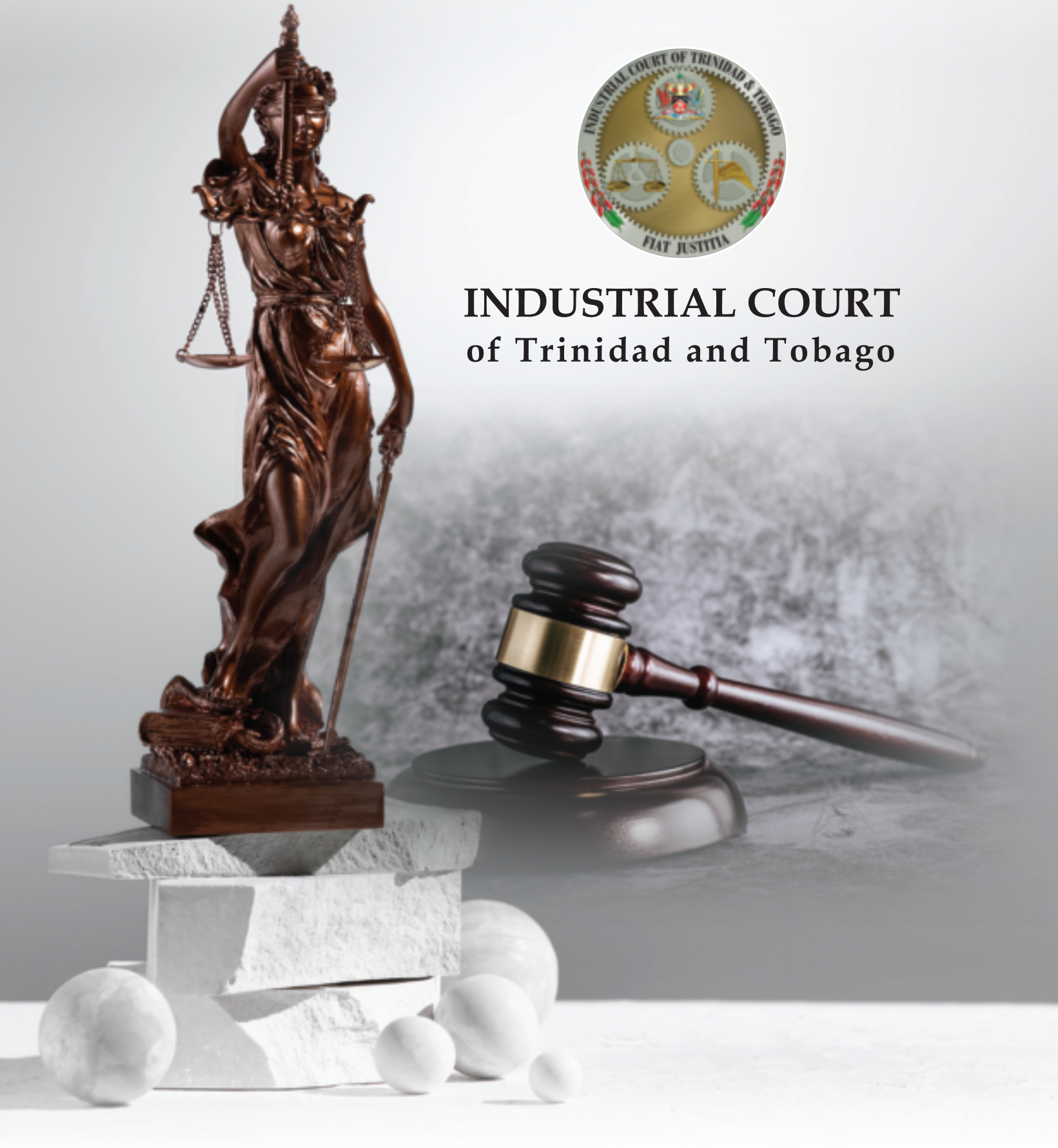


INDUSTRIAL COURT
of Trinidad and Tobago

2022-2023 ANNUAL REPORT

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


INDUSTRIAL COURT OF TRINIDAD & TOBAGO
FIAT JUSTITIA



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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 This Act was repealed and replaced by the Industrial Relations Act, Chapter 88:01 on 31st July 1972.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; and
- to hear and determine any other matter brought before it, pursuant to the Act.

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 and the Minimum Wages Act, Chapter 88:04 and the Occupational Safety and Health Act, Chapter 88:08.

The Court sits in two Divisions:

