THE UNIVERSITY OF WESTERN AUSTRALIA

PIMCA
PSYCHOLOGICALLY-INFORMED MEDIATION CENTRE AUSTRALIA

AMDRAS

Australian Mediator and Dispute Resolution Accreditation Standard (AMDRAS)

National Mediation Accreditation Certificate of Training (COT) + Certificate of Assessment (COA)

About the Program

Who is the Course for?

This National Mediation Accreditation (AMDRAS) course is a professional executive education program suitable for people working in a range of professions including (but not limited to) legal and judiciary, business and management, HR and ER, psychology, education, health care, social services, government organisations, local councils, policing and defence, court administration, executive coaching, and not-for-profit organisations.

The accreditation covers all types of mediation, excluding parenting matters related to family separation that may require a certificate to attend the Family Court. These matters are mediated by Family Dispute Resolution Practitioners (FDRPs).

The process and theory-informed interventions introduced in the course can add to the existing skills-base of experienced practitioners, resulting in an expanded suite of tools to assist clients with their disputes, including during pre-mediation or pre-trial conferences.

Qualification

AMDRAS Accredited Mediator

National Mediation Accreditation courses are based on the *facilitative* model of dispute resolution. Training is providing in accordance with the Australian Mediator and Dispute Resolution Accreditation Standard (AMDRAS). National Mediation Accreditation courses also aim to provide participants with an understanding of other forms of mediation and their appropriateness.

Participants who (i) successfully complete the Certificate of Training (COT) and Certificate of Assessment (COA) requirements, (ii) meet the good character requirements, and (iii) meet the professional indemnity insurance requirements under the Standards, are eligible to apply for accreditation as a Nationally Accredited Mediator (AMDRAS Accredited Mediator) and can apply to be listed on the AMDRAS Board's National Register.

For further information, see the AMDRAS website: https://amdras.au

How our Course is Different

Our course has been developed by an experienced team of researchers and practitioners who have incorporated contemporary, theoretically driven, and evidence-based psychological concepts into approaches to dispute understanding and resolution.

We have found that these concepts complement and elevate the traditional facilitative mediation process, and provide a framework for understanding what might sit behind the challenging and complex behaviours all people exhibit when under stress.

These concepts can also guide the intentional selection of specific and helpful interventions, and offer insights as to why certain aspects of practice might be effective, or where new approaches or processes might be beneficial.

Our Philosophy & Aims

Our course aims to provide the theory and skills necessary to conduct a mediation process at the highest level of competence. At the completion of the course, participants should have built upon their conflict knowledge, negotiation and mediation skills, ethical understandings, and capacity to reflect.

The course is underpinned by the idea that primary importance should be given to *how* decisions are arrived at through a dispute resolution process. In both lawyer-assisted and non-lawyer assisted contexts, we believe that the first step in any meaningful dispute resolution process is to build a full and flexible understanding of the experiences and conflict that sit behind the dispute.

By taking a predominantly relational and interest-based approach, an environment can be created that assists parties to shift from an adversarial stance to a more constructive and co-operative way of understanding the conflict. From this place of improved understanding, parties can begin to generate thoughtful and considered (*mentalized*) decisions that are more likely to be meaningful and sustainable for everyone involved. For matters with a legal element, this might include joint decisions that preclude the need for litigation or clarify why litigation might be the most appropriate pathway for certain aspects of a dispute.

