



International Mediation Institute

PROFESSIONAL MEDIATION WORLDWIDE

Promoting Consensus and Access to Justice

[www.IMImediation.org](http://www.IMImediation.org)

## The Mediators' Institute of Ireland

*IMI Qualifying Assessment Program (QAP)*

### About the Organisation

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| <b>Organisation's full legal name</b>            | The Mediators' Institute of Ireland   |
| <b>Year formed, and under which jurisdiction</b> | 1992, Ireland   |
| <b>Organisation's contact details</b>            | The Mediators' Institute of Ireland<br>Suite 112, The Capel Building<br>Mary's Abbey<br>Dublin 7 D07 X544 t: +353 1 609 9190 w:<br><a href="http://www.themii.ie">www.themii.ie</a> |
| <b>Application type</b>                          | IMI QAP   |

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| <b>Feedback Digest support</b> | Yes |
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| <b>Locations and Languages</b> | The Republic of Ireland is the main jurisdiction. English and Gaelic are the primary languages. |
| <b>Existing CMTP</b>           | Not Applicable  |

## QAP Application

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| <p><b>Program assesses experienced mediators who have completed at least 20 mediations/200 hours of mediation</b></p> | <p>Yes</p>  |
| <p><b>Optional comment</b></p>  | <p>The MII has reviewed its Advanced Member processes during 2021, and experienced mediators meet the requirement of at least 20 mediations/200 hours of mediation.</p> |

### Mediator Experience

*The Qualifying Assessment Program (QAP) must include a methodology for ensuring that Applicants have demonstrated to the satisfaction of the Program's Assessors a substantial level of experience as a mediator.*

*The QAP must include clearly identified criteria on this requirement.*

Mediators who join the MII begin their professional training by successfully completing an accredited 60-hour (minimum) programme in mediation knowledge and skills with a MII Certified Training Provider. The competencies for this training are clearly laid out by the MII and subject to independent audit. At the end of the accredited training, those who wish to pursue a career in mediation undertake a one-hour in-person role-play mediation. The roleplay mediation is videoed in the presence of a member of the MII Panel of Certified Assessors. A self-reflection is then completed by the assessee using the competence framework, which will be used by the Certified Assessor. Where the person passes the role play assessment, they may then apply to become a Member of the MII. Mediators then begin to build experience (mentored, through co-mediation, with supervision) and work towards application for Advanced Member of the MII. The requirement is that applicants will have in excess of 100 hours of mediation experience, although the norm is that applicants for Advanced Member have in excess of 200 hours of mediation experience.

## Mediation Knowledge

*The QAP must include a methodology for determining that Applicants have demonstrated a strong understanding of general mediation theory and practice which may be based on written tests, essays, reports, theses interviews and/or other testing platforms.*

Mediators applying for Advanced Member will often have completed postgraduate studies in the area of mediation and/or additional training as part of their continuous professional development (CPD). Applicants also need to have completed Code of Ethics and Practice training within the previous three years. Applicants submit both a Log of Mediation Experience, a CPD Log, a reflective statement and case presentations of three examples of mediations from their experience. During the interview by a panel of Advanced Members, questions are asked to assess the extent to which applicants understand the relationship between their practice, mediation ethics and general mediation theory.

## Mediator Skills

*The QAP must include a methodology for the evaluation of candidates' performance in terms of the occurrence and effectiveness of mediation process and mediation techniques, against high competency benchmarks. The Evaluations/Assessments may be based on roleplay or live action assessments, and may include videotaped and online assessments such as web dramas, selfassessments, interviews, peer reviews, user feedback and other in-practice skill evaluations.*

A competency framework is used to assess the competence of mediators before they can apply to become a Member. This takes the form of a role-play with a member of the Panel of Certified Assessors present. Essentially this is the equivalent of the Qualified Mediator status in IMI. Any Member wishing to become an Advanced Member must present a mediation case to their peers at a Sharing and Learning meeting. This presentation has to be signed off by the Chair of the Sharing and Learning Group. Mentoring of practice and supervision of cases is signed off by mentors and Professional Practice Consultants. An interview then takes place with a trained Panel of Advanced Members to assess competence to progress to become an Advanced Member of the MII.

## Program Transparency

*The benchmarks and criteria applied by the QAP must be published and be openly accessible on the organization's website. Details of all approved programs will be listed on the IMI web portal*

*www.IMImediation.org and will include a direct link to the credentialing organizations' websites. Responses call for the link (if available), or the reasoning why it is not included and the timeframe for publishing.*

All the criteria for membership of the MII are available through [www.themii.ie](http://www.themii.ie). The Advanced Member processes were updated by the Accreditation Policy Committee in 2021.

