INDUSTRIAL COURT
of Trinidad and Tobago

ANNUAL REPORT 2023-2024



ADMINISTRATIVE REPORTS

STAKEHOLDER ENGAGEMENTS

STATISTICS ON DISPUTES

INDUSTRIAL COURT
of Trinidad and Tobago

OUR MISSION

We are an effective Court upholding the principles and practices of good industrial relations as pillars of industrial peace, economic and social development.

OUR VISION

To be an Industrial Relations Court established under the constitution which is fair, equitable and expeditious in dispensing social justice.

OUR CORE VALUES

Integrity
Justice
Honesty
Equity
Respect
Accountability
Teamwork
Discipline
Loyalty



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ABOUT THE INDUSTRIAL COURT OF TRINIDAD AND TOBAGO



The Industrial Court of Trinidad and Tobago was established on 20th March 1965 by section 5(1) of the Industrial Stabilization Act. This Act was repealed and replaced by the Industrial Relations Act, Chapter 88:01 on 31st July 1972. The purpose of the Act is to make better provision for the stabilization, improvement and promotion of industrial relations.

The Industrial Court is a superior Court of record. As a superior Court of record, it has a status that is equivalent to that of the High Court of Justice. It is a specialized court with its own peculiar jurisdiction; it is responsible for dispensing social justice.

In addition to its inherent powers as a superior Court of record, the Court has jurisdiction:

- to hear and determine trade disputes;
- to register collective agreements and to hear and determine matters relating to the registration of such agreements;
- to enjoin a trade union or other organization or workers or other persons or an employer from taking or continuing industrial action;
- to hear and determine proceedings for industrial relations offences under this Act;
- to hear and determine any other matter brought before it, pursuant to the Act.

The Industrial Court is a superior Court of record. As a superior Court of record, it has a status that is equivalent to that of the High Court of Justice. It is a specialized court with its own peculiar jurisdiction; it is responsible for dispensing social justice.

The principal role of the Court is to settle unresolved disputes and other matters which arise between employers and trade unions representing the workers employed by the employers under the Industrial Relations Act, Chapter 88:01 (I.R.A.); the Retrenchment and Severance Benefits Act, Chapter 88:13; the Maternity Protection Act, Chapter 45:57; the Minimum Wages Act, Chapter 88:04; the Occupational Safety and Health Act, Chapter 88:08 and the Children's Act, Chapter 46:01.

The Court sits in two Divisions:

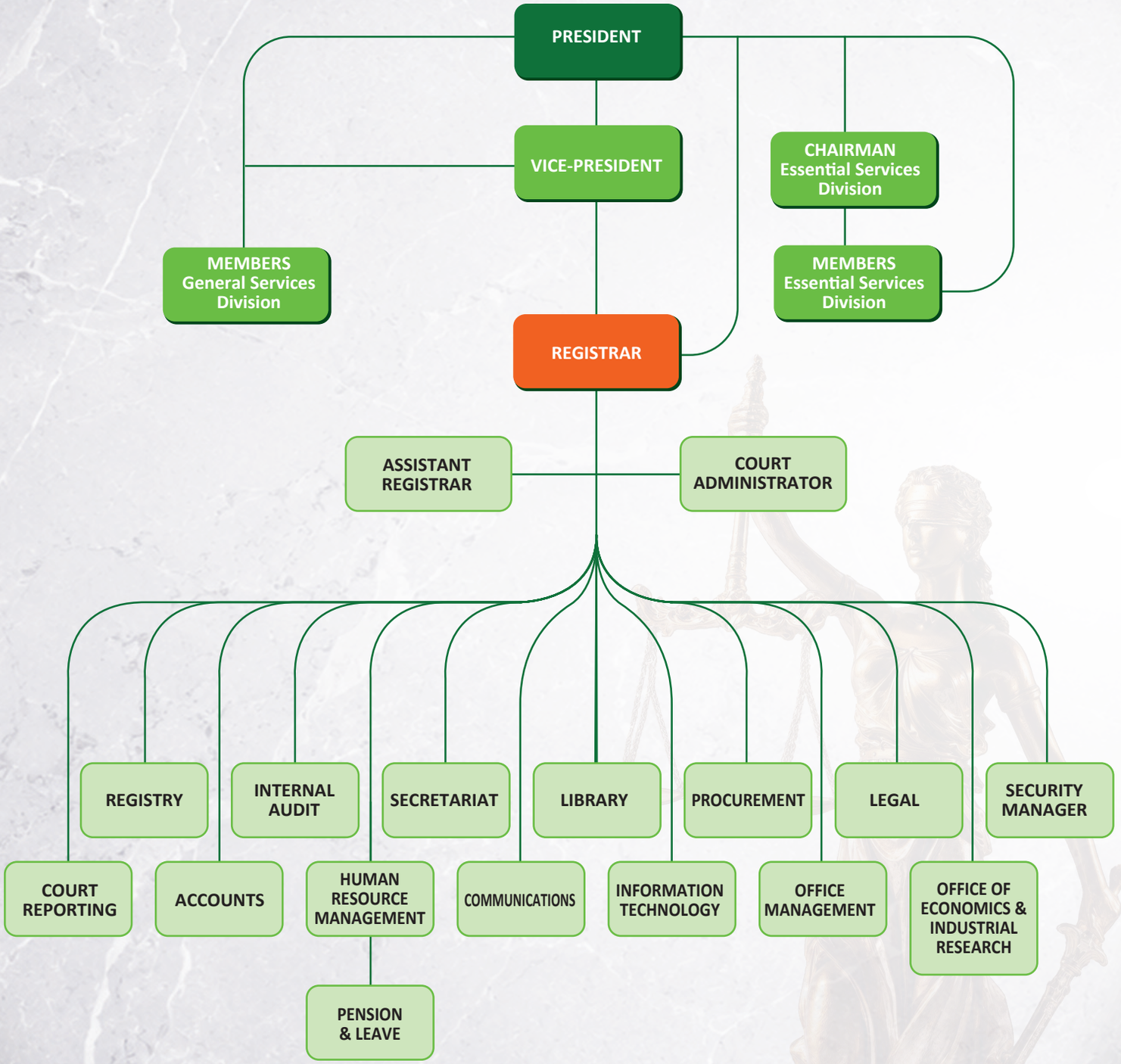
a) The General Services Division which exercises the jurisdiction of the Court as set out in section 7 of the Industrial Relations Act, Chapter 88:01 with respect to services other than essential services; and

b) The Essential Services Division which exercises the jurisdiction of the Court as set out in section 7 of the Industrial Relations Act, Chapter 88:01 with respect to essential services.

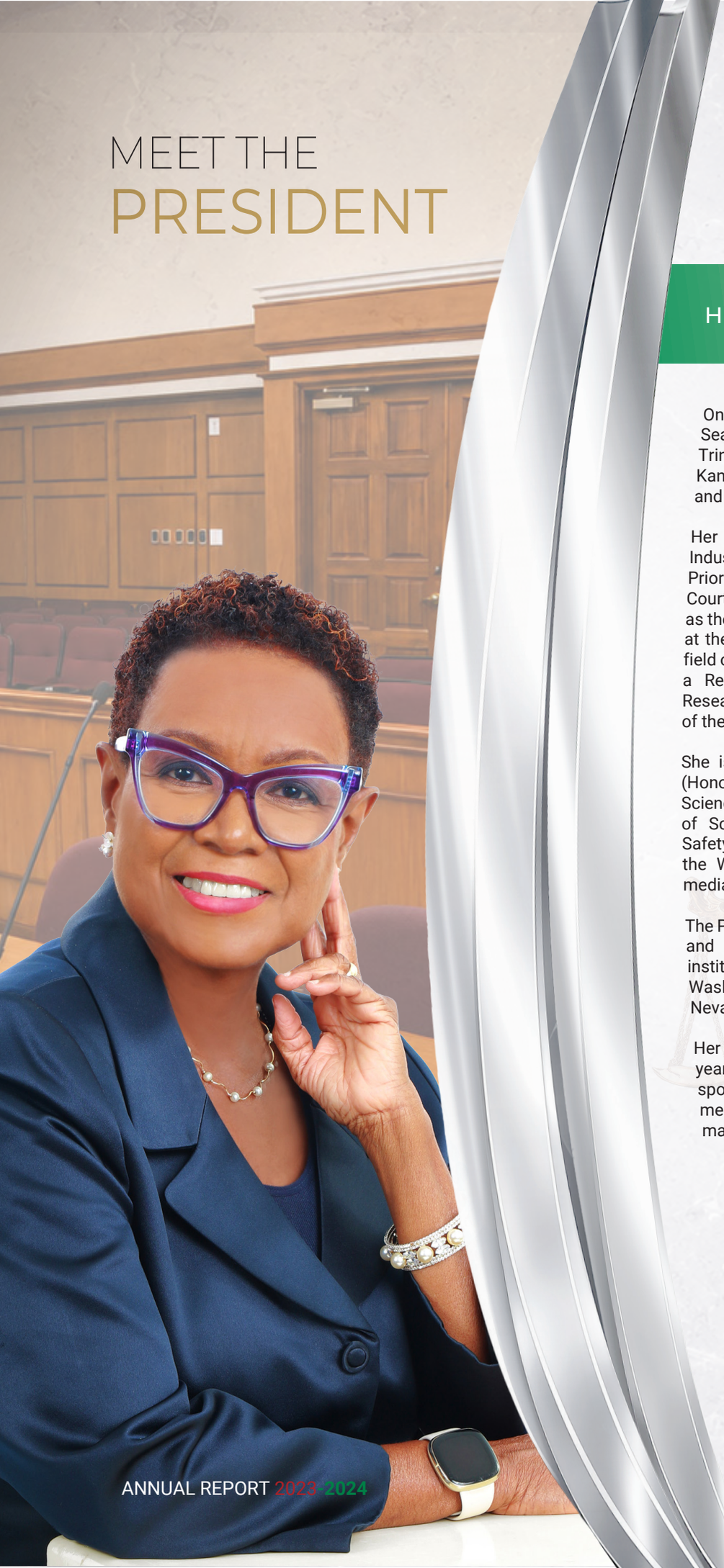
The Special Tribunal is established by section 21(1) of the Civil Service Act, Chapter 23:01 and consists of the Chairman of the Essential Services Division and two other members of that Division. The Tribunal hears and determines disputes in the Civil Service, the Police Service, the Fire Service, the Prison Service, the Teaching Service, the Supplemental Police, the Central Bank and Statutory Authorities.

ORGANISATIONAL CHART

INDUSTRIAL COURT
of Trinidad and Tobago



MEET THE PRESIDENT



HER HONOUR MRS. HEATHER SEALE

On the 13th of December 2023, Her Honour Mrs. Heather Seale was appointed President of the Industrial Court of Trinidad and Tobago by Her Excellency Christine Kangaloo O.R.T.T., President of the Republic of Trinidad and Tobago.

Her Honour Mrs. Seale served as a Member of the Industrial Court of Trinidad and Tobago for two decades. Prior to her appointment as a Member of the Industrial Court in 2004, she served in the Judicial and Legal Service as the Registrar of the Tax Appeal Board and State Counsel at the Ministry of Finance. Additionally, she worked in the field of industrial relations for a number of years, starting as a Research Officer I, Research Officer II and Senior Research Officer at the Personnel Department of the Office of the Chief Personnel Officer.

She is the holder of a Bachelor of Laws degree (LL.B) (Honours) from the University of London, a Bachelor of Science degree (B.Sc.) in Sociology (Honours) and a Master of Science degree in Occupational and Environmental Safety and Health (with distinction) from the University of the West Indies, St. Augustine. She is also a certified mediator.

The President has extensive training in court administration and judicial education both locally and abroad from institutions such as the International Law Institute, Washington D.C., USA, the National Judicial College, Reno, Nevada, USA and the International Labour Organization.

Her Honour has been a lay leader for the past fourteen years at the Unity Centre of Faith. She has served as the sponsor of the Youth in Unity. In addition, she has mentored several students including students at her alma mater St. François Girls' College.

President's Message

Delivered at the Special Sitting
for the Opening of the 2024 – 2025 Law Term

The Industrial Court stands at the cusp of its sixtieth year. On March 20, 2025, the Court will celebrate its Diamond Jubilee. The *Industrial Stabilization Act*, 1965, (ISA) the precursor to the *Industrial Relations Act*, Chapter 88:01, (IRA) which now governs this Court, was assented to on March 20, 1965.

This occasion presents an opportunity to reflect on the origin of the Court. On the Second Reading of the *Industrial Stabilization Bill* on March 18, 1965, the then Prime Minister and Minister of Community Development, Dr. the Right Honourable Eric Eustace Williams, gave some statistics on strikes and its effects on productivity from 1960 to 1964, there were 230 strikes, an average of 46 per year resulting in a total of 803,899 man-days lost, an annual average of over 160,000 man days per year.[1] The strikes also resulted in significant lost wages to workers, loss of government revenues and losses to business.

During the same five-year period, ten arbitration tribunals were appointed, nine boards of enquiry and four commissions of inquiry. Dr. Williams highlighted that while the community had a responsibility to each of its sections, none of these should ignore its own obligations to the larger community.

Before finalizing the ISA, the Government considered a number of precedents from Australia, Singapore, Jordan, New Zealand, Scandinavia and the United States of America. However, it did not slavishly follow any of the precedents studied but drafted a Bill that contained many unique features. The Court contained features of both the Australian Court which consisted of Judges and the Singapore Court which consisted entirely of laymen.[2]

The Bill was passed during a period of public emergency. For the most part, the ISA was a response to the industrial climate in the early 1960's. The Act was heavily criticized as repressive especially by the trade union movement and its constitutionality was challenged by the Oilfields Workers' Trade Union, up to the Judicial Committee of the Privy Council.

The Industrial Court was set up by section 5 of the ISA. It is no surprise that given the history of its birth, the Court was subject to criticism in some quarters. At the first sitting of the Court on April 29, 1965, its first President, Sir Issac Hyatali, remarked that "*Misguided, inaccurate and ill-conceived statements have been made publicly about the possible role and integrity of the Court*." He sought to disabuse the minds of everyone of the false notions which those utterances may have created. He declared publicly and emphatically that the Industrial Court was an independent Court, "*free from the control, directions or influence of the Executive, members of Parliament, political parties and personalities and all pressure groups and combines, guided or misguided that may appear on the scene, now or hereafter*".[3]

In spite of his staunch defense of the Court and for all time, the Court has continued to face criticism up to today. However, let me assure our detractors, none of whom I am sure are present today, that we do not take it personally. We are well aware that many labour Courts and Tribunals in other jurisdictions, including Kenya, and Canada to name a few, are faced with similar sentiments. In an article in the All Employment Law News of March 27, 2023, on Kenya's labour courts, it states and I quote

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[1] See Speech of Prime Minister, Dr. Eric Williams, on the second Reading of the Industrial Stabilization Bill, 1965 in the House of Representatives-Trinidad and Tobago Hansard dated March 18, 1965.pp 130-134

[2] Khan, Addison. *The Law of Labour and Employment Disputes in Trinidad and Tobago*. Derwent Press, Derbyshire, 2006, p9

[3] See *First Annual Report of the Industrial Court* for the period April 29, 1965 -April 28, 1966, pp 6-7

> "It is well known that Kenya's employment and labour relations courts are considered more lenient towards employees, especially when the balance of power favours the employer."[4]

In an earlier article from 2000 on employment law in Canada entitled "*Courts siding with employers"*, the writer, Joyce Hampton said and I quote

> "*In Canada's courthouses, there is an invisible pendulum that swings over employment law decisions. It moves between the employer and the employee. Some years, the courts seem to side more often with the employee. Other years, court decisions seem to be more often in favour of the employer."*[5]

I agree that the pendulum swings and at one time or another we are perceived to be in the union's or the employer's corner. However, actually, I believe we are like the pendulum at rest until our powers are invoked.

Under the IRA, which succeeded the, ISA in 1972, the Court stands ready and prepared to continue to dispense social justice in keeping with our mandate to make orders and awards, that are fair and just, having regard to the interests of the persons immediately concerned and the community as a whole; to act in accordance with equity, good conscience and the substantial merits of the case before it and most importantly, to have regard to the principles and practices of good industrial relations.

As you may well know, the principles and practices of good industrial relations are not defined in the Act. While some may not agree, in my view, by not expressly stating them in the Act greatly allows the Court to take account of the dynamics of society and the changing landscape in the world of work.

Some of the trends include flexible working arrangements including teleworking, hybrid work, Artificial Intelligence, (AI) zero hours contracts and unlimited vacation leave. Given the emerging trends we urge all stakeholders, who may not have done so already, to develop policies to govern the terms and conditions of employees, in the areas where these working arrangements may apply in your organization.

In the case of AI, in a Staff Discussion Note of the International Monetary Fund (IMF) dated January 2024,[6] produced by Cazzaniga and others, they state that

> "*Artificial intelligence (AI) has the potential to reshape the global economy, especially in the realm of labor markets…almost 40 percent of global employment is exposed to AI, with advanced economies at greater risk but also better poised to exploit AI benefits than emerging markets and developing economies. In advanced economies, about 60 percent of jobs are exposed to AI, …Overall exposure is 40 percent in emerging market economies and 26 percent in low-income countries*."

They suggest that "*Emerging market and developing economies should prioritize the development of digital infrastructure and digital skills*."

Like AI, teleworking and hybrid work may raise issues that require new approaches and new challenges for occupational safety and health. For example, what is a workplace, who should equip and outfit the

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[4] "Are your justifications for termination reasonable or simply a smokescreen?" *CDH*, 27 Mar. 2023, cliffedekkerhofmeyr.com/news/publications/2023/Practice/Employment/employment-law-alert-27-march-2023-are-your-justifications-for-termination-reasonable-or-simply-a-smokescreen.html, Accessed on 19 July, 2024

[5] Hampton, Joyce. *Courts siding with Employers. Decision signals a new era of employer-friendly judgments*. 25 Sept. 2000, https://www.hrreporter.com/focus-areas/employment-law/courts-siding-with-employers/287458, Accessed 19 July, 2024

[6] Cazzaniga and others. 2024. "*Gen-AI: Artificial Intelligence and the Future of Work*." IMF Staff Discussion Note SDN2024/001, International Monetary Fund, Washington, DC

workspace, bear electricity and internet costs when an employee is employed at home? If a teleworker is injured during the workday but at home, would such an injury constitute a dereliction of the employer's general duty to ensure, so far as is reasonably practicable, the safety, health and welfare of the employee at work? These and similar issues are already the subject of litigation in some jurisdictions and are likely to arise in Trinidad and Tobago also.

The Court is also mandated to have regard to the community of interest in our orders and awards. This has been so from inception. There are many decisions of this Court as well as from the Court of Appeal on this issue. However, what is now emerging in many instances is the need for the Court to consider the effect of the wider community and in particular criminal activity on the world of work. From matters that have come before the Court we have a first-hand look at some of the ways in which this current phenomenon can impact the workplace. For example, in the area of tardiness some workers may find it unsafe to leave their homes either too early or return home too late and so may have difficulty in adhering to their scheduled hours of work, which in turn may lead to disciplinary action. Conversely, employers may be forced to change their opening hours and mode of operation with cost and other implications. There is also a negative effect on productivity when workers and/or their employers witness violent events or are themselves or their close relatives, the victims of violence. These are matters for us all to consider.

I will now highlight some areas of the Court's work in the last year.

THE WORK OF THE COURT 2023-2024

Judges

During the review period, spanning from 15th September 2023 to 14th September 2024, the Court experienced a number of changes. I succeeded Her Honour Mrs. Deborah Thomas-Felix as President in December 2023. She served the Court for twelve years in her own indomitable style. We record our thanks to her for her service to the Court and enhancing its jurisprudence.

In January 2024, the Court welcomed five new Judges to the Bench. They are Their Honours Mr. Peter Ramkissoon, Mr. Glenn Wilson, Mr. Mario Als, Ms. Stephanie Fingal and Mrs. Caron London. Very recently, the Court added another Member, Her Honour Mrs. Enid Zephyrine.

All of the Judges have been appointed to the General Services Division of the Court, with the exception of Her Honour Mrs. London who is appointed to the Essential Services Division. This is their first Special Sitting of the Court as Judges, some of them would have attended before in other capacities. For Her Honour Mrs Zephyrine, it is actually her very first sitting in Court on the whole. Their addition to the Bench has strengthened the Court in their respective fields of law, industrial relations, economics and accountancy. We welcome them all.

However, while the complement of Judges has increased, we are somewhat hampered, by a severe shortage of Court Reporters. We also have only two Legal Officers to assist Judges in their research. Our dedicated Clerks who perform the role of Court Clerks are not so classified. We hope to address this in the near future.

Two Judges left the Bench during the year, Their Honours Ms. Elizabeth Solomon and Ms. Angela Hamel-Smith. In October 2023, Her Honour Ms. Elizabeth Solomon transitioned to become Assistant Secretary-General of CARICOM after four years of service to the Court. On behalf of the Court, I extend heartiest congratulations to her. On August 31, 2024, we bade farewell to Her Honour Ms. Hamel-Smith. She resigned for personal reasons.

The Court registers its thanks to both of these Judges for their commitment and dedication during their tenure and we wish them continuing success in the paths they now choose to follow.

Tobago

The Court resumed sittings in Tobago this year. It sat from the 3rd of April to the 5th of April 2024, as well as on the 6th and 7th August 2024, at the Supreme Court in Tobago. In April, we held four (4) hearings and three (3) conciliations. The hearings were chaired by Her Honour Mrs. Kathleen George-Marcelle and by me. His Honour Mr Patrick Rabathaly and Her Honour Ms. Bindimatie Mahabir sat with us and also conducted conciliation sessions. Altogether, the matters involved thirty-two (32) workers, twenty-nine (29) of them in April and three in August. Out of the matters heard in April, two (2) were settled, two (2) were reserved for judgment, two (2) were referred to open court hearings and one (1) was remitted to the Recognition, Registration and Certification Board (RRCB). The three (3) conciliations conducted in August, were successfully resolved as the parties consented to settle the disputes. You can well imagine the time and expense that those thirty-two workers were saved by not having to travel to Trinidad for their matters.

On behalf of the Court, I would like to express my gratitude to the Honourable the Chief Justice Mr. Ivor Archie, ORTT, for generously extending to the Industrial Court, the Judiciary's Court facilities in Tobago, which made it possible to have open hearings and conciliations. We look forward to the day when we will have our own Industrial Court in Tobago and be able to sit, not only during the Court vacation but all year round.

