

HPC & MEDIATION

1. Health Professions Order (relevant sections: sections 24 (3) (d) ; 26 (6)(a) and 26 (6) (b) (i)) states that Council is obliged to have a mediation scheme in place.
2. The executive has held meetings with the Centre for Dispute Resolution (CEDR) on 16th January 2003 and Association for Dispute Resolution (ADR) on 20th January 2003. A further meeting is planned with Mediation UK in late March 2003.
3. The purpose of meeting with these organizations was to glean information on:
 - (i) How mediation works
 - (ii) How mediators are selected and trained
 - (iii) How each organization is involved in mediation
 - (iv) Whether each organization may be able to meet some or all of the Council's needs in relation to mediation
4. Each organization was asked to prepare a briefing for Council for provision of services in relation to mediation. The organizations were asked to prepare briefings that discussed three possible service levels:
 - (i) Advice and support to Council for a service run wholly in-house
 - (ii) As (i) but with the addition of training provision for Council's mediators
 - (iii) A wholly outsourced service
4. Council is requested to decide:
 - (i) Whether to institute its own mediation scheme without any further external input. The executive would need to identify the resources (financial and personnel) required, personnel training and appraisal, CPD and success criteria. The executive notes that mediation is a specialist field in which expert knowledge and skills are crucial. Should Council choose to pursue this option, recruitment of individuals with such knowledge and skills may well be necessary.

- (ii) Whether to outsource its mediation scheme, either partly or wholly as discussed above, to a third party. The executive would need to draft selection criteria against which to select an organization. Council would enter into a contract with the approved organization. The contract would be drafted with legal assistance and presented to Council for its approval at the next meeting. The organization would provide regular (perhaps bi-yearly) updates to Council about the scheme.

Council is requested to decide which option to pursue.

- 5. Should Council decide to adopt 4 (ii) and based on the selection criteria, appointment of the organization may be made by Chair's action.

Council is requested to approve this course of action in this instance.