

SINGAPORE MEDIATION CENTRE
PRIVATE EDUCATION MEDIATION RULES
(PE ADR Mediation Rules)

1 The Mediation Process

- 1.1 The mediation process administered by the Singapore Mediation Centre (“SMC”) is governed by the PE ADR Mediation Rules as set out herein and subject to the Private Education Act 2009 (the “Act”) and the Private Education (Dispute Resolution Schemes) Regulations 2016 (the “Regulations”). The PE ADR Mediation Rules is enacted as part of the Private Education Mediation-Arbitration Scheme (the “PE ADR Scheme”) which is a dispute resolution scheme established under Rule 3 of the Regulations and the Terms of Reference of Dispute Resolution Schemes.
- 1.2 The PE ADR Scheme provides that all disputes arising from or relating to the provision of services by a registered private education institution to students, be first submitted to SMC for mediation, by way of referral from the Skills and Workforce Development Agency (“SWDA”), under the PE ADR Mediation Rules. If there is no settlement and the mediation is terminated pursuant to the PE ADR Mediation Rules, the dispute may be referred to arbitration by the parties under the Singapore Institute of Arbitrators (“SI Arb”) -PE Arbitration Rules.
- 1.3 The Parties to the mediation process shall be:
- (a) Any registered Private Education Institution (“PEI”) under the Act, which may only be represented by its manager or any person authorised to make decisions on behalf of the PEI in the conduct of any dispute resolution proceedings under the Regulations (up to 2 representatives per PEI); and
 - (b) Any prospective, current, or former students from a PEI registered under the Act (“Student”). In the case of students who are less than 18 years old at the time of the application for the mediation, references to the ‘Student’ would include any parent or guardian of the student.
- (referred to singularly as ‘Party’ or collectively as ‘Parties’ as the case may be in the PE ADR Mediation Rules).
- 1.4 The mediation process shall involve the Parties and the Mediator(s). The mediation shall be conducted in confidence, and all communications shall be on a “without prejudice” basis.

2 Agreement for Dispute Resolution Services

- 2.1 The Party applying to refer the dispute for mediation shall elect to initiate the same by completing the Application for Dispute Resolution Services Form for mediation at a venue organised by SMC.
- 2.2 Before a mediation is carried out, all Parties must indicate their consent to participate in the mediation in one of the following ways:
- (a) the Student’s consent must be indicated by his signature in Part (E) or Part (F) (where applicable) of the Application Form; and
 - (b) for the PEI, the consent may either be indicated by the company’s endorsement in Part (G) of the Application Form for applications initiated by the PEI, or by the completion and return of the PEI Acknowledgement and Representation Letter at Annex B (the “Acknowledgement”) to SMC for applications initiated by the Student.

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- 2.3 In the case of a Student-initiated application, the PEI shall be notified by SMC of the Student's application, and the PEI shall provide the identity of the PEI's representatives for the mediation to SMC in the Acknowledgement.
- 2.4 In the case of a PEI-initiated application, it is the responsibility of the PEI to obtain the Student's signature in the Application Form to signify his prior agreement to participate in the mediation.
- 2.5 Only completed Application Forms together with payment in accordance with the Fee Schedule and clause 10.3 herein shall be accepted by SMC.
- 2.6 The Parties shall be deemed to have accepted and shall be bound by the terms of this procedure, upon completion of the Application Form and Acknowledgement.

3 The Mediator

- 3.1 Upon the Parties' acceptance of the terms of this procedure, SMC shall appoint a person to act as the Mediator and, where necessary, for an additional person to act as Co-Mediator.
- 3.2 SMC, in the selection, shall choose a person who, in its view, shall be best placed to serve as the Mediator. In the event that any of the Parties have justifiable reasons to object to a choice, SMC shall consider those reasons and if necessary, appoint another person.
- 3.3 A person selected as a Mediator shall disclose any circumstances likely to create an impression of bias or prevent him from acting promptly. SMC, upon receipt of such disclosure, shall appoint another person as a Mediator, unless the Parties decide otherwise.
- 3.4 The Mediator shall:
 - (a) prepare himself appropriately before the commencement of mediation;
 - (b) abide by the terms of this PE ADR Mediation Rules and the Code of Conduct in Annex B;
 - (c) assist the Parties in the drawing up of any written settlement agreement; and
 - (d) in general, facilitate negotiations between the Parties and steer the direction of the discussion with the aim of finding a mutually acceptable solution.

