



Mediation

SD Worx HR Consultancy Service

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Mediation

A highly confidential form of alternative dispute resolution.

Overview

When you consider how much time we spend at work, it's not surprising that most people may encounter a problem at some point. Disputes happen in almost every workplace; but the way you deal with them can make the difference between reconciliation and expensive legal action. SD Worx's Mediation Package provides practical solutions that can help solve workplace disputes effectively and economically.

What is Mediation?

Mediation is a confidential and informal process where an independent third party works with people who have a disagreement, to help them find their own solution and reach an agreement to either sort out the problem or improve the situation.

Mediation has the power to transform your organisation's working culture, making it a happier and more productive place to be.

How does it work?

Once all the parties involved have agreed to mediation, the mediator will usually meet separately with them to get their perspective on the situation. They will then come together in a joint meeting to discuss the issues constructively. The Mediator will not take sides or pass any judgment on who is right or wrong. The Mediator cannot tell the parties what to do or give any legal advice. The agreement on how to resolve the situation and work together going forward is entirely the decision of the parties involved.

CIPD research has shown that 14 days of management time are wasted per grievance. You can avoid this with SD Worx's Mediation Service.

At the end of the process, the Mediator will produce a written agreement for all who are involved. Whilst the details of the mediation are confidential, the Mediator will let you – the employer – know that the issues have been resolved. Details of the written agreement can only be shared with the consent of both parties.

How long does it take?

Mediation usually takes as little as one day in total. You should allow at least 2 hours per person for the preliminary individual meetings, and about half a day for the joint meeting – although this may vary depending on the complexity of the dispute. The Mediator may even want to undertake the individual and joint meetings on separate days.

We can arrange mediation quickly, helping you to end disagreements before they escalate...

Contact us today

To talk to one of our consultants, call us on 0800 0482 737, or email us at info@sdworx.com