

Conciliation

Definition of Conciliation

- A process where both parties to a dispute agree to an expert third party to mediate in a dispute
- Unlike Arbitration this process is not legally binding.

Purpose

- The purpose of the conciliator or conciliation officer is to help the parties arrive at a resolution that both sides are happy with.
- The conciliator or conciliation officer can be an individual or a group of people (an expert body)

Findings

- Both parties usually agree to abide by the findings.
- Failing this the conciliator will issue a detailed report.

Costs

- Usually both parties agree to share the costs regardless of the outcome