The Court also extends its gratitude to the attorneys-at-law, and Union representatives and Industrial Relations consultants who sacrificed part of their Easter vacation, as did our Judges.

We commend also our members of staff who worked tirelessly, selflessly and efficiently to ensure the smooth-working of our Tobago sessions.

While in Tobago, the Court paid a courtesy call on the Chief Secretary, the Honourable Farley Augustine, who took time out of his hectic schedule to meet with us. We thank you for your interest in making the Industrial Court in Tobago a reality.

On October 9, 2015, the Court executed a lease with the THA for one hundred and ninety-nine (199) years for Sandy Hall. Since then, the building has been gutted but financial constraints have hampered the progress of the project. On July 17, 2024, I headed a team of officials from the Court, including His Honour Mr. Morton Mitchell, and then Acting Registrar, Mrs. Kathy-Ann Alexander-Fraser and Court Administrator, Mrs. Youland Robinson and Mr. Duaine Hewitt, Office Manager, along with personnel from National Insurance Property Development Company (NIPDEC) and the Technical Officer from the Division of Infrastructure, Quarries and Urban Development (DIQUD), Tobago House of Assembly.

The purpose of the visit was to examine the existing condition of the gutted building and its layout with a view to making the necessary adjustments to the approved drawings submitted by NIPDEC. The Court had previously re-examined the drawings and requested some adjustments be made. We are optimistic that as soon as the plans are received and with the necessary funding, the Industrial Court in Tobago, which we conceive as a Court that can facilitate other similar Courts, such as the Tax Appeal Board, the Equal Opportunities Tribunal and the Environmental Commission, will become a reality. We are optimistic, also, that in 2024/2025 for our 60th anniversary, the Court will receive the financial support to complete the project and make it a reality.

We are heartened by the commitment of the Honourable Attorney General for his support in this venture.

Training

In July, as part of continuing judicial education, the Court partnered with the Judicial Education Institute of the Judiciary of Trinidad and Tobago (JEITT) to provide training in JUDGMENT WRITING and ETHICS/IMPLICIT BIAS for Judges. On behalf of the Court, I extend heartfelt thanks to the facilitators, Honourable Justice Gillian Lucky, Justice of Appeal and Chairperson of the JEITT, and High Court Judges, the Honourable Justice Eleanor Donaldson-Honeywell, our former colleague and the Honourable Justice Avason Quinlan-Williams, and also to the entire JEI team for their warmth and professionalism. The sessions were not only informative but also fostered a spirit of open dialogue and mutual learning. Looking ahead, we are excited about the potential for further collaboration and the opportunity to support ongoing professional development for the Judges of the Industrial Court.

Judges of the Court were also exposed to online *ILO Training in Introduction to International Labour Standards*; *Foundations for the Judicial Use of International Labour Standards Nationally* and *Using the Work of the ILO Supervisory Bodies*, which are accessible at their convenience. On behalf the Industrial Court, I would like to thank the Director of the ILO Decent Work Team and Office for the Caribbean for his input in this regard.

Statistics on Disputes

During the review period, spanning from 15th September 2023 to 14th September 2024, the Industrial Court recorded **803** new cases filed across both the General and Essential Services Divisions – just 1 case less than the 804 cases recorded in the previous year (2022/2023). This year, the Court disposed of **779** disputes, a decrease from the 921 disputes disposed of, during the same time frame last year. The clearance rate for 2023/2024 also fell to **97.01%,** from **114.55%** in 2022/2023**.**

The breakdown of disputes disposed is as follows: **220** Judgments were delivered, **181** cases were withdrawn, **292** matters were settled through the conciliation and bilateral process and **86** matters were dismissed. Among the total disputes filed, Trade Disputes constituted the largest category of cases, totaling **635**, followed by **48** Retrenchment and Severance Benefits Disputes, **38** Occupational Safety and Health Complaints and **36** Industrial Relations Offences.

Information Technology

The Industrial Court is actively working towards transforming into an e-Court by adapting to the global advancements in court technology and the overall court environment. The Court has been seeking funding through the Development Programme to support computerization, and improvement works. In terms of Computerization, the Court successfully entered into a Memorandum of Understanding with the Judiciary to utilize the Trinidad and Tobago Judicial Information Management System. Additionally, a consultant and a developer were engaged to map out procedures and processes, convert the Court's current, outdated database software to the new system and customize it to fit the specific needs of our court system.

Improvement Works

The Court has been at its current location in Port of Spain since 1997. The building and its facilities are in need of urgent repair and upgrade. The Court will soon begin the replacement of the outdated and deteriorating elevators in Port of Spain. A new warehouse has been acquired. Outfitting this facility has become one of our top priorities, as the previous warehouse did not meet the necessary standards for maintaining court records, documents and equipment.

Library

The Library has increased the number of decisions in its judgment database. It added 208 new Industrial Court cases, 35 relevant Court of Appeal entries, 2 High Court cases, and 1 Privy Council judgment.

Capturing the Court of Appeal outcomes related to specific Industrial Court cases in the judgment database provides stakeholders with a clearer understanding of the decisions made, which in turn facilitates better decision-making in advocating for labour and social justice.

Additionally, the remote access experience for subscribers to the judgment database was enhanced through the creation of full-text hyperlinks for 386 Industrial Court cases and 5 Court of Appeal cases. This improvement allowed subscribers to access additional judgments from outside the physical Library, aligning with the goal of delivering timely and effective information to users. Currently, the judgment database contains 6,267 Industrial Court records, of which approximately 55% (3,464) feature a full-text case link. The Library continues to be well utilized by our stakeholders.

Other Activities

The Court facilitated the attendance of fifty children at the Court as part of the Chief Personnel Officer's second annual three-day vacation camp. The Court also contributed supplies to our Caribbean neighbour Grenada after the destruction wrought by Hurricane Beryl.

CONCLUSION

As I conclude, I am confident that with our current complement of Judges, and their dedication and that of the Registrar and staff at all levels, the Court will go from strength to strength.

It is a testament to the Court collectively, its Judges, staff and stakeholders that the Court has withstood the test of time. As the seventh President of the Industrial Court, I stand on the shoulders of all of my predecessors and I look forward to steering the Court towards its 60th anniversary.

I thank you for listening and thank the media for their coverage of this event and for the infomercials that have made my task simpler. Special thanks to all of our attendees, viewers and listeners and to the tireless efforts of those members of staff who have made yet another Special sitting a success.



JUDGES OF THE INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

The Members of the Industrial Court of Trinidad and Tobago (Industrial Court) are appointed by the President of the Republic of Trinidad and Tobago. The Members serve as Judges at the Industrial Court.

The Court consists of the following Members:

A. **a President who shall be either:**
   i. a Judge of the Supreme Court of Judicature; or
   ii. a person who has the qualification (age excepted) to be appointed a Judge of the Supreme Court of Judicature.

B. **a Vice-President** who must be a qualified Attorney-at-law with a minimum of ten years of experience.

C. **Other Members** with expertise in industrial relations, qualified as economists or accountants, or Attorneys-at-law with at least five years of experience.

Members are appointed for a term of three to five years and are eligible for reappointment.

For the 2023-2024 fiscal period, there were twenty-four (24) Members at the Court out of a complement of twenty-six (26). Five (5) of these presided in the Essential Services Division while the other nineteen (19) presided in the General Services Division. These twenty-four (24) Members include:

- President 1
- Vice President 1
- Chairman, Essential Services Division (ESD) 1
- Members 21





Seated from left:

His Honour Mr. Patrick Rabathaly, His Honour Mr. Herbert Soverall (Vice President), Her Honour Mrs. Heather Seale (President), His Honour Mr. Lawrence Achong (Chairman, Essential Services Division), Her Honour Mrs. Bindimattie Mahabir

First Row Standing from left:

His Honour Mr. Vincent Cabrera, Her Honour Mrs. Enid Zephyrine, His Honour Mr. Peter Ramkissoon, Her Honour Mrs. Janice Christopher-Nicholls, Her Honour Ms. Stephanie Fingal, Her Honour Ms. Michelle Ann Austin

Second Row Standing from left:

Her Honour Mrs. Caron London, Her Honour Mrs. Indra Rampersad-Suite, Her Honour Mrs. Jillian Bartlett-Alleyne, Her Honour Mrs. Kathleen George-Marcelle, Her Honour Mrs. Wendy Ali

Back Row from left:

Her Honour Mr. Mario Als, His Honour Mr. Melvin Daniel, His Honour Mr. Morton Mitchell, His Honour Mr. Azeem Mohammed, His Honour Mr. Andrew Stroude, His Honour Mr. Glenn Wilson

Not pictured

His Honour Mr. Albert Aberdeen, His Honour Mr. Gregory Rousseau

REGISTRARS & COURT ADMINISTRATOR

The Administration of the Industrial Court is headed by the Registrar who is also the Accounting Officer. The Registrar is assisted by the Assistant Registrar and the Court Administrator.



Mr. Kevon Swan, Registrar



Ms. Youland Robinson, Court Administrator

Not pictured:
Kathy Ann Alexander-Fraser, Assistant Registrar



STAFF OF THE INDUSTRIAL COURT OF TRINIDAD & TOBAGO



Court Registry
PORT OF SPAIN BRANCH

(from left) Dyrrel Ochoa, Venika Wilson, Tevin Carraballo, Avril Charles – Clerk IV, Jerron Penny, Samanthan Jaikaran, Dineshia Williams, Dmitri Claudie

Not pictured: Sade George, Keia Beard, Anika Homer,
Krystal Williams, Lee Wayne Hewitt, Bernard Borneo, Wendell Burke,



Court Registry
PORT OF SPAIN BRANCH

(from left) Cassandra Millet, Denyse Haddaway, Jemma Sookhoo-Ramjattan, Nafeeza Ali-Mandul

Not pictured: Rhona Dukeran, Akada Flament, Tinica Holder, Natasha Inniss, Gerard Forde, Janice Israel-Fibleuil

STAFF OF THE INDUSTRIAL COURT OF TRINIDAD & TOBAGO



Court Reporting

PORT OF SPAIN BRANCH

(from left) Bernadine Fernandez, Nikkai Thomas, Debra Phillip, Inez Sylvester, Merle Mark, Gloria Mc Kenzie Medford, Dinessa Nelson, Avril Cuffy, Antonia Estwick-Howard, Portia Craigwell, Kathy Ann Phillips-Gosein – Verbatim Reporter II (Ag.), Tavia Broomes, Wendy-Ann Pascal, Beulah Dalrymple – Snr CAT Reporter, Hamawatee Sharda Sookhoo

Not pictured: Laverne Lall, Eva Christopher-Stewart, Onika George, Alicia Cooper Toussaint

Library

PORT OF SPAIN BRANCH



(from left) Deobrah Sylvester- Murray, Ayesha Mitchell- Mieux

Not pictured: Jasmin Raymond – Librarian III, Trisha Layne

Office of Economic & Industrial Research



(from left) Reyhanna Mohammed, Natasha Laptiste, Roger Gilkes, Neisha Ali –Harrynarine – Director (Ag.), Michelle Somrah

STAFF OF THE INDUSTRIAL COURT OF TRINIDAD & TOBAGO



Office Management

(from left) Hidie Hodge-Peters, Lillian Sydney, Ale Andra Rodriguez-Corridon, Myrtle Jones-Parris, Coreen Auguste, Maureen Yearwood, Duaine Hewitt – Office Manager (Ag), Alesha Thomas

Not pictured: Jason Burke, Anthony Clarke, Nathalie Buckmire, Deborah Garcia



Accounts

(from left) Kaalon Derrick, Shivana Soodeen, Nerissa Changa, Akifah Reid, Aaliyah Hall, Savita Sullivan, Deodath Ken Jogie – Account Executive

Not pictured: Letasha Charles-Chinapoo, Vedwatie Ragoobar, Dilraj Bhagwandeen, Sabeetar Jattan, Kyla Maxman Rock

STAFF OF THE INDUSTRIAL COURT OF TRINIDAD & TOBAGO

Audit



Thecla Bramble-Gajdahar

Not pictured: Basdeo Harnarine

Legal



(from left) Jamilah Juman-Babwah, Terneille Samuel Herbert

Human Resources

(from left) Danielle Raymah, Stacey-Ann Alvarez, Ms. Jaan Campbell – Snr. Human Resource Officer (Ag.), Steffi Roach, Aaron Sheppherd

Not pictured: Cabrielle Waldropt, Donnalisa Portell, Nirmala Lochan, Raenelle Roberts



STAFF OF THE INDUSTRIAL COURT OF TRINIDAD & TOBAGO



Information Technology

(from left) Tyrique Webster-Thomas, Reshma Ramdass-Pooran, Roger Belcon

Communications



(from left) Yvienne Lawrence – Communications Officer, Anngelica Ludvig

Security



Anslem Knott – Security Manager

STAFF OF THE INDUSTRIAL COURT OF TRINIDAD & TOBAGO

Secretarial Team



(from left) Candice Christopher, Velma Isaac – Executive Secretary, Sally Rogers-Charles, Charmaine Cooper, Elisha Lewis, Candelle Constantine

Not pictured: Gometi Gainder, Keisha Hamilton-Calliste

Court Registry

SAN FERNANDO BRANCH



(from left) Reynold Basdeo, Mikahl Paul, Safiya Baptiste, Ethan Pierre, Rajwanti Mohammed, Sharda Maharaj-Jagdeo, Indira Moonan, Raymond Boodlal - Clerk IV

Not pictured: Vanessa Boodoo, Christopher Wilson

Court Reporting

SAN FERNANDO BRANCH



(from left) Jennifer Burnette, Hazel Lawson-Perry, Beverly Hackshaw- Alves

Library

SAN FERNANDO BRANCH



(from left) Sandy Lall, Kevin Bramadath, Janice Jhinkoo-Mahabir, Lisette Chablal-Edmund

ADMINISTRATION – LATEST DEVELOPMENTS

Warehouse Acquisition

The Court has acquired a new warehouse to replace the previous facility, which was insufficient and did not adequately safeguard stored files and documents. The new warehouse is currently being equipped with necessary hardware, some of which has already been purchased. Additionally, the Court has completed the cleaning and disposal of old equipment in the previous warehouse, in compliance with the Public Procurement and Disposal of Public Property Act, 2015. The final step is the fumigation of the old warehouse, after which its remaining files and documents will be relocated to the new facility.

Establishment of an Industrial Court in Tobago

The Court remains committed to establishing the Tobago arm of the Industrial Court. As part of this ongoing effort, representatives from the Industrial Court, the National Insurance Property Development Company (NIPDEC), and the Tobago House of Assembly's Division of Infrastructure, Quarries, and Urban Development (DIQUD) visited the Sandy Hall Building—identified as the proposed site for the court. The visit aimed at assessing the current state and layout of the gutted building to determine the necessary modifications to theapproved drawings submitted by NIPDEC.

Expanded Scope of the Office Management Unit

The Office Management Unit is integral to the efficient functioning of the Industrial Court, playing a pivotal role not only in stores management, but also in the procurement and execution of equipment and supplies. In light of the recent establishment of the Office of Procurement Regulation (OPR), the responsibilities of Office Management have expanded significantly. The OPR is tasked with the oversight of public procurement and the disposal of public property, thereby imposing new legal requirements that Office Management must adhere to. As such, Office Management is now mandated to comply with the relevant procurement legislation, ensuring that all processes align with the established legal frameworks. This includes the responsibility to furnish reports to the OPR as stipulated by law, thereby enhancing transparency and accountability in the procurement processes.

Moreover, Office Management is also charged with the responsibility of facilities management in collaboration with the National Insurance Property Development Company Limited (NIPDEC). This involves the oversight of the physical infrastructure and operational environments of the Industrial Court, ensuring that facilities are maintained to a standard that supports effective court operations. The partnership with NIPDEC allows for the strategic planning and execution of maintenance and improvement projects, which are crucial to the sustainability of court operations.

Transformation to an e-Court

During the review period, the Court advanced its goal of transforming the Industrial Court into an e-Court by joining the International Consortium on Advanced Court Technology Systems, which focuses on the development and enhancement of court technology. This was made possible through an invitation from the Judiciary of Trinidad and Tobago, who is a member of the Consortium. The Consortium uses open-source software which reduces overall expenditure and customization while enhancing usability. A key development in this transition is the acquisition of the Case Management System Software Version X (CMSX). Once installed and configured, along with other essential software integrations, CMSX is

expected to provide stakeholders with access to e-filing and e-Court services. To facilitate its implementation, the Industrial Court has engaged a legal consultant and a programmer to begin the process of mapping and laying out the structure for the configuration of CMSX to the specific operational needs of the Court.

In preparation for the introduction of CMSX, the Court has requested additional staff for the Information Technology Unit (ITU) and continues to collaborate with the Project Management Consulting Division (PMCD) to fulfil the necessary prerequisites for approval.

Despite staffing constraints, the ITU successfully implemented several key projects aimed at enhancing operational efficiency, modernizing infrastructure and improving service delivery across various departments. Notable initiatives include:

1. The distribution of twenty-eight (28) desktops which was tailored to meet specific departmental requirements, ensuring optimal performance and functionality.
2. The upgrade of the audio-visual equipment in the Essential Services Division courtroom, aimed at improving the technological infrastructure within the courtrooms. This ensured clearer communication and better presentation of evidence during court sessions.
3. Initiation of the mail migration to a new Exchange server to allow members and workers to access emails on their personal devices, providing greater flexibility and accessibility. The migration is currently in progress. Upon completion, this upgrade will enhance email reliability, security and user convenience.
4. Installation and configuration of seven (7) departmental copiers which resulted in significant cost savings and improved print quality. Centralizing copier services has also streamlined maintenance and supply management.
5. In-house production of identification cards for Judges and Staff. This service, previously outsourced, works in conjunction with the security policies at the Industrial Court.

Ongoing projects within the ITU are:

- Replacing staff desktop computers within the court to improve productivity.
- Sending out approximately 7200 meeting links per year to the relevant parties for Case Management Conferences, and Mention and Report.
- Managing and maintaining thirteen (13) Servers, inclusive of an Exchange Server.

Several projects outlined in the 2022/2023 annual work report, which were scheduled for implementation in the subsequent fiscal year, were not realized mainly due to constrained financial resources and limited staff with a heavy volume of work. Despite these challenges, the ITU remains committed to continuous improvement and innovation to support the organization's goals and objectives.

ADMINISTRATION – COURT REPORTING

Structure

The Court Reporting Department comprises established and contract court reporting positions. As illustrated in Table 1 below, twenty-four (24) established positions remain vacant, accounting for 96% of the total staff complement for these roles. Similarly, two (2) contract positions are unfilled, representing 20% of the designated contract staff.

Table 1: Complement of Court Reporting Staff

Court Reporting Department					
Public Services Offices	**No. of Positions**	**No. of Vacant positions**	**Contract Staff**	**No. of Positions**	**No. of Vacant positions**
Verbatim Reporter II	3	3	Senior CAT Reporter	1	0
Verbatim Reporter I	22	21	CAT Reporter II	2	0
			CAT Reporter I	7	2
TOTAL	**25**	**24**	**TOTAL**	**10**	**2**

Figures 1 and 2 below visually illustrate the comparison between the required staff complement and the existing vacancies.

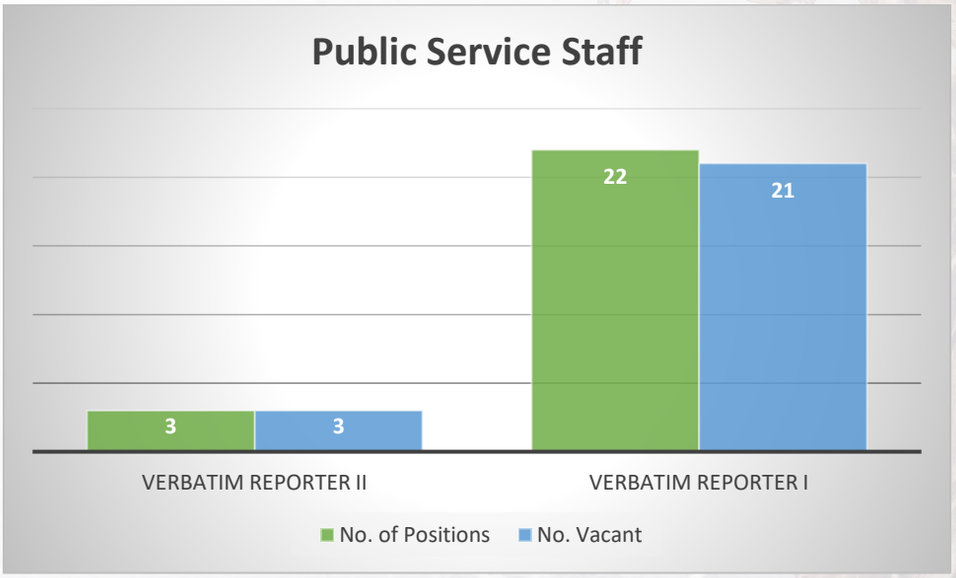


Figure 1: Complement of Verbatim Reporters

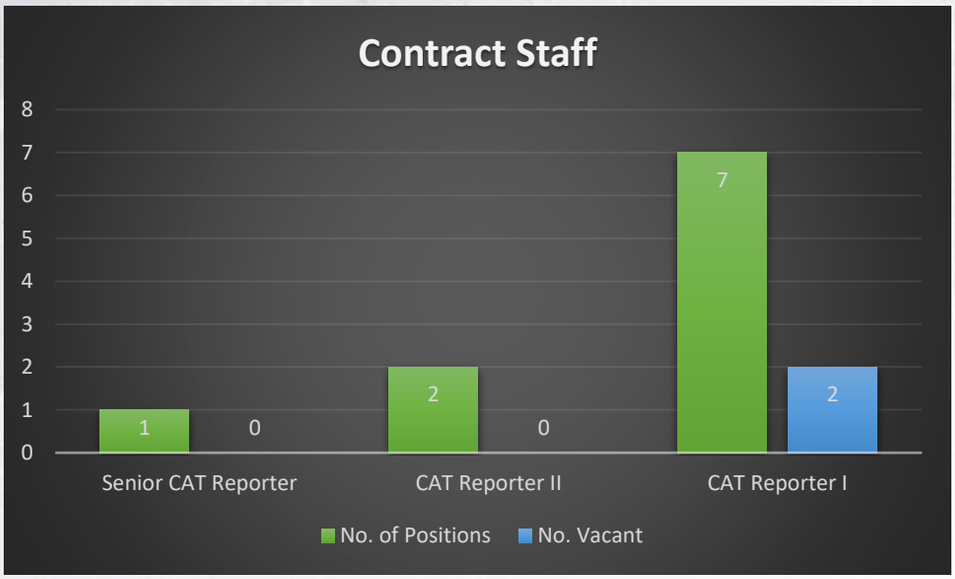


Figure 2: Complement of CAT Reporters

One (1) established Verbatim Reporter I is currently acting Verbatim Reporter II at the South Court, where the officer supervises two (2) retired Verbatim Reporters working as service providers. In the North Court, one (1) established Stenographer II is acting Verbatim Reporter II, and one (1) established Stenographer II is acting Verbatim Reporter II. These officers supervise the seven (7) retired Verbatim Reporters. One (1) telecommuting reporter provides services to the Court under the guidance of the Verbatim Reporter II (AG).