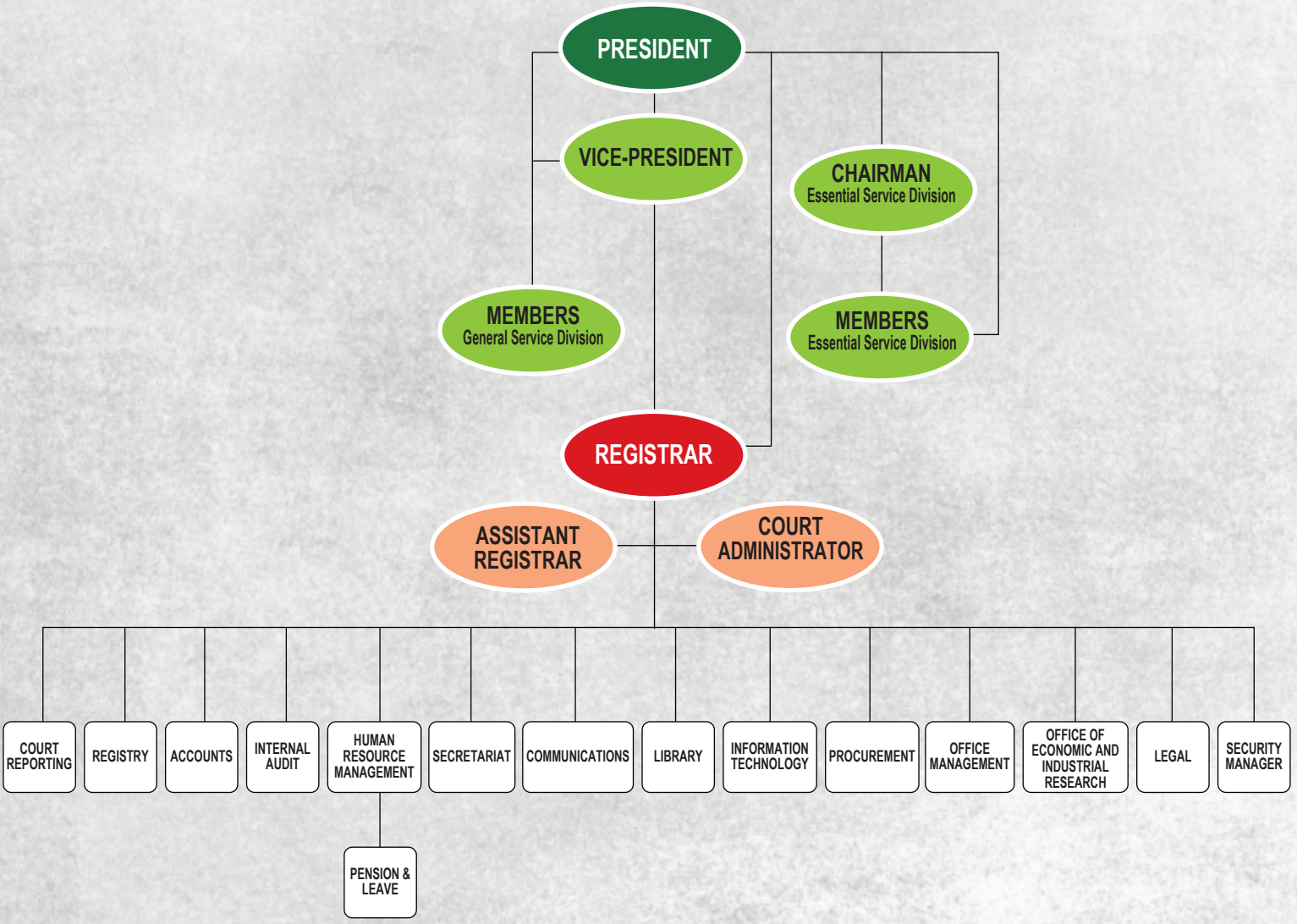
a) The General Services Division which exercises the jurisdiction of the Court as set out in section 7 of the Industrial Relations Act, Chapter 88:01 with respect to services other than essential services; and

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 established by the Civil Service Act, Chapter 23:01 hears and determines disputes in the Civil Service, the Police Service, the Fire Service, the Prison Service, the Teaching Service, the Supplemental Police and the Central Bank.

ORGANISATIONAL CHART

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO







PRESIDENT'S MESSAGE

HER HONOUR
MRS. DEBORAH THOMAS-FELIX

When I assumed the Presidency of the Industrial Court in December 2011, the main issues of that year centred on the Arab Spring, the capture of Osama Bin Laden, the Fukishima nuclear accident and on a promising note, the UN declared 2011 the International Year of Forests to raise awareness of sustainable management, conservation and sustainable development of all types of forests. I highlight this simply to underscore that the more things change the more they stay the same since today, we continue to grapple with the global troubling problems of security, equity, justice and the growing realization that climate change is no longer a remote problem that we can leave for the next generation to handle but one that has in fact arrived. To add to this, we have since endured a pandemic. So yes, these continue to be extremely challenging times and we here in Trinidad and Tobago, like in many countries across the globe, are also grappling with a crime situation that continues to cause grief, distress and pain, to many citizens.

President's Message Cont'd

Even as I surrender to constancy of change and our ongoing challenges, I confess to wrestling with same bedeviling question each year of what topic to speak on at the Special Sitting of the Court. This year I decided to focus on people.

I will - by way of explanation - use the words of Sir John Donaldson of the English Court of Appeal and remind that:

The Industrial Court is a court, but a court with a difference. All courts exist to uphold the rule of law. So does this court. All courts are concerned with people. So is this Court…Why, then, is this court different? It is different in its composition, in its objects and in its procedures. It is a court of law, but not a court of lawyers…[1]

In this vein, I thought it might be useful to start from the perspective of people because after all, at its most basic level, this is why we are in the business of industrial relations and why we are all committed to ensuring good governance from our respective spheres. It is about people, their security and their safety, we therefore share the common goal of creating and safeguarding human security.

Perhaps, now is an opportune time to remind that human security emphasises that the survival, livelihood and dignity of people are the fundamental basis for national and regional development and international peace and development. In that context, a key pillar of human security is economic security and of course, we cannot separate industrial relations and the labour market from economic security. I found it useful to situate our proceedings today within the context of the definition of human security which is "safety from the chronic threats such as hunger, disease, and repression as well as protection from sudden and harmful disruptions in the patterns of daily life whether in homes, jobs or communities". This a quote from the UNDP in1994 and while this concept and definition dates to 1994, it remains extremely relevant given our collective global experience from March 2020 to May 2023. Moreover, growing evidence of the accelerated impact of climate change on our lives and livelihoods has underscored the continuing relevance of this concept and its interrelated pillars of political security, community security, personal security, environmental security, health security, food security and of course as mentioned before, economic security.

Given that work gives the material means to provide for ourselves and our families, one might in fact argue that without economic security the other forms of security can quite easily be imperiled.

That is a substantive topic that we may need to convene a special symposium to fully explore, so today I will focus on addressing two critical and interconnected challenges to our security that our world of work faces: climate change and the critical importance of proper health and safety mechanisms. These issues are not isolated concerns, they are intrinsically linked, impacting the well-being of our planet, and the health, safety and security of every individual.

Many leading environmentalists have warned time after time that climate change should be the number one priority for government policies in this century. In fact the world has experienced several disasters and climate related changes in the first two decades of this century, and we continue to experience them in this, the third decade.

[1] *4 Heathons Transport (St Helens) Limited v Transport General Workers' Union and other (1973) A.C. 15*

President's Message Cont'd

The Union Nations reported that "Climate change is one of the major challenges of our time. From shifting weather patterns that threaten food production, to rising sea levels that increase the risk of catastrophic flooding, the impact of climate change is global in scope and unprecedented".

