



TNH Speaking Honorarium Policy

1. Purpose

The New Humanitarian charges speaking fees for participating in events in order to support our independent journalism. All fees represent unearmarked funding that allow us to continue to report from crises around the world.

This policy outlines the standards and procedures for requesting, accepting, or waiving honoraria for speaking engagements delivered by TNH staff or representatives (see the full list of [TNH staff here](#)), distinguishing between in-person and online contributions. The policy ensures consistent, fair, and mission-aligned practices when contributing time and expertise externally.

2. Scope

This policy applies to any speaking engagements conducted by The New Humanitarian speakers including:

- Keynote addresses
- Conference panels
- Lectures and academic talks
- Webinars, virtual panels, or online trainings
- Workshops or community events
- In-person trainings
- Other relevant external activities

3. Contact and booking inquiries

For inquiries, availability, or further information, please see more information on our speaking engagements [here](#) and contact Events@thenewhumanitarian.org.

4. Honorarium guidelines

A. In-Person Engagements

These typically require more time investment (preparation, travel, setup, on-site coordination) and may warrant higher honorarium rates.

Note: In-person engagements may also include reimbursement or coverage for:

- Transportation (airfare, train, mileage)
- Accommodation
- Per diem or meal costs

If travel arrangements are fully covered by the host organisation, the honorarium amount might be negotiated on a case-by-case basis by TNH.

B. Online Engagements

These involve lower logistical costs but still require preparation and professional delivery.

5. Waiving Honorarium

Honorarium waivers may be granted for organisers whose work aligns with our mission to improve humanitarian action through independent, ethical journalism. We prioritise waivers for non-profit and under-resourced groups where TNH engagements can help advance public understanding, shift power to affected communities, or contribute to more equitable and effective responses. Each request is assessed based on relevance, resource constraint, and potential impact and needs approval from TNH's events team.

6. Invoicing and Payment Process

- Invoices are issued by TNH staff or representatives upon completion unless pre-payment is arranged.
- All invoices will include:
 - Engagement title and date
 - Description of services
 - Honorarium amount
 - Bank or payment details

Payment is expected within **30 days** of invoicing via bank transfer.