The Senior CAT Reporter supervises seven (7) CAT Reporters, one (1) retired Clerk Typist I working as a CAT Reporting service provider, one (1) on-the-job trainee CAT Reporter, and one (1) contracted Administrative Assistant. One (1) telecommuting reporter provides service to the Court under the guidance of the Senior CAT Reporter.

There are discussions regarding the creation of additional CAT Reporting positions to boost the complement of court reporters.

Note taking and Transcription Services

A system of remote work was introduced in 2020 for CAT Reporters. CAT Reporters remain on roster to work remotely and in court. This system is immensely productive as reporters save excessive travel time which is utilized working on backlog and current transcripts. The system also facilitates same-day completion of transcripts, thus reducing the waiting time for transcripts to be submitted to representatives and judges. CAT Reporters conduct real-time scoping from home, also reducing the time in which transcripts are produced.

To fully appreciate the time taken to complete an hour's worth of notetaking, the established testing time may be an appropriate guide. By international standards, students completing a five-minute dictation piece at 180 words per minute are allotted fifty-five (55) minutes transcription time. If that standard is adopted to inexperienced reporters, one hour of notetaking requires eleven (11) hours to complete. However, based on the system of Computer Aided Transcription (CAT) reporting, one hour of notetaking

is allotted four (4) hours transcription time. This time may be extended based on the experience and skill of the reporter, the quality of the audio recording, and the volume of research required, that is, accessing documents from file to verify spelling of names and quotations, and accessing documents from other sources.

The process involved in the production of transcripts is impacted by the complement of staff assigned to matters. The recommended number of reporters assigned to each matter, that is for five courts (including South) is six (6). With this complement of reporters there will be no backlog of transcripts, and court decisions will be more timely. While the CAT Reporters work late into the night, early hours of the morning, public holidays, weekends and even on their vacation to achieve the production targets, a full complement will greatly enhance the productivity of the Court.

Real-time Transcription for Judges

Judges in the Essential Services Division continue to benefit from the real-time screens of CAT reporters upon request. Even when there is not a request for screens, the positioning of the screens allows Judges to view the CAT Reporter's real-time screen. Continued real-time training is beneficial to CAT Reporters, since this will aid in honing their skills.

Training

No training was provided for the Verbatim Reporting Section during the period under review. The last training in Eclipse was conducted in the year 2021. This was also due to the economy. We are hopeful that in the not too distant future funds will become available for training. There is a need for Verbatim Reporter II's to be exposed to supervisory and management training. Training in voice writing using Eclipse Vox and Dragon Professional software for court proceedings would significantly enhance the efficiency and effectiveness of the Industrial Court's operations. To address the limitations in training the Court re-employed retired Court Reporters on month-to-month basis since they already possess the skills and knowledge to function in the department.

Resource Allocation to Enhance Operations

To support the efficient functioning of the CAT Reporting section of the Department, key resources were allocated, including five Eclipse Vox software licenses and three Luminex writers for CAT Reporters. Additionally, one Voice Writing Reporter and one Verbatim Reporter received laptops based on availability and urgent need. The Department was also equipped with twelve headsets, twelve-foot pedals and fourteen digital recorders to enhance its operations.

Achievements of CAT Reporting Section

- Continuation of Real-time Screen sharing for The Chairman Essential Services Division and two other Members of Court sitting in Essential Services Division matters.
- Continuation of remote live team editing by CAT Reporters at home and in the courtroom.
- Continued delivery of transcript within the same day – that is, within a 24-hour time frame for Essential Services Division upon request from The Chairman.

Statistics

1. Transcripts Requests

Table 2 and Figure 3 below show the number of transcripts completed versus the number to be completed for the period October 2023 to September 2024. A total of 203 transcripts were requested by stakeholders of which 66% have been completed.

Table 2: Breakdown of Court Transcripts Requests

Requested	Completed	To be Completed
203	134	69

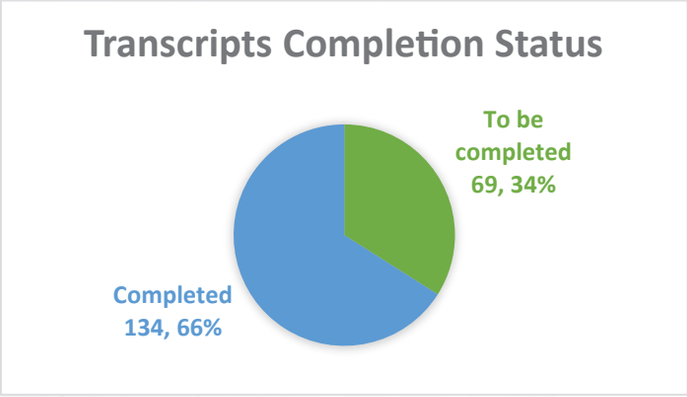


Figure 3: Breakdown of Court Transcripts Requests

2. Writing Time in Court

The total writing time recorded by CAT Reporters while in court is presented in Table 3 and Figure 4. Over the court year, the cumulative writing time amounted to 17,961 minutes with a monthly average of 1,496.75 minutes/month. The highest writing time was observed in June, totaling 2,682 minutes. In contrast, the lowest, non-zero writing time was recorded in December with 646 minutes. No activity appeared in August due to the annual court recess, which occurs from 1st August to 16th September. It was observed that the 3rd quarter of the court year, April – June, was peak season, averaging over 2,200 minutes/month.

Table 3: Accumulated writing time CAT Reporters spent in court calculated in minutes

MONTH	MINUTES
October 2023	1819
November 2023	1921
December 2023	646
January 2024	1407
February 2024	1369
March 2024	1978

April 2024	2073
May 2024	1973
June 2024	2682
July 2024	1326
August 2024	0
September 2024	767

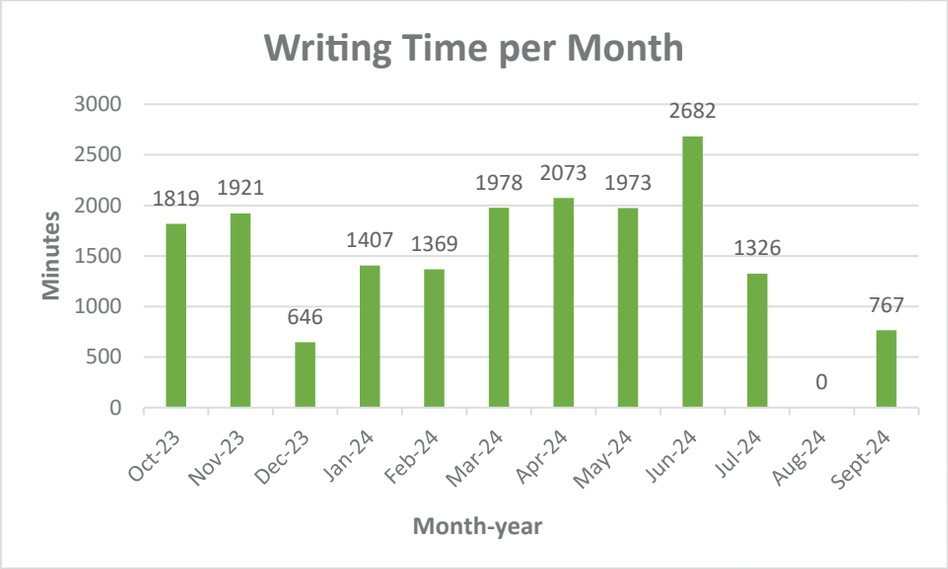


Figure 4: CAT Reporters' writing time calculated in minutes

3. Pages Edited

Table 4 below provides a breakdown of the monthly editing activity of the Senior CAT Reporter over the period October 2023 to September 2024. A total of 5,282 pages were edited, with an overall average of 440 pages per month. As illustrated in Figure 5, the lowest editing volume occurred in March, with 295 pages, while the highest was recorded in May, reaching 638 pages – 45% above the monthly average.

Table 4: Pages Edited by Senior CAT Reporter 2023/2024

MONTHS	PAGES
October 2023	534
November 2023	432
December 2023	445

January 2024	552
February 2024	422
March 2024	295
April 2024	307
May 2024	638
June 2024	440
July 2024	525
August 2024	332
September 2024	360
TOTAL	**5282**

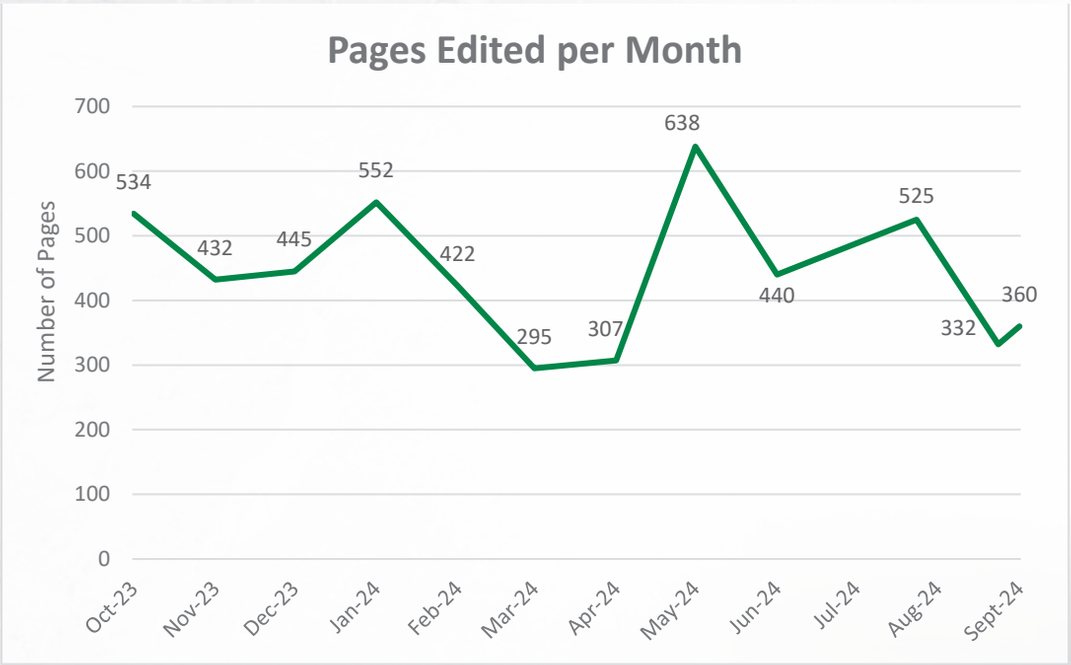


Figure 5: Number of Pages Edited



LIBRARY AND INFORMATION SERVICES

A main purpose of the Court's Library is to support the core functions of the Industrial Court as a Superior Court of Record, a critical institution of social justice in Trinidad and Tobago. This is achieved through continuous upgrading of pertinent meta-data content in its **"Judgment"** database records, and the timely dissemination of effective and relevant information and services to the Court's stakeholders and users.

Subject Index of the Industrial Court Judgments

The library continued to work steadfastly on updating the "***Revised Subject Index of the Industrial Court Judgments (1965 – 2024***)" publication. A ten-year time span (**1998 – 2008)** has been indexed.

Landmark/Leading Cases of the Court

The extraction and compilation of the "Landmark/Leading" cases of the Court have been completed. The draft item is being reviewed and edited by one of the Court's senior judges and is seventy-five percent (75%) complete.

Judgment Authority Listing

The review and standardization of the library's subject descriptors continued. An alphabetical approach to this task is being utilized; descriptors under the letter **"H"** are currently being reviewed.

Comprehensive Reference Document on Workplace Rights and Responsibilities

The Library is in the preliminary stages of extracting data, and creating a reference document that would itemize the rights, responsibilities and duties of both a worker and employer, that have been spelt out in the judgments of the Court over its fifty-nine (59) years of existence. It is expected that this project will be completed by February 2025.

Court of Appeal Case List

The Library has completed for the years **2013** to **2024** an Appeal Case resource list that not only captures basic metadata [Suit Number, Parties Names (Applicant & Respondent); Appeal Court judges on Coram, Delivery Date of Appeal Judgment/Order, and Initial Trade Dispute Number] of the Industrial Court cases that went to the Court of Appeal. Additionally, the Library had to extract and document the "Point of Law" under which, the Industrial Court ruling was challenged, and the "Outcome of the Appeal".

Updated the 2023 Judgment Content Listing

Committed to making industrial relations case data accessible to both existing and potential customers, the Library continued creating and uploading the lists of judgments delivered for a calendar year. Thus, the list of judgments delivered for the year 2023 was uploaded to the Court's website. It comprises oral and written judgments as well as meta-data, such as the parties to the dispute, delivery date of judgment, Coram of judges and trade dispute number.

Services to Stakeholders

The Library provided key administrative support to several internal departments of the Industrial Court, including the Legal and Accounts Units, and the Pension and Leave sub-unit. The South Branch also assisted the Communications Unit with updates to the Court's website and social media platforms, as needed. Additionally, support was extended to the Equal Opportunity Tribunal, along with technical assistance to the National Library and Information System Authority (NALIS).

The Library continues to provide photocopying services for purchase to members of the public including attorneys-at law, members of trade unions and industrial relations practitioners who frequently request this service. Additionally, stakeholders can acquire in-house publications for a fee such as *The Labour Laws of Trinidad and Tobago*, *The Industrial Court Law Reports (1965-1975), The Analysis of Wages and Salaries and The Bound Volume Reports*.

The Library's Judgment Database subscription service is also available to our stakeholders. In the 2023/2024 fiscal year, revenue from these subscriptions amounted to $453,300.00 – reflecting a 27.9% increase from the 2022/2023 fiscal year's earnings of $342,000.00. This marks the most significant year-over-year growth within the past five years.

Collection Development & Discoverability

During the fiscal year **2023/2024** the Library enhanced the completeness of the records in its "Judgment" database with the addition of two hundred and eleven **(211)** new Industrial Court of Trinidad and Tobago (ICTT) cases, sixty-eight **(68)** pertinent Court of Appeal entries (inclusive of withdrawn appeals), two **(2)** High Court cases and one **(1)** Privy Council judgment. No new judgments were received from the Equal Opportunity Tribunal (EOT).

It must be highlighted that incorporating the Court of Appeal and/or Privy Council rulings on specific Industrial Court cases into the "Judgment" database, provides industrial relations practitioners with a more comprehensive and precise understanding of the decisions derived by these appellate Courts which are on the Industrial Court. This, in turn, enables stakeholders to make more informed decisions when advocating for good industrial relations practices in the workplace.

Additionally, subscribers' remote access experience to the **"Judgment"** database was improved with the creation of **full text hyper-links** for three hundred and eighty-nine **(389)** Industrial Court and five **(5)** Court of Appeal cases. This meant that subscribers were able to access a few more judgments, away from the physical Library, which is in keeping with its goal of timely and effective delivery of information to users. Further, one hundred and fifteen **(115)** judgment summaries were added to the database, and separately sixty **(60)** summaries were formatted to assist with the standardization of the display of the database content. There are six thousand two hundred and seventy **(6,270)** Industrial Court case records in the **"Judgment"** database. Approximately fifty-five **(55%)** percent, which is three thousand four hundred and sixty-four **(3,464)** of them contain a full text case link.

One hundred and six **(106)** and seventy-one **(71)** new descriptors were respectively added to existing Industrial Court and Appeal judgments in the database. Additionally, seven hundred and twelve **(712)** ICTT and ten **(10)** Court of Appeal descriptors were amended. These add-ons as well as edits to the database records ensured that the customer product (bibliographic metadata and full text) is content rich, complete (has as much information as is legally possible) and accurate. The overall effect is to improve judgment retrieval and discoverability, via keyword and/or descriptor searches.

Digitizing Industrial Court Judgments

The retrospective digitizing of Court judgments continued. An estimated two hundred and seven **(207)** cases were cleaned and digitized.

Research and Reference Queries

The Library staff answered 5,389 information requests for the fiscal year 2023/2024, which indicates a 42.3% increase when compared to last year's total of 3,787. Patrons were able to access the services of the Library via visit /walk-in, telephone call or e-mail. The access method with the highest frequency of use by our customers continued to be telephone usage with 3,211 occurrences. In person visits 1,749 was second, and email/online 429 completed the rankings. The telephone tally of 3,211 also represents a 44.05% rise when compared to the previous fiscal year. A depiction of the frequency of use of the various mediums of access to Court Library Services is depicted in *Figure 1.*

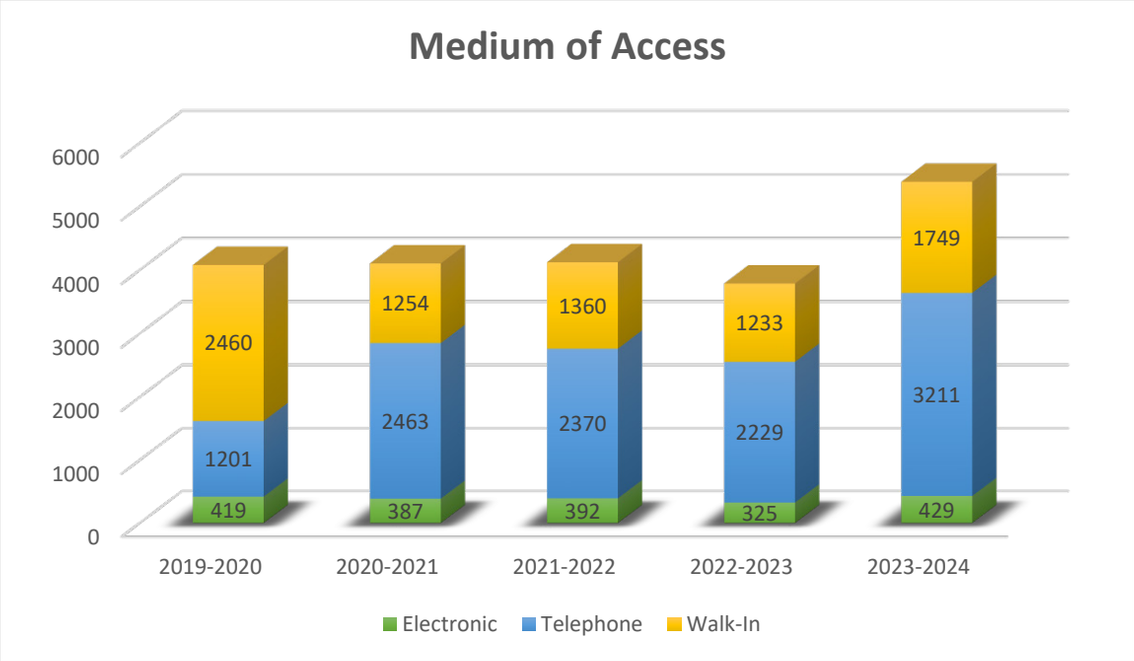


Figure 1: Media Patrons Used to Access Library Services

Information files (Newspaper collection)

The Library indexed three hundred and twelve (312) newspaper articles that dealt with industrial relations content, which was added it to its e-information file collection. The full text of the articles was uploaded (if available) or alternatively, the print article was scanned and stored in the Information Files collection.

Acquisitions (Purchases & Subscription Renewals)

Approval was given by the Registrar to continue the subscription to "LexisNexis" – an authoritative legal research database, "UDC Online" software used in the classification of books and other resources, and "Gimlet" – a query database. The Library was given authorization to purchase (5) five law titles (books) during the fiscal year 2023/2024; two selections on 3 were ordered in direct response to the President's request to bolster this part of the Library collection.

Selective Dissemination of Information [SDI] Lists

During the fiscal year 2023/2024, monthly lists on judgments delivered, as well as those that are available in the Library are produced and disseminated electronically to judges and Registrars of the Court.

Additionally, for each month within the last six months, a link to International Labour Organization (ILO) curated resources was sent to the aforementioned Library clientele.

Upcoming Projects

- Implementation of an official *Library Lending/Loans Policy*, which is nearing completion. This document will be an essential component in the Library's operations and management tool-kit, as it would provide guidance about the lending of the Court Library's resources to internal and external customers.
- The Library is advancing initiatives such as the creation of a Court Library App, designed to serve as an additional hub for:
    - Quick-access of approved Court resources
    - The Court List
    - An alternative gateway to the Library's Judgment database
- The adoption of an open-source Library Integration System (LIS) for the Library's non-judgment resources – books, law journals and reports – is another imminent project. The preferred software is KOHA, which will introduce an Online Public Access Catalogue (OPAC). Spearheaded by the Librarian III and Librarian II, this initiative will expand visibility of key employment law and industrial relations materials, enabling users to search the Library's collection remotely. Greater awareness of these authoritative resources is expected to foster informed decision-making in the labour sector, supporting social justice.



ECONOMIC AND INDUSTRIAL RESEARCH

The Office of Economic and Industrial Research (OEIR) was established by Section 82 of the *Industrial Relations Act* Chapter 88:01. Under the provisions of the Act, the OEIR is responsible for providing information collected and the results of research conducted to any person, trade union or other organizations desirous of obtaining it. In accordance with the Act, the functions of the office shall be:

- To collect and compile information in accordance with the directives of the Court which may assist the Court in the exercise of its powers and functions under the Act;
- To keep information as collected and compiled up to date; and
- To carry out research in respect of such matters as the Court may direct.

The Office serves as the repository of **Collective Agreements** registered under the General Services and Essential Services Divisions and **Agreements** registered under the Special Tribunal. In line with its mission "to effectively and completely support the Court in the exercise of its stated purpose," the OEIR is dedicated to providing stakeholders with up-to-date and relevant information. In that regard, the Office reviews **all** Agreements prior to registration and produces essential documents. Its annual publications include:

- *Analysis of Wages and Salaries extracted from registered Agreements*
- *Analysis of COLA extracted from registered Agreements*

Additionally, the Office produces *Research Notes*, a critical resource designed to assist judges in their deliberations on disputes before the Court.