As you may know there have been extreme weather-related events each month for this year throughout the world, events which have affected many lives and livelihoods. Permit me to quickly recall the major weather-related events for this year.

This year, began with the sixth-warmest January on record, averaging a temperature of 35.2 degrees Fahrenheit in the United States of America.

There were also high levels of rainfall, making January 2023 the third-wettest January on record. A record number of atmospheric rivers brought unprecedented rains to California, USA, which was suffering from a drought. The state experienced 10 storms, which resulted in floods and landslides, as well as snowfall in the mountainous regions.

Later in the month, the U.S. experienced both extreme cold and unusually warm temperatures. Southern California saw winter storm conditions, inhibiting travel in the region while other parts of the country saw almost spring-like temperatures. Chile is experiencing a decade of extreme dry weather, which has led to what experts have called a "Mega draught". Record temperature topping 104 degrees Fahrenheit, accompanied by strong winds, sparked one of the deadliest wildfires in the country's history in February this year.

Also in February and March 2023 the world suffered the onslaught of the very intense tropical Cyclone Freddy which was one of the longest-lived tropical cyclones in human history, lasting five weeks. The countries that were severely affected were Madagascar, Mozambique, Zimbabwe, Malawi, South Africa, Zambia, and Mascarene Islands, with Malawi being the hardest hit. The total fatality of Cyclone Freddy was 1434 with at least 1216 lives lost in Malawi.

Tornadoes continued throughout the month of April in the United States, with a storm in Oklahoma that killed at least three people.

The month of April was also marked by several heat waves in Asia and the Mediterranean. Several countries in Asia, including Bangladesh, India, Laos, and Thailand, saw some of their highest temperatures to date, which, reached over 113 degrees Fahrenheit. In the Mediterranean, Spain and Morocco experienced record-breaking heat surpassing 101 degrees Fahrenheit. These heat waves have been attributed to climate change.

In the month of May, wildfires raged in Alberta, Canada, with these fires affecting the ambient air quality of the communities in adjacent districts. Environmental pollutants often do not respect boundaries and so smoke from the fires soon affected the U.S.A, with several states issuing air-quality warnings.

Also in May, Cyclone Mocha hit Myanmar and Bangladesh which lead to several deaths and hundreds of thousands were left homeless. In May, the UN estimated that over 800,000 persons were in need of emergency food aid and other assistance.

In the same month Typhoon Mawar, one of the strongest to hit Guam in recent history wreaked

President's Message Cont'd

havoc in Guam, causing widespread power outages in the region. This is Asia, but bear in mind this could very easily be us here in the Caribbean.

Later that month, India experienced a strong heat wave that led to several power outages and nearly 170 deaths. Hospitals were over capacity and struggled with the loss of power and cooling systems.

July 3rd through July 6th were the four hottest days on record globally, the hottest of which was July 6th, when the global average temperature "climbed to an unprecedented 63.02 degrees Fahrenheit),". Various regions across the globe experienced heatwaves, including Europe, China, and parts of the U.S. The heat was magnified by El Nino and extremely warm oceans. Also in July there was intense flooding in India which left at least 100 persons dead.

In August the world continued to experience extremely high global temperatures that led to a number of devastating disasters. The Hawaiian island of Maui, for instance, experienced a devastating wildfire that killed over 110 people. Experts have attributed this destruction and those mentioned before to climate change.

California was also struck by Tropical Storm Hilary, in August the first such storm to hit the southern part of that state in 84 years.

Last week Cyclone Daniel, after devastating Greece, Bulgaria and Turkey, hit Libya causing two dams to break. This is the heaviest rainfall the country has seen in the past 40 years. More than 5000 people are presumed dead so far as the death toll continues to rise. The Red Cross has estimated that 10,000 people are missing.

Also this month, Hong Kong experienced the heaviest rain since records began 140 years ago killing two people and injuring more than 140.

Here in Trinidad and Tobago, so far for this year we have been experiencing intense heat, very heavy rainfall and unprecedented flash flooding. The natural question I know is what is the connection between climate change and proper health and safety mechanisms on the one hand and the Industrial Court, Labour Standards and the Labour Market on the other? I will answer by reminding stakeholders, that labour is fundamental to and at the heart of social and economic development at all levels: at the level of the family, the community, the country, the region and globally. Climate change and health related disasters including pandemics affect the health and safety of employers and workers and it also affects productivity.

In Trinidad and Tobago, we know only too well the intense heat experienced when we are outdoors for work or when we dare to venture outdoors during work hours. Also there are workers who experience the intense heat and discomfort when working indoors because they work in buildings which are not properly ventilated.

I was surprised to learn of the extensive research on the effects of working in heat and heat stress. Heat stress refers to heat received in excess of that which the body can tolerate without suffering physiological impairment. The exposure to extreme heat can result in occupational illness, injuries and even death.

Globally we are all exposed to this very high temperature and the effects of climate change. The heat, apart from affecting our health slows down the productivity rate. Studies have shown that there is a direct relation between climate air pollution and workers' health, which suggests

President's Message Cont'd

that there are cardio respiratory health issues or decreased productivity as a result of heat problems.

According to the ILO, excessive heat during work creates occupational health risks; it restricts a worker's physical functions and capabilities, work capacity and productivity. Heat stress can result in heat stroke, heat exhaustion, heat cramps or heat rashes and heat can also increase the risk of injuries of workers.

Workers who are more at risk to heat stress are those who work outdoors or those who work in buildings with poor ventilation. These include workers in hot environments such as firefighters, bakery workers, farmers, construction workers, miners, boiler room workers, factory workers, among others. The increasing extreme weather events directly place workers who are engaged on construction sites, agriculture and in some cases the essential services within direct risk.

The social partners should therefore encourage the adoption of sound health and safety mechanisms and policies in the workplace. Adequate safety measures are paramount in protecting workers from heat-related illnesses, air quality hazards and other climate related dangers.

Heat stress has attracted the attention of the development community outside of the ILO. Indeed the UNDP has reported that "The effect of rising heat in the workplace will continue to present multifaceted challenges for many of the new global sustainable development goals. In particular, the eight goals related directly to incomes, family health and nutrition, inequalities and jobs, community sustainability and climate change."