Program Outline

Module	Content Outline
Module 1	Important topics for AMDRAS mediators - Ethical, professional, and legal obligations - Preparatory information, feedback and complaints - Continuing professional learning and development
Module 2	Building a mediator's alliance - Disputes and conflicts - Self-determination - Procedural justice - Trust
Module 3	Positions, Interests, and Negotiation - Positions and interests - Negotiation styles
Module 4	Opening stages of mediation - Role of the facilitative mediator - Role of parties
Module 5	Interests exploration stage - Theory and practice
Module 6	Standard mediation interventions - Direct communication - Silence, summaries, questions, and reframes - Assisting perspective-taking
Module 7	Private sessions - Theory and practice
Module 8	The psychology of conflict - Introduction to mentalizing - Introduction to mentalizing interventions
Module 9	Second joint session and closing - Theory and practice
Module 10	Designing a process - Pre-mediation considerations - 7-elements preparation
Coaching Sessions	Mediation process workshops - One-on-one coaching and written feedback
Accreditation Sessions	National Mediation Accreditation assessments

Assessments and Accreditation

with the UWA Mediation Clinic

At the conclusion of the Certificate of Training (COT) course, members of the UWA Certificate of Assessment (COA) team will assess those participants who wish to be considered for National Mediation Accreditation. Accreditation involves two assessments:

a. A written, preparation and reflection task, where candidates will critically reflect on their performance and experiences, and
b. A simulated mediation assessment, where candidates will be assessed on their skills and knowledge of the mediation process.

For the written assessment, the assessment objectives, submission process, due date, and potential assessors will be included in a 'Written Assessment Instructions' document.

Similarly, for the simulated mediation assessment, the assessment objectives, and participation process will be included in a 'Simulated Mediation Instructions' document.

Both documents will be provided to participants at the completion of their COT course.

The COA from UWA entitles its awardee to apply for accreditation as a Registered Practitioner.

Professor Jill Howieson

Jill is the founder of the UWA Mediation Clinic and runs the Negotiation and Mediation, Dispute Resolution and Mediation: Practice and Skills units at the University of Western Australia's Law School. Jill was an inaugural board member of the National Mediator Standards Board, and is a nationally accredited Mediator (AMDRAS) and Family Dispute Resolution Practitioner.

Jill holds degrees in English, Psychology (Hons) and an LLB (Hons) and a PhD in Law from UWA. Jill has conducted training workshops in mediation, negotiation and stakeholder facilitation for a variety of entities. Jill's research areas include procedural justice, the use of mediation in cases involving family violence, and narcissistic and coercive control. Jill works from an inter-disciplinary socio-legal perspective and conducts empirical research.

Before entering academia, Jill practised as a solicitor in the area of dispute resolution at Mallesons Stephen Jacques and smaller dispute resolution firms. Jill has a broad range of experience in DR processes and teaches, researches, and practices in DR and mediation.

Our Training Team

Dr Darren Moroney, Lead Trainer

Darren is a registered psychologist, nationally accredited Leading Mediator (AMDRAS) and Family Dispute Resolution Practitioner (FDRP). Darren facilitates dispute resolution processes across a number of contexts including workplace, community, family, local government, and restraining order referrals from the Children's Court of WA.

As one of the lead trainers in UWA's National Mediation Accreditation and Family Dispute Resolution courses, he has introduced a mentalizing-informed approach to dispute resolution to law students and professional practitioners across of Australia.

Tania Waters

Tania is a nationally accredited Mediator (AMDRAS) and the founder of Taite, an organisation specialising in the resolution of workplace conflict.

As an internationally experienced senior leader, Tania is passionate about the tool of mediation and the countless possibilities that arise as a result of its effective application.

Brianna Friberg

Brianna is a nationally accredited Mediator (AMDRAS) and employment lawyer at the Chamber of Commerce WA. Brianna has represented clients in the Federal Court, Fair Work Commission, WA Industrial Relations Commission, and Equal Opportunity Commission, and is an experienced negotiator. Brianna has a Bachelor of Laws and a Bachelor of Arts (Psychology) from UWA and was admitted to practice as a lawyer in 2016.

Michael Spencer

Michael is a nationally accredited Mediator (AMDRAS), registered FDRP, Gestalt therapist, and Principal Workplace Relations Advisor (AREEA). Michael conducts workplace mediation, investigation, unfair dismissal, and other related processes, and has over 30 years experience as an IR/ER/HR practitioner for the mining, power, oil and gas sectors in WA and overseas, and the Federal Department of Industrial Relations.