AGREEMENTS

The OEIR continued to ensure that older Agreements were reviewed with the aim of having same registered. For the calendar year **2023,** one hundred and twenty-one (121) Agreements were registered at the Industrial Court, compared to one hundred and seven (107) registered in 2022, an increase of thirteen percent (13%).

Forty-three (43) registered Agreements were recorded as at 30 September 2024, for the 2024 calendar year. For the comparable period in 2023, one hundred and one (101) Agreements were registered. *Table 1* below shows the number of agreements registered over the period 2017 to 2024 (September). It is noted that the number of Agreements registered in the years 2021, 2022 and 2023 are approximately double the average number of agreements registered in the four years prior. This is as a result of the exercise undertaken in 2021, in which older files of unregistered Agreements were reviewed and updated for the purpose of having the Agreements registered. The exercise continued in 2022 and 2023 because of the quantum of files.

Table 1: No. of Agreements Registered by the Industrial Court 2017-2024 (Calendar year)

Year	*ST A	**ESD CA	***CA	TOTAL
2017	5	2	46	53
2018	5	2	47	54
2019	0	0	35	35
2020	8	3	44	55
2021	6	5	93	104
2022	4	6	97	107
2023	12	2	107	121
2024 (September)	0	0	43	43

*ST CA – Special Tribunal Agreement
**ESD CA – Essential Services Division Collective Agreement
***CA – Collective Agreements under General Services Division



NB: the 2024 figure reflects from Jan 1, 2024 to Sept 30, 2024

Figure 1: No. of Agreements registered over an eight-year period

Analysis of Agreements received by the Court for Registration

Agreements submitted to the Court for registration were analysed for conformance with the relevant pieces of legislation, that is, section 43 of the Industrial Relations (IR) Act, Chapter 88:01, in the main, and other relevant IR legislation.

For the period under review (October 2023 – September 2024), a total of eighty (80) Agreements were analyzed. In instances where it was determined that amendments were required, correspondence was submitted to Companies and Unions requesting the necessary amendment/s prior to registration. Follow- up action was also initiated periodically to ensure the registration of Agreements.

PUBLICATIONS

The following publications are produced annually and are derived by extracting information from registered agreements. They include:

1. **An Analysis of Wages and Salaries Extracted from Agreements Registered in 2023.**

   This report represented the findings of analyses of data and trends in wage settlements negotiated through the collective bargaining process across sub-sectors, including a three-year comparative review. The analysis was based upon the one hundred and twenty-one (121) Agreements registered by the Court in 2023. It is available for sale and is used by stakeholders such as the Ministry of Labour, Central Bank and the Central Statistical Office.

2. **An Analysis of Cost of Living Allowances (COLA) Extracted from Registered Agreements for the year 2023.**

   This report analysed the modal COLA negotiated on behalf of employees for specific bargaining periods and bargaining units by sub-sector, identifying trends from a comparative analysis of COLA for consecutive years. The analysis was based upon the one hundred and twenty-one (121) Agreements registered by the Court in 2023.

   Report Synopsis

   The highest monthly COLA was $521.81 per month, in the registration year 2023. Such emanated from the Mining and Quarrying Sub-sector and negotiated by the Oilfields Workers' Trade Union (OWTU), for the bargaining period 2016–2018. This was followed by $350.00 - $390.00, in the Financial and Insurance Activities Sub-sector for the bargaining period 2023-2025, negotiated by the Banking, Insurance General Workers' Union (BIGWU). The lowest monthly COLA was $100.00 for a three-year bargaining period spanning 2009-2024, in the Financial and Insurance Activities, Accommodation and Food Support Activities and Trade and Repairs Sub-sectors and negotiated by the Banking, Insurance and General Workers' Union (BIGWU) and the Oilfield Workers' Trade Union (OWTU), respectively.

   With regard to the one hundred and twenty-one (121) Agreements registered in 2023, sixty-seven (67) or 55% of these utilized a fixed rate of COLA, eleven (11) or 9% employed an Indexed Rate COLA method, three (3) or 3% utilized a fixed rate Consolidated COLA method, while forty (40) or 33% of Agreements contained no COLA provisions.

A comparative analysis of COLA, with regard to Agreements registered in the years 2023 and 2022, revealed that in respect of the monthly BU, the highest COLA in registration year 2023, as previously stated was $521.81 monthly, originating from the Mining and Quarrying Sub-sector and negotiated by the Oilfield Workers' Trade Union (OWTU), for the bargaining period 2016–2018. In comparison, the highest COLA negotiated in 2022 was $600.00 monthly, originating from the Financial and Insurance Activities Sub-sector and negotiated by the Banking, Insurance and General Workers' Union (BIGWU), for the bargaining period 2011–2014.

For registration year 2023, the lowest COLA was $0.25 - $0.50 per hour negotiated by the Trinidad and Tobago Union of Commercial and Industrial Workers (TTUCIW), for bargaining period 2016–2018, in the Trade and Repairs Sub-sector. In comparison, for registration year 2022, the lowest COLA was $0.90 per hour, negotiated by the Estate Police Association (EPA), for bargaining period 2016–2018, in the Other Manufactured Products Sub-sector.

TOWARDS A COMPREHENSIVE DIGITAL ARCHIVE

The Office has been working towards building a comprehensive and centralised digital resource to increase the efficacy in its response time to data requests, for both internal and external stakeholders, viz;

1. **Details of Pecuniary Allowances Extracted from Agreements registered in 2018, 2019, 2020, 2021, 2022 and 2023 by sub-sector.**
   This project involves the ongoing development of a database of selected (frequently requested) allowances negotiated on behalf of employees as part of their terms and conditions of employment for the particular bargaining period. The analysis from the registered Agreements (fifty-four (54) in 2018, forty (40) in 2019, fifty-five (55) in 2020, one hundred and four (104) in 2021, one hundred and seven (107) in 2022 and one hundred and twenty-one in 2023) allows for a comparison of allowances among companies and includes, inter alia, the sub-sector, the union involved and is further categorized into public and private sectors.

2. **Development of a database of registered Agreements.**
   The Office initiated the digitization of registered Agreements from the year 2000 to present to facilitate greater efficiency in the retrieval and dissemination of information, and to assist in the production of Research Notes. The database is up-to-date with all registered Agreements to September 2024.

ONGOING PROJECTS

The Office receives and treats with requests from various sources, some of these include:

- Court Statistics on the number of matters filed and disposed for the period 2017-2024
- Research Notes – four (4) Research Notes were completed during the review period.

SURGE IN REQUESTS AND DOCUMENT ACCESS

Increasing demand for the services of the OEIR over the years has made the Office become more proactive at addressing the needs of its clientele. The Office continued to supply a wide cross-section of stakeholders, both internal and external, with its publications and customised research material. For the period in review, the Office responded to enquiries from eighty-seven (87) clients, reflecting sustained engagement across its stakeholder base. A total of approximately five hundred and eighteen (518) documents and publications were accessed by clients, representing a 4.4% increase compared to the four hundred and ninety-six (496) accessed during the same period in the previous year. This upward trend highlights a growing reliance on the Office's research outputs and information services.

CHALLENGES

The Department is in dire need of additional space for the proper and secure storage of pertinent documents and to enhance treating with members of the public and other stakeholders in a more professional and efficient manner. The Research Unit keeps custody of all files for Agreements requiring amendments, so that follow-up action could be undertaken periodically, therefore additional cabinets and filing folders are required to ensure proper and secure storage of these files. Additional storage is being sought.

The Office has noted an increase in the request for research notes to assist in the resolution of trade disputes, and as a result, requires a thermal binder with the capacity to bind large research notes quickly and efficiently. A manually operated spiral binder is presently being used, which is tedious and affects timeliness.

PROJECTIONS FOR THE YEAR 2024-2025

The OEIR will continue to maintain focus on the implementation of the annual Work Programme together with the provision of dedicated service to its stakeholders, in the coming year. Apart from requests from the Court for Research Notes, major deliverables which could be expected include:

- An Analysis of Wages and Salaries 2024
- Analysis of the Cost of Living Allowances 2024
- Details of Pecuniary Allowances Extracted from Agreements Registered in 2018, 2019, 2020, 2021, 2022, 2023 and 2024
- Compilation of court statistics for the period September 2024 to September 2025
- Ongoing development of a formal database of labour and industrial relations information
- Analysis of Agreements submitted to the Court for registration
- Analysis and follow up of Agreements requiring amendments
- Electronic storage of registered Agreements

HUMAN RESOURCE MANAGEMENT

The Human Resource Management Unit continues to provide all the components of the human resource (HR) functions. These included staffing for Public Officers, Contracts (long and short term), processing of all leave (vacation, sick, no pay, maternity, bereavement, study), increments, training and development, confirmation of appointments and the updating of pension and leave records.

The structure of the Human Resource Management Unit consists of a Senior Human Resource Officer, a Human Resource Officer III, a Clerk III, a Clerk I, a Clerk Stenographer I and two (2) short term employees; a Pension and Leave sub-unit consisting of a Clerk IV and a short term employee. This team is responsible for managing all the HR functions and employees at the Court except Members (Judges). The Office of the Registrar handles the affairs of the Judges.

OVERVIEW OF STAFF POSITIONS WITHIN THE COURT

There are one hundred and thirty-seven (137) staff posts/positions in the Court. The breakdown is as follows:

Established Posts	121
Contract Positions	16
Total	**137**

Established Posts

Amount filled	63
Vacant Posts	58
Amount of vacant posts with acting incumbents	28
Vacant posts without incumbents* *Consisting of: • *Verbatim Reporters I – 22* • *Statistical Officer II – 1* • *Auditing Assistant – 2* • *Messenger I – 1* • *Cleaner I – 5*	31

Contract Positions

Amount Filled	14
Vacant* * Consisting of: • *BOA II – 1* • *Office Support Assistant – 1*	2

PROMOTIONS & APPOINTMENTS

During the period October 2023 to June 2024, fourteen (14) promotions were made in the following offices by the Director of Personnel Administration (DPA) as follows: -

Chauffeur/Messenger – 1

Clerk III – 7

Clerk Stenographer – 2

Clerk II – 2

Clerk I – 2

There was one (1) cancellation of promotion to the post of Clerk III

DELEGATED & DEVOLVED FUNCTIONS

The HRMU also performs delegated functions for the Public Service Commission (PSC) and devolved functions for the Chief Personnel Officer (CPO). These functions include further temporary appointment of officers, acting appointments, no-pay leave, extended sick leave, noting of retirement and Confirmation of Appointment. A breakdown of the figures completed during the period under review is as follows:

Further temporary appointment	103
Acting appointment	108
Noting of Retirement	6
Extended sick leave	16
Confirmation of appointment	2
Maternity leave	1
Leave of absence without pay	3
Paternity Leave	NIL

PERFORMANCE MANAGEMENT & APPRAISAL SYSTEM

Performance Appraisal is a crucial tool in the assessment of officers. It is essential for officers who are in line for promotion and appointment. This information is also needed in the processing of increments for officers. During the review period, the HRMU forwarded sixty-four (64) completed annual performance appraisal reports (APARS) to the Service Commissions Department.

TRAINING & DEVELOPMENT (T&D)

The Ministry of Public Administration (MPA) through the Public Service Academy offered online and in person sessions.

Training was done in the following areas:

No. of Staff	Training Programme
3 persons	Workforce Administration (IHRIS)
1 person	Risk Based Auditing
1 person	Government Protocol and Etiquette
2 persons	Disciplinary Procedures in the Public Service

The Industrial Court is focusing on Training and Development of its staff for improvement and efficiency gains in its Human Resource Development to align with future goals and objectives of the Court.

EMPLOYEE ASSISTANT PROGRAMME (EAP)

This service helps employees deal with work/life stresses, family issues, financial concerns, relationship problems and even drug abuse. This service is at the Court's expense and during the period under review, only one (1) member of staff accessed the programme. Advertisement of the programme throughout the Industrial Court for more persons to access this service is currently being addressed.

ON THE JOB TRAINING

The OJT programme assists in the induction of participants to the world of work and focuses on the acquisition of practical occupational skills. These trainees are paid by the Ministry of Labour. During the period October 2023 to June 2024, five (5) trainees were received and assigned to the Registry, Communications and Information Technology. They are receiving training in those departments.

PENSION & LEAVE SUB UNIT

The Pension and Leave Sub-Unit is responsible for the preparation of the pension and leave records of the Court's staff, both past and present. During the period under review, approximately (15) requests from Ministries across the Public Service were received. Most were corrections which were completed. Fourteen (14) Pension and Leave records were completed for persons who worked at the Court. In addition, a list of retirees between the ages of 55-60 were submitted to Comptroller of Accounts for the period January to March. Of those, ten (10) pension and leave records were completed and seven (7) are still being worked on.

CONCLUSION

The HRMU continues to forge ahead with its objective despite the many challenges, both internal and external. The movement/loss of staff due to acting and promotions in other Ministries/Departments and retirement affect all Departments within the Court. The ability of the Service Commissions Department to provide leave relief and the filing of vacant offices in a timely manner is an ongoing challenge.



LEGAL SERVICES

RESEARCH

The Legal Department provides legal research to the President, Vice President and Judges of the Court. This research includes but is not limited to the examination of reports, articles, ILO Conventions, Recommendations and judgments from the Industrial Court, High Court and cases from various jurisdictions which include England, Canada, Nigeria, Australia, New Zealand, South Africa and the Caribbean. The legal research covers a plethora of topics/issues which assists the President, Vice President and Judges of the Court in the preparation of their judgments, speeches and presentations.

Additionally, the Legal Department keeps abreast of the judgments emanating from the Industrial Court on various topics as well as keeping up to date on cases which have gone to the Court of Appeal and The Judicial Committee of the Privy Council. This ensures that the President, Vice President and Judges of the Court are provided with the most updated jurisprudence. The Legal Department keeps a repository of judgments which has been categorized by topic areas for ease of reference.

Moreover, using the legal software, www.lexisnexis.com allows the Legal Department to provide the President, Vice President and Judges of the Court with useful material from Halsbury's Laws of England, Harvey on Industrial Relations and Employment Law, cases from the Employment Appeal Tribunal, All England Law Reports, West Indian Reports and many other sources of information.

ORDERS OF THE COURT

The Legal Department assists the Registrar and Assistant Registrar in perfecting the Orders of the Court. These include First Orders, Case Management Conference Orders, Court Orders, Take Notices and Short Forms. The department completed a compilation of orders which can be used as precedents and tailored to suit specific needs, and which serves as a useful judicial tool.



INDUSTRIAL COURT OF TRINIDAD & TOBAGO

DRAFTING OF CONTRACTS

The Legal Department drafts all three (3) year employment contracts for specific positions within the Court. These positions include Court Administrator, Communications Officer, Information Technology, CAT Reporters and Business Operations Assistant. These positions play an integral and pivotal role in the operations of the Court. Additionally, the Legal Department drafts service contracts which are required for the Industrial Court.

FREEDOM OF INFORMATION REQUESTS

The Legal Department drafts the requisite response letters to any requests which are made under the Freedom of Information Act Chapter 22:02. Responses are drafted in a timely and effective manner as to ensure compliance with the statutory time limit. Additionally, the Legal Department ensures the Quarterly Return Forms under the *Freedom of Information Act* Chapter 22:02 are filled out and emailed to the Communications Department of the Office of the Prime Minister. (Include the designated and alternate)

JUDICIAL REVIEW MATTERS

The Legal Department attends judicial review matters at the High Court. Furthermore, the legal department liaises with the Solicitor General's department to keep abreast of these matters as well as assists the Registrar or Judges with any research or drafting of any documents which are required for these proceedings.

DISPOSAL OF PUBLIC PROPERTY COMMITTEE

One of the Legal Officers was given the duty of Chairperson of the Disposal of Public Property Committee. The main objective of this Committee is to ensure all items located at the Chaguanas Warehouse were carefully inspected and a comprehensive list was compiled of all the items which were deemed to be unrepairable and outdated. More importantly, the Disposal Committee determined the mode of disposal for the unrepairable items and put forward its recommendations in a report for the Registrar's consideration. The Report was approved, thereafter the Disposal Committee carried out the disposal exercise for the earmarked items. Thereafter, the requisite disposal forms were filled out and submitted to the Office of the Procurement Regulator in keeping with *Public Procurement and Disposal of Public Property Act No.1 of 2015*.

FINANCIAL REPORT

The Exchequer and Audit Act, Chapter 69:01, Financial Regulations Part 1, Paragraph 4 states that an Accounting Officer shall be responsible for ensuring:

(a) That the financial business of the State for which he is responsible is properly conducted: and

(b) That public funds entrusted to his care are properly safe-guarded and are applied only to the purposes intended by Parliament.

The Registrar is the Court's Accounting Officer. He is responsible for ensuring that the proper system of accounting as prescribed by the Treasury is established and maintained by exercising supervision over the receipt of public revenue, guaranteeing its punctual collection and bringing promptly to account under the proper heads and sub-heads, whether as revenue or other receipts, all moneys for which he is accountable. His responsibility is also to ensure that all disbursements of the State are charged in the accounts under the proper head and sub-heads of the Estimates or other approved classifications by exercising strict supervision over all officers under his authority entrusted with the receipt and expenditure of public moneys, and to take precautions, by the maintenance of efficient checks, against negligence and fraud.

It is important to note that the following Sub Accounting Units are also managed by the Industrial Court.

(a) Environmental Commission

(b) Equal Opportunity Tribunal

(c) Public Service Appeal Board

(d) Tax Appeal Board

The functions carried out for these Sub-Accounting Units are the responsibility of the Accounting Officer of the Industrial Court.

REVENUE

The Registrar serves as the Court's Receiver of Revenue.The Revenue collected by the Industrial Court for the period October 01, 2023 to September 30, 2024 is detailed as follows:

- Sale of Publications - $ 492,727.75
- Fines - $ 10,000.00

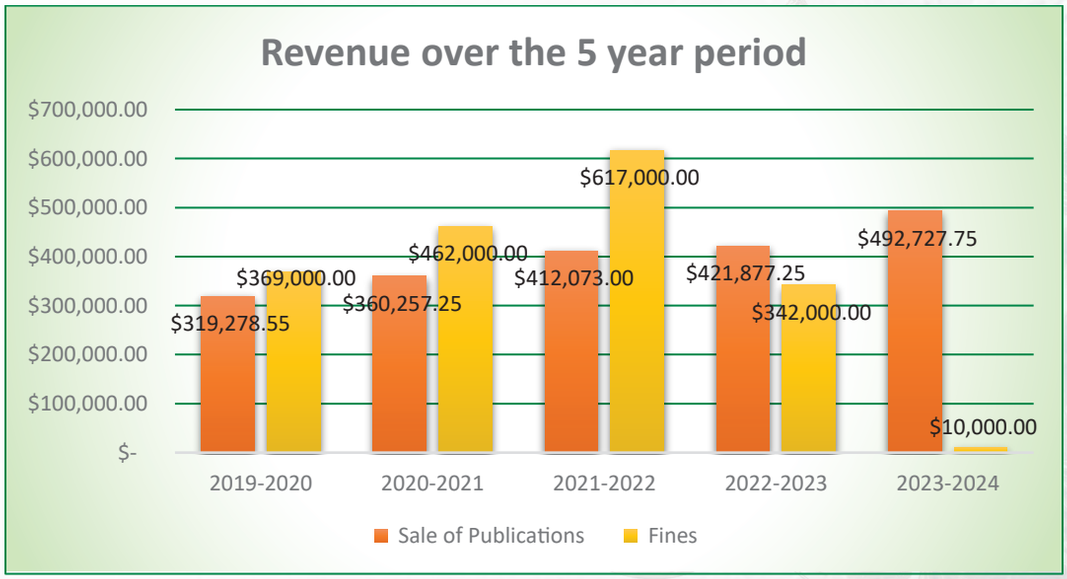
Fines are typically levied against Companies and Unions found guilty of Contempt of Court, Industrial Relations Offences or violations of the Occupational Safety and Health Act Chapter 88:08 (OSHA). Historically, the majority of fines have resulted from breaches of OSHA.

A five-year comparison in the table and chart below reveals the following trends:

Financial Year	Sale of Publications	Fines
2019-2020	$ 319,278.55	$ 369,000.00
2020-2021	$ 360,257.25	$ 462,000.00
2021-2022	$ 412,073.00	$ 617,000.00
2022-2023	$ 421,877.25	$ 342,000.00
2023-2024	$ 492,727.75	$ 10,000.00

There has been a consistent year-on-year increase in revenue from the sale of publications, peaking in 2023 – 2024. In contrast, fines saw a sharp decline in 2023 – 2024, plummeting to $10, 000.00 from a four-year average of approximately $447,500.00. The significant drop in fines is attributed to the staying of OSHA-related proceedings at the Court. All OSHA matters were adjourned pending the outcome of a case before the Privy Council: *University of the West Indies v Occupational Safety and Health Authority and Agency (JCPC/2024/0021)*. This appeal challenges the statutory interpretation concerning the time limit for bringing a prosecution in respect of a "safety and health offence" under *the Occupational Safety and Health Act*, Chap 88:08.