Unless expressly requested by all the Parties involved, the Mediator shall not make any ruling/finding with respect to the dispute.

- 3.5 The Mediator (or any member of his firm or company) should not act for any of the Parties at any time in connection with the subject matter of the mediation. The Mediator and SMC are not agents of, or acting in any capacity for, any of the Parties. The Mediator is not an agent of SMC.

4 SMC

- 4.1 SMC shall make the necessary arrangements for the mediation, including but not limited to:
 - (a) appointing the Mediator or Mediators;
 - (b) assigning a date for the mediation and organising a venue;
 - (c) organising an exchange of summaries of cases and documents; and/or
 - (d) providing general administrative support.

5 Exchange of Information

- 5.1 At least ten (10) days before the mediation, the Parties shall endeavour to provide each other, the Mediator(s) and SMC the following:
- (a) a concise summary (the “Summary”) stating its case; and
 - (b) copies of all relevant documents that the Party wishes to refer to for the purposes of the mediation.
- 5.2 Each Party may also send to the Mediator or bring to the mediation documents which it wishes to disclose only to the Mediator, stating clearly in writing that the contents of these documents are to be kept confidential by the Mediator and SMC.
- 5.3 The Parties should try to agree to the maximum number of pages to be contained in their respective Summaries and on the maximum number of pages of supporting documents to be submitted. The Parties should also try to agree on a joint set of documents.

6 The Mediation

- 6.1 The mediation shall be conducted in confidence in accordance with section 9, and no transcript or formal record shall be retained. No audio-visual recording shall be made of the proceedings. Only the Mediator and the Parties shall be permitted to be present during the mediation.
- 6.2 All communications made in the mediation, including information disclosed and views expressed, are made on a strictly “without prejudice” basis and shall not be used in any proceedings.
- 6.3 The Mediator may obtain expert advice in technical matters with the consent of the Parties, who shall bear the expenses incurred. The Mediator may conduct joint meetings with all or separate meetings with each of the Parties, whether before or during the mediation.
- 6.4 For the avoidance of doubt, the meaning of “mediation” includes the definition set out in Section 3 of the Mediation Act 2017 (No. 1 of 2017) (the “Mediation Act 2017”).

7 Settlement Agreement

- 7.1 No settlement reached in the mediation shall be binding until it has been reduced to writing and signed by or on behalf of the Parties.
- 7.2 For avoidance of doubt, a settlement that has been reduced to writing may take the form of an electronic record.
- 7.3 For avoidance of doubt, where a settlement reduced to writing takes the form of an electronic record, it may be signed by applying electronic signatures.

8 Termination of Mediation

- 8.1 The Student may withdraw from the mediation at any time before the scheduled mediation session, by giving notice of withdrawal in writing to SMC, the Mediator and the other Parties.
- 8.2 The mediation shall terminate when:
- (a) a written settlement agreement is signed by the Parties;

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- (b) the Mediator decides that continued mediation is unlikely to result in settlement;
 - (c) the Mediator decides that he should withdraw from the mediation for any of the reasons stated in the Code of Conduct; or
 - (d) no settlement is reached at the end of one (1) day of mediation, or any such longer period which shall be mutually agreed by all Parties and the Mediator(s).
- 8.3 Where mediation does not take place or is not completed for any reason whatsoever, SMC may, in its absolute discretion, without further reference to the Parties or providing any reasons, terminate the Mediation. SMC may, in a further exercise of its discretion, proceed to close the matter without any service of a notice confirming the termination of the mediation on SI Arb.
- 8.4 Subject to paragraph 8.3, where mediation is terminated pursuant to paragraphs 8.2(b), 8.2(c), 8.2(d) or 8.3, SMC, shall, as soon as practicable, serve a notice confirming the termination of the mediation on SI Arb and on all the Parties.
- 9 Confidentiality**
- 9.1 The rules contained in this section are to be read in conjunction with the Mediation Act 2017, and in particular, sections 9, 10 & 11 therein.
- 9.2 All Parties and Mediator(s) involved in the mediation shall keep confidential and not use for any collateral or ulterior purpose:
 - (a) the fact that mediation is to take place or has taken place;
 - (b) any views expressed, suggestions or proposals for settlement made by another Party in the course of the mediation;
 - (c) any and all proposals suggested or views expressed by the Mediator;
 - (d) the fact that a Party had or had not been willing to accept a proposal for settlement suggested by the Mediator or another Party; and
 - (e) all information (whether oral or in writing) produced for or arising in relation to the mediation, including any settlement agreement, except as directly necessary to implement and enforce any such settlement agreement.
- 9.3 A Party, the Mediator, or SMC shall not, without the written consent of all the Parties, disclose to a third party any matter related to the items listed in paragraph 9.2 above.
- 9.4 All documents (including anything stored electronically) and/or any other information produced for, or arising in relation to, or following from the mediation shall not be discoverable in any proceedings connected with the dispute.
- 9.5 The Parties shall not call the Mediator or SMC (or any employee, officer or representative of SMC) as a witness, consultant, arbitrator or expert in any proceedings in relation to the dispute.
- 9.6 Without prejudice to the foregoing, SMC shall be permitted to release the following information to SWDA:
 - (a) details of the mediation including but not limited to statistics on settlement rates, outcome of mediations, classification of disputes, size of claims, the nationality, age, and education level of students; and

