

6th July, 1994.

The Board
ADRA

Find attached draft policy document for the accreditation of mediators.

This document documents broad principles on how accreditation would take place, however the sub-committee needs approval from the Board to proceed with the following:-

- ▶ Formulation of standards
- ▶ Communicate with interstate bodies, a number of whom have already expressed interest in being involved in setting up a national standard
- ▶ Consider the issue of accreditation/cross-accreditation on a state by state basis
- ▶ Expend resources where necessary on formulation of the standards document
- ▶ Detail the process and standards for accreditation.

ACCREDITATION
Sub-Committee

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ADRA

ACCREDITATION OF MEDIATORS

Preamble

Mediation is a process of dispute resolution whereby a neutral third party with the consent of the parties assists in facilitating a consensual and informed agreement.

Mediation has been used increasingly to resolve a wide range of conflicts including community, relationships, civil, personal injuries, business and environmental issues.

The increasing acceptance of mediation means that concerns about mediation practice and standards will increasingly arise. Whilst there is an expectation that mediators have undertaken a minimum of training there has been a gap in monitoring so that the standards of mediators are objectively assessed.

Recognising this need, ADRA has determined to develop accreditation standards for its members that embrace core competencies and ethics of mediators. ADRA recognises however, that whilst accreditation indicates that a mediator has completed training of an acceptable standard, ADRA cannot hold itself out to determine the individual competency of mediators in their practice of mediation. What the ADRA accreditation scheme can do however, is highlight to the community and other mediators, that a mediator has met core competencies at certain levels of attainment.

Role of the Accreditation Committee

The role of the accreditation committee is to develop the criteria for inclusion on the ADRA panel of mediators. This will include the following:-

- ▶ The requirements for inclusion
- ▶ The time limits for which accreditation will be maintained
- ▶ Requirements for renewal of accreditation
- ▶ The discipline of members for breaches of ethics or standards
- ▶ The withdrawal of accreditation
- ▶ Ongoing monitoring and performance of accredited mediators.

The Process of Accreditation

Applications for accreditation must meet the following conditions:-

- ▶ they must be in writing,
- ▶ applicants must be members of ADRA,
- ▶ applicants must have completed a self assessment questionnaire,

- ▶ names of referees and or co-mediators should be included.
- ▶ ADRA reserves the right to seek independent comment regarding an applicants suitability.
- ▶ ADRA reserves the right to refuse accreditation of applicants and is not bound to give reasons for this decision.

Where an accredited member has accreditation withdrawn, or faces disciplinary action, that member has a right of appearance and appeal to the ADRA board.

Assessment for accreditation will include consideration of the following:-

- ▶ type and length of training
- ▶ last period of training
- ▶ evidence of ongoing professional development
- ▶ participation in mediations both as a sole mediator and co-mediator
- ▶ attendance at seminars/conferences
- ▶ tertiary studies
- ▶ papers, reviews or other written material that may indicate a member's involvement in the field of dispute resolution.

Categories of Accreditation:

The accreditation committee will accredit mediators to either the general and/or specialist panel of mediators. It is recognised that many mediators have undertaken additional training that allows them to specialise in various field of mediation practice. Additional assessment criteria will be required for those seeking inclusion on the specialist panels.

Additional Notes:-

- ◆ The accreditation committee may at any time seek further information from applicants to support their application.
- ◆ The accreditation committee may from time to time vary the requirements for accreditation.
- ◆ The accreditation committee will meet quarterly, or more frequently as necessary.
- ◆ ADRA accepts no liability in the performance of mediators who hold ADRA accreditation.