

ANTI-POVERTY NETWORK --- SOUTH AUSTRALIA



Anti-Poverty Network SA Honorariums Policy

Passed by the Anti-Poverty Network SA Coordinating Committee, October 2025; to be reviewed, May 2026.

Part 1: Lived Experience Honorariums:

That, where financially possible, we provide small payments, in the form of gift-cards or direct payments, for people who shared their lived experience in formal settings, on behalf of the organisation, for example:

- People who share their lived experience and views with a politician, as part of a meeting where they have been asked to attend
- People who share their lived experience and views with a journalist, as part of a media interview
- People who have been asked to share their lived experience and views by speaking at a rally, a community forum, or some other public event, i.e., at a governmental or parliamentary inquiry or hearing

Why: As a grassroots, volunteer-run organisation, virtually everything we do, as members and supporters, we do for free. This will always be the case for us, as it is for all activist movements.

However, there are certain kinds of activities that, by their nature, involve some level of vulnerability and risk, such as sharing your story, in public, or with politicians or journalists.

These can be highly intimidating and stressful experiences, for the people asked to do this essential, necessary work. As we all know, there can be certain emotional and personal challenges involved, in having to tell or retell your story, such as the risk of

retraumatisation or triggering yourself, or public backlash, if it is a very prominent media story.

Of course, we should always make sure that we have strong processes for preparing people, before they share their experiences with MPs, the media, or at an event, and for debriefing with them, afterwards.

But as well as that, an honorarium, would be a reasonable way for us to acknowledge how vital, and often, how straining, this kind of lived experience work can be.

How Would This Work? When a member or supporter has been asked to do any of the lived experience activities listed above, the Coordinating Committee would, as long as it is financially possible, approve an honorarium to the person who undertook the activity.

Who Else Does This?

- Australian Unemployed Workers' Union and Antipoverty Centre provide honorariums to members with lived experience who share their experiences and views
- SACOSS (South Australian Council of Social Service) and ACOSS (Australian Council of Social Service), admittedly organisations with far more substantial levels of resourcing, also provide honorariums to individuals who share their experiences and views

How Much Will These Honorariums Be? As our financial situation is modest, we have selected a standard rate of \$50, which the Coordinating Committee could choose to adjust, in exceptional circumstances.

Part 2: Other Honorariums:

So much of the work undertaken in activist groups like Anti-Poverty Network SA is behind-the-scenes work, critical administrative, organisational, and interpersonal that allows for effective campaigns, events, and projects.

Like any grassroots organisation or movement, inevitably, the bulk of the work performed will be done voluntarily; however, there might be specific instances where the Coordinating Committee decides it is appropriate to provide honorariums, for people performing specific tasks relating to a particular activity or project. For instance:

- Someone doing a significant piece of writing for the organisation, e.g., writing a report or policy submission

- Someone taking on a major task at event, like facilitating a forum or conference, or coordinating a complex program on-the-day
- Someone who has taken responsibility for organising an information stall at a key moment, e.g., at an election-day polling booth, or at a major community event

As much as possible, honorariums for these particular tasks should be decided on, in advance, e.g., when an initial proposal for an event or activity is being reported to the Coordinating Committee. Decisions should be made at either Coordinating Committee Meetings, or, if a decision needs to be made, in between a meeting, through other processes, such as polling Coordinating Committee Members, or through a SubCommittee.

In making decisions about these honorariums, the Coordinating Committee should be mindful of the state of the budget, the nature and importance of the particular event or activity, and the need for transparency and fairness.

Processing Honorariums:

Honorarium payments will be processed by the Anti-Poverty Network SA Treasurer, who can be contacted at treasurer@apnsa.org.