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- (b) details of the outcome to a mediation.

10 Fees

- 10.1 All fees payable to SMC (including the Mediator's fees) shall be borne by the Parties in accordance with the Fee Schedule set out in Annex C.
- 10.2 Each Party shall bear its own costs, expenses and disbursements of its participation and the fees of its advisors (if any) in relation to the mediation.
- 10.3 The portion of the fees payable for the mediation by the applicant Party must be paid in full upon submission of the Application Form. The remaining Party shall forward the payment of its share of the mediation fee within three (3) working days after SMC has received the remaining Party's declaration and consent to participate in the mediation.
- 10.4 If the Parties wish to cancel the Mediation but notify SMC of such cancellation less than (5) working days prior to the date fixed for the mediation session, the Mediation shall be cancelled, but each Party shall pay a cancellation fee equal to 50% of the Mediation Fee.
- 10.5 If the Parties wish to cancel the Mediation but notify SMC of such cancellation within 24 hours prior to the Mediation Date, the Mediation shall be cancelled, but each Party shall pay a cancellation fee equal to 100% of the Mediation Fee.
- 10.6 If no notification of any postponement or cancellation has been given by the Parties on or before the date fixed for the mediation session, but the Mediation cannot proceed on that date due to the absence of any Party, the Mediation shall be deemed to have been cancelled by the Parties on that date itself, in which event each Party shall pay a cancellation fee in an amount equal to 100% of the Mediation Fee.

11 Waiver of Liability

- 11.1 The Mediator shall not be liable to the Parties for any act or omission in connection with the services provided by him in or in relation to the mediation, unless the act or omission is fraudulent or involves professional misconduct.
- 11.2 SMC shall not be liable to the Parties for any act or omission in connection with the services provided by it or in relation to the mediation.
- 11.3 The Parties shall not make any claim against the Mediator and/or SMC, its officers and employees for any matter in connection with or in relation to:
 - (a) the mediation;
 - (b) the services provided by the Mediator and/or SMC; and/or
 - (c) the dispute between the Parties.

12 Interpretation and Governing Law

- 12.1 The interpretation of any provision in the PE ADR Mediation Rules shall be made by SMC.
- 12.2 The PE ADR Mediation Rules shall be governed and construed in accordance with the laws of Singapore.

13 Amendments to the PE ADR Mediation Rules

- 13.1 SMC reserves the right to amend and/or vary the PE ADR Mediation Rules without prior notification, at its sole discretion, in accordance with the Act and Regulations.

Annexes

Annex A	PEI Acknowledgement and Representation Letter
Annex B	Mediator's Code of Conduct
Annex C	Fee Schedule

Issued by:
Singapore Mediation Centre
1 August 2026

**SINGAPORE MEDIATION CENTRE
PRIVATE EDUCATION MEDIATION AND ARBITRATION SCHEME
PEI ACKNOWLEDGEMENT AND REPRESENTATION LETTER**

To:

Private Education Mediation and Arbitration Scheme
c/o Singapore Mediation Centre
1 Supreme Court Lane, Level 1
Singapore 178879

Tel: (65) 6332 4366
Fax: (65) 6333 5085

MEDIATION APPLICATION NO.:
STUDENT:
PRIVATE EDUCATION INSTITUTION:

