



# West Sussex Mediation Service External Newsletter

## Workplace Mediation

**Issue No: 104**  
**Mother's Day**  
**2017**

We are about to embark on a marketing drive to promote our Workplace Mediation service, in order raise some vital funds during the forthcoming new financial year. WSMS has a number of skilled mediators trained in this discipline. We often buddy up two mediators on cases, so clients can end up with a BOGOF ! (buy one get one free)



We have a good supply of our leaflets on the subject, if anyone knows any suitable destinations for them or has any warm leads that we could follow up. We have completed a number of successful workplace mediations over the last 12 months.

### External Edition

*Published for the  
Funders and  
Supporters of the  
West Sussex  
Mediation Service.*

MEDIATION

The true cost of conflict to British business, according to the CBI is £33 billion ... Workplace Mediation is the way forward for building better relationships at work.



*It is estimated that over half the population of the UK are bullied.*

*Managers are said to spend 30% of their time managing workplace conflict.*

*It makes sense to utilise our Mediation expertise to resolve situations early.*

MEDIATION

**Issues that can be resolved**

- Bullying
- Harassment
- Discrimination
- Disagreements
- Personality clashes
- Management issues
- Return to work
- Co-worker disputes
- Diversity/equality



Inside this issue:

Workplace	1
1st Anniversary	1
News	2
Mediation Bill	3
Barn Dance	4
Quotes	4



## 1st Anniversary

We are fast approaching the 1st anniversary of our office move to Park House. We actually moved out of Alphacom House on 31st March 2016 and started business in Park House the following day. If anyone is still to visit our new offices, you are more than welcome to pop by any time. The relocation has been a huge success, with great use being made of the extra space and the meeting room facility. As a result, we have saved over £1,000 in meeting room costs, compared with last year. As mentioned in a previous newsletter, our meeting room is available for hire for meetings or remote working.

## News

> **Budget for 2017/18** - We have finalised our budgets for the forthcoming financial year. Our projected funding will be in deficit next year unless we can find means of plugging it, such as through extra earned income or more successful bids to Trusts & Foundations. We have already aimed high on earned income, as the article on Page 1 suggests. The alternative way to balance the books will be to reduce expenditure in some way.

> **Mandatory Mediation**—Turkey have introduced mandatory mediation for workplace and labour disputes. This moves away from the commonly accepted guiding principal that mediation should be a voluntary process. More details via this link: <http://ow.ly/g2so309Tfpb>

> **Staffing** — As disclosed in the last Newsletter, Anna has now left us. Christine Hows, our Family Mediation Co-ordinator, is now on leave until the end of March. She had scheduled to depart to Boston on 14th March, but her flight was cancelled due to a snow storm hitting the East Coast of America! Pam may be on leave for 2 weeks in April. Christine Willmington has offered to do some extra days to help out.

> **Intergenerational Mediation Training** — we are planning to hold a course to train more of our mediators in this discipline. The four day course (may be split over 2 week-ends) will be OCN Level 3 accredited. If you haven't put your name down and would like to be included, do let Nick know. Various possible dates in May and June are being circulated. It will take place in Littlehampton. We would hope to have 10-12 candidates to make it worthwhile. If any agencies would like to send staff on this course to observe, they are welcome to do so for a small contribution. Again, speak to Nick on 01403 800182.

## Team Work!



## Mediation Elsewhere

The long awaited **Irish Mediation Bill (Eire)** has been published. The general objective of the Bill is to promote mediation as a viable, effective and efficient alternative to court proceedings thereby reducing legal costs, speeding up the resolution of disputes and relieving the stress and acrimony which often accompanies court proceedings. The Bill also forms part, therefore, of the Government's overall strategy to tackle the issue of legal costs. The Bill requires solicitors to advise their clients to consider the use of mediation, and to provide them with information on available mediation services, before embarking on court proceedings. The Bill makes a similar provision in relation to barristers which will apply if and when, in the future, barristers are permitted to issue proceedings directly on behalf of clients. In order to ensure that this key requirement is given effect in practice, the Bill requires that solicitors make a statutory declaration that the obligations placed on them by this legislation is discharged.

S.11 deals with the enforceability of mediation settlements. It provides that only the parties have the power to decide if a mediation settlement has been reached and to decide on the manner in which the mediation settlement is to be enforced. Subject to the exceptions specified in this section, a mediation settlement will be enforceable as a contract at law where it is in writing and signed by all the parties and the mediator.

S.12 makes provision for the possible future establishment of a Mediation Council to oversee the development of the mediation sector. Such a Council would comprise representation from the main mediation bodies together with a number of public interest members.

S.16 empowers a court to invite parties in civil proceedings (already commenced) to consider using mediation to resolve their dispute. Under this provision a court may, on its own initiative or following an application by a party to the dispute, invite the parties to consider using mediation to settle the dispute. The section further provides that where the parties decide to use mediation the court will adjourn the proceedings and may make an order extending the time for compliance by any party with any provisions of the relevant Rules of Court or of any order of the court in the proceedings.

S.17 deals with reports of the mediator to the court in such cases. It provides that where, following an invitation by the court under section 16, the parties engage in mediation then the mediator will report to the court on the outcome of the mediation! NB this Bill is Draft Law at present.

Read more here: <http://www.justice.ie/en/JELR/Pages/SP17000075>



## Barn Dance

There is still be time to buy tickets for our Barn Dance on **Friday 7th April** near Storrington. To add to the fun we will be having a 'photo booth' so that guests can capture images of themselves in costume or using a variety of fun props that will be provided. Our thanks go to the artistic skills of our mediator, Hazel, and to our professional photographer, Dave Powell who will be giving his time up for free.

<http://lpgphotographic.zenfolio.com/>



We have a great caterer at the event—Pig and Jacket, who will be laying on some great homemade burgers with tasty homemade relishes and sauces.

<----- Here is what one of their fabulous cheeseburgers with pineapple relish and bbq sauce.

Various homemade vegetarian options will be available, if pre-ordered

We also have a great cash bar lined up with some local ales from Hepworths, some great cider, wine and various other options including homemade lemonades.

Contact Nick on 01403 258900 to get your tickets or email [nick@wsms.org.uk](mailto:nick@wsms.org.uk)



## Quotes for Mother's Day

'The greater love is a mother's; then comes a dog's;  
then a sweetheart's' - Polish proverb

'All that I am, or hope to be , I owe to my angel mother '

—Abraham Lincoln