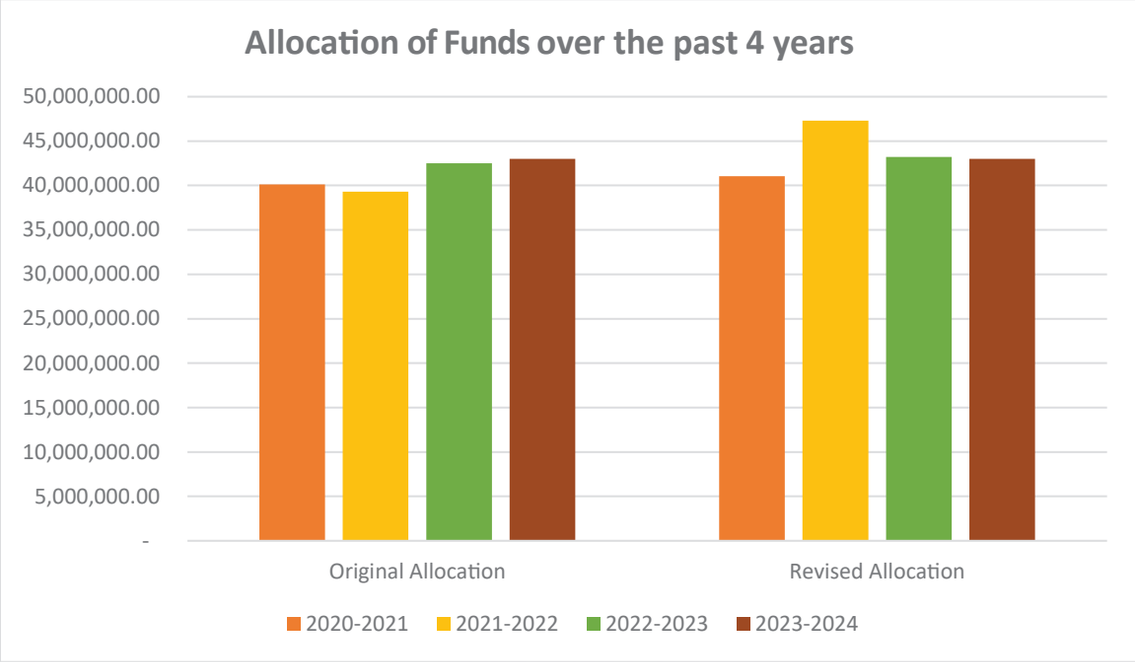
A snapshot of the revenue collected over a five (5) year time span is captured in the bar chart below:



RECURRENT EXPENDITURE

In accordance with Section 24 (1) (b) of *the Exchequer and Audit Act*, Chapter 69:01, Accounting Officers were required to submit Appropriation Accounts for the Financial Year ended September 30, 2024 by January 31, 2025.

The final report of the Appropriation Accounts of Recurrent Expenditure and Statement of Receipts and Disbursement for the Industrial Court will be prepared and submitted to the Auditor General and Comptroller of Accounts in a timely manner.



The Allocation and Expenditure of Funds for the Financial Year 2023 -2024 as at September 30, 2024 are illustrated as follows:

SUB HEAD	ORIGINAL ALLOCATION $	REVISED ALLOCATION $	EXPENDITURE AND COMMITMENTS $
Personnel Expenditure	22,757,800.00	23,517,800.00	23,308,853.00
Goods and Services	19,203,800.00	19,448,094.00	18,466,877.00
Minor Equipment	300,000.00	255,000.00	144,827.00
Current Transfers and Subsidies	738,400.00	410,400.00	410,400.00
TOTAL	**43,000,000.00**	**43,631,294.00**	**42,330,957.00**

DEVELOPMENT PROGRAMME

For the fiscal year, October 1, 2023 to September 30, 2024, the Industrial Court was allocated $3,000,000.00 in the Development Programme; $1,000,000.00 under *Computerisation of the Industrial Court*, $1,000,000.00 under *Improvement Works and Furnishing of the Industrial Court* and $1,000,000.00 under *Accommodation for the Tobago Office of the Industrial Court*. Funds under *Improvement Works and Furnishing of the Industrial Court* were utilized for the outfitting of a new warehouse as the conditions of the old warehouse were no longer suitable for storage of the Court's important documents, books and items.

The funds allocated for *Accommodation for the Tobago Office of the Industrial Court* were inadequate, falling short of the $11,488,000.00 requested in the Draft Estimates for 2024. Due to the insufficient provision for the replacement of elevators at the Court, the Court requested a transfer of $800,000.00 from the allocation for *Accommodation for the Tobago Office* to the *Improvement Works and Furnishing of the Industrial Court,* to begin the process for the replacement of the Court's elevators. Notably, these elevators were installed when the Industrial Court building in Port of Spain was built in 1997.

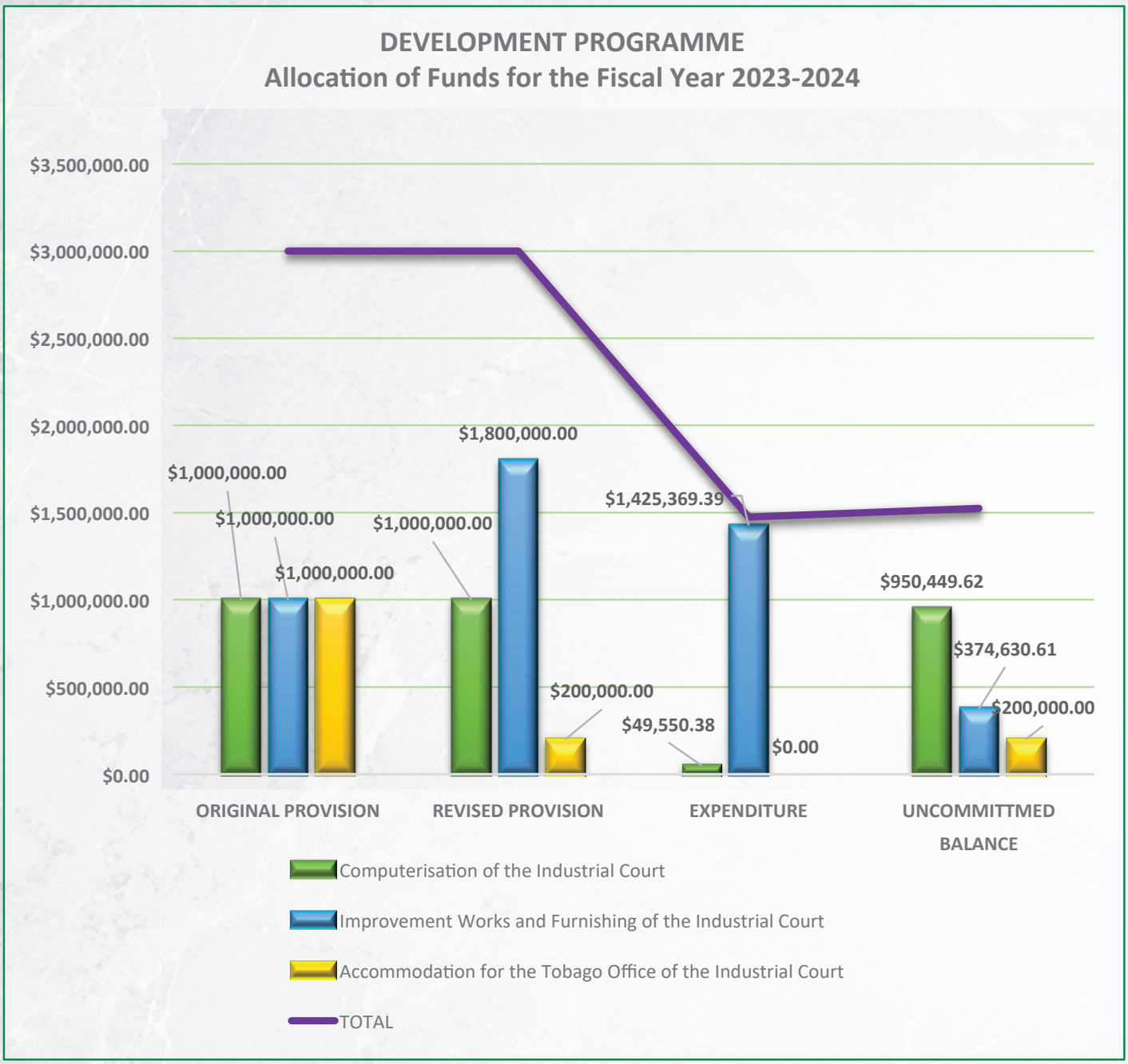
Under *Computerisation of the Industrial Court*, the Court utilized all the funds that were released under this vote, namely $49,550.38. However, the balance of $949,065.76 for the purchase of computers, servers and other technological equipment was requested and released, but cheques were not approved for printing. Therefore, the Court was only able to utilize 5.22% of the revised provisions.

The table below shows a breakdown of the allocation (the original and revised provisions) and the expenditure.

Allocation of Expenditure of Funds for Financial Year 2023/2024 Development Programme

SUB HEAD	SUB UNIT	ORIGINAL PROVISION	REVISED PROVISION	EXPENDITURE	UNCOMMITTMED BALANCE
Administrative Services	Computerisation of the Industrial Court	$1,000,000.00	$1,000,000.00	$49,550.38	$950,449.62
Public Buildings	Improvement Works and Furnishing of the Industrial Court	$1,000,000.00	$1,800,000.00	$1,425,369.39	$374,630.61
Public Buildings	Accommodation for the Tobago Office of the Industrial Court	$1,000,000.00	$200,000.00	$0.00	$200,000.00
TOTAL		**$3,000,000.00**	**$3,000,000.00**	**$1,474,919.77**	**$1,525,080.23**

This graph hereunder, depicts the allocation and spending of the funds provided under the Development Programme.



COURTESY VISITS

Office of the Attorney General and Ministry of Legal Affairs – 7th February 2024

The Attorney General and Minister of Legal Affairs, Senator the Honourable Reginald Amour s.C. paid a courtesy visit to the President of the Industrial Court, Her Honour Mrs. Heather Seale. Officials from the Office of the Attorney General and Ministry of Legal Affairs were also given a tour of the Industrial Court Building in Port of Spain.



(*from left*) His Honour Mr. Lawrence Achong, Chairman of the Essential Services Division; the Honourable Reginald Amour S.C., Attorney General and Minister of Legal Affairs ; Her Honour Mrs. Heather Seale, President and His Honour Mr. Herbert Soverall, Vice President



Mr. Kevon Swan, Registrar (*right*) speaks with Mr. Duaine Hewitt, Procurement Officer Designate of the Industrial Court; Ms. Trudy Lewis, Deputy Permanent Secretary of the Office of the Attorney General and Ministry of Legal Affairs; and Ms. Solange de Souza, Chambers Director of the AG Secretariat

Office of the Chief Secretary, Tobago House of Assembly – 3rd April 2024

The President along with a complement of judicial and administrative officers were in Tobago to hear and determine matters from 3rd – 5th April 2024. Her Honour Mrs. Heather Seale, took the opportunity to pay a courtesy call on the Chief Secretary, the Honourable Farley Augustine at the Shaw Park Complex. One of the key issues discussed on the Agenda was the establishment of the Industrial Court in Tobago.



(from left) Ms. Youland Robinson, Court Administrator; Her Honour Mrs. Heather Seale, President; the Honourable Farley Augustine, Chief Secretary of the Tobago House of Assembly; Mr. Carl Murray, Administrator in the Division of Infrastructure, Quarries and Urban Development; and Mr. Kevon Swan, Registrar

COURTESY VISITS

Ministry of Labour – 5th July 2024

The Minister of Labour, The Honourable Stephen McClashie, along with the Permanent Secretary, Ms. Natalie Willis, paid a courtesy visit to the President of the Industrial Court. Her Honour was accompanied by the Vice President, the Chairman of the Essential Services Division and Executives of the Administrative Team.



(from left) Mr. Kevon Swan, Registrar; His Honour Mr. Lawrence Achong, Chairman of the Essential Services Division; The Honourable Stephen McClashie, Minister of Labour; Her Honour Mrs. Heather Seale, President; His Honour Mr. Herbert Soverall, Vice President and Ms. Natalie Willis, Permanent Secretary of the Ministry of Labour.

PUBLIC EDUCATION

HH Aberdeen Challenges NGC Leaders on Industrial Relations and Organisational Fairness

His Honour Mr. Albert Aberdeen addressed the leadership teams of the National Gas Company (NGC) on November 28, 2023, during a session titled "Judgment Day." Speaking to both live and virtual audiences, he explored key organisational themes against the backdrop of the principles of good industrial relations, including the concept of work assignments and the guiding principles of progression and promotion.



Industrial Court President Educates New Attorneys at LATT Pre-Call Webinar

The Industrial Court was pleased to participate in the Law Association of Trinidad and Tobago's *Pre-Call Webinar* on May 22, 2024, designed to educate the incoming members of the Bar and newly admitted attorneys on the protocols of ancillary courts and tribunals. Hosted by the Association's Continuing Legal Education Committee and Compliance and Professional Standards Committee, the Industrial Court was among six ancillary courts to present at the webinar. Her Honour Mrs. Heather Seale, President of the Industrial Court, provided valuable insight into the Court's jurisdiction, powers, and established customs and practices, offering guidance to practitioners who may one day appear before the Court.



The President Discusses Management Prerogatives and Employee Rights at ESC Seminar

On June 21, 2024, Her Honour Mrs. Heather Seale, President of the Industrial Court, was invited by the Employers Solution Centre to deliver the Keynote Address at their *Landmark Court Judgments* Seminar on the theme "**Striking a Balance: Management Prerogatives vs Employee Rights in the Age of Workplace Flexibility**." In her delivery, she examined the historical and legal balance between management prerogatives and employee rights, positing that they are not inherently opposed but must be exercised reasonably and in accordance with principles of good industrial relations to avoid labour unrest and injustice. Drawing on extensive Industrial Court jurisprudence in Trinidad and Tobago, she outlined how management rights are recognized in law but constrained by fairness, reasonableness, natural justice and statutory obligations. His Honour Mr. Hebert Soverall, Vice President, also participated in the seminar.



Her Honour Mrs. Heather Seale with Mr. Neil Derrick, Chairman of the Employers Solution Centre

Inspiring Young Minds:

CPO Children's Camp Participants Tour the Industrial Court



The Personnel Department of the Office of the Chief Personnel Officer (CPO), in collaboration with the Industrial Court of Trinidad and Tobago, facilitated an educational tour of the Industrial Court for participants of the Personnel Department's Three-Day Children's Camp. This enriching experience took place on August 8, 2024, and involved forty (40) children between the ages of four (4) and thirteen (13), accompanied by fifteen (15) guardians.

The group was warmly welcomed by the then Acting President of the Industrial Court, His Honour Mr. Hebert Soverall, along with the Registrar, Mr. Kevon Swan; an encounter that generated great excitement among these young participants. The visit continued with engaging and interactive activities designed to showcase the work of the Court, thoughtfully hosted by members of the Registry, Court Reporting and Library Departments. The children were given a well-received illustrated booklet on good industrial relations practice, prepared by the Communications Department and suited to the young participants. Both children and guardians expressed positive feedback, describing the tour as an enjoyable, educational and memorable experience.



The Industrial Court of Trinidad and Tobago remains committed to educating the nation's youth, fostering an understanding of its role and promoting the importance of good industrial relations practices.

SPECIAL SITTING FOR THE OPENING OF THE 2024-2025 LAW TERM

The Special Sitting of the Industrial Court of Trinidad and Tobago, held to mark the opening of a new law term, serves as an important forum for accountability and transparency. Broadcast live on national media, the Sitting allows the President of the Industrial Court to present a compact yet comprehensive report on the Court's performance, with particular focus on the delivery of judgments and overall court management. National issues that impact the Court's work are also addressed. Featured here is a pictorial snapshot of the engagement with key stakeholders at the Special Sitting for the opening of the 2024 – 2025 law term held on 17 September 2024.



Jennifer Deonarine-Jagai and Gerard Pinard of Zatopek Solutions Inc



Don Devenish of Banking, Insurance and General Workers Union; Mr. Idi Stuart, President of the Trinidad and Tobago Registered Nurses Association; Dave Smith and Carla Walcott of National Workers Union



Mr. Harrison Thompson; Mr. Ossley Francis and Mr. Kevin Nancoo, Chairman of the Employers' Consultative Association

SPECIAL SITTING FOR THE OPENING OF THE 2024-2025 LAW TERM



Former Judges of the Industrial Court - Gregory Baker, Chairman of the Registration Recognition and Certification Board and former Vice President, Ramchand Lutchmedial, former Vice President and Augustus Ramrekersingh



Mr. Elton Prescott S.C. and Mr. Seenath Jairam S.C.



Procession of Judges



Mr. Noel Inniss, former Registrar of the Court, chats with Mr. Lennox Marcelle, Attorney at Law.



Members of the audience listen attentively to the President's delivery. (Front row): Mr. Dinesh Rambally, former Industrial Court Judge; Mr. Rudranath Indarsingh, Member of Parliament; Mr. Elton Prescott SC and Mr. Seenath Jairam SC.



The Honourable Mme Justice Eleanor Donaldson-Honeywell, Justice of Appeal, Supreme Court of Judicature of the Judiciary of Trinidad and Tobago and former Chairman of the Essential Services Division of the Industrial Court



Michael Quamina S.C. and Dinesh Rambally, attorney-at-law and former Judge of the Industrial Court



The Honourable Farley C. Augustine, Chief Secretary of the Tobago House of Assembly and the Honourable Mr. Keith Scotland S.C., Minister in the Ministry of National Security



The Honourable Farley C. Augustine, Chief Secretary of the Tobago House of Assembly and Her Honour Mrs. Heather Seale, President



Her Honour Mrs. Heather Seale, President and Jemma Sookhoo-Ramjattan, Court Clerk, listen to Dr. Joni Musabayana, Director of the International Labour Organisation Decent Work Team and Office for the Caribbean



Mr. Bernard Shepherd S.C.; Mr. Gregory Baker, Chairman of the Registration, Recognition and Certification Board; Her Honour Mrs. Heather Seale, President; His Honour Mr. Herbert Soverall, Vice – President and Mr. Augustus Ramrekersingh



OFFICIAL APPOINTMENTS

APPOINTMENT OF JUDGES

During the reporting period, the Industrial Court of Trinidad and Tobago was strengthened by the appointment of six (6) new Members (Judges) by the President of the Republic of Trinidad and Tobago. In November 2023, Her Honour Mrs. Caron London, Her Honour Ms. Stephanie Fingal, His Honour Mr. Mario Als, His Honour Mr. Glenn Wilson and His Honour Mr. Peter Ramkissoon received their instruments of appointment, followed by the appointment of Her Honour Mrs. Enid Zephyrine in July 2024. All appointees serve in the General Services Division of the Court with the exception of Her Honour Mrs. Caron London who presides in the Essential Services Division.



His Honour Mr. Peter Ramkissoon is an experienced Attorney-at-law with a 14-year career in the public sector. He has held various roles, including Senior Legal Officer at the Office of the Chief Personnel Officer, Personnel Department; General Manager, Legal and Corporate Affairs at the Eastern Regional Health Authority and State Counsel II at the Ministry of Health. He is a part-time lecturer at the University of the West Indies, teaching the legal aspects of the Master of Public Health Programme. His Honour Ramkissoon presides in the General Services Division.



His Honour Mr. Glenn Wilson has over thirty-eight (38) years of experience as a Human Capital practitioner. He has held a number of corporate Human Capital Management roles, including Chief Executive Officer, Government Human Resource Services Company Limited (GHRS); Vice President and Head of HR, BG Trinidad and Tobago Limited (BGTT). He also served as HR Manager at various organizations including CARICOM Secretariat, Trinidad and Tobago National Petroleum Marketing Company Limited (NP), School Nutrition Company Limited (SNCL) and Assistant Manager Compensation, Iron and Steel Company of Trinidad and Tobago (ISCOTT). He is the founding Vice President and a former President of the Human Resource Management Association of Trinidad and Tobago (HRMATT). His Honour Wilson presides in the General Services Division.

OFFICIAL APPOINTMENTS



His Honour Mr. Mario Als is an Industrial Relations veteran with over forty-five (45) years of experience in the field. He has served as the Deputy President and President of the Banking, Insurance and General Workers Union; 1st Vice President and Executive Member of the Bank and General Workers Union; and Assistant General Secretary of the National Trade Union Centre (NATUC). He is also a past member of the Board of Directors of the National Training Agency and the Caribbean Industrial Research Institute (CARIRI). He is a former member of the National Tripartite Advisory Council. His Honour Als presides in the General Services Division.



Her Honour Ms. Stephanie Fingal is a career Human Resources and Industrial Relations practitioner with over three decades of experience. She has held various management positions in Trinidad and Tobago's private and state sectors including Director of Industrial Relations for a regional commercial bank, and in more recent years, Interim Chief Executive Officer (CEO) and Industrial Relations Consultant at the Employers' Consultative Association of Trinidad and Tobago. She has also been Vice Chairman of the Minimum Wages Board and sat as the Caribbean focal point for Latin America and the Caribbean Eradication and Prevention of Child Labour Initiative on behalf of the International Organization of Employers (IOE). Her Honour Fingal presides in the General Services Division.



Her Honour Mrs. Caron London is an Economist with experience in both the private and public sectors. Prior to her appointment as Member of the Industrial Court, she spent twenty-two (22) years working as a Statistician for the Central Statistical Office (CSO) specialising in the computation of macroeconomic indicators. Additionally, her career has included work as a consultant for the International Labour Organization, as well as a tutoring role at the St. Mary's Children's Home. Her Honour London presides in the Essential Services Division.

OFFICIAL APPOINTMENTS



Her Honour Mrs. Zephyrine, who is a Charted Certified Accountant (ACCA), has served in the Public Sector of Trinidad and Tobago for well over forty-five years. She is the holder of a Master of Science in International Money Finance and Investment from Brunel University, London and a Bachelor of Science in Applied Accounting from Oxford Brookes University, United Kingdom (UK). She also holds a Post Graduate certificate in Project Planning Appraisal Management from Bradford University, UK and certification in Public Administration from the University of the West Indies. Her Honour Zephyrine presides in the General Services Division.

CONGRATULATIONS TO HER HONOUR MRS. ELIZABETH SOLOMON



Her Honour Ms. Elizabeth Solomon was appointed Assistant Secretary-General, Foreign and Community Relations of the Caribbean Community (CARICOM), in October 2023. Prior this appointment, she served as a Judge in the General Services Division of the Industrial Court of Trinidad and Tobago where she presided both in open court and in conciliation. The Court expresses its gratitude for her four years of dedicated service and acknowledges the invaluable contributions she made during her tenure. Congratulations!

EMPLOYEE SPOTLIGHT: ACTIVITIES & EVENTS

END-OF-YEAR FUNCTION, DECEMBER 2023











EMPLOYEE SPOTLIGHT: ACTIVITIES & EVENTS

END-OF-YEAR FUNCTION, DECEMBER 2023









EMPLOYEE SPOTLIGHT: ACTIVITIES & EVENTS

END-OF-YEAR FUNCTION, DECEMBER 2023









EMPLOYEE SPOTLIGHT: ACTIVITIES & EVENTS

END-OF-YEAR FUNCTION, DECEMBER 2023











INTERNATIONAL WOMEN'S DAY, MARCH 2024

Under the theme *"Invest in Women: Accelerate Progress"*, the Industrial Court commemorated International Women's Day 2024 by honouring the women of the Court with corsages. Judges and staff donned purple in recognition of the courage, resilience and achievements of women. The Library also curated a display celebrating influential women in Trinidad and Tobago. Presented here are pictorial highlights of the observance.









