

This one day conference provides a practical overview on the introduction and implementation of **workplace mediation** in Malta. The Judge Giovanni Bonello Commission suggests that mediation procedures should be introduced for workplace and industrial issues. We will focus on the advantages of having a structured workplace mediation set-up in place, how it has worked in the UK and how it has informally worked in Malta. Employers and employees will be realise that resorting to mediation rather than litigation, is a viable option, a more expedient and less costly procedure, a save-facing procedure and a fair solution to many disputes. Guest speakers will include Ranse Howell, from the UK, Parliamentary Secretary Owen Bonnici and Minister Helena Dalli as well as former Prime Minister Dr Lawrence Gonzi. It is the aim of this conference to introduce a debate on the need of workplace mediation in Malta and participants are expected to leave the conference with a basic knowledge of how to use the mediation process to solve disputes and issues in an HR's everyday life. Avoid judicial costs, avoid judicial procedures – **workplace mediation is an investment**.

08.30 to 09.00	Registration & Networking
09.00 to 09.10	Introducing ObjectiveHR (with particular reference to the ADR Services)
09.10 to 09.25	(Hon. Dr Owen Bonnici LL.D. M.P.) <i>Opening address by the Parliamentary Secretary responsible for Justice</i>
09.25 to 09.55	(Ranse Howell - CEDR) <i>Introducing CEDR - its role in making workplace mediation a successful development in the UK</i>
09.55 to 10.15	(Dr Noel Vella - Director for Employment & Industrial Relations in Malta) <i>Conciliation experiences</i>
10.20 to 10.50	(Dr Lawrence Gonzi – Former PM and Minister for Employment) <i>Mediation Experiences in local National Industrial Relations disputes</i>
10.50 to 11.00	Question & Discussion time
11.00 to 11.20	Coffee Break
11.20 to 11.50	(Ranse Howell - CEDR) <i>Internal Workplace Mediation Procedures in Organizations</i>
11.45 to 12.15	(Michelle Bonnici - Qualified Mediator & HR Executive Deloitte) <i>Combining a mediator's and HR Executive role</i>
12.15 to 12.40	(Mr Josef Vella - UHM Secretary General) <i>A Trade Union's perspective</i>
12.40 to 13.00	Question & Discussion time
13.00 to 14.00	Lunch
14.00 to 14.30	(Ranse Howell - CEDR) <i>Basic skills and principles to good mediation</i>
14.30 to 15.30	(Ranse Howell - CEDR) <i>Case-study/mediation exercise with participation of attendees</i>
15.30 to 15.45	comments, observations and discussion on case-study/mediation exercise
15.45 to 16.00	Coffee Break
16.00 to 16.30	(Ranse Howell - CEDR) <i>Macro Mediation – engaging managements and trade unions into mediation mode</i>
16.30 to 16.45	(Hon. Helena Dalli M.P.) <i>Closing address by the Minister responsible for Industrial Relations in Malta</i>
16.45 to 17.00	(Dr Ian Spiteri Bailey – Director, ObjectiveHR) – concluding remarks

NB : there can be some minor changes in the speakers and programme beyond the organiser's control