CONFLICT TO CO-OPERATION



PANEL ADMISSION STANDARDS

1. Purpose

1.1 These standards set the minimum requirements a mediator must meet to be admitted to IR Change's panel, and the process IR Change follows to assess applications. They match or exceed the DiSAC national accreditation standard.

2. Admission requirements

To be admitted to IR Change's panel, a mediator must meet **all** of the following requirements.

2.1 Training and assessment (one of the following routes)

Route	Requirement
A. Accredited training	Completed a DiSAC-accredited mediator training programme of **at least 40 hours**, and assessed and certified as competent by accredited assessors.
B. Recognition of prior learning (RPL)	Obtained recognition of prior learning through assessment by an accredited assessor (see section 3).
C. Recognition of prior experience (RPE)	In exceptional cases only: obtained recognition of prior experience through assessment and certification by DiSAC (see section 3).

2.2 Character and declarations

- Testimonials of good character from two people with whom the applicant has a professional relationship.
- A sworn written declaration confirming that the applicant: has not been convicted of any criminal offence involving dishonesty; has never been withdrawn from, or refused membership of, any other panel (or full details if they have); and subjects themselves to IR Change's Code of Professional Conduct and Complaints and Disciplinary Procedure.

3. RPL and RPE assessments

3.1 **RPL.** IR Change nominates an accredited assessor, who conducts:

- a written assessment of mediation theory, practice and law; and
- a skills assessment in an actual mediation or a role play.

3.2 Where no accredited assessor is available within IR Change, IR Change appoints an accredited assessor from a DiSAC-accredited training provider. The assessment guidelines in Annexure C of the DiSAC Mediation Accreditation Standards are applied in all assessments.

3.3 **RPE.** RPE applications are considered by IR Change. If IR Change is satisfied, it recommends the applicant to DiSAC for DiSAC's own assessment and certification. IR Change does not certify RPE itself.

4. Continuing on the panel

To remain on the panel and be recommended for renewal of DiSAC accreditation every 24 months, a mediator must:

- conduct at least four mediations (or an equivalent skills maintenance activity) in each 24-month period;
- meet the requirements of IR Change's CPD Policy;
- take part in an annual performance review; and
- have no unresolved disciplinary matters.

Only mediators who meet these requirements receive a letter of good standing from IR Change.