



Colin Bourne

Consultant Mediator

In Brief

Barrister

Employment

Former Trade Union Official

Discrimination

Restrictive covenants



Mediation Experience

A specialist in the resolution of employment and discrimination law disputes, Colin Bourne has used mediation for nearly three decades to resolve many types of employment issues, from individual disputes to large scale industrial disputes, both in this country and at an international level. This has involved the need to mediate between the approaches of different unions as well as reconciling the different business cultures between employers.

A former trade union official for fifteen years, Colin has employed practical industrial relations in many different scenarios, providing a very valuable insight into negotiating settlements. In mediations, he has represented employees and employers and acted as mediator in various discrimination claims with a very high success rate.

Colin is the author of 'The Discrimination Acts Explained', although his practice covers the whole range of employment disputes, not just those within the jurisdiction of employment tribunals, including restrictive covenants. Discrimination and harassment claims are especially suited to the process of mediation and Colin has experience both as mediator and as an advocate.

Colin has a great deal of knowledge in unfair dismissal, consultation, redundancy claims, national minimum wage and working time cases. He is also very familiar with contractual terms for senior employees, including restrictive covenants and other post-termination restraints, transfer of businesses and TUPE regulations. He is a member of the Disability Rights Commission litigation panel.

Colin has mediated in a wide range of other commercial disputes including construction, professional negligence, and commercial contracts, as well as employment issues.

Style

Colin approaches employment claims not merely to try to settle the claim but to deal with the underlying problem that led to the claim. He is particularly effective at helping all parties to



recognise that matters might have been handled differently even though no discrimination was intended. Colin is a long-time advocate of the use of mediation in complex cases, especially where on-going relationships are very important to preserve.

Why choose consensus mediation...?

Our role ensures that...

- Mediators remain wholly impartial and focused on the dispute because we handle all the fee negotiations, contracts, documents and logistics;
- Mediators do not become disqualified from acting (even by perception) because of previous direct or frequent instructions from one party or solicitor;
- Clients and their solicitors can concentrate on the case while we sort out all the administration and logistics.

We quote an inclusive fee for the mediator's time and the administration of the entire mediation process. Consensus Mediation does not charge for "overtime" or for any other hidden extras.

For an informal discussion call one of our Case Managers now on **0844 561 1763**