

MEDIATION AGREEMENT  
BETWEEN  
BRIAN OWEN AND JOHN BRIGGS  
25<sup>TH</sup> AUGUST 2010

1. STAFF DEVELOPMENT REVIEW

- a. Brian and John recommend to HR that Brian's incomplete Staff Development Review (SDR) undertaken in October 2009 be cancelled and not placed on his file and that Brian's SDR process be undertaken afresh.
- b. Brian and John will jointly meet with the appropriate person in the Staff Development Unit to hear more about the purpose and focus of the SDR.
- c. Brian will have a fresh SDR before the end of 2010.
- d. This SDR may be attended by a third party who will either conduct or monitor the process in order to ensure there are no obstacles to the process.

2. WORKING STYLE

- a. John will talk directly to Brian about allegations made about him by some team members.
- b. Brian will address perceptions of him by some team members when these perceptions are put to him.
- c. Brian will think about what he can do to shift perceptions of him by some team members;
- d. John will actively engage with team members when they make allegations about Brian.
- e. John will facilitate the team communicating and working more with Brian.
- f. Brian will work openly with members of the team.
- g. Brian will communicate more actively with team members as appropriate.
- h. In order to promote information sharing in the team John will continue to hold quarterly team meetings for members of the team to present their work to each other; he will ensure that the new guidelines for effectively team working are followed in these meetings.
- i. John and Brian will continue to meet on a one-on-one basis, once a fortnight to begin with, with a view to improving communication and openness between them.
- j. John will work with Brian on his communication and presentation style and give him feedback, in their one-on-one meetings.

3. CONFIDENTIALITY

- a. This agreement will remain confidential to Brian and John.

Signed \_\_\_\_\_

Brian Owen

John Briggs