

Walking the Line: Ethics, Advocacy and Integrity in Mediation Practice

SIMI and Law Society jointly organised a seminar in conjunction with Singapore Convention Week 2025.



“Asia’s prominence in the global economy will continue growing, and we believe that mediation will become more prevalent as a dispute resolution tool.”

**Mr Eric Chua,
Senior Parliamentary
Secretary, Ministry of Law and
Ministry of Social and Family
Development**

In his opening address at the seminar entitled “Walking the Line: Ethics, Advocacy and Integrity in Mediation”, jointly organised by SIMI and the Law Society of Singapore (through its Mediation Committee) in conjunction with Singapore Convention Week 2025, SPS Eric Chua highlighted that Singapore had worked hard to promote the use of mediation in commercial disputes, and that it was now an established part of our dispute resolution ecosystem, along with arbitration and litigation.

He also shared about three areas where the mediation industry could look to continue developing - in continuing to build trust and confidence in users of mediation by demonstrating high standards of ethics, focussing on building mediators' cultural

competencies as cross-border mediation grows, and developing familiarity with new and specialised areas of disputes that are emerging, such as Artificial Intelligence (AI), green energy, cryptocurrency and Intellectual Property (IP).

Our distinguished panel of speakers, A/Prof Dorcas Quek Anderson, SIMI Certified Mediator; Mr Jawad A J, SIMI Accredited Mediator Level 3; Mr Kevin Kwek, Vice Chair of the Law Society Mediation Committee; and Ms Yang Wenting from the China Council for the Promotion of International Trade (CCPIT), shared their insightful cross-cultural perspectives on the importance of ethics and integrity in mediation, focusing on four themes: ethical compass, advocacy vs. integrity, cultural differences in ethics, and the impact of AI.

Key points shared by the panellists, moderated by Prof Joel Lee, then SIMI Board Chairman and SIMI Certified Mediator, included the need for clear ethical guidelines, the balance between advocacy and mediation, and the role of trust in the process. They also shared specific examples on the challenges of maintaining impartiality, the tension between professional obligations and personal morals, and the potential misuse of confidential information. The discussion also touched on the evolving ethical frameworks in countries like China and the implications of AI in mediation.



The conversation also explored cultural differences in mediation, stressing the need for flexibility while maintaining core principles.

The use of AI in mediation was debated, noting its potential to summarize documents and propose settlements but also raising concerns about bias and transparency. Transparency in AI use was deemed crucial to maintain trust and ethical standards in mediation.



In wrapping up the discussion, Mr Alvin Sim, ED of SIMI, emphasised that the work to establish ethical best practices is an ongoing one which would require a strong due process and high levels of professional conduct by mediators, a sense of self-awareness to ensure that impartiality and fairness are upheld, and the responsible use of AI tools.

The event, held on 29 August 2025, was attended by 97 participants from the international and local legal and mediation community. We hope that the panel discussion has provided food-for-thought for the mediators who attended the session and will spark further conversations on how ethical standards can be upheld by mediation professionals in the light of the growth of mediation as a dispute resolution platform.

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Important Reminders for All SIMI Accredited Mediators

Keep your SIMI profile up to date and visible to the public!



Level 3 & Certified Mediators (Level 4)

Please upload a recent **profile photo** via your SIMI Dashboard. A photo enhances the professionalism of your listing in the SIMI register.



Update Your Contact Details

If you have changed your email address or other contact information, please notify us promptly at admin@simi.org.sg so we can update our records. This will ensure that you never miss an important announcement from SIMI.

Let's work together to maintain an accurate and professional register! Thank you!

Celebrating 10 Years of Contemporary Issues In Mediation (CIIM)

Ten years of CIIM culminated in the launch of CIIM Volume 10 on 7 November 2025.



The final volume of Contemporary Issues in Mediation (CIIM) was officially launched by Guest-of-Honour, Justice (Retd) Chao Hick Tin, on 7 November 2025 at the Lee Sheridan Conference Room at NUS Law.

CIIM Volume 10 was the culmination of the CIIM Series of thought-leadership essays by law students which have contributed to the body of thinking on mediation and mediation standards. These essays were the top entries of the CIIM Annual Mediation Essay Competition, held from 2015 – 2024, and were carefully selected and edited by leading academics and professionals in the mediation field led by Professor Joel Lee of the NUS Law Faculty.

In his speech, Justice Chao commented on the enthusiasm shown by law students in contributing thoughtful, well-researched articles to each volume of CIIM,



demonstrating both academic insight and a deepening engagement with mediation as a discipline. He also shared his own thoughts for a successful mediation. Ms Rachel Quek, the author of the winning essay in Volume 10 entitled “Peacemakers: Individuals as Mediators of International Conflicts” shared how her article sought to challenge the common view that individual mediation was the least effective form of peace-making in international conflicts; while Ms Felicia Leong, the student editor of CIIM Volume 10, brought the audience through the essence of the nine essays in the book.