Continuing in this vein, the ILO has advanced that "The best ways to reduce the risk of heat-related illnesses include work practices such as allowing self-pacing of work, drinking water often, wearing appropriate clothing, making the work environment cooler through air conditioning and ventilation, providing shaded rest areas and providing for annual health check ups."

I will add to that list that consideration should be given to the use of remote work and new modalities of work. Remote work allows workers to stay safe during disasters such as natural disasters or pandemics and minimizes disruptions to business operations. It can also lead to increase productivity during the time of an environmental or health adversity.

In addition, I also think it will be very useful for employers and Unions to incorporate clauses in Collective Agreements for the annual training of workers especially those who are at greater risk so that they can understand the danger of heat stress, and other environmental concerns which affect their health and safety and also learn of preventative measures.

You may recall at the Special Sitting for the new law term last year, I suggested that when there is collective bargaining for new collective agreements, parties should consider to include clauses, as comprehensively as possible, in these agreements to address health and safety issues at work.

Permit me to revisit a small excerpt from my speech of last year.

"As we look to the future, collective bargaining is the only progressive way forward to achieve sustainable development, and to arrive at consensus on the new modality of work and the future of work. It is very important that the collective bargaining process, which is

mandatory under the laws of Trinidad and Tobago, takes center stage in workplace relationships as it can provide an effective means for employers and workers to tackle the new challenges in the workplace.

The Covid 19 experience has shown that there is an urgent need, for the strengthening of Articles and Clauses in Collective Agreements to treat with existing issues of occupational safety and health at work, and to make provisions as far as possible, for any future public health crisis which may occur at the workplace. In addition, the social partners may also want to re-examine and negotiate new Articles and Clauses to deal with provisions for paid leave and health care benefits in Collective Agreements.

There is no doubt that the continued collaboration between employers and trade unions is very important for policy making at the workplace, and that collective bargaining is key to forge an inclusive, sustainable recovery post Covid 19. Social partners should always strive to utilise the collective bargaining process as a starting point, meet in good faith, have genuine, open discussions and negotiations and where possible, attain consensus on the important workplace issues such as working conditions, pay and remuneration and productivity, among others."

Climate change continues to pose complex challenges for workers, from health and safety risks to potential economic and job market shifts. Adaptation and mitigation efforts are crucial to protect the well-being of the workforce in a changing climate.

When we examine the impact of climate change on the world of work we must also consider the broader economic implication. Climate related disasters not only disrupt businesses but can also strain economies and tear communities apart rendering social systems ineffective at the point where we need them most. As a Small Island Developing State, this is of particular importance to us for the cost of recovery from disasters such as flooding and fires can be staggering and may lead to the government having to divert resources away from essential social services. However by the same token, the global effort to transition to a more sustainable economy offers many opportunities for innovation and for the sustainable creation of green jobs. Green jobs which are also referred to as sustainable or environmental friendly jobs can be encouraged in various sectors such as renewable energy, sustainable agriculture, waste management, environmental protection, green construction and transportation. Green jobs are used to support a low-carbon economy and play a vital role in addressing climate change and reducing greenhouse gas emissions.

The global response to climate change necessitates a workforce skilled in environmental conservation, renewable energy and sustainable practices. Therefore training, upscaling and retooling initiatives are essential in the workplace to ensure that workers navigate the effects of climate change. It is the duty and the responsibility of all of us to prioritise the health and safety and wellbeing of the workforce.

We must actively explore measures to safeguard not only our environment, but also our health and safety for generations to come.

THE WORKING OF THE COURT

I will now turn to the working of the Court.

During the year in review, which is 15 September 2022 to 14 September 2023, 793 new cases were filed at the Industrial Court, 309 cases less than

President's Message Cont'd

the same period in 2021/2022 which recorded 1102 cases. The Court disposed of 909 matters this year in review which was 62 more than the 847 matters disposed of for the same period in 2021/2022.

The total number of disputes disposed during the year in review, are as follows: 253 Judgments, 289 cases were withdrawn, 320 matters were settled through the conciliation and bilateral process and 44 matters were dismissed. Of the total number of disputes filed at the Court for this year, 2022/2023, Trade Disputes (in both the General and Essential Services Division) remain the largest number of matters filed with a total of 654 followed by 38 Retrenchment and Severance Benefits Disputes; 31 Occupational Safety and Health Disputes and 25 Industrial Relations Offences.

Persons who practice at the Industrial Court may know that several OSH cases have been adjourned pending the outcome of a Privy Council decision. The filing of these cases have reduced significantly this year.

LIBRARY

The Library continues its work on the updating of the Subject Index of the Industrial Court Judgments of 1965-1998 and hope to have a revised subject index of the Industrial Court's Judgments of 1965-2022 by August 2024.

The Library has also continued its digitizing of the Court's Judgment, so far, an estimated 5,760 records were edited in the Judgment database. $894,989.85 in cash and cheques were collected by the Library this year, of this figure, $454,700.00 were subscription payments, $416,000.00 represented Court fines and $24,289.85 in photocopies.[2]

SYMPOSIUM

The Court hosted its 7th Meet with the Court Symposium in 10th June 2023 of this year.

The Presenters for the Symposium were Economist Dr. Shelton Nicholls, Honourable Mr. Justice Jefferson Cumberbatch, Justice of Appeal of the Supreme Court of the Barbados, Mr. Shingo Miyake, Labour Law and International Labour Standards Specialist from the International Labour Organization and Dr Leighton Jackson, former Dean of the Faculty of Law at the University of the West Indies, Mona Campus. On behalf of the Court I thank them for their participation and their excellent contributions.

BUILDING MAINTENANCE ISSUES

Over the years I have spoken about the lack of sufficient space for staff at the Industrial Court's Port of Spain building, this continues to be a pressing concern which at times stymies the operations of the Court. This building was commissioned in 1997. Over the years there has been a significant increase in the number staff, judges and users of the Court. I cannot over emphasise how important it is for the physical facility at the Court to be comfortable for the staff and the users and I continue to look forward for a resolution of this problem by the relevant authorities.

