

Peter Merson
MA VetMB MRCVS
CEDR Accredited Mediator

NHS EXPERIENCE

- NHS experience includes 4 years as a non-executive director of Cotswold and Vale Primary Care Trust, where took particular interest in patient and public involvement, in clinical governance and in patient safety.
- Acted as the PCT's Complaints Convenor resolving complaints against GPs, Dentists and NHS staff.
- Chaired numerous appeal panels relating to NHS funding of continuing health care and procedures not normally funded by the NHS.
- Non-executive director for Taunton and Somerset NHS Trust (Musgrove Park Hospital).

DISPUTE RESOLUTION EXPERIENCE

28 years' experience as a manager working in caring professions, 18 of them at senior/director level:-

- As UK delegate to an EU team developing the international trade in livestock genetics, helped improve knowledge and understanding between related professionals.
- As Chief Executive of the Milk Development Council, brought together people with diverse interests in the dairy industry to agree R&D and promotional programmes.
- Role at the Royal Veterinary College brought together the six UK veterinary schools to collaborate in links with veterinary businesses. He also acted as Tutor to students, which involved elements of professional guidance and pastoral care.
- Personal experience of a protracted legal dispute and the financial and emotional consequences thereof. Was able to see this through to resolution, partially through experiencing the power of mediation.
- Formal and assessed commercial mediator training at CEDR (Centre for Effective Dispute Resolution), leading to Accredited Mediator status in December 2004.
- Followed up the CEDR training with 6 appointments as an assistant mediator, various CPD activities relating to mediation and appointments as lead mediator in Court Scheme mediations. He is now seeking and finding new roles in which to apply mediation skills.

Post-accreditation experience as a commercial mediator. Cases include:-

- Family disputes over property inheritance and probate.
- Professional negligence, capability and capacity issues
- Contractual issues and disputed accounts
- Personal injury and insurance
- Landlord/Tenant disputes
- Freeholder/Leaseholder disputes
- Mortgage repossessions
- Voluntary organisations, housing associations etc.
- Racial and gender issues
- Experience where one or both parties has CFA (no win / no fee agreements)
- Memberships of OXCHEPS panel of higher education mediators, Civil Mediation Council, Veterinary Association for Arbitration and Jurisprudence and Veterinary Mediation Association.

FAMILY MEDIATION

Participated as joint mediator in 50 cases between 2007 and 2011 with Somerset Family Mediation (Relate). Casebook closed before full accreditation when Relate Somerset ceased trading in 2011.

VETERINARY MEDIATION ASSOCIATION

Founder member since 2007 - Successful cases include:

Dispute between leaving partner and remaining partners over reimbursement of stake on leaving
Dispute over value and fitness of a horse between purchaser and vendor (joint mediation with Bryan Hallows)

Member of Association of South West Mediators since 2011 - (Chair since 2014)

Memberships of OXCHEPS panel of higher education mediators and British Veterinary Forensic and Legal Association.

CONTINUING PROFESSIONAL DEVELOPMENT

Undertaken at least 6 hours relevant CPD per annum since accreditation as a mediator in 2004. CPD providers include:-

- CEDR
- Wales and West Family Mediation Association
- Association of South West Mediators
- Bristol Law Society
- Devon and Somerset Law Society

VETERINARY EXPERIENCE

Brought up on 500 acre family mixed farm in Somerset, with main business in cereals, beef cattle and a pedigree Dorset Down flock for the ram trade.

- Veterinary education at Churchill College, Cambridge, graduating with BA in 1972 (part 2 genetics) and VetMB and MRCVS in 1975.
- 1975-1978 Mixed Practice with the Hale Veterinary Group, Chippenham and R B Hooper, Lydney.
- 1978-1995 Veterinary Officer later Senior VO, Head of Production and Managing Veterinary Surgeon with the Milk Marketing Board and Genus Breeding.
- 1995 2001 Chief Executive: Milk Development Council (MDC) Planned, directed and implemented the policies, strategies and practices of the MDC within the relevant legislation. Acted as the primary point of contact with a wide range of stakeholders, through a period of major economic and political change. The designated Accounting Officer for the MDC, reporting to Parliament and the devolved administrations in Scotland and Wales.
- 2002 2004 National Coordinator: Veterinary Business Liaison Unit (Royal Veterinary College) Coordinated active collaborations between veterinary businesses and the 6 UK Veterinary schools, with particular regard to student EMS placements and CPD. Developed a knowledge base for the veterinary profession and used innovative methods (particularly e-technology) to reach out to small businesses. Key liaison role with Government departments, RCVS and other professional bodies, and allied trades.

CAREER ACHIEVEMENTS

- As Vice-Chair of a NHS Foundation Trust, resolved a contentious disagreement between the Trust's Governors and Executive Directors over the process for reappointing the Chair.
- Chaired Jubilee Debt Campaign's Multifaith Project for 5 years involving contributions from 8 major faith groups, including delivery of the "Jubilee for Justice" petition of 100,000 signatures to Downing Street and Parliamentary Launch by 5 faith leaders to MPs.
- Transformed and re-energised a flagging national veterinary initiative, by rebuilding confidence with collaborators, establishing a unique, innovative and defining website and securing further development funding.