## **Program Integrity**

*Each Assessor must have substantial experience of assessing the performance of mediators. At least one of the Assessors on each Program must be independent of the QAP. Responses call for the criteria applied in appointing Assessors, any independence requirements, and how independence is determined.*

The MII is the professional body for mediators in Ireland. The MII does not directly train mediators. The MII accredits training programmes that are required to meet our competence requirements. When it comes to assessing at Advanced Member level, the Panel of Assessors (3 experienced mediators) is trained and will have one member who works in the same area of mediation practice as the applicant - there may be experienced submitted across areas, e.g. separating couples; commercial; workplace; community; elder; etc. At least one Panel member will be independent of the main area of mediation practice of the applicant, e.g. if an applicant's primary area of practice is separating couples' mediation then the Family Mediators on the Panel will not have trained or supervised the applicant; and one Panel member will work in an unrelated area of mediation. Any conflicts of interest are declared on the setting up of the Panel to avoid subjectivity. Where possible, no member of the Panel will have a connection with the applicant. The primary focus is to ensure that applicants demonstrate the required competence to be recommended for Advanced Member to the MII Council.

## **Ongoing Monitoring of Programs**

*The QAP must include a process for the ongoing monitoring of the performance and practice of the Assessors. IMI will liaise closely with all recognised program organizers to maintain a sustainable quality control system.*

The Accreditation Policy Committee of the MII monitors the performance and practice of the Assessors. Feedback is reviewed from Panel members and those who have been interviewed for Advanced Member

- both those who have been successful and those who have not been successful. Specific interview training is required for those sitting on Assessment Panels.

## Commitment to Diversity

*The QAP must be made accessible on an equal basis to experienced mediators regardless of their professional affiliations, gender, race, ethnicity, age, religion, sexual orientation or other personal characterization.*

**Every Member of the MII is encouraged to progress to Advanced Member. The Accreditation Policy Committee is currently ensuring that access to training** programmes, Certified Assessment, Mentoring, Professional Practice Consultancy and Advanced Member Assessment is available to all. The MII is also strengthening its Diversity Policy and has appointed a Director to this portfolio in 2023. The MII offers, through Article 4b of its Constitution, funding for those from underrepresented groups in the profession in Ireland.

## Quality Assurance

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| <b>Program registered in accordance with jurisdiction requirements</b>                           | Not Applicable |
| <b>Trainers, coaches and assessors registered as mediators (if required by the jurisdiction)</b> | Not Applicable |

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| <b>Clarification of passing criteria</b>          | In order for a participant on a Certified Mediation Training Programme to pass the first stage of assessment, they must achieve a 4 (on a scale of 1-5) across the main competency areas. Once a mediator has joined the MII and begun to practice mediation, they are working towards applying to become an Advanced Member. The Advanced Member Competences Framework sets out what is required to progress to become an Advanced Member. Again, an interviewee must achieve 4 (on a scale of 1-5) across all Panel members.   |
| <b>Process where participant fails assessment</b> | Where a person fails the Certified Assessment, they are requested to review their video and the Certified Assessor feedback with their training provider. The person can appeal the decision and the video and self-assessment is reviewed by another MII Certified Assessor. If there is a difference in decision, a third Certified Assessor will have the final decision. A person may apply to resit the Certified Assessment. Where a Mediator fails the Advanced Member assessment, they are informed of this and provided with feedback in relation to both what they presented well and also where the gaps are. Support is offered to facilitate the development of competences required. |
| <b>Privacy</b>                                    | New Breach of Code of Ethics Policy and Process:<br><a href="https://www.themii.ie/about-mii/governance/complaint-procedure">https://www.themii.ie/about-mii/governance/complaint-procedure</a><br>Data Policy: <a href="https://www.themii.ie/about-mii/data-protection-policy">https://www.themii.ie/about-mii/data-protection-policy</a><br>Web Privacy Policy: <a href="https://www.themii.ie/website-privacy-notice">https://www.themii.ie/website-privacy-notice</a>   |
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| <b>Additional comments</b>  | It is important to note that some MII Accredited Training Providers are a QAP for the Certified Mediation Skills Training which is the first step on the path to becoming a mediation professional. The MII, as the professional body for mediators in Ireland, is the only organisation that then assesses mediation experience that demonstrates that its members have practice experience, understand and can articulate the relationship between mediation theory and practice based on that experience and further education/learning. |
| <b>Supporting documents</b> | <i>List of attachments:</i><br><br>Annex – MII Competency Framework<br><br>Annex – MII Complaints & Appeals Policy<br><br>Annex – MII Privacy Policy  |