

## **16. Conciliation**

- (1) The Registrar may for the purpose of conciliation —
  - (a) arrange and preside over conferences of the persons concerned, or their representatives;
  - (b) give such advice and make such recommendations to the persons concerned as may establish or maintain adequate communication between them and encourage them to exchange or divulge information likely to assist in the reaching of agreement; and
  - (c) cause the persons concerned, either separately or together, to appear before the Registrar.
- (2) If a complaint is resolved to the satisfaction of the complainant and the industrial agent, the Registrar may embody the terms of the agreement in a memorandum signed by both the parties.
- (3) If, within 28 days of the Registrar giving notice under regulation 14 (4), the complaint has not been resolved to the satisfaction of the complainant and the industrial agent, the Registrar is to issue a certificate authorizing the complainant to initiate proceedings before an industrial magistrate.
- (4) Evidence of anything said or admitted, or any record made, during the conciliation process is not admissible in proceedings before an industrial magistrate, a court or tribunal.
- (5) Any conciliation process in respect of a complaint is to cease if an appeal relating to the relevant determination is lodged under regulation 19 (1).