

The Melbourne Social Equity Institute (MSEI) produced these guidelines to support the equitable, appropriate and consistent remuneration of non-University of Melbourne / non-academic individuals who participate in research projects, as co-researchers, advisors or participants. Remuneration should be reserved for the unwaged or those who are participating outside of their current work duties. The remuneration offered should not be the primary motivation for participating in the research project and must strike a balance between fair compensation and undue inducement.

The national minimum hourly wage is \$21.38 until 30 June 2023; on 1 July 2023, this will be increased to \$23.23. Remuneration should, at a minimum, cover this rate in recognition of lost wages or earning capacity. Participants should not be out-of-pocket due to their involvement in the research project, so travel/parking expenses should also be covered. Some individuals may have accessibility costs that will also need to be factored in, for example, providing a cab charge for a wheelchair accessible taxi, a paid inclusion support worker or carer, or providing childcare.

Recommended Remuneration Rates		Indicative Hourly Rates	
		2022-23	2023-24
Level of Engagement	Payment Method		
CONSULT: Research participant Participation in a focus group or workshop	Prepaid digital Mastercard – the value of the voucher should not exceed \$200	\$34.79	\$37.80
CONSULT: Research participant One-on- one research interview	Prepaid digital Mastercard – the value of the voucher should not exceed \$200	\$40.58	\$44.09
INVOLVE: Research advisor Review and provision of feedback on a research application / proposal or output	Prepaid digital Mastercard – the value of the voucher should not exceed \$200	\$40.58	\$44.09
COLLABORATE: Research advisor Participation on a project reference group or advisory panel. This rate includes preparation / pre-reading time	Prepaid digital Mastercard – the value of the voucher should not exceed \$200	\$46.37	\$50.38
CO-PRODUCE: Community / peer / co-researcher Contribution to a project as a researcher	This engagement should be established through the University’s normal HR procedure for casual academic contracts	\$47.09	\$51.17

Remuneration might compromise an individual’s arrangement with Centrelink. This should be taken into consideration when negotiating with an individual. Feel free to contact the MSEI for advice on how we have previously dealt with this situation.