There are also several maintenance issues at the Port of Spain building. The most pressing of which is the leaking roof which requires urgent repair in order to prevent further damage to the building and to the Court's records.

TOBAGO

During the period of COVID-19 Pandemic it was not possible for citizens who live in Tobago to attend Court in Port of Spain, as a result we have

[2] *The figures reflect the period Sept. 2022 - July 2023*

President's Message Cont'd

a number of cases to be determine from Tobago. It is my intention to make arrangements after discussions with the learned Chief Justice to hold a session in Tobago next year to determine some of these disputes.

Finally, I wish to mention that a review of my presentations to this distinguished audience at the Special Sittings for the past ten years, reveal a recurring theme, which is the importance of Social Dialogue. I am sure that you will agree that people, - who are involved in a particular business, the workers, their representative and the business owners alike - share a common purpose and a common goal. This common goal is to make the business viable and successful so that it remains an ongoing concern.

When there is the practice of good industrial relations and the business is a success, the people who are involved in that business benefit. The owners realise a profit and the workers receive their remuneration and benefits, thereby realizing a measure of economic security.

It is important when there is collective bargaining that there should be mutual respect in the room even if there is no agreement. That is really what social dialogue is about. It is only through genuine meaningful dialogue, compromise and mutual respect we can truly say that there is collective bargaining in good faith. With all the challenges we are experiencing as a country especially after the pandemic, I urge the social partners to think long and hard on whether you wish to have continuous discord, arrogance and gamesmanship or rather do you meet in good faith to find solutions together to achieve that common goal. If there is no social dialogue and the business enterprise collapses, then you may end up losing, the bath water, the basin and even the baby. I therefore implore you to never lose focus on what is your ultimate common goal which is for the business owner to realise profits and for workers to receive their just remunerations and benefits for decent work.

The late Denise Plumber, suggested in one of her calypsos that that we "stay right here, work together right here and prosper together right here," and the late Merchant implored us, "to build a nation together". Only with genuine discussions and ongoing meaningful social dialogue, in pursuit of common goals, can we truly build our beloved twin island nation into the country we want to bequeath to our children. Then and only then we can truly say that we are forged from the love of liberty as we stand side by side with boundless faith in our destiny.

I thank you for listening.



MRS. DEBORAH THOMAS-FELIX



JUDGES OF THE INDUSTRIAL COURT

Seated from left:

His Honour Mr. Patrick Rabathaly, His Honour Mr. Herbert Soverall (Vice President), Her Honour Mrs. Deborah Thomas-Felix (President), His Honour Mr. Lawrence Achong (Chairman, Essential Services Division)

First Row Standing from left:

Her Honour Mrs. Indra Rampersad-Suite, Her Honour Mrs. Wendy Ali, Her Honour Mrs. Heather Seale, Her Honour Mrs. Jillian Bartlett-Alleyne, Her Honour Mrs. Janice Christopher-Nicholls

Second Row Standing from left:

Her Honour Mrs. Bindimattie Mahabir, His Honour Mr. Gregory Rousseau, His Honour Mr. Vincent Cabrera, Her Honour Mrs. Kathleen George-Marcelle

Back Row from left:

Her Honour Mrs. Angela Hamel-Smith, His Honour Mr. Andrew Stroude, His Honour Mr. Morton Mitchell, His Honour Mr. Azeem Mohammed, Her Honour Ms. Elizabeth Solomon

Not pictured

His Honour Mr. Albert Aberdeen, Her Honour Ms. Michelle Ann Austin, His Honour Mr. Melvin Daniel

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

The complement of Members at the Industrial Court is twenty-six (26), however, for the 2022-2023 fiscal year, there were twenty-one Members. The Members (Judges) are qualified in at least one of the following areas of expertise:

- Law
- Industrial Relations
- Economics
- Accountancy





REGISTRARS AND COURT ADMINISTRATOR

Left to right:

Youland Robinson, Court Administrator; Kevon Swan, Registrar and Kathy-Ann Alexander, Assistant Registrar

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

The Registrar leads a team of one hundred and thirty-eight (138) officers in the Public Service.

STAFF OF THE INDUSTRIAL COURT

Registry Department



North

Seated left to right: Natasha Inniss, Naomi Diaram (On-the-Job Trainee [OJT]), Krystal Williams, Tsyian Callender

Standing left to right: Youland Robinson, Sade George, Venika Wilson, Jerron Penny, Akada Flament, Naomi Christmas (OJT), Raenelle Roberts, Danielle Raymah, Keia Beard, Tevin Carraballo, Dmitri Claudie, Tinicia Holder, Janice Israel-Fibleuil and Candice Christopher

Not pictured: Nekeisha Lucas-Parris, Indira Moonoo, Rhinell Linton, Gerard Forde, Anika Homer, Dyrrel Ochoa



South

Left to right: Sharda Maharaj-Jagdeo, Safiya Baptiste, Reynold Basdeo, Ethan Pierre (OJT), Sade Paul-Smart and Rajwanti Mohammed

Not pictured: Raymond Boodlal



Court Clerks

Left to right: Jemma Sookhoo-Ramjattan, Akada Falment, Rhona Dukeran, Vanessa Boodoo, Nafeeza Ali-Mandul and Cassandra Millet (OJT)



From left: Lee Wayne Hewitt, Registry Resource Assistant and Christopher Wilson, Ag. Bailiff

Not pictured: Bailiffs Bernard Borneo and Wendell Burke

Court Reporting Department



North

Seated from left: Beulah Dalrymple, Avril Cuffy and Hamawatee Sookhoo

Standing from left: Eva Christopher-Stewart, Onika George, Dinessa Nelson, Portia Craigwell, Alicia Cooper-Toussaint, Antonia Estwick-Howard and Nikkai Thomas (OJT)

Not pictured: Kathy-Ann Phillips-Gosein, Laverne Lall, Wendy Ann Pascal, Merle Mark, Bernadine Fernandez, Inez Sylvester, Gloria Mc Kenzie-Medford, Tavia Broomes



