

PEER MEDIATION

POLICY STATEMENT

It is Bay of Plenty District Health Board's (BOPDHB) aim to encourage employees to resolve their differences via mediation. Therefore BOPDHB will assist with the provision of internal mediators, whenever possible, to provide mediation services to resolve employees' issues with peers, co-workers or managers.

PURPOSE

The purpose of this policy is to improve employee morale and patient safety by providing an avenue for issues to be resolved before they reach the point where they affect employee / team performance.

EXCLUSIONS

- Any employment relationship where a personal grievance has already been notified.
- When an investigation or disciplinary process has commenced, or is imminent.

REFERENCES

- [Health and Safety at Work Act 2015](#) and [Regulations 2016](#)

ASSOCIATED DOCUMENTS

- Bay of Plenty District Health Board policy 5.4.3 protocol 1 Mediation - Peer – Standards
- Bay of Plenty District Health Board Form FM.P4.1 Peer Mediation - Agreement to Mediate
- Bay of Plenty District Health Board Form FM.P4.2 Peer Mediation - Mediation Agreement

Manual Name: Organisational	Page 1 of 1	NOTE: The electronic version of this document is the most current. Any printed copy cannot be assumed to be the current version.
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