DAVID STEWART & ASSOCIATES

**Agricultural Consultants PO Box 398, Te Awamutu**

**Dispute Resolution**

**Roy Johnson**

**B.Ag, GDipBS(DispRes), Cert BS, AAMINZ**

R.D.5, Otorohanga 3975

Phone: (07) 8730909 ****

Mobile: 0272719282

Fax: (07) 8730908

Email: [otewa@xtra.co.nz](mailto:otewa@xtra.co.nz)

## About private employment mediation

For the employee, I can call your employer and see if we can have a meeting to sort it out. It is confidential, fast, informal and flexible. When we reach agreement, we get the Department of Labour to sign it off and you can continue a working relationship.

For the employer, I can sort problems with your staff on-site, calm things down, get to the real cause of the problem and work out a way forward without lawyers or advocates seeking costs.

It is covered in the Employment Relations Act 2000.

**s154 Other mediation services**

* Nothing in this Part prevents any person seeking and using mediation services other than those provided by the chief executive under section 144 (mediation services).

Mediation is a confidential and consensual dispute resolution process in which an independent and impartial mediator facilitates negotiation between the parties to assist them to resolve their dispute. Private meetings are allowed at any time.

The mediator is not a decision-maker, and the process is based on achieving co-operation between the parties. The mediator assists the parties to make their own decisions and agreements. The mediator's role is to guide the process so that the issues can be defined, the relevant information produced and options explored without undue delay or legalistic procedures. When a dispute is resolved in mediation, a written agreement which sets out the outcomes of the issues that have been resolved at the mediation is signed by the parties.

I am an ex-farmer and I know what it is like to work long hours with the cows. I am trained in mediation and employment law and I belong to AMINZ and must adhere to their ethical standards.

Usually the employer pays for my services but for top end salaries the fee is often split. This is a cost you don’t have at DOL mediation but you do have the costs of advocates and lawyers. There would be a 6 week wait for DOL mediation and they may not necessarily understand farming.

There are two documents to sign: an Agreement to Mediate prior to the mediation and a Mediated Agreement when resolution is reached. I am happy to answer any queries at any time.