

Depending on the:

- size of your organisation
- its complexity
- the scope of any problems which may have prompted the audit

Members of our highly experience panel will visit or base themselves at your organisation for an agreed period of time. They will

- review your HR, disciplinary and grievance policies and documents
- conduct interviews with selected staff
- develop a proper understanding of how disputes, grievances and disciplinary matters are handled in your organisation
- identify weak points or omissions in existing structures

Then, in consultation with your key management and HR personnel, our experts will

- design bespoke dispute, grievance and disciplinary policies for use in the future
- provide practical guidance on their implementation, including training, staff functions and procedural advice
- embody in the system a functional workplace mediation facility tailored to your organisation
- provide free scheduled support to the workplace mediators or dispute managers appointed in your organisation for a year after the audit

ADR Group's Workplace Mediation services provide an effective, immediate and cost-effective mechanism for managing disputes in your organisation.

The Gibbons Report on Workplace Dispute Resolution in the UK concluded that the 2004 Dispute Resolution Regulations had failed and should be repealed. The report recommended that future measures should be simpler, more cost effective and more flexible and in particular, that the use of mediation should be increased. The new Employment Act repeals the 2004 procedures and introduces a Code of Practice which encourages the early resolution of workplace disagreements through flexible and simple procedures.

For further information relating to this service, or you wish to discuss how this can be implemented in your company, please contact ADR Group on +44 (0) 117 946 7180