We, _____ **PRIVATE EDUCATION INSTITUTION**
hereby declare that:

- (1) We acknowledge receipt of the notification above.
- (2) In consideration of the mediation and arbitration services provided to us by the Singapore Mediation Centre (SMC) and the Singapore Institute of Arbitrators ("SIArb") respectively, we agree for the dispute [*Mediation Application No.*] to be mediated under the PE ADR Mediation Rules, and arbitrated under the SIArb-PE Arbitration Rules if the mediation is terminated before a settlement is concluded.
- (3) We are agreeable to information regarding the outcome of the mediation under the Private Education Mediation and Arbitration Scheme being released to the Skills and Workforce Development Singapore Agency ("SWDA").
- (4) The representatives named below shall be present at the dispute resolution proceedings and have the necessary authority to make decisions on our behalf in the conduct of any dispute resolution proceedings under the Private Education Mediation and Arbitration Scheme:

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Details	Representative 1	Representative 2
Name:		
Address:		
Telephone:		
Email Address:		

Signature and Official Stamp of **PRIVATE EDUCATION INSTITUTION**

Name and Designation of Signatory:

Date:

**SINGAPORE MEDIATION CENTRE
PRIVATE EDUCATION MEDIATION AND ARBITRATION SCHEME**

MEDIATOR'S CODE OF CONDUCT

This Code of Conduct ("**Code**") applies to every person who is appointed by SMC to act as a Mediator in any Mediation.

1. Acceptance of Appointment

- 1.1 A person shall not accept any appointment to act as Mediator unless he is reasonably satisfied that he is able to conduct the Mediation competently, expeditiously and impartially.

2. Impartiality

- 2.1 The Mediator shall be independent, impartial and fair to the Parties. He shall not accept any appointment if he has a financial interest (direct or indirect) in any of the Parties or the outcome of the Mediation or the dispute between the Parties. He shall disclose all circumstances which may lead to the impression that he may not be independent, impartial or fair.

- 2.2 When in doubt, the Mediator shall refer the matter to SMC.

3. The Mediation Procedure

- 3.1 The Mediator shall act in accordance with the SMC Mediation Procedure Rules.

4. Confidentiality

- 4.1 Any document or information supplied for or disclosed in the course of the Mediation shall be kept confidential.
- 4.2 The Mediator shall not act for any of the Parties subsequently in any matter related to or arising out of the subject matter of the Mediation without the written consent of all the Parties.

5. Withdrawal

- 5.1 The Mediator shall withdraw from the Mediation and immediately inform SMC of such withdrawal:
- (a) when he realises that he has committed a breach of the Rules or this Code;
 - (b) if there is a request to do so in writing by any of the Parties; or
 - (c) when he is required by any of the Parties to do anything in breach of this Code or the Rules and the Mediator is unable to proceed with the Mediation without acceding to such request.

6. Fees

- 6.1 As remuneration for acting as Mediator, the Mediator shall only be entitled to his fees and expenses in accordance with the terms of his appointment by SMC and shall receive such fees and expenses directly and only from SMC. He shall not enter into any private arrangement with any of the Parties for the payment of fees or other remuneration, or otherwise to obtain any benefit from acting as Mediator in the Mediation.

7. Disciplinary Rules for Mediators

- 7.1 This Code shall be read in conjunction with the SMC Disciplinary Rules for Mediators (“**Disciplinary Rules**”). The Parties and the Mediator accept and agree to abide by the terms of this Code and the Disciplinary Rules.

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Singapore Mediation Centre
1 August 2026

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**SINGAPORE MEDIATION CENTRE
PRIVATE EDUCATION MEDIATION AND ARBITRATION SCHEME**

FEE SCHEDULE

1 Mediation Fee

1.1 The mediation fees payable to SMC for cases lodged under the PE ADR Mediation Rules are as follows:

Quantum of Claim (incl. GST)	\$100,000 and below
Student	\$392.40
Private Education Institution	\$1,569.60

For cases where the quantum of claim is above S\$100,000, the SMC Mediation Procedure Fee Schedule shall apply.

2 Cancellation / Postponement Fees

2.2 The applicable cancellation and postponement fees shall be as set out in clauses 10.4 to 10.6 of the PE ADR Mediation Rules.

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Singapore Mediation Centre
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