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- Set up the Milk Development Council's (MDC) first office and all procedures from scratch, including an efficient system for the collection of £7.5 million p.a. statutory levy from 30,000 dairy farmers in Great Britain and its utilisation for their benefit.
- Successfully led the MDC through its first formal review by Agriculture Ministers (in 1997-1998), and through a major enlargement of its statutory remit to include promotional activities in 1999-2000. Both cases required formal consultation with and endorsement by the industry.
- As the UK delegate to an EU team, played a key role in developing the international trade in livestock genetics and in improving knowledge and understanding between related professionals in EU countries and beyond.

APPOINTMENT HISTORY

2009-present	<p><i>Chair: World Mission Group – Diocese of Bath and Wells (Voluntary)</i> <i>Introduced toolkit interpreting UN Millennium Development Goals to churches in Somerset.</i> <i>Ongoing involvement with the 40 year diocesan and parish links between Bath and Wells and the five Anglican Dioceses in Zambia.</i></p>
2008-present	<p><i>Trustee: Jubilee Debt Campaign</i> <i>Board member of the charity which has successfully campaigned for relief of \$130bn debt in 36 poor countries.</i> <i>Chair of JDC Multifaith Project 2011-2016 – Uniting 8 major faiths around debt issues.</i></p>
2007-2010	<p><i>Non Executive Director: Taunton and Somerset NHS Foundation Trust</i> <i>Vice Chair of Trust last 2 years of appointment.</i> <i>2007 Part of Board Team for successful first application for Foundation Trust Status.</i></p>
2005	<p>Self-employed Mediator, and Tenant Farmer</p>
2002-2006	<p><i>Non Executive Director:</i> <i>Cotswold and Vale Primary Care Trust</i> <i>Leading NED for charring Appeal Panels for other PCTs in Gloucestershire</i></p>
2002-2004	<p><i>National Coordinator: Veterinary Business Liaison Unit (Royal Veterinary College)</i> <i>Coordinated active collaborations between veterinary businesses and the 6 UK Veterinary schools, with particular regard to student work-based placements and continuing education.</i> <i>Developed a knowledge base for the veterinary profession and used innovative methods (particularly e-technology) to reach out to small businesses.</i> <i>Key liaison role with Government departments, professional bodies and allied trades.</i></p>
1995-2001	<p><i>Chief Executive, Milk Development Council (MDC)</i> <i>Planned, directed and implemented the policies, strategies and practices of the MDC within the relevant legislation.</i> <i>Acted as the primary point of contact with a wide range of stakeholders, through a period of major economic and political change.</i> <i>The designated Accounting Officer for the MDC, reporting to Parliament and the devolved administrations in Scotland and Wales.</i></p>

- 1990-1995 *Head of Production, Genus Breeding*
Directed the statutory, production, health, welfare and fertility aspects of the UK's largest cattle breeding business (700 bulls, 2 million cows bred by 500 technicians on 30,000 farms).
Pioneered, launched and supported two new national services for farmers.
Sought and managed £500k portfolio of internal and external research projects funded by the Milk Marketing Board.
- 1978-1990 Senior Veterinary Officer / Veterinary Officer
Milk Marketing Board (MMB)
Led national team of 150 professional and technical staff based at 15 units, responsible for production and quality control of 3 million doses of semen from 700 bulls.
Planned and monitored national health and fertility control programme for MMB cattle breeding service to meet statutory UK and export market requirements.
Developed the MMB embryo transfer service from research tool to commercial venture.
Provided training, production, health and fertility control of MMB cattle breeding service at regional and unit level to meet statutory UK and export market requirements (as VO).
- 1975-1978 Assistant Veterinary Surgeon, R B Hooper / Hale Veterinary Group

EDUCATION AND TRAINING

- 2004 Mediation: Centre for Effective Dispute Resolution (CEDR) - Accredited
2003-2006 Director Development – 5 Modules – Institute of Directors (IOD)
1969-1975 Veterinary Medicine: Churchill College, Cambridge, (MA VetMB MRCVS)

CAPABILITIES AND PERSON ATTRIBUTES

- A high profile ambassador with vision and foresight to inspire and lead change. Focuses an organisation's mission and values, forging common purpose and bridging cultural divides.
- Proactive, structured and systematic in reviewing and balancing priorities. Initiates, focuses and directs programmes and projects to deliver progressive, measurable results.
- Innovative lateral thinker with analytical approach to complex problems. Visualises optimal solutions, then plans, creates and champions the culture and conditions to achieve them.
- Open and approachable, using empathetic listening and persuading skills to facilitate good communication. Builds and maintains strong teams and harmonious long-term relationships.
- Intelligent, idealistic, honest and loyal, seeing obstacles as challenges and persevering through adversity to achieve personal and organisational goals with benefits to society