The programme included a special “appearance” by Mr William Ury, who had written the foreword for the CIIM Series.



There was also a panel session on “Bridging Theory and Practice: Turning Mediation Research into Real-World Change” where Ms Eunice Chua, CEO of FiDREC, moderated a lively discussion with Mr Melvin Loh, Senior Lecturer at the Singapore University of Social Sciences and SIMI Certified Mediator; Ms Faye Ng, Associate at WithersKhattar Wong, SIMI Accredited Mediator (Level 1) and a former CIIM contributor; and Mr Francis Goh, IMI and SIMI Certified Mediator. The panellists shared their perspectives on how research had an impact on real-world mediation practice, how research could contribute to shaping the future of mediation, and their wish-list of further research topics on mediation.

In the “Last Words” by CIIM’s General Editors, Mr Marcus Lim emphasised that CIIM was born from a desire to lead boldly, celebrate Singapore’s role in mediation, and create something with lasting value—and that such a project could only succeed with passion, resilience, and supportive people. Reinforcing the message that CIIM was all about planting



trees for the benefit of future generations of mediators, Prof Joel Lee went on to illustrate the mediation process with a magic trick, closing the evening with this clarion call - “I invite you all to be peacemakers, whether you are one now, or will be.”

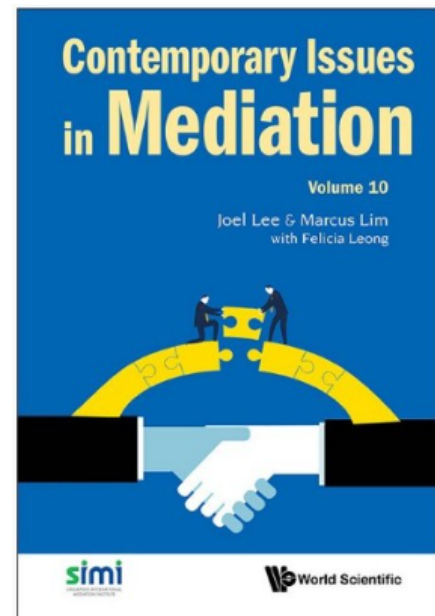
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Exploring People and Culture, Technique and Ethics, and Institutions and Policy

Contemporary Issues In Mediation (CIIM) Volume 10, the last in the CIIM Series, was officially launched on 7 November 2025 by Guest-of-Honour, Justice (Retd) Chao Hick Tin.

The essays in CIIM Volume 10 grapple with conflicts across borders and institutions while considering the principles, incentives and professional judgments that sustain the craft.

“The articles featured in this milestone tenth edition of Contemporary Issues in Mediation showcase the growing level of sophistication and thought leadership that has emerged over the years to impact the mediation landscape.” - Shanti Abraham, IMI and SIMI Certified Mediator, International Mediator SIMC, MIMC, AAA-ICDR



The essays are grouped into three themes:

- 1) **First, process must serve disputants and their culture, not the other way around. Essays in this cluster examine the human architecture of peacebuilding.**

Of note is Rachel Quek's winning chapter titled "Peacemakers: Individuals as Mediators of International Conflicts". This highlights how individual mediators—using personal credibility, timing, and influence—can redirect the trajectory of international conflicts.

- 2) **The second cluster examines mediation techniques and ethics and fairness in practice.**

These include an examination of the issues surrounding neutrality, the narrative approach to mediation, settlement regret, etc.

3) The third and last cluster examines the institutional frameworks supporting cross-border practice.

Two essays delve in the Singapore Convention, while others examine third party funding and mediation processes in investor-state disputes.

For more information about the CIIM series, including a snapshot of each article in Vol 10, kindly click [here](#).

Copies of CIIM Volume 10 are available for purchase [here](#).

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LAUNCHED!

Refreshed Renewal Requirements for SIMI-Accredited Mediators

- Takes effect from 1 January 2026.
- Begin attending the requisite number of CPD events between 1 Jan 2026 – 31 Dec 2027 (for those accredited on or before 31 Dec 2025).
- Submit your renewal requirements between 1 Jan – 31 Mar 2028.

