect for: Organisations beginning to understand survivor perspectives on issues, services or systems.

Advise level packages

Advise Level: Revise and advise package \$75/hr

Investment: \$150 flat (2 hrs min) | \$75/hr thereafter

Number of Consultants: 1

What is included: Lived experience-informed advice and feedback on projects, drafts, or materials etc. Select from:

1. **Document review package** – Review of policies, reports, frameworks, or other documents
2. **Feedback package** – Written or verbal input on services, proposals, or initiatives.

Perfect for: Organisations that are in the early stages of developing their capacity to engage with people with lived experience. This engagement package provides lived experience insights to help make policies, programs, or initiatives more relevant, accessible, and impactful.

Advise Level: Topic specific consultation \$75/hr

Investment: \$75-225 (1-3 hrs)

Number of Consultants: 1

What is included: In-depth consultation on a focused topic, policy, or issue (e.g. roundtable, individual consultation).

Perfect for: Organisations looking for targeted lived expertise to inform specific initiatives, deepen understanding of an issue, or to inform focused solutions.

Optional add-ons: Follow-up feedback or consultation session (\$75/hr) - for reviewing amended versions or reflecting on changes.

Collaborate level packages

Collaborate Level: Panel participation package \$100/hr

Investment: \$450

Number of Consultants: 1

What is included: Lived experience insights shared as a panellist for events, forums, or discussions:

- Panel participation (paid as an estimated 2 hours at the event)
- 30-minute briefing session to understand the focus or goals of the event and panel
- 2 hours of preparation time

Perfect for: Events or organisations seeking authentic, informed contributions from people with lived experience to enrich dialogue and promote systemic change

Collaborate Level: Information session package \$100/hr

Investment: \$600

Number of Consultants: 2

What is included: Introductory Information session – Select from the following topics:

1. Introduction to Relational Remedy – Peer support in Australian antislavery contexts
2. Collaborating with peer support (for service providers)
3. Understanding lived experience of modern slavery (generic or business focused)
4. Introduction to trauma transformative practice (generic)

Session includes:

- 45-minute live presentation (online or in-person)
- 15-minute Q&A session
- 2 hr preparation time
- Provision of a summary resource (PDF)

Perfect for: Awareness raising sessions and organisation wanting an introduction to peer support and survivor perspectives.

Collaborate Level: Tailored topic package \$100/hr

Investment: \$1,200

Number of Consultants: 2

What is included: Presentation tailored to your chosen topic or audience:

- 1 hour briefing to understand the topic and context
- 4 hours of preparation
- 45-minute presentation or training session
- 15-minute Q&A

Perfect for: Community organisations, government departments, frontline service providers, education and training settings, and policy and leadership teams.

Collaborate Level: Foundations of engagement workshop 100/hr

Investment: \$2,200

Number of Consultants: 2

What is included: Workshop includes overview of empowering engagement practices, peer support insights, and/or survivor-led case studies.

- 1 hour briefing session to understand your areas of interest and context
- 8 hours of preparation
- 1.5-hour interactive presentation (virtual or in-person)
- 30-minute discussion and Q&A
- Customised summary document tailored to your context

Perfect for: Leadership teams, service providers, frontline staff training, and organisations beginning to embed survivor-informed practices across operations and delivery of services.

Co-design level packages

Co-design Level: Project or program development consultation \$150/hr

Investment: \$1,800

Number of Consultants: 2

What is included: Consultation on the design and planning of your policies, programs and projects to ensure they are relevant, accessible, and responsive to the needs of people with lived experience.

This includes:

- 1 hour briefing to understand your project objectives and context
- 2 hours of preparation by consultants to share relevant lived expertise
- 2-hour consultation to collaboratively incorporate lived expertise in your planning process
- 1 hour of reviewing and providing feedback on resultant plan or design

Perfect for: Organisations developing or refining initiatives who want to embed lived experience insight from the outset of their project or program to enhance impact and inclusivity.

Co-deliver level packages

Co-deliver Level: Custom-designed workshop \$150/hr

Investment: \$4,200

Number of Consultants: 2 - Including one senior lived expertise consultant

What is included: An interactive workshop that is co-designed with your organisation to address specific goals, topics of interest, challenges, or focus areas. Designed to be participatory and reflective, the custom-designed workshop package integrates lived expertise with practical learning, creating space for deeper understanding and meaningful change.

- 1-hour initial consultation to determine workshop goals, focus and context
- 3 hours of collaborative design of content and structure
- 5 hours preparation of materials and activities
- 4-hour workshop co-facilitated by lived experience presenters
- 1-hour optional follow-up debrief or feedback summary

Perfect for: Organisations seeking to engage at a deeper, more integrative level. Ideal for those committed to embedding lived experience into their projects, policies and systems at a co-design and co-delivery level, these workshops are co-facilitated by lived experience leaders and grounded in trauma-informed principles.

Co-deliver Level: Lived Expertise Integration Package \$150/hr

Investment: Starting from \$6,600 (custom quote based on needs)

Number of Consultants: 2 - Including one senior lived expertise consultant

What is included:

- 2 hours pre-engagement consultation and needs assessment
- 10 hours of preparation time
- 2 hours of co-design and advisory support to integrate lived expertise in your organisational project or processes.
- 2 x 2-hour tailored implementation support workshops (delivered over separate sessions)
- 4 hours – Create follow-up practical recommendations report

Perfect for: Organisations committed to long-term survivor inclusion; strategic embedding of lived expertise into governance, policy, and service design.

Keynote speech or presentation – Customised quote

Investment: Price on request – rate depends on scope, duration, preparation, and travel requirements.

What is included: Delivery of a tailored keynote presentation grounded in lived experience insights:

- Custom design of content aligned with event goals and audience
- Preparation and briefing time
- Optional discussion and Q&A time
- Travel and accommodation (if required)

Perfect for: Forums, conferences, summits, congress events seeking impactful, survivor-led insights.

Part C: Payment processes

See *Invoice template*

Survivor consultants in the Engagement Network operate as sole traders or independent consultants. They are **not** employed by or contracted by Survivor Connections but rather are connected with external entities who may wish to engage with them as independent consultants. As such, consultants are responsible for managing their own professional practice. This includes:

- Expressing interest in, or applying for external engagement opportunities via the EOI process
- Managing invoicing and payment arrangements
- Any applicable tax obligations

Although payments are made directly by an engaging entity to the survivor consultant, Survivor Connections does make an *Invoice template* available to survivor consultants to adapt for their own practice.

Depending on a consultant's individual circumstances, they could request payment from the entities they are engaging with in two different ways:

1. Payment via Bank transfer

Consultants can issue an invoice, providing their bank details and ABN for direct payment.

2. Payment via E-voucher

Consultants may request payment via e-voucher. The invoice provided will list an email address for direct payment via [Prezzee voucher](#).

Please note:

Although the **Development Pathway** provides access to financial literacy training, Survivor Connections does **not** offer individual financial advice. No portion of a consultant's payment is received or managed by Survivor Connections, and decisions about personal finances are managed by the consultants themselves.

For any further questions or support, please contact ask@survivorconnections.org