

## **Training and Assessment - Summary**

The new Standards will provide for three levels of professional accreditation:

- Accredited Mediator,
- Advanced Mediator, and
- Leading Mediator.

In addition, there will be a further accreditation category of Specialist Practitioner open to those who hold one of the three Mediator levels.

### ***Accredited Mediator***

The basic level of Accredited Mediator requires successful completion of a training course and an assessment. The detail of these is set out in a Training and Assessment Framework (TAF) that will be an appendix to the Standards.

The training course is of 45 hours duration, approximately half of which is expected to be focussed on nine simulated mediations in which trainees will variously play the roles of party or mediator, followed by debriefing and specific follow-up.

The other half of the course is expected to focus first on the four professional domains identified by the Standards. These are: knowledge; skills; ethics and responsibilities; and professional development. The required content is detailed in a table in the TAF.

The balance of the course is to be devoted to relevant conflict and negotiation theory, with an emphasis on the facilitative mediation process, while also addressing other NDR and mediation structures and how they intersect with relevant legislative and other professional frameworks.

Completion of this course entitles trainees to a Certificate of Training. It is intended that the Certificate of Training Course should have appeal to professionals who, while not necessarily intending to practise as mediators, may wish to improve their dispute-resolution knowledge and skills.

The assessment for an Accredited Mediator consists of participation in a simulated mediation of at least two hours, and completion of a written assessment. The assessment must be completed within six calendar months of completion of the Certificate of Training.

### ***Advanced Mediator***

An Accredited Mediator who has held that qualification for at least two years can seek the next level of accreditation, as an Advanced Mediator. Entry to this level requires successful completion of a course described as the Practicum Certificate. This is a small-group workshop course of 12 hours' duration, which may be divided into modules. The course requires the presentation of a case study of a part of a mediation in which the candidate was involved. There are detailed requirements for the content of the case study. Assessment is by an 800–1000-word written outline of the case presentation and discussion.

### ***Leading Mediator***

The status of Leading Mediator will be conferred by the Board in two circumstances. The first is Advanced Mediators with six years' experience and 250 practice hours who have provided mentoring, coaching and related services to practitioners. The second is as recognition of outstanding experience, commitment, and leadership: in other words, a contribution to the profession that merits recognition in this way.

### ***Specialist Practitioners***

Specialist Practitioners must first be Accredited, Advanced, or Leading Mediators. The Board will be enabled by the new Standards to identify areas of specialisation and the criteria for recognition within that specialisation. Also, it is anticipated that groups of mediators with a particular specialisation may apply to the Board for recognition under this category. The Board, by working collaboratively with these groups can then specify the criteria for admission. No specialist area has yet been fixed. It is anticipated that groups seeking recognition as a specialisation might include Family Dispute Resolution Practitioners, indigenous peacemakers, workplace conciliators, and so on. It will be for those seeking recognition of a category to identify the particular knowledge, skills, or attributes built on the foundation of mediation that merit recognition.

This document is a summary only and should not be understood as authoritative.

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