South

From left: Hazel Lawson-Perry, Beverly Hackshaw-Alves and Jennifer Burnette

Library Department



North

From left: Trisha Layne and Jasmin Raymond

Not pictured: Deobrah Sylvester-Murray, Ayesha Mitchell-Mieux



South

From left: Shenelle Soogrim (OJT), Janice Jhinkoo-Mahabir and Sandy Lall

Not pictured: Lisette Chabal-Edmund, Kevin Bramadath

Office of Economic and Industrial Research



From left: Roger Gilkes, Reyhanna Mohammed, Michelle Somrah, Natasha Laptiste and Neisha Ali-Harrynarine

Office Management Department



Seated from left: Lillian Sydney (OJT), Myrtle Jones-Parris and Denyse Haddaway

Standing from left: Anthony Clarke, Duaine Hewitt, Elisha Lewis, Deborah Garcia, Coreen Auguste, Maureen Yearwood and Nathalie Buckmire

Not pictured: Hidie Hodge-Peters, Jason Burke

Accounts Department



From left: Devika Mungal-Chattergoon and Kyla Maxman-Rock

Not pictured: Letasha Charles-Chinapoo, Vedwatie Ragoobar, Savita Sullivan, Dilraj Bhagwandeen, Kaalon Derrick, Aaliyah Hall, Shivana Soodeen, Sabeetar Jattan, Nerissa Changa, Dineshia Williams

Audit Department



From left: Basdeo Harnarine and Bickramsingh Balliramsingh

Not pictured: Asha Ramlakhan

Information Technology Department



From left: Kevin Ashby, Reshma Ramdass and Roger Belcon

Legal Department



From left: Jamilah Juman-Babwah and Terneille Samuel Herbert

Corporate Communications Department



Yvienne Lawrence

Security Department



Anslem Knott

Human Resource Department



From left: Aaron Shepherd, Lydia Lawrence-Glasgow, Stacey Ann Alvarez, Steffi Roach, Claudia Jones, Cabrielle Waldropt and James Pope

Secretarial Team



From left: Verneil Jack, Charmaine Cooper, Lydia Gray-Sargeant and Candelle Constantine
Not pictured: Velma Isaac, Keisha Hamilton-Calliste, Gometi Gainder and Dellana Logan



ADMINISTRATION

The Industrial Court continues to provide remote/virtual court hearings for Case Management Conferences and Mention and Reports. Meanwhile, Conciliation which was virtual during part of the COVID-19 pandemic, has now reverted to in-person sessions due to multiple requests from stakeholders.

The Court anticipates that very soon we will have a new Judicial Information Management software. This new software will allow us to introduce e-filing and move closer to our strategic goal of creating an e-Court. We believe that this technology will offer a more streamlined experience for all our stakeholders, improving accessibility to the Court. With this in mind, we plan to hire additional support staff to ensure the smooth operation of the new information management technology. Furthermore, upon the introduction of e-filing, training will be conducted not only for members of staff but also for stakeholders.

The Court has acquired a new warehouse and is currently engaged in

1. sourcing funds to fumigate and clean the contents of the old warehouse/vault;
2. preparing all the records and files for storage at the new location; and
3. arranging for the disposal of the unservicable, obsolete and irrepairable equipment and items in accordance with the Public Procurement and Disposal of Public Property Act, 2015.

Administration Cont'd

This new warehouse will be outfitted in keeping with the required standards for storage and security of the records and items under the Court's purview.

REGISTRY

As the central hub of the Court's operations, the Registry Department has encountered some challenges, the most significant of which is staffing. The frequent shift of staff members due to individuals acting in higher positions disrupted the workflow, placing additional pressure on other team members. Furthermore, a majority of the staff are employed on short-term contracts, which has also impacted workflow efficiency. Despite these challenges, the team has persevered and maintained a high level of dedication to their work.

INFORMATION TECHNOLOGY

During the past year, the Information Technology (IT) Department at the Industrial Court, with a staff of three persons, has continued to upgrade its network infrastructure with current and ongoing projects. This ensured that there was high availability and reliability of its resources, improved performance and responsiveness to our service, whilst ensuring security and compliance and fostering innovation by implementing emerging technologies.

For the period under review, the following was accomplished.

Key Accomplishments

1. Disaster recovery planning and testing

The IT Department performed disaster recovery planning and testing which focused on developing and testing a comprehensive disaster recovery plan. In fact, we encountered a major server failure earlier this year which tested our recovery plan and proved that it worked seamlessly. This disaster recovery planning and implementation ensures that the court can swiftly recover from disruptive events. Having backup systems such as data redundancy and contingency plans in place, minimizes the impact of disruptions, maintains essential services and ensures business continuity during emergencies.

2. Court Data Classification

Court data was classified based on its sensitivity and legal requirements. Security controls were defined appropriately for each data classification level to ensure that access to sensitive court information was restricted to authorized personnel. Pertaining to our case management system, we are currently putting more hardware in place to expand our image records of cases filed at the court.

These digital activities focused on safeguarding sensitive court data, ensuring privacy of personal information, and establishing a secure court environment. By implementing these activities, the court can mitigate data security risks, maintain the integrity of court processes, and uphold the confidentiality and privacy of individuals involved in legal proceedings

Our data security and privacy policy has guaranteed that security measures to protect sensitive information within the court, adhere to strict data privacy. Thus, our firewall infrastructure was upgraded.

Administration Cont'd

3. Network Documentation and Asset Management

This involves creating comprehensive documentation of the network infrastructure, including network diagrams, device configurations, IP address management, and inventory management.

The IT Department conducted a comprehensive assessment of the court's network infrastructure, including switches, routers, firewalls, and other network devices. The existing network topology, configurations and connectivity were documented which involved the design of detailed network diagrams. These detailed network diagrams represented the court's network infrastructure and included information about network segments, device locations, interconnections, and IP addressing schemes. This provided a clear understanding of the network layout.

An inventory of network assets, including servers, workstations, printers, network devices, and other equipment was created. Relevant details such as the make, model, serial number and location for each asset were documented.

Effective network documentation and asset management ensured that the court's network operates efficiently. Accurate documentation of network infrastructure and configurations enable faster troubleshooting and reduces downtime, ensuring smooth operations and uninterrupted access to critical court services. This leads to improved efficiency in handling court cases.

