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Harvinder

Reference for an employment workplace mediation

Having taken over a company, the business inherited a long-standing employment dispute with one of its directors. Whereby he was promised an increased salary and higher position.

The business tried to address the director's issues for several months, leading to him raising a grievance, which was appealed which was not upheld. Unfortunately, the director then threatened legal action.

Too much of the business's time was being taken up in manpower and resources, especially as we felt we had no case to answer and had done more than required to address these concerns.

I was impressed with how quickly you responded and arranged the mediation, having contacted you on the 8th December 2017, the mediation took place on the 19th.

At the mediation you assisted in generating various options so that a solution could be obtained. You handled a very emotionally delicate dispute, effectively, it did not help, that the employee had not sought legal advice, which I believe made the mediation tougher on you, when highlighting the evidential burden, he faced.

An amicable solution was found, which we are grateful for. I would be happy to endorse your employment mediation services and would recommend you to other HR professionals

Yours sincerely

Kay Simpson MCIPD
Human Resources Director