INTERNATIONAL WOMEN'S DAY, MARCH 2024







PUBLIC SERVICE WINDBALL CRICKET TOURNAMENT, APRIL 2024

The Ministry of Public Administration in collaboration with the Ministry of Sport and Community Development, hosted the 2024 Public Service Windball Cricket Tournament. The competition, which was last held in 2016, aimed to foster teamwork and innovation, while celebrating the core values and virtues of the Public Service.

Open to Ministries, Departments and Agencies across the sector, the tournament provided a welcome opportunity for engagement and camaraderie. The Industrial Court was pleased to participate in this renewed initiative, with its seventeen-member team representing the Court with enthusiasm, teamwork and commendable spirit.



COOK, PLAY, LIME AT LA VEGA, JUNE 2024













COOK, PLAY, LIME AT LA VEGA, JUNE 2024













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APPENDIX A

LIST OF ACRONYMS

A	Application
ESD	Essential Services Division
EX-PARTE	Heard in the Absence of One Party of the Dispute
GSD	General Services Division
ICA	Interpretation of a Collective Agreement`
IRA	Industrial Relations Act
IRO	Industrial Relations Offence
MPD	Maternity Protection Dispute
MWD	Minimum Wages Dispute
O	Opinion
OSHA	Occupational Safety and Health Act
OSHD	Occupational Safety and Health Dispute
PF	Peremptory Fixture
R	Recognition
RC	Rescission of Contract
RSBD	Retrenchment and Severance Benefits Dispute
ST	Special Tribunal
TD	Trade Dispute

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APPENDIX C

STATISTICS ON DISPUTES

INTRODUCTION

The statistics collected by the Industrial Court of Trinidad and Tobago continue to include the number of matters filed and disposed; the number of Judgments delivered; the number of disputes settled by conciliation; the number of matters disposed and method of disposal; and the percentage increase/decrease of matters filed and disposed over the periods 2019/2020 to 2022/2023.

Disputes are disposed of in the following manner: judgments; both oral and written; ruling on preliminary points; by conciliation; at the conclusion of bilateral discussions between the parties; a request by a party for leave to withdraw; and dismissal of dispute.

During the period under review, that is, September 15, 2023 to September 14, 2024 there was a marginal decrease in the number of matters filed but a marked decrease in the matters disposed as compared to the period September 15, 2022 to September 14, 2023.

For the period September 2023 to September 2024, 801 new cases were filed at the Industrial Court, three (3) cases less than those filed for the previous year, 2022/2023, which recorded 804 cases. The Court disposed of 779 matters which is 142 cases less than the 921 matters disposed of for the period 2022/2023. The clearance rate[1] in 2023/2024 is 97.25%, which is 17.3% percentage points, lower than the period 2022/2023 when the disposal rate was 114.55%. The 779 cases were disposed in the following manner: 220 judgments were delivered, 181 cases were withdrawn, 292 cases were settled through the conciliation and bilateral process and 86 cases were dismissed by the Court.

Of the total number of disputes filed at the Court for this year, 2023/2024, in both the General and Essential Services Divisions, Trade Disputes remain the largest number of matters filed with a total of 637 followed by 49 Retrenchment and Severance Benefits Disputes; 38 Occupational Safety and Health complaints and 32 Industrial Relations Offences.

A comparison of the periods 2020/2022 and 2022/2024 (*see Table 6.1*) of matters filed revealed that there was a decrease of -22.5%. However, there was a percentage change in the disposal of 120.3% for matters dismissed, which showed a significant increase over the period 2022 to 2024 as compared to the period 2020 to 2022.

[1] **The clearance rate (previously referred to as the disposal rate) is the total number of matters disposed divided by the total matters filed multiplied by one hundred.**

TABLE 1.1: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH) FOR THE PERIOD 15th September 2023 to 14th September 2024

Year	Month	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHD	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2023	September	18	0	0	1	0	0	0	2	0	0	4	0	0	0	4	0	0	1	0	0	0	0	30
	October	32	0	4	1	0	0	0	1	0	0	2	0	0	0	5	0	0	3	0	0	0	0	48
	November	37	0	3	2	0	0	0	9	0	1	4	0	0	0	3	0	0	8	0	0	0	0	67
	December	42	0	3	0	0	0	0	3	0	2	5	0	0	0	13	0	0	2	0	0	0	0	70
	Sub-Total	**129**	**0**	**10**	**4**	**0**	**0**	**0**	**15**	**0**	**3**	**15**	**0**	**0**	**0**	**25**	**0**	**0**	**14**	**0**	**0**	**0**	**0**	**215**
2024	January	55	1	0	0	0	0	0	1	0	2	3	0	0	0	6	0	0	5	0	0	0	0	**73**
	February	42	0	2	0	0	0	0	4	0	0	2	0	0	0	7	0	0	1	0	0	0	0	**58**
	March	30	0	0	0	0	0	0	4	0	0	2	0	0	0	2	0	0	2	0	0	0	0	**40**
	April	40	0	2	0	0	0	0	6	0	0	2	0	0	0	9	0	0	4	0	0	0	0	**63**
	May	43	0	2	1	0	0	0	6	1	1	4	0	0	0	30	0	0	5	0	0	0	0	**93**
	June	31	0	6	0	0	0	0	8	22	0	1	0	0	0	12	0	0	5	0	0	0	0	**85**
	July	50	2	7	1	0	0	0	3	1	2	4	0	0	0	8	0	0	4	0	0	0	0	**82**
	August	52	0	2	0	0	0	0	1	0	1	2	1	1	0	5	1	0	2	0	0	0	0	**69**
	September	15	0	0	1	0	0	0	1	0	0	3	0	0	0	4	0	0	0	0	0	0	0	**23**
	Sub-Total	**358**	**3**	**21**	**3**	**0**	**0**	**0**	**34**	**24**	**6**	**23**	**1**	**1**	**0**	**83**	**1**	**0**	**28**	**0**	**0**	**0**	**0**	**586**
TOTAL (2023-2024)		**487**	**3**	**31**	**7**	**0**	**0**	**0**	**49**	**24**	**9**	**38**	**1**	**1**	**0**	**108**	**1**	**0**	**42**	**0**	**0**	**0**	**0**	**801**

Source: Registry Department of the Industrial Court of Trinidad & Tobago

TABLE 1.2: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH) FOR THE PERIOD 15th September 2023 to 14th September 2024

Year	Month	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHD	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2023	September	12	0	0	1	0	0	0	2	0	0	4	0	0	0	3	0	0	1	0	0	0	0	**23**
	October	22	0	4	1	0	0	0	1	0	0	2	0	0	0	5	0	0	3	0	0	0	0	**38**
	November	31	0	3	2	0	0	0	9	0	1	4	0	0	0	3	0	0	8	0	0	0	0	**61**
	December	20	0	3	0	0	0	0	3	0	2	5	0	0	0	13	0	0	2	0	0	0	0	**48**
	Total	**85**	**0**	**10**	**4**	**0**	**0**	**0**	**15**	**0**	**3**	**15**	**0**	**0**	**0**	**24**	**0**	**0**	**14**	**0**	**0**	**0**	**0**	**170**
2024	January	40	1	0	0	0	0	0	0	0	2	3	0	0	0	6	0	0	5	0	0	0	0	**57**
	February	40	0	2	0	0	0	0	4	0	0	2	0	0	0	7	0	0	1	0	0	0	0	**56**
	March	23	0	0	0	0	0	0	4	0	0	2	0	0	0	2	0	0	2	0	0	0	0	**33**
	April	40	0	2	0	0	0	0	5	0	0	2	0	0	0	9	0	0	4	0	0	0	0	**62**
	May	39	0	2	1	0	0	0	6	1	1	4	0	0	0	30	0	0	5	0	0	0	0	**89**
	June	29	0	0	0	0	0	0	8	22	0	1	0	0	0	12	0	0	3	0	0	0	0	**75**
	July	43	2	5	1	0	0	0	3	1	2	4	0	0	0	6	0	0	4	0	0	0	0	**71**
	August	43	0	2	1	0	0	0	1	0	1	2	1	0	0	5	1	0	2	0	0	0	0	**59**
	September	11	0	0	1	0	0	0	1	0	0	3	0	0	0	4	0	0		0	0	0		**19**
	Sub-Total	**308**	**3**	**13**	**3**	**0**	**0**	**0**	**32**	**24**	**6**	**23**	**1**	**0**	**0**	**81**	**1**	**0**	**26**	**0**	**0**	**0**	**0**	**521**
TOTAL (2023-2024)		**393**	**3**	**23**	**7**	**0**	**0**	**0**	**47**	**24**	**9**	**38**	**1**	**0**	**0**	**105**	**1**	**0**	**40**	**0**	**0**	**0**	**0**	**691**

Source: Registry Department of the Industrial Court of Trinidad & Tobago

TABLE 1.3: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH) FOR THE PERIOD 15th September 2023 to 14th September 2024

Year	Month	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHD	ESD ICA	ESD IRO	ESD A	ESD *	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2023	September	6	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	**7**
	October	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**10**
	November	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**6**
	December	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**22**
	Total	**44**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**45**
2024	January	15	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**16**
	February	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**2**
	March	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**7**
	April	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**1**
	May	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**4**
	June	2	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	**10**
	July	7	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	**11**
	August	9	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	**10**
	September	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**4**
	Sub-Total	**50**	**0**	**8**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**1**	**0**	**2**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**65**
TOTAL (2023-2024)		**94**	**0**	**8**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**1**	**0**	**3**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**110**

** - With effect from October 2012 ESD matters are now heard in the South Court of the Industrial Court of T&T*

Source: Registry Department of the Industrial Court of Trinidad & Tobago

CHART 1.1: MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH) FOR THE PERIOD 2019/2020 to 2023/2024

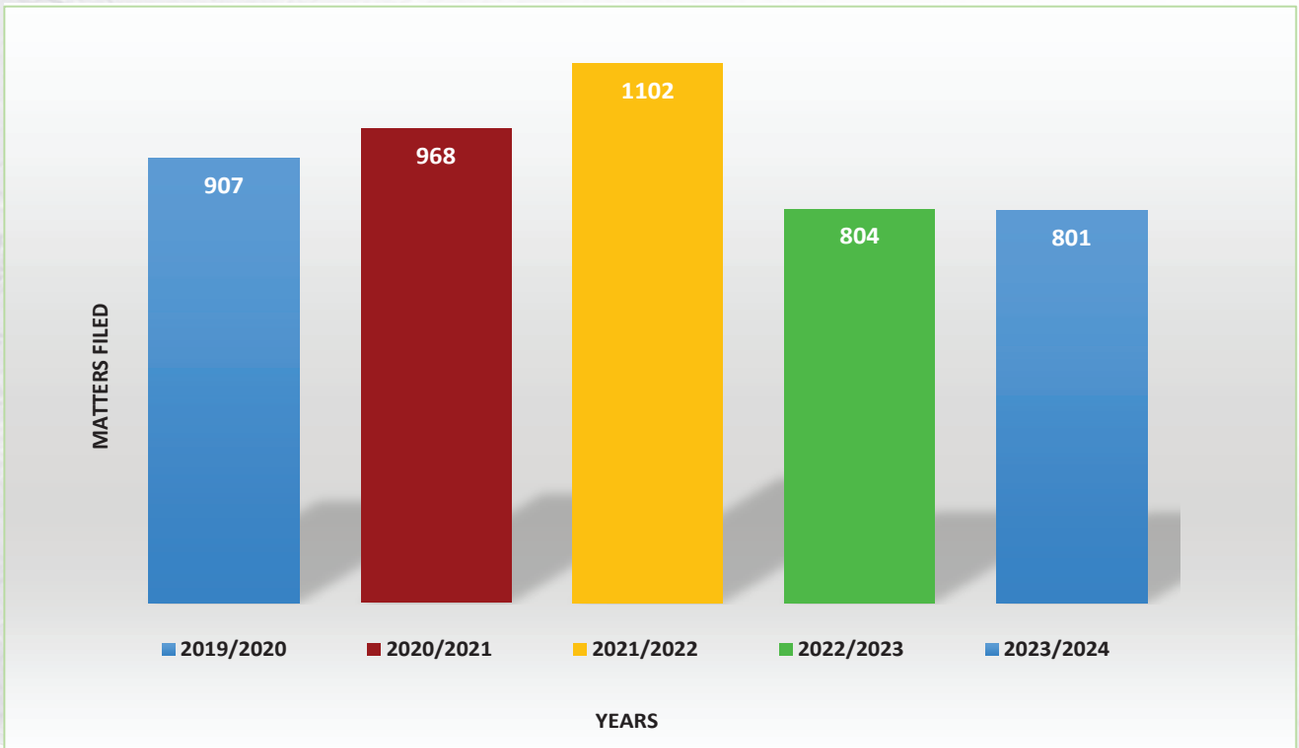


CHART1.2: MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH) FOR THE PERIOD 2019/2020 to 2023/2024

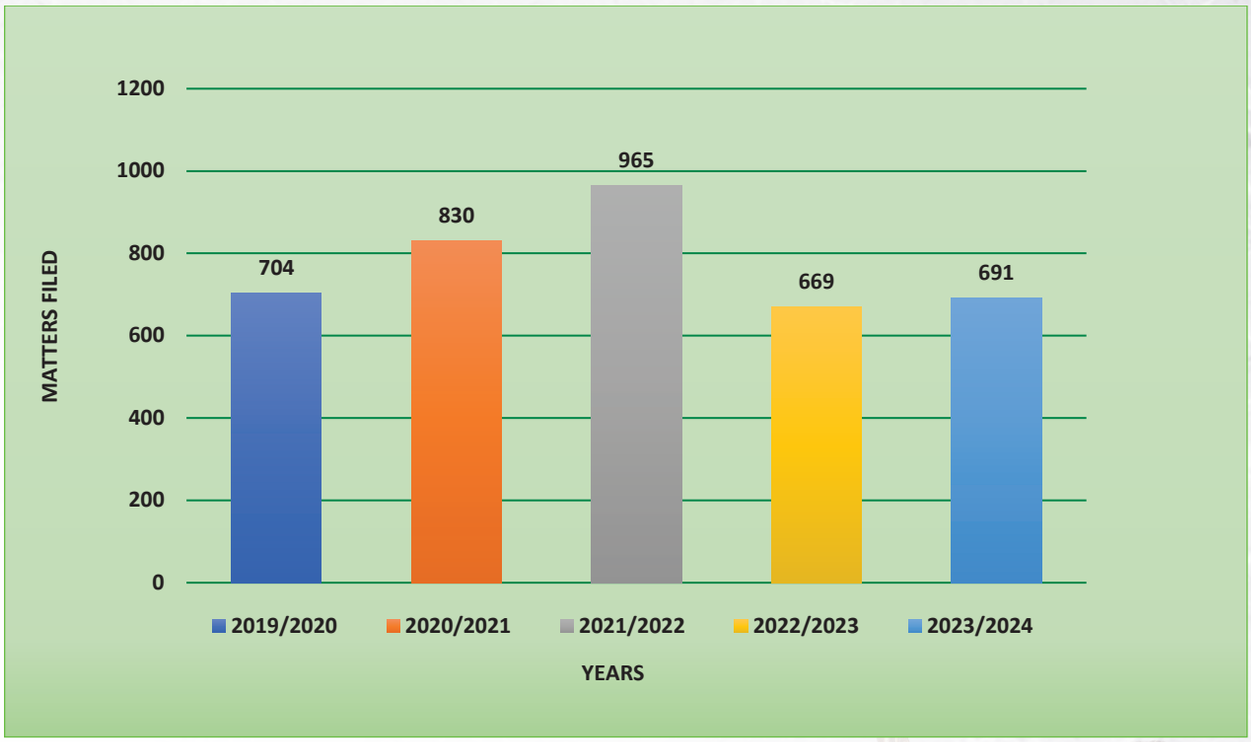


CHART 1.3: MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH) FOR THE PERIOD 2019/2020 to 2023/2024

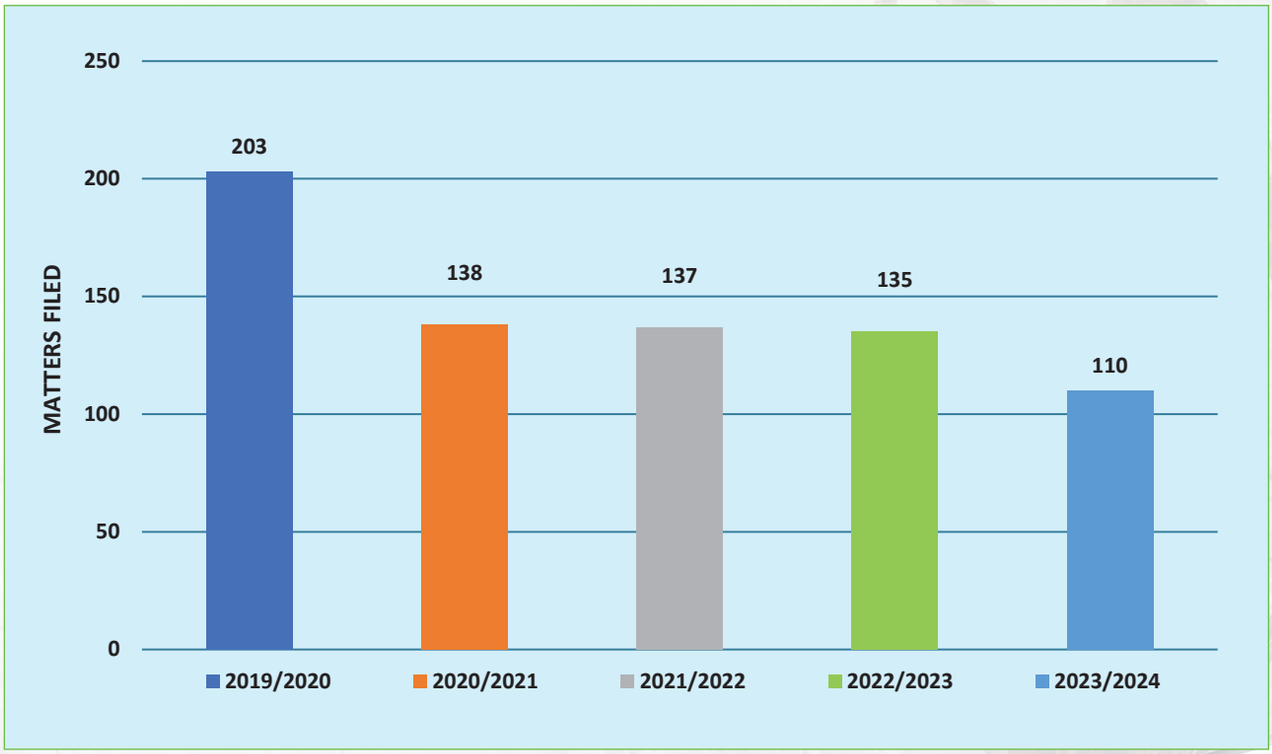


TABLE 2.1: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 15th September 2023 to 14th September 2024

Year	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	Opinions	
2023	September	**30**	7	11	2	8	1	0	**29**
	October	**48**	18	33	16	18	6	0	**91**
	November	**67**	24	26	3	16	4	0	**73**
	December	**70**	39	12	4	11	4	0	**70**
	Sub-Total	**215**	**88**	**82**	**25**	**53**	**15**	**0**	**263**
2024	January	**73**	15	22	3	17	9	0	**66**
	February	**58**	26	17	6	12	3	0	**64**
	March	**40**	26	26	9	29	10	0	**100**
	April	**63**	14	15	5	14	18	0	**66**
	May	**93**	14	21	9	8	11	0	**63**
	June	**85**	13	14	11	14	9	0	**61**
	July	**82**	24	14	6	10	11	0	**65**
	August	**69**	0	0	2	16	0	0	**18**
	September	**23**	0	5	0	8	0	0	**13**
	Sub-Total	**586**	**132**	**134**	**51**	**128**	**71**	**0**	**516**
TOTAL (2023-2024)		**801**	**220**	**216**	**76**	**181**	**86**	**0**	**779**

CHART 2.1: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

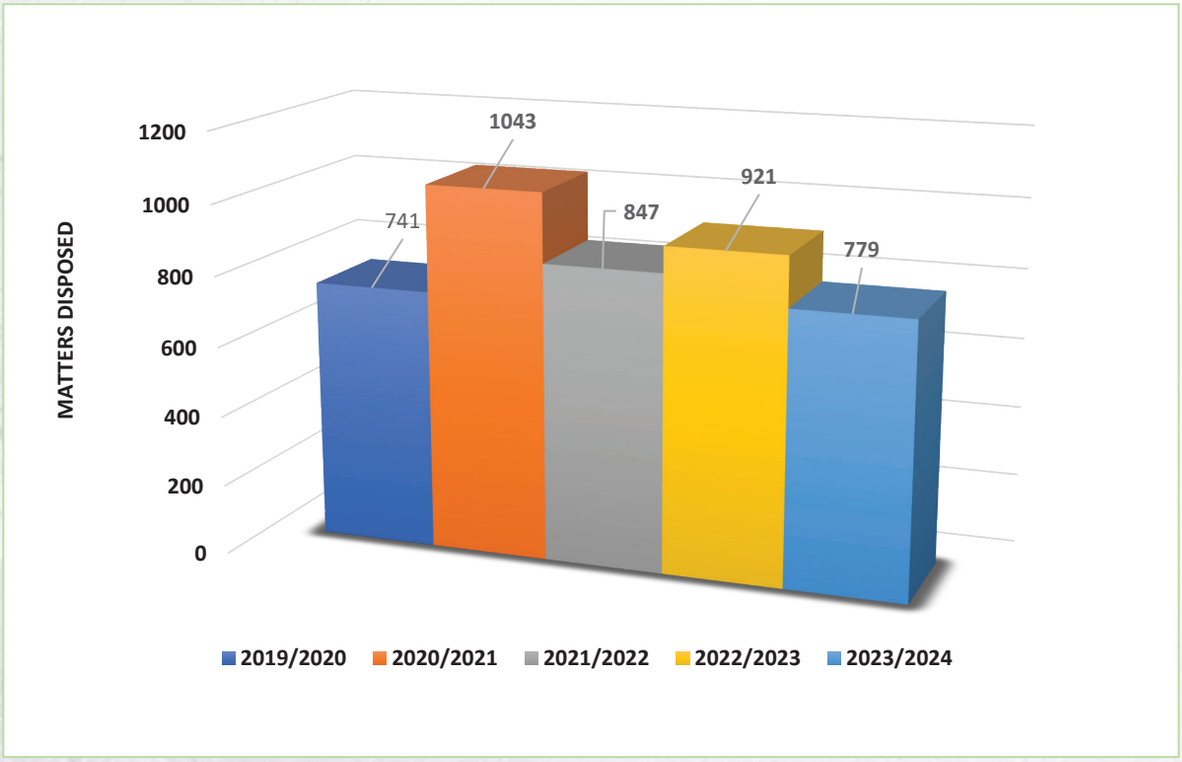


TABLE 2.2: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH) FOR THE PERIOD 15th September 2023 to 14th September 2024