Accurate documentation of network assets enabled better resource planning within the Court. It helps identify obsolete or underutilized assets, allowing for informed decisions on equipment upgrades, replacements, or reallocation of resources. This optimizes resource utilization, reduces unnecessary expenses, and improves budget management.

Network documentation and asset management enable informed decision-making regarding technology investments and upgrades. By having a clear understanding of the existing network infrastructure and asset lifecycle, the Industrial Court can make strategic choices in adopting new technologies or retiring outdated equipment. This ensures that technology investments align with the court's needs, resulting in cost-effective solutions that benefit the public.

The above would create a reliable delivery of services. It will ensure that the necessary IT infrastructure, including networks, servers, and systems, is functioning optimally, minimizing service disruptions and downtime. This reliability leads to uninterrupted service delivery to the public.

4. Other Projects

- The phone system was upgraded and tweaked to meet the needs of individual departments.
- The Library's software, MINISIS, was relocated from an old server to a new server to facilitate the new upgrades to the software.
- Four new copiers were installed on various floors of the Industrial Court. These new copiers replaced problematic copiers and will provide a greater volume of prints at a lower cost.

Administration Cont'd

Ongoing Projects

- Installing more high-speed scanners within the court to enable faster retrieval of documents.
- The IT Department conducts online scheduling of meetings on both the Zoom and Microsoft Teams platforms. Approximately 7200 meeting links are sent out per year to the relevant parties for Case Management Conferences and Mention and Report.
- Replacing our staff desktop computers within the court to enhance performance.
- Managing and maintaining thirteen (13) Servers, inclusive of an Exchange Server
- Implementing new storage servers to enable more scanned images of court documents.
- Data is updated on a weekly basis on both our kiosk and content player screen in order to provide valuable and current information to stakeholders.

Upcoming Projects

- Implementation of a new electronic case management system that will digitize and automate court processes. It will include functionalities such as case filing, document management, scheduling and tracking of case progression and enabling faster and more efficient handling of court cases.

  This will involve sourcing appropriate software solution, customizing its functions to meet that of the Industrial Court, testing and training staff to use same.

  It will support streamlined processes which will translate into faster response times, streamlined operations and a better-quality of service for the public.

  It will enable the implementation of digital platforms and solutions that will enhance accessibility, convenience, and efficiency in accessing our services. It will facilitate online portals, and makes room for other digital initiatives that can provide citizens with seamless access to public services.

- Installation of copiers which will conveniently be placed on each floor. This will enable users to print and copy from a central source and will provide a greater volume of prints at a lower cost.
- A Cloud Based Storage will be employed to house old case information.
- Implementation of an electronic desk manual, which will be configured on one of our servers and be available to staff upon assuming duty on any desk in any department. This would assist staff who are acting in different positions or are on a short-term contract, to understand the basic step by step processes required of the position, creating more efficiency in our service.

Administration Cont'd

- Introduction of an intranet within the court which is crucial for establishing efficient communication channels, promoting collaboration, streamlining processes, fostering knowledge sharing, and enhancing employee engagement. It will ultimately contribute to a more efficient, informed, and cohesive court environment, benefiting both the staff and the overall functioning of the Court.

- Integration of a handheld signing device into our existing network infrastructure for bailiffs so as to allow persons who are served to sign. This will be linked to a server at the Court and saved automatically.

- Increasing the amount of Storage Servers and High-Speed Scanners to enable more paperless processing, as we move towards e-Court status.

- Equip all courtrooms with projectors and screens which contributes to improved communication, transparency, efficiency, and the effective presentation of evidence if needed.

- E-Filing and Document Management

  This will focus on implementing e-filing systems that will allow unions, and other parties to electronically submit and manage court documents. It will involve the integration of document management solutions to streamline document storage, retrieval and sharing thereby reducing the reliance on physical paperwork.

  The modernization of the court system will improve efficiency, transparency, and the overall effectiveness of court operations.

  This project activity will concentrate on implementing an e-filing and document management system that streamlines court processes, improves document accessibility and efficiency, enhances collaboration and ensures compliance with court rules and regulations. By implementing these activities, we can modernize the document management practices, reduce paper-based workflows, and improve overall productivity and service delivery.

  It also provides the public with improved access to justice. Electronic filing allows unions and attorneys to submit documents remotely, reducing the need for physical presence at the courthouse. This improves convenience and accessibility, especially for those who are geographically distant or have limited mobility.

  By digitizing court documents and implementing a centralized document management system, access to court records and documents is greatly enhanced. Authorized users, including judges, unions, attorneys, and the public, can easily search, retrieve, and view documents electronically, reducing the reliance on physical file retrieval and enhancing the transformation initiatives within the Court.

Administration Cont'd

It demonstrates a commitment to leveraging technology to improve service delivery, enhance efficiency, and meet evolving public expectations for digital accessibility and speed of information access.

Challenges

We have encountered issues regarding expenditure in our pursuit of achieving project goals in a timely manner. Additionally, the limited number of staff in the IT Department also contributed to the delays in realizing our project goals.

COURT REPORTING

The Court Reporting Department at the Industrial Court currently consists of two sections, the Verbatim Reporting Section (North [Port of Spain] and South [San Fernando] Courts) and Computer-Aided Transcription (CAT) Reporting Section.

The Verbatim Reporting (VR) Section

1. Mission of the Verbatim Reporting Section

- Preserve a permanent and accurate record of court proceedings via transcripts.
- Fulfill all obligations expeditiously and without prejudice.
- Continuously enhance and improve delivery systems in the field of court reporting using cutting-edge technologies.
- Maintain the highest levels of integrity and professionalism as we serve all clients (internal and external).
- Continuously upgrade the skills of officers of the Verbatim Reporting Department through training and professional development.
- Maintain a digital and manual filing system of transcripts and recordings that is highly efficient and in keeping with technology advancement.

2. Verbatim Reporting Services

Verbatim Reporters, also known as guardians of the record because of their impartiality and role within the judicial process, capture the words spoken by everyone during a court or deposition proceeding. Verbatim Reporters then prepare verbatim transcripts of proceedings. The official record or transcript helps to safeguard the legal process. When litigants want to exercise their right to appeal, they will use the transcripts to provide an accurate record of what transpired during their case. During the discovery phase, attorneys also use deposition transcripts to prepare for trial. By combining their skills with the latest technology, some court reporters provide real-time access to what is being said during a trial or deposition for the benefit of all involved parties. Final Transcripts are provided to Judges, Court of Appeal, Union Representatives and Attorneys.