Renewal Requirements:

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| ✓ Continuing professional development requirements (during the renewal period). | ✓ Self-declaration of good standing (during the renewal period). | ✓ Payment of annual SIMI fees and other outstanding annual fees. |
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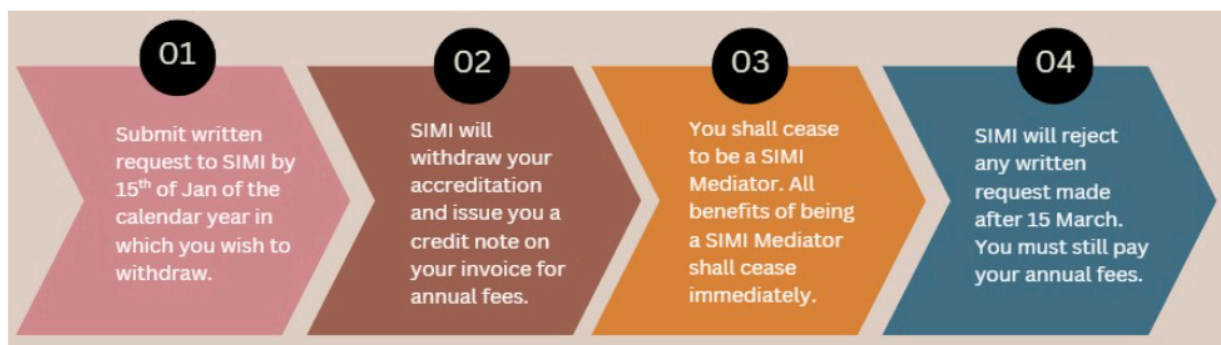
More details of the renewal requirements for each mediator level, general information on the revised renewal requirements and a list of frequently asked questions (FAQ) can be found in SIMI's website under "[Renewal Requirements \(wef Jan 2026\)](#)".

Updated SIMI Terms and Conditions

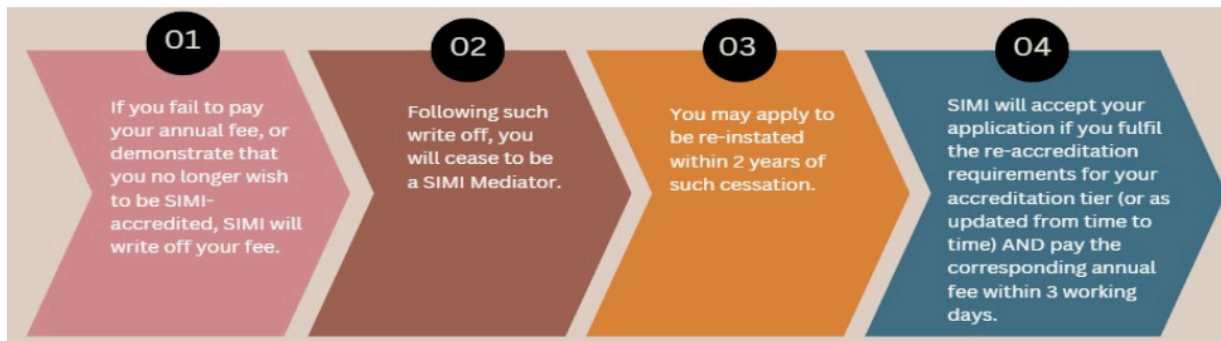
[FOR SIMI-ACCREDITED MEDIATORS]

With the launch of the revised renewal requirements for SIMI-accredited mediators in July 2025, we have updated the Terms and Conditions for SIMI Mediators, particularly the provision on “Re-accreditation Requirements”. The salient updated terms and conditions are summarised in the following charts:

Clause 3A. WITHDRAWAL OF ACCREDITATION



Clause 5. NON-PAYMENT OF FEES AND CONSEQUENCES OF WRITE OFF



Clause 6. RENEWAL OF MEDIATOR TIER



For the full Terms and Conditions for SIMI-Accredited Mediators, kindly click [here](#).

[FOR SIMI PARTNERS]

The Terms and Conditions for SIMI Partners was updated on 10 November 2025. The latest update aims to (amongst other things) clarify the responsibility of SIMI Partners in working with SIMI to uphold professional mediation standards.

In this revision of the Ts&Cs:

- A. A Partner's key duties and obligations have been made explicit in a distinct paragraph. This includes one's responsibility to undertake various administrative and verification function(s) under the SIMI Partner Scheme.
- B. A Partner's other duties and obligations have been re-stated clearly in a separate paragraph.
- C. The paragraph on remedies for a Partner's breach of duties and obligations has been sharpened, with consequential amendments to the paragraph on termination of a Partner scheme.
- D. The use of SIMI logos to identify, promote and/or market SIMI schemes is now mandatory – we hope this will strengthen branding efforts for Partners using the SIMI logo.
- E. Various paragraphs have been refined/streamlined (e.g. relating to the renewal of Partner scheme(s)) to provide greater clarity and enhance understanding and consistency.

For the full Terms and Conditions for SIMI Partners, please click [here](#).

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Prof Joel Lee Steps Down As SIMI Chairman

The news was announced on SIMI's website on 15 October 2025.



