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## Employment Mediation Services

At Abbiss Cadres our mission is a simple one – to help clients make the most of their people wherever they are. As a firm dedicated to supporting clients in solving complex HR issues we are pleased to offer you our mediation services, an effective alternative to litigation that your clients will want to consider.

Our mediation team prides itself on an 80% success rate which exceeds that of the general market. Our approach is a simple one - tailoring the process to your clients' needs with flexibility around time frames, process and location to ensure the best possible outcome.

*“Mediation is now a well-established alternative solution to employment disputes. Its main attraction is the range of creative win-win solutions it offers beyond the monetary remedies available through the courts.”*

**David Widdowson**

Head of Mediation Services

## What are the benefits of mediation?

The dispute process in the UK requires parties to explore alternative dispute resolutions. Mediation is an attractive solution offering the following benefits:

- **Cost effective** - quick to set up, inexpensive and avoids drawn out court hearings.
- **Confidential** - any agreement reached remains strictly between the parties involved.
- **Reputation management** - helps manage reputational risk as the process is designed to reach consensual agreement on how best to resolve the dispute.
- **Wide range of possible outcomes** - whilst litigation generally only results in one outcome (monetary payment), through mediation it is possible to explore a wider range of possible outcomes which may be of great value to the parties involved.
- **Speed of resolution** - rather than waiting for a court or tribunal date which may take many months or even years, mediation can be quickly arranged and offers a way of resolving disputes more efficiently.

## When can mediation be used?

Whilst mediation should be an option throughout any dispute, there are three key milestones where the action should be strategically considered:

- **When a dispute emerges** – interventions at this stage can be highly effective because the issues can be explored before positions have become entrenched and emotions inflamed. We were retained by an NHS Trust to successfully mediate a solution to a dispute to avoid lengthy and confrontational disciplinary action.
- **When litigation is about to commence** – with the aim of preventing the dispute progressing through the litigation process and ending up in a trial. We were instructed by the board of a tech company to successfully mediate a relationship issue, thereby avoiding constructive unfair dismissal proceedings.
- **When a trial is imminent** – the significant cost, business disruption, publicity and uncertainty of an “all or nothing” outcome make trials a daunting prospect for most parties, who may prefer to try mediation to resolve the dispute. We successfully mediated a dispute in the financial services sector concerning team moves and the applicability of restrictive covenants, thereby avoiding a lengthy trial and reaching a settlement with commercial advantages for both sides.

## How does our mediation service operate?

At Abbiss Cadres we are committed to providing a client-focused approach. We aim to diffuse difficult situations with innovative thinking and creative solutions. We tailor our service to suit the requirements of each individual party rather than prescribing set hours or processes. This may mean conducting mediations in tighter time frames, by telephone or video conference or by using shorter sessions over longer periods. Where possible, we offer a complimentary “get to know you” session to ensure that all parties have been introduced to and are comfortable with the choice of mediator. This sets the framework for an open and relaxed process where all parties feel their positions have been heard and understood and so optimising the chances of a successful outcome.

We run a partner led service with fees fixed and agreed from the outset. David Widdowson leads our mediation team. He is an accredited mediator through the Centre for Dispute Resolution (CEDR). He deploys his experience as a specialist employment lawyer and business coach to solve complex HR problems through mediation. He is supported by other accredited mediators with complementary experience.

## Contact us

If you would like to discuss using our mediation services to help you resolve your clients’ disputes please contact us on **+44 (0) 203 051 5711** or email us on **mediation@abbisscadres.com**.

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