

## **THE ELDER MEDIATION AUSTRALASIAN NETWORK (EMAN)**

[www.elder-mediation.com.au](http://www.elder-mediation.com.au)

The Elder Mediation Australasian Network (EMAN) was formed in 2013 after a successful conference in Adelaide which was co-convened by Associate Professor Dr Dale Bagshaw, at the University of South Australia, and the Elder Mediation International Network (EMIN). This conference focused on ‘Mediation Involving Age-Related Issues’.

EMAN’s Board members are from different Australian States and New Zealand and many are also members of the Resolution Institute. The Chairperson, Dale Bagshaw, is also on the Board of EMIN and the EMIN Certification Committee and chairs the Resolution Institute’s Facilitative *Elder Mediation Sub-Committee*. Dale is an EMIN Certified Elder Mediator (Advanced level). Over the past 8 years she has conducted face-to-face elder mediation training programs at a basic and advanced level in South Australia (x3), Victoria (x2), NSW (x2), Western Australia (x1), Tasmania (x2) and New Zealand (x2) and during Covid has also conducted online elder mediation trainings (via zoom) for certified mediators from all States and NZ.

EMAN aims to be the network of choice for matters relating to Elder Mediation in the Australasian region and has worked closely with the Resolution Institute by presenting papers on elder mediation to RI chapters in various states and at RI conferences and by providing speakers for joint webinars on elder mediation. Trained elder mediators assist older people, their families and significant others with difficult conversations, to make plans and to reach outcomes to disagreements – outcomes that work for the older persons, respect their rights and enhance their safety.

The goals of EMAN from the outset have been to:

- raise awareness of elder mediation
- build knowledge about elder mediation
- develop professional ethics, standards and certification for elder mediators
- encourage referrals to relevant services, including mediation and other services tailored to the circumstances of older people (our elders) in Australasia.

EMAN’s comprehensive website aims to:

- raise awareness of elder mediation and the activities and services of mediators and others who are members of EMAN
- provide information and knowledge about elder mediation for dispute resolution practitioners, other professionals and people wishing to access elder mediation services
- provide links to publications, conferences and other events and to relevant resources, services and websites
- promote EMAN and encourage others to join the network

## **ELDER MEDIATION CERTIFICATION OVERVIEW**

Since 2013, the Board of the Elder Mediation Australasian Network (EMAN), comprising key mediators from different Australian States and NZ, has been closely involved in developing the Elder Mediation International Network's (EMIN'S) Code of Ethics and Elder Mediation Certification process. We have worked closely with the EMIN Board and Certification Committee to develop a two-tiered approach to EMIN certification, which the EMAN Board and the Resolution Institute deem to be suitable to Australasian conditions.

The Elder Mediation International Network's Certification Program continues to gain international recognition; it reflects the highest standards in education, training and experience for elder mediators. The Certification Program embodies a comprehensive training process as well as a rigorous assessment of each elder mediation candidate and requires on-going training.

EMIN's Code of Ethics was developed with input from around the world (including from EMAN Board members) and continues to be the 'gold standard' for elder mediators. It is the foundation for the Certification Program and has been successfully adapted to meet the unique requirements of elder mediators from Australia and New Zealand.

### **Rationale**

EMIN, EMAN and the Resolution Institute have recognized the need for both a national and international standard for certification of mediators specialising in issues of aging – one which assures the competency of mediators and speaks with a strong and credible voice. The goal is to promote a consistent standard for elder mediators through accreditation and continuing education. The general public can be assured that EMIN certified Elder Mediators are both committed and competent to work professionally and ethically in this rapidly developing field of practice.

Health and mental health agencies and government and non-government organisations involved with issues of aging are well positioned to advocate for elder mediation as a valuable service for the older people, families and others utilising their services. Referral to qualified, informed professionals who adhere to a recognized standard of practice is necessary to enhance trust, communication, and the welfare and safety of older people, their families, and significant others in the older persons' networks.

Trainers who wish to offer Elder Mediation training are expected to have completed the EMIN Elder Mediation Certification at the Advanced level (see details below).