Year	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	Opinions	
2023	September	23	7	11	2	7	1	0	28
	October	38	17	31	12	17	6	0	83
	November	61	24	20	3	16	3	0	66
	December	48	39	9	4	11	4	0	67
	Sub-Total	**170**	**87**	**71**	**21**	**51**	**14**	**0**	**244**
2024	January	**57**	15	21	3	17	9	0	**65**
	February	**56**	26	16	4	10	3	0	**59**
	March	**33**	24	22	9	24	10	0	**89**
	April	**62**	12	13	4	6	17	0	**52**
	May	**89**	14	18	8	8	5	0	**53**
	June	**75**	13	13	10	12	6	0	**54**
	July	**71**	23	11	6	6	11	0	**57**
	August	**59**	0	0	2	16	0	0	**18**
	September	**19**	0	2		8	0	0	**10**
	Sub-Total	**521**	**127**	**116**	**46**	**107**	**61**	**0**	**457**
TOTAL (2023-2024		**691**	**214**	**187**	**67**	**158**	**75**	**0**	**701**

CHART 2.2: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH) FOR THE PERIOD 2019/2020 to 2023/2024

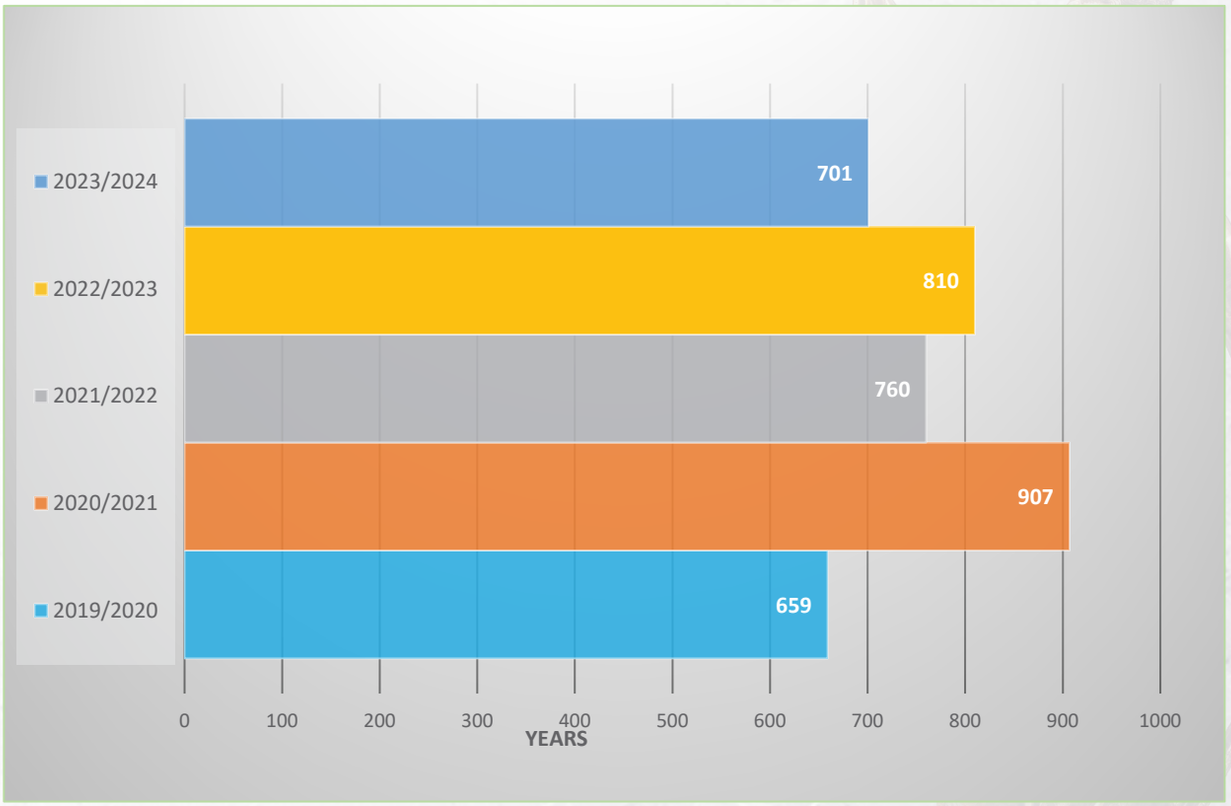


TABLE 2.3: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH) FOR THE PERIOD 15th September 2023 to 14th September 2024

Year	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2023	September	7	0	0	0	1	0	0	1
	October	10	1	2	4	1	0	0	8
	November	6	0	6	0	0	1	0	7
	December	22	0	3	0	0	0	0	3
	Total	**45**	**1**	**11**	**4**	**2**	**1**	**0**	**19**
2024	January	16		1	0	0	0	0	**1**
	February	2		1	2	2	0	0	**5**
	March	7	2	4	0	5	0	0	**11**
	April	1	2	2	1	8	1	0	**14**
	May	4		3	1	0	6	0	**10**
	June	10		1	1	2	3	0	**7**
	July	11	1	3	0	4	0	0	**8**
	August	10		0	0	0	0	0	**0**
	September	4		3	0	0	0	0	**3**
	Sub-Total	**65**	**5**	**18**	**5**	**21**	**10**	**0**	**59**
TOTAL (2023-2024)		**110**	**6**	**29**	**9**	**23**	**11**	**0**	**78**

CHART 2.3: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH) FOR THE PERIOD 2019/2020 to 2023/2024

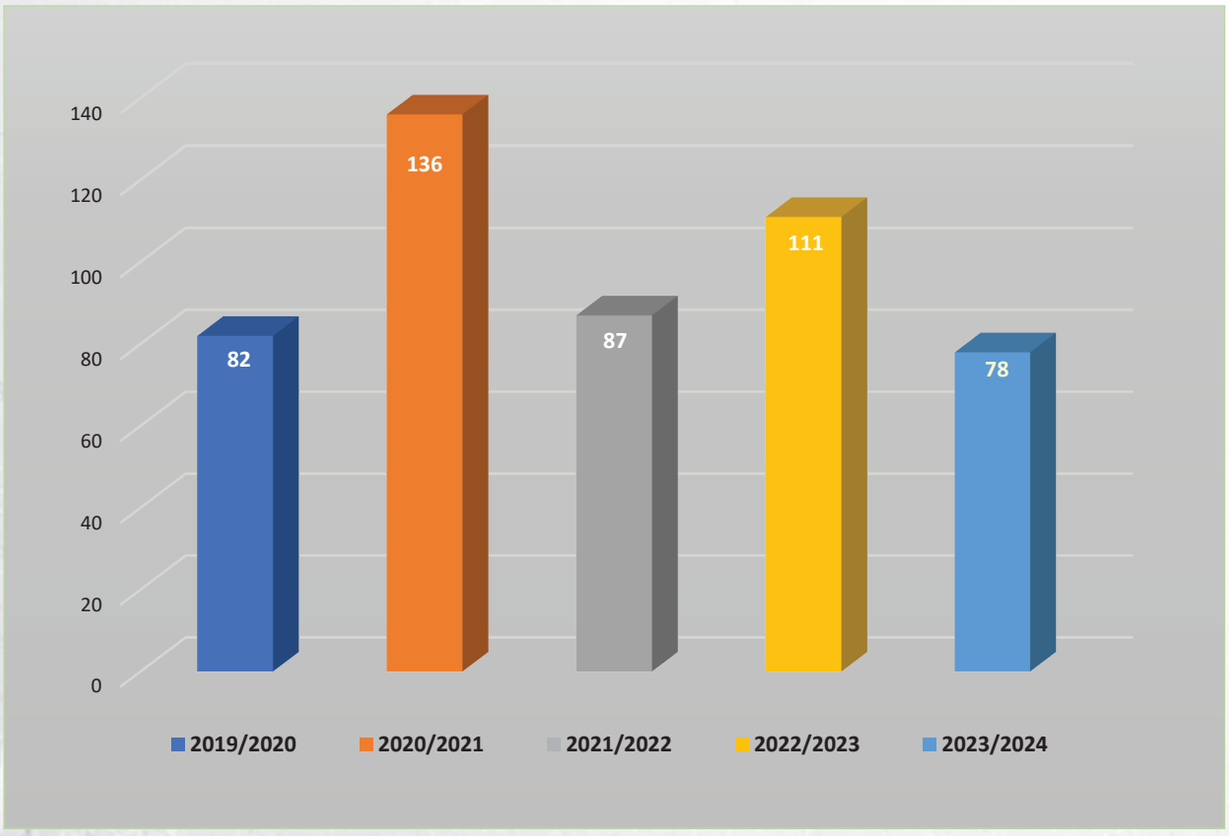


TABLE 2.4: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS FILED	YEAR	MATTERS FILED	YEAR	MATTERS FILED
2019/2020	704	2019/2020	203	2019/2020	907
2020/2021	830	2020/2021	138	2020/2021	968
2021/2022	965	2021/2022	137	2021/2022	1102
2022/2023	669	2022/2023	135	2022/2023	804
2023/2024	691	2023/2024	110	2023/2024	801

TABLE 2.5: NUMBER OF MATTERS DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED
2019/2020	659	2019/2020	82	2019/2020	741
2020/2021	907	2020/2021	136	2020/2021	1043
2021/2022	760	2021/2022	87	2021/2022	847
2022/2023	810	2022/2023	111	2022/2023	921
2023/2024	701	2023/2024	78	2023/2024	779

CHART 2.4: TOTAL MATTERS FILED AND DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

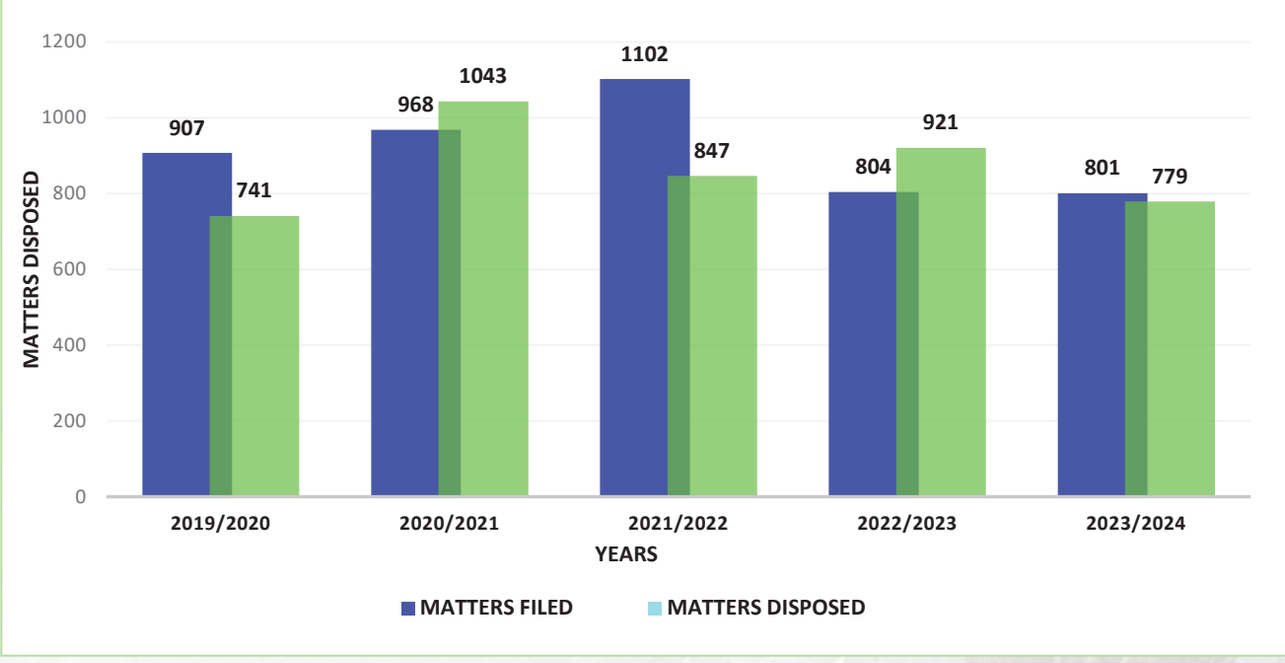


TABLE 3.1: NUMBER OF MATTERS DISPOSED THROUGH THE CONCILIATORY PROCESS (BILATERALLY/CONCILIATION)

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH
FOR THE PERIOD 2019/2020 to 2023/2024

Year	MATTERS DISPOSED		TOTAL
	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	
2019/2020	139	82	221
2020/2021	246	101	347
2021/2022	184	94	278
2022/2023	210	114	324
2023/2024	216	76	292

CHART 3.1: NUMBER OF MATTERS DISPOSED THROUGH THE CONCILATORY PROCESS (BILATERALLY/CONCILIATION)

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024



CHART 3.2: COMPARATIVE CHART SHOWING MATTERS DISPOSED BILATERALLY AND THORUGH CONCILIATION
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

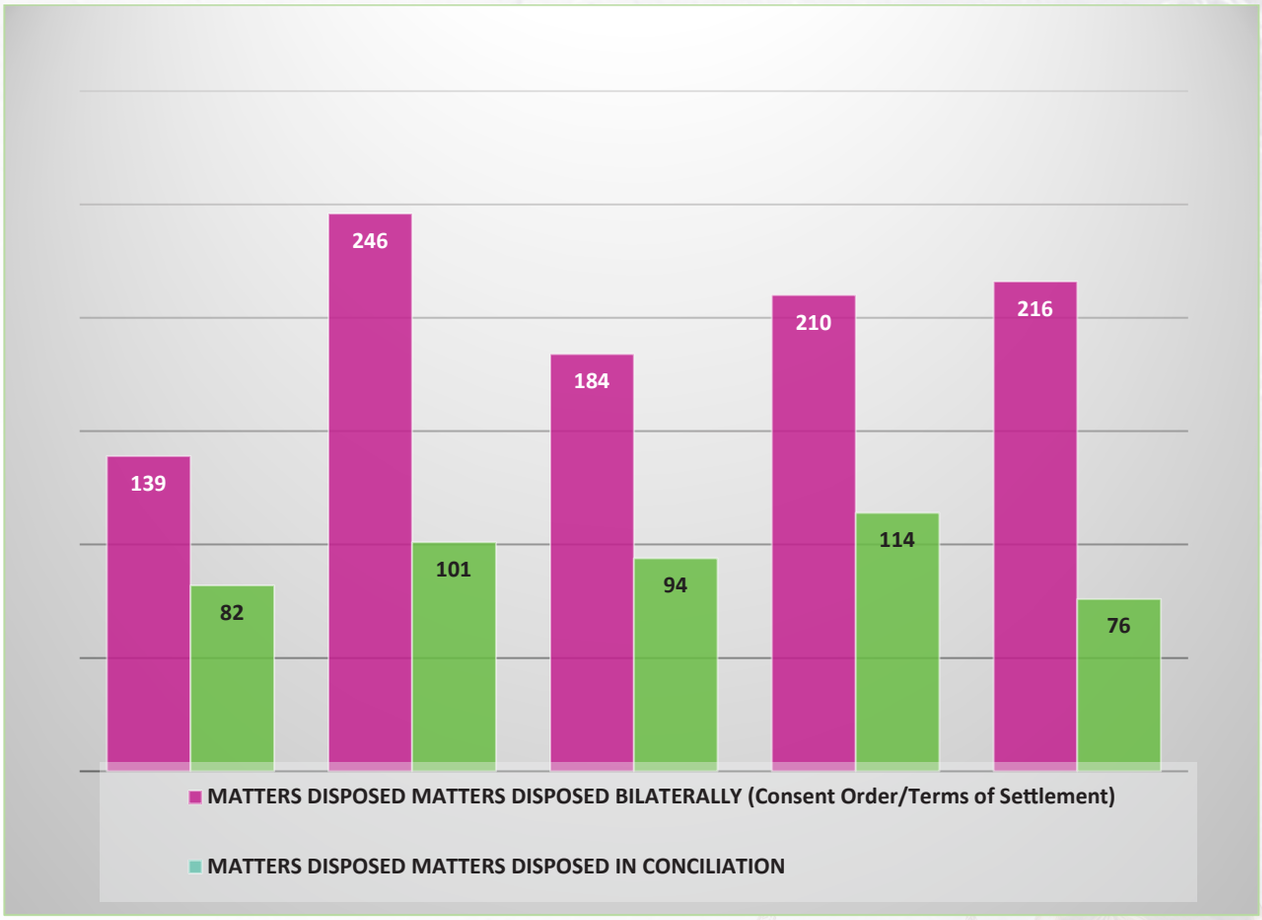


TABLE 4.1: NUMBER OF JUDGMENTS DELIVERED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	JUDGMENT DELIVERED	YEAR	JUDGMENT DELIVERED	YEAR	JUDGMENT DELIVERED
2019/2020	239	2019/2020	22	2019/2020	261
2020/2021	253	2020/2021	46	2020/2021	299
2021/2022	208	2021/2022	15	2021/2022	223
2022/2023	230	2022/2023	26	2022/2023	256
2023/2024	214	2023/2024	6	2023/2024	220

CHART 4.1: NUMBER OF JUDGMENTS DELIVERED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

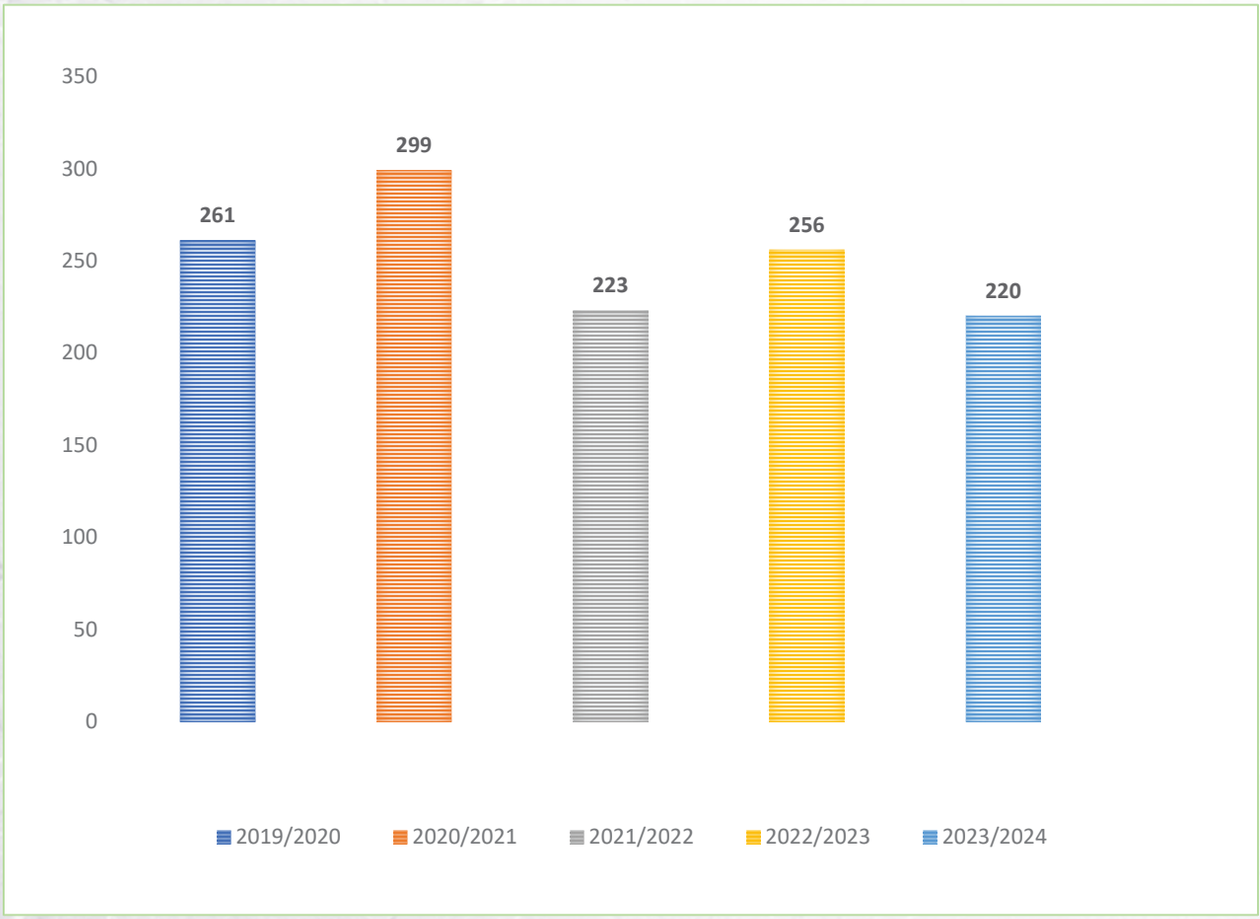


TABLE 5.1: NUMBER OF MATTERS DISPOSED BY CATEGORY
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019/2020 to 2023/2024

Year	TOTAL FILED	MATTERS DISPOSED						
		JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED	Opinions	TOTAL MATTERS DISPOSED
2019/2020	907	261	139	82	229	30	0	741
2020/2021	968	299	246	101	361	36	0	1043
2021/2022	1102	223	184	94	323	23	0	847
2022/2023	804	256	210	114	297	44	0	921
2023/2024	801	220	216	76	181	86	0	779

