

mediation

Organisations are increasingly recognising that mediation can be a highly effective process for resolving workplace disputes.

People are the key to organisational success and conflict between individuals or groups of individuals can severely affect an organisation's drive for competitive advantage and damage employee well-being.

Recognising this, we have developed expertise in this area with trained and accredited mediators at Mitchell Palmer. Their role is to facilitate discussions between two or more parties and help them to reach an agreement which is constructive and future focussed. Our mediators have over 20 years' experience of managing workplace conflict and provide an impartial and independent service that is fast and effective.

Mediation can provide a swifter response to conflict and can nip potentially damaging disputes in the bud.

Once a referral is made we will schedule the mediation to take place within 7 working days, and will normally be completed within one day and an agreement is issued and signed by the parties on the same day.. It has been shown to reduce levels of grievances and can be introduced at any stage of a conflict. Even after a formal procedure has completed, or an employment tribunal claim has concluded, mediation can be used to help repair relationships and encourage teamwork. Acas reports that 82% of companies surveyed reported that mediation had resolved disputes completely or partly.

There were 186,300 Employment Tribunals cases between April 2011 and March 2012. It is estimated that employers face average cost of £3,900 (source: Department for Business, Innovation & Skills report published March 2013). In addition, the government's new fee structured for Employment Tribunals introduced in Summer 2013 raise the costs to as much as £1,200 just to issue a claim and proceed to a hearing. And these figures don't consider the cost of seeking legal advice, loss of productivity, and the negative impact that such processes can have on your business, your teams and your reputation.

With a one day mediation typically costing less than 25% of the average tribunal cost, the potential savings – direct and indirect - are significant for employers.

Sounds interesting? Please give us a call – we'll talk you through the process, and how it can seek to address your employee relations challenges positively and constructively.

Call us on 07738 900038 or email enquiries@mitchellpalmer.co.uk