Professor Joel Lee stepped down as SIMI Board Chairman on 14 October 2025.

Ms Charlene Chang, SIMI Board Director, assumed the role of Board Chairperson from 15 October 2025. To ensure a smooth transition of leadership of the SIMI Board, Professor Lee will continue to serve as Director of the SIMI Board.

Outgoing Chairman: A farewell tribute

Professor Joel Lee was a key member of the International Commercial Mediation Working Group (ICMWG), convened by Chief Justice Sundaresh Menon and the Ministry of Law in 2013, which led to the establishment of SIMI. Professor Lee was appointed Chairman of SIMI in November 2014 and has led SIMI since its inception in the same year.

Over the past 11 years as Chairman, Professor Lee has been instrumental in setting the strategic direction of SIMI and overseeing the development of its structure, processes, policies and initiatives. These include (amongst others) professionalising mediation through the development of a credentialing scheme for different tiers of mediators, the SIMI Code of Professional Conduct and the SIMI Competency Framework. During his watch, the number of mediators accredited with SIMI increased from an initial 124 individuals (many of whom were grandfathered) to well over 600 today. The number of accredited mediation training and service providers now stands at 18.

To promote mediation and professional standards in mediation at large under the SIMI banner, Professor Lee was personally involved as a speaker or moderator at various platforms with international audiences, such as Singapore Convention Week (where SIMI co-organised seminars with various partners) and the Alliance of Organisations for Mediation Standards. He also oversaw the promotion of the Singapore Convention Seminar series in 2020 (held online during the COVID pandemic) which promoted the Singapore Convention on Mediation to a wide range of jurisdictions. Seeding mediation as a first dispute resolution option amongst aspiring lawyers, Professor Lee also endorsed SIMI organising its own international mediation competition, International Mediation Singapore (IMSG), which attracted international participation over two editions in 2019 and 2020.

To support the development of professional standards even amongst less experienced mediators, he led SIMI to join the Alliance of Organisations for Mediation Standards which promotes standards and cross-recognition of SIMI Level 2 mediators across five jurisdictions. As Board Chair, Professor Lee also supported the development of the SIMI Mentorship programme, which signalled the importance of experienced mediators playing their part to raise the next generation of mediators.

In the area of thought leadership, Professor Lee has been one of two general editors for the Contemporary Issues in Mediation series (published by SIMI) which has been featured in the Singapore Academy of Law Journal, and has advocated for industry development issues in the mediation community, such as the development of mediation advocates and specialist mediators.

For his efforts in strengthening the quality of Singapore's services for community, domestic and international mediation in his role as SIMI's Chairman, Professor Lee was conferred the Public Service Medal [Pingat Bakti Masyarakat] at the 2023 National Day Awards.



Welcome: Incoming SIMI Board Chairperson

SIMI would like to extend a warm welcome to Ms Charlene Chang as she takes on the role of Chairperson. Ms. Chang has been a SIMI Board Director since 2024 and currently serves as the Deputy Secretary (Development) at the Ministry of Law, where she oversees legal industry development, intellectual property, and community legal services.

Ms Chang is a career public officer with previous leadership postings at the Ministry of Health, Public Service Division, the Ministry of Culture, Community and Youth, and the Ministry of National Development. She is a qualified lawyer, holding a Second Upper Honours degree from the Faculty of Law, National University of Singapore, and a Master in Public Management from the Lee Kuan Yew School of Public Policy.

SIMI would like to record its sincere and heartfelt gratitude to Professor Joel Lee for his pioneering leadership of the SIMI Board, his guidance of the SIMI team during his tenure, and his invaluable contributions to advancing the professionalism of mediators and mediation organizations.

We wish Professor Lee every success in his future endeavors and look forward to Ms Chang's leadership and guidance.

Visits/Industry Engagement

Visit by UPAAY

On 24 October 2025, SIMI and SIMC presented their respective work to about 25 senior and emerging legal professionals from UPAay (a non-profit association of lawyers from India dedicated to the promotion of ADR).



Presentation to Tripartite Alliance for Dispute Management (TADM)



SIMI was happy for the opportunity to meet staff of its Registered Service Provider, the Tripartite Alliance for Dispute Management (TADM), on 26 September 2025. Given TADM's push to have its mediators accredited with SIMI amidst an increasing workload, we were happy to share with them (and representatives from their stakeholders, the Ministry of Manpower and the National Trades Union Congress) about our mission and initiatives, including the refreshed renewal requirements for SIMI-accredited mediators. The engagement was held online with about 125 participants. The audience was well engaged, with several clarifications/queries fielded. These included how cases could be counted towards higher level SIMI credentials, possible activities which could meet renewal requirements, and application time for credentialing etc.

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