CHART 5.1: PERCENTAGE OF MATTERS DISPOSED BY CATEGORY
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2023/2024

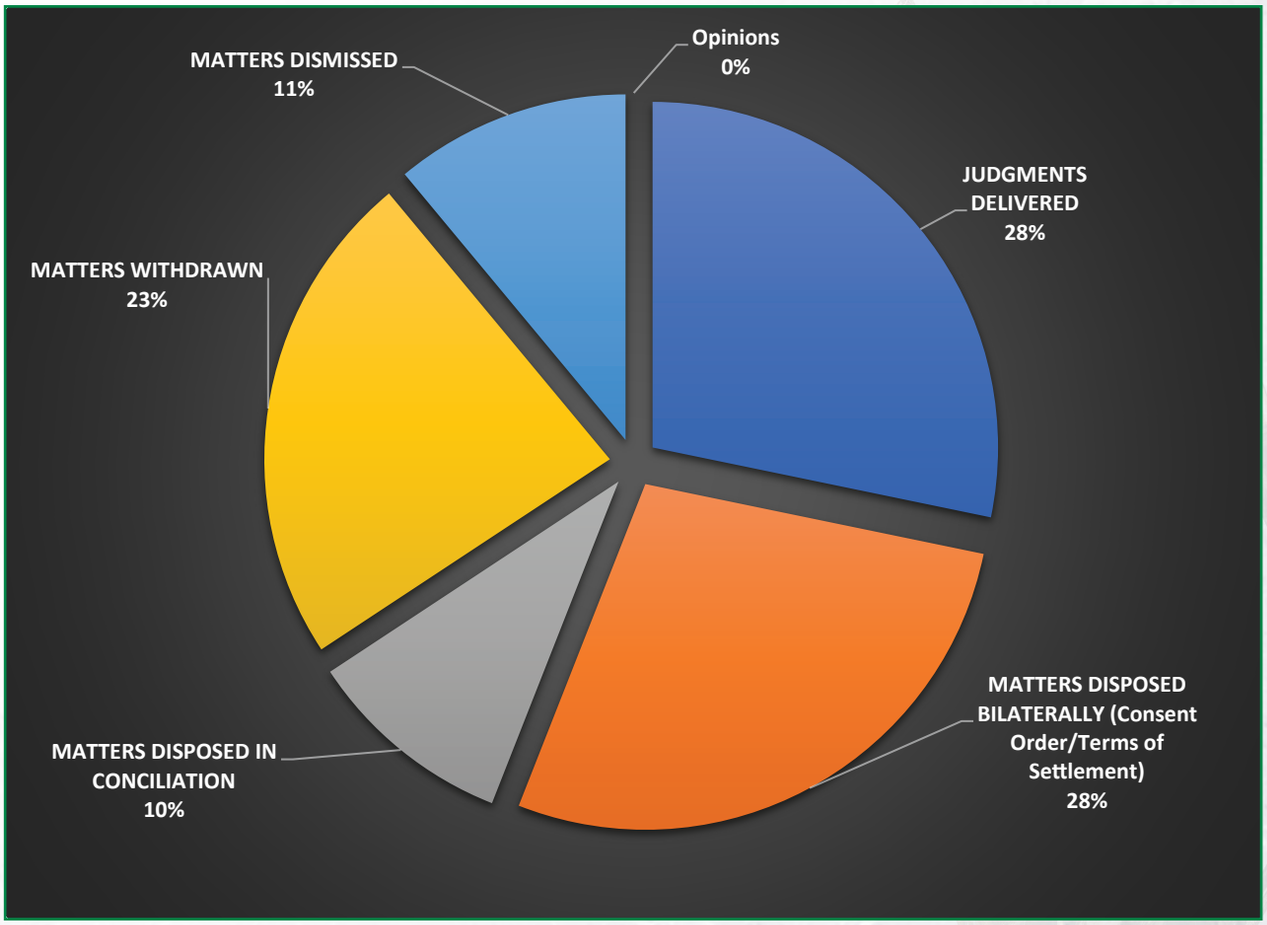


TABLE 5.2: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2022/2023 AND 2023/2024

NORTH AND SOUTH	JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED	OPINIONS	TOTAL MATTERS DISPOSED (Clearance Rate)
2022/2023	27.80%	22.80%	12.38%	32.25%	4.78%	0.00%	114.55%
2023/2024	28.24%	27.73%	9.76%	23.23%	11.04%	0.00%	97.25%

CHART 5.2: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2022/2023 AND 2023/2024

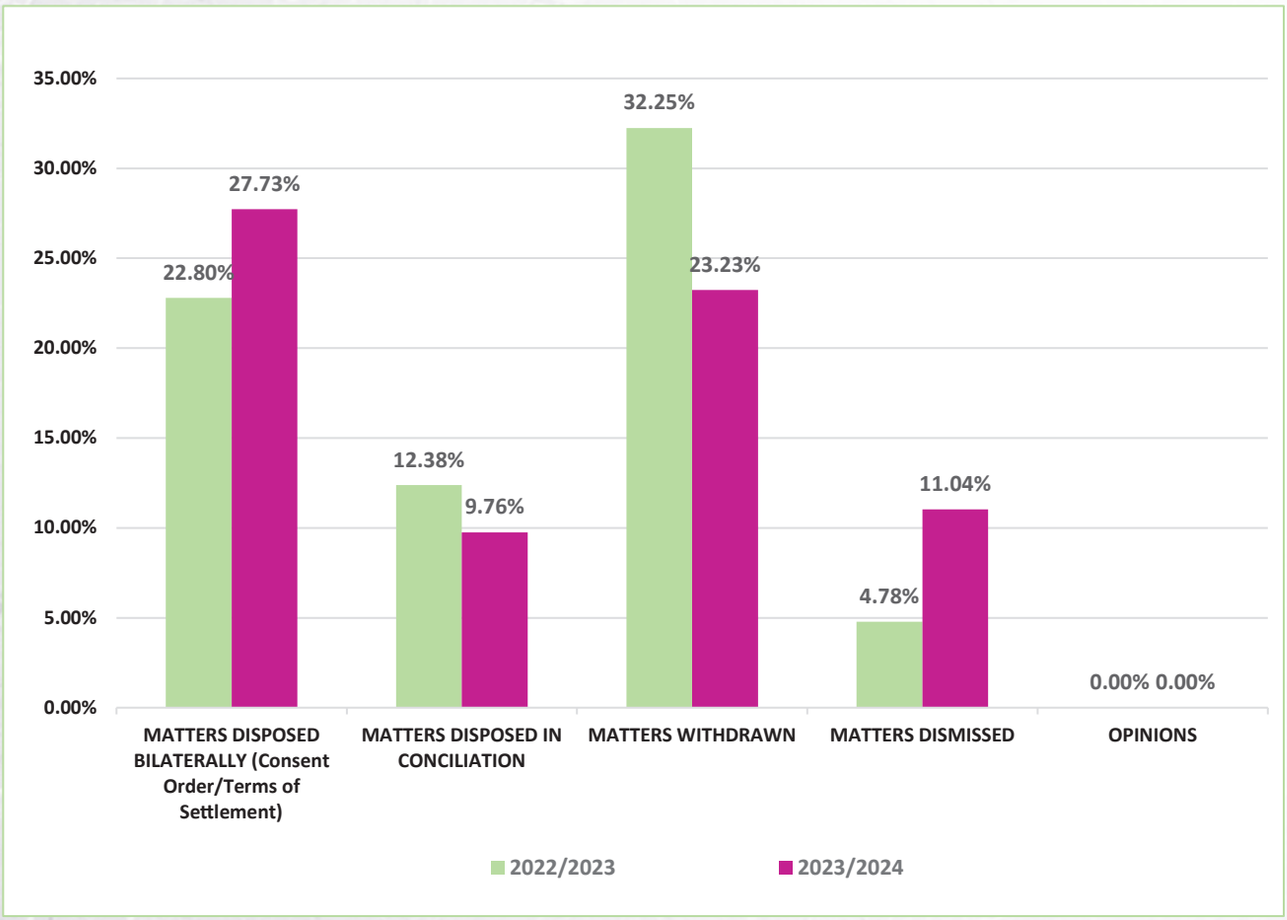


CHART 5.3: COMPARSION OF MATTERS DISPOSED BY CATEGORY
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 2022/2023 AND 2023/2024

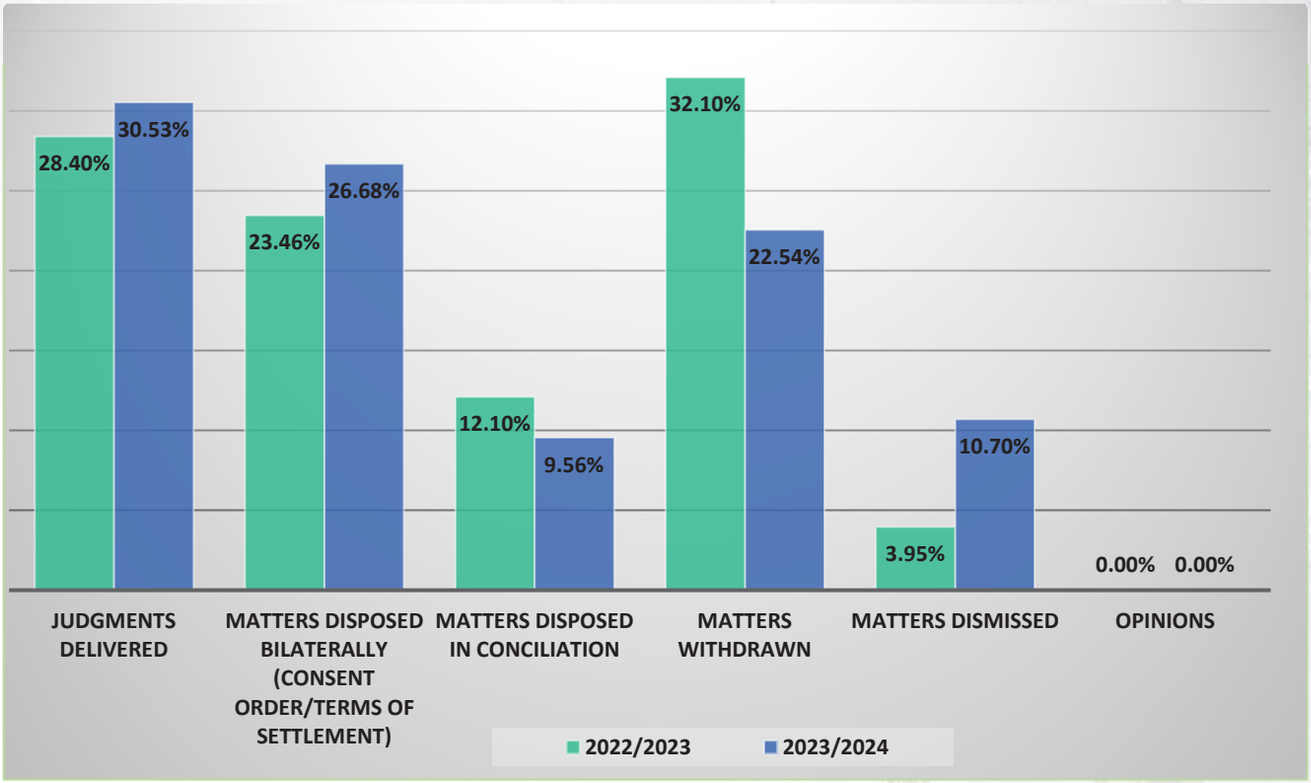


CHART 5.4: COMPARSION OF MATTERS DISPOSED BY CATEGORY
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 2022/2023 AND 2023/2024

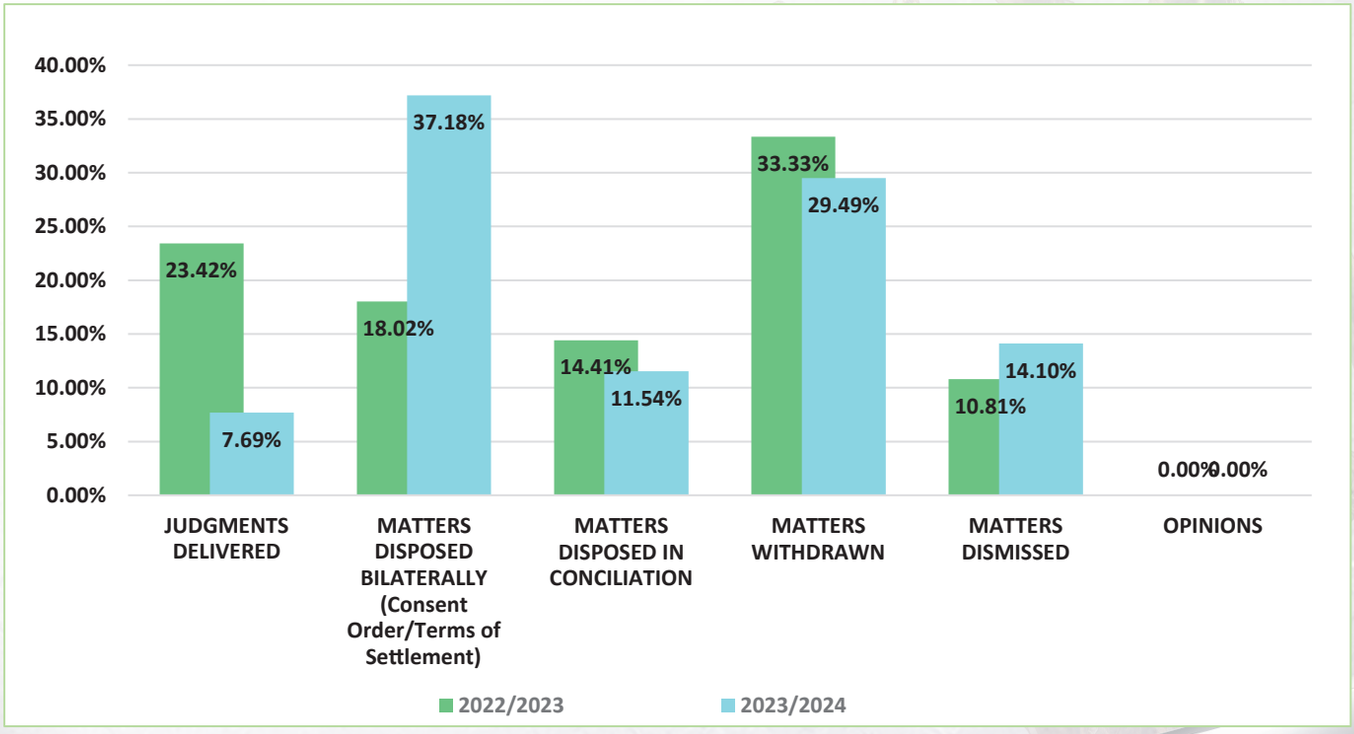


CHART 5.5: CLEARANCE RATE
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2022/2023 AND 2023/2024

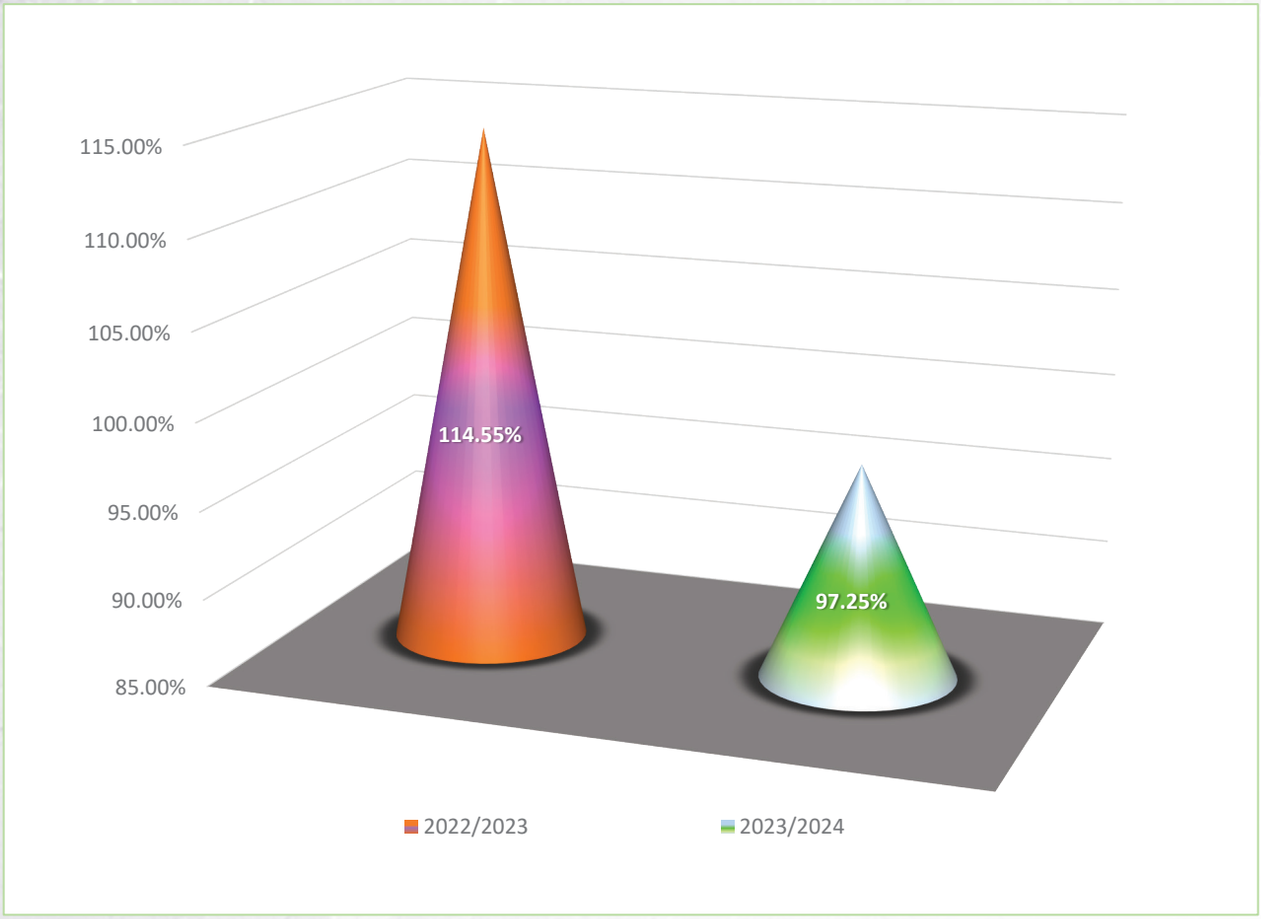


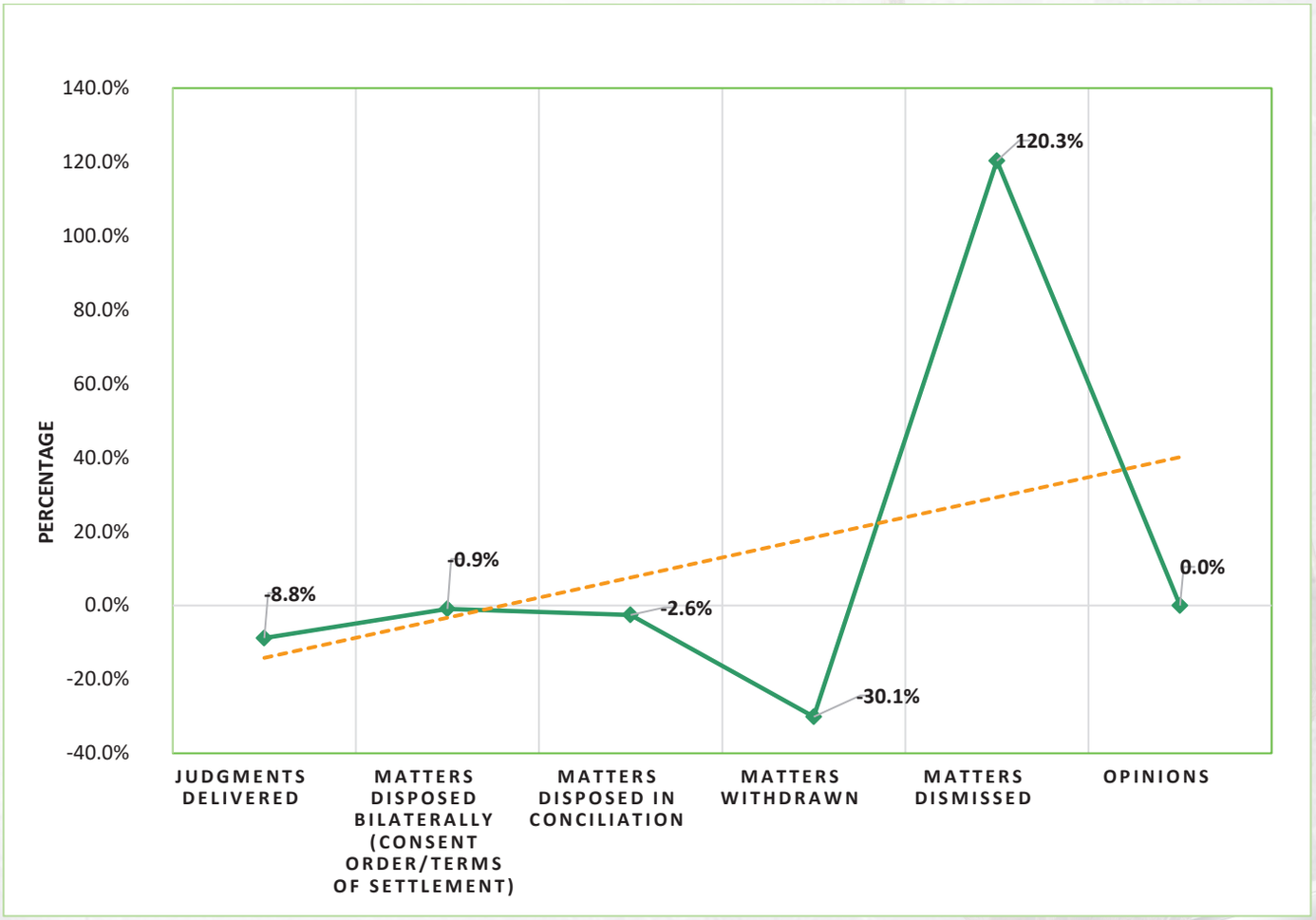
TABLE 6.1: PERCENTAGE CHANGE FOR MATTERS FILED AND DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2020/2022 and 2023/2024

PERIOD	TOTAL FILED	DISPOSAL (% CHANGE)						
		JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED	OPINIONS	TOTAL MATTERS DISPOSED
2020/2021 - 2021/2022	2070	522	430	195	684	59	0	1890
2022/2023 - 2023/2024	1605	476	426	190	478	130	0	1700
% INCREASE/ DECREASE	-22.5%	-8.8%	-0.9%	-2.6%	-30.1%	120.3%	0.0%	-10.1%

CHART 6.1: PERCENTAGE CHANGE FOR MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2020/2022 and 2022/2024





INDUSTRIAL COURT
of Trinidad and Tobago

ANNUAL REPORT 2023-2024

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