### **The Certification Process**

Elder mediation certification candidates will have opportunities to demonstrate their empathic qualities, values, mediation skills, ability, and knowledge. They will demonstrate their commitment to professional development, plus enhance and demonstrate their learning in the general areas of ageing and age-related issues and mediation involving older people.

## **Requirements to apply**

Mediators seeking certification will be required to join EMIN prior to certification.

As an outcome of negotiations between EMAN and EMIN, the EMIN Certification program now provides three possible options for certification as an elder mediator.

**Option 1:** Candidates can opt to complete the first level (*Cert.EM*) which will provide them with certification as an elder mediator.

**Option 2:** At a later stage, *Cert. EM* graduates can choose to complete the remaining requirements if they wish to attain the advanced certification designation (*Cert.EM Advanced*).

**Option 3:** Candidates can choose to enrol directly into the *Cert.EM Advanced* certification process from the outset.

### **The requirements and fees for each option are as follows:**

#### **Option 1: Certified Elder Mediator (“*Cert.EM*”) requirements**

- Current formal accreditation to practice as an ADR/mediation practitioner (or the equivalent) in your Country.
- Be a registered member of EMIN – yearly dues of €40
- Provide evidence of 70 hours of Elder Mediation specific training in specified subject areas (see the list of subject areas under the third option)
- Experience - a minimum of 3 Elder Mediation role-plays and/or actual Elder Mediation cases
- Recording of an elder mediation role play & completed a self-assessment (guidelines provided)
- Payment of a €275 certification fee (€50 application fee plus €225 assessment fee)

#### **Option 2: Certified Elder Mediator Advanced (“*Cert.EM Advanced*”) requirements for applicants who already have “*Cert.EM*” status**

- Maintain €40 yearly EMIN membership & certification maintenance
- Additional 30 hours of Elder Mediation training ([Linked to specified subject content areas.](#))
- Experience: 2 additional Elder Mediation role plays or actual Elder Mediation cases
- Pass a 3 hour invigilated exam (some questions provided in advance)
- Pay an additional certification fee of €150 (€50 application fee plus €100 assessment fee).

#### **Option 3: “*Cert.EM Advanced*” - requirements for applicants who directly enter the certification process at the Advanced level**

- Current formal accreditation to practice as an ADR/mediation practitioner (or the equivalent) in your Country.
- Be a registered member of EMIN – yearly dues of €40
- Provide evidence that you have completed 100 hours of age-related Elder Mediation education and training in the following subject areas:

- current and future profiles of seniors in your country/region
  - family life cycle, family dynamics, intergenerational dynamics
  - recognizing and responding to elder abuse & neglect
  - knowledge of legislation in your country relevant to elder mediation, capacity and elder abuse
  - identifying and dealing with power dynamics involving and affecting older people with and without capacity
  - the nature and impact of bereavement, grief and loss
  - the impact of ageism, sexism and cultural diversity
  - understanding dementia & age-related diseases and how to assess, manage and accommodate capacity issues
  - financial & estate issues for identifying areas of concern and referral
  - ethics and ethical issues relevant to elder mediation
  - facilitating and writing agreements in elder mediation
  - Advance Care Directives, Power of Attorney & Guardianship – relevant to your country/region/state
- Experience - 5 Elder Mediation role plays and/or actual Elder Mediation cases
  - Elder mediation role play recording & self-assessment (guidelines provided)
  - Pass a 3-hour invigilated exam (some questions are provided in advance)
  - Certification fee: €375 (€50 application fee plus €325 assessment fee)

Candidates who have previously completed training in the age-related subject areas specified above will not be required to repeat this training if they can provide evidence of same.

Certified Elder Mediators must have current membership and accreditation with their local or national mediation accrediting body and adhere to the EMIN *Code of Ethics for Elder Mediators*. They must also provide evidence that they hold liability insurance for the practice of mediation.

***For more information please contact:***

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**OR**

**EMIN Registrar, Certification Program,** Greg McCann-Beranger, MSW, Cert.EM Advanced:

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**Elder Mediation International Network website:** <https://elder-mediation-international.net/certification-overview/>

**Elder Mediation Australasian Network website:** [www.elder-mediation.com.au](http://www.elder-mediation.com.au)