Administration Cont'd

3. Current Structure

The Verbatim Reporting Section is responsible for the production of verbatim transcripts of Court proceedings and it is headed by the Acting Verbatim Reporter II. The diagram below shows the current structure of the Verbatim Reporting Section.

Currently, there are two Court rooms being utilised by the VR section, the 1st Court and the 2nd Court. These Courts are equipped with Digital Recording Technology and Software. ForTheRecord (FTR) is the digital recording software utilized in both Court rooms in which all court proceedings are archived. It is a very efficient recording system with various features that assist the Verbatim Reporters in the production of transcripts. The Eclipse Advantage Software is utilized by some of the Reporters to produce transcripts in real-time. This is aided by the use of Stenograph machines.

Ag. Verbatim Reporter II

Two (2) on the establishment
(North and South)

Verbatim Reporter I

One (1) on the establishment
Six (6) on short term contracts
(Four (4) North and two (2) at South)

Verbatim Reporter I – Retired

(Transcribing)

Two (2) on short term contracts (North)

Ag. Verbatim Reporter II – Retired

(Editing)

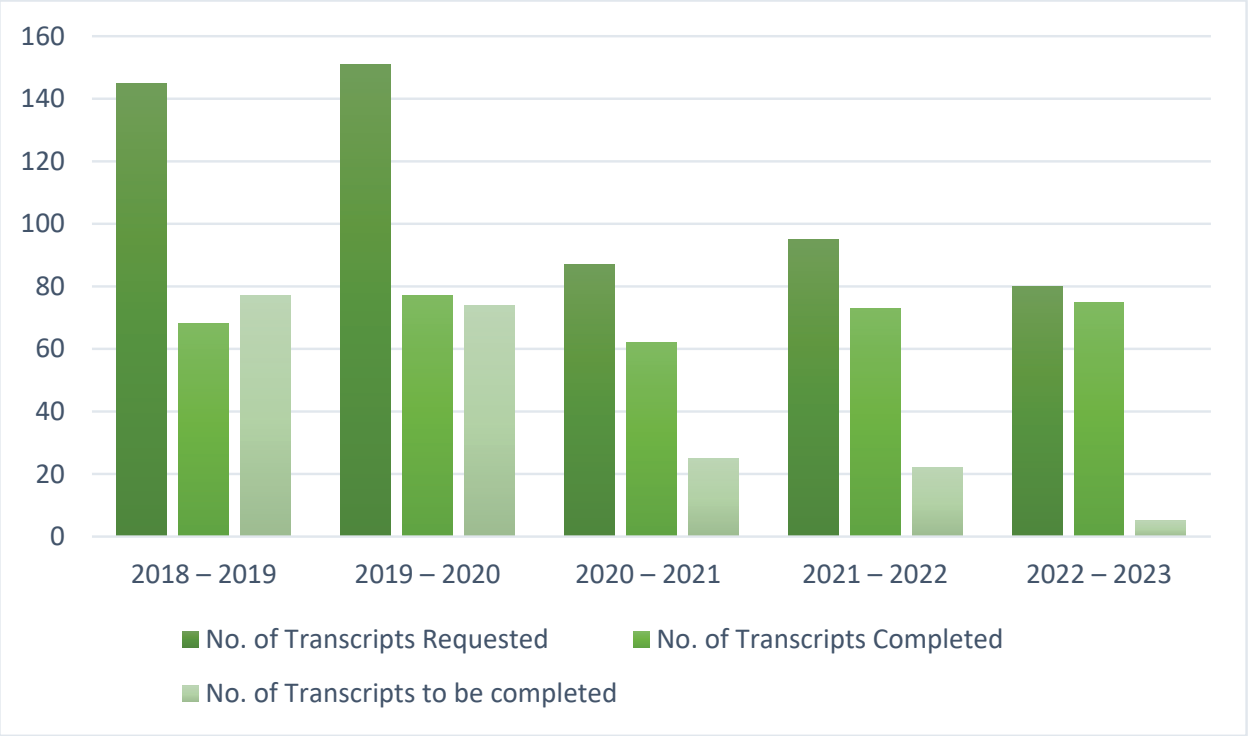
One (1) on short term contract (North)

4. Achievements / Performance Statistics

The table and chart below show the transcripts requested and submitted by the VR section for the last five years. It is noted that the number of transcripts completed and submitted for the year under review is seventy-five (75).

Year	No. of Transcripts Requested	No. of Transcripts Completed	No. of Transcripts to be completed
2018 – 2019	145	68	77
2019 – 2020	151	77	74
2020 - 2021	87	62	25
2021 – 2022	95	73	22
2022 - 2023	**80**	**75**	**5**

Administration Cont'd



5. Challenges

a) Staffing

The Verbatim Reporting Section has been plagued by severe staff shortages for a number of years. Currently, the Section is functioning with twelve (12) Officers, and only three of them are on the establishment. This, however, has had a negative effect as far as producing transcripts in a timely manner is concerned. Judges and other Parties now have a longer waiting time for completed transcripts. One of the major challenges for the limited number of officers is having to sit in court proceedings both mornings and evenings, thereby reducing the time to reproduce transcripts. Despite this tremendous challenge, the Reporters continue to perform with dedication and commitment.

The shortage has created a situation where there is insufficient staff to sit in court proceedings on a daily basis. Previously, there were at least six staff assigned to a court, currently, there are two staff assigned to a court and in some cases, just one. This has put a heavy strain, both physically and mentally, on the existing staff. Despite these challenges, the Verbatim Reporters were still able to provide transcripts to the Judges, Parties and the Court of Appeal. Currently, there is no staff in the section to assist with filing and other related duties.

b) Shortage of staff in comparison to previous years

In 2015, it was recorded that of the three (3) Verbatim Reporter II positions, one (1) was vacant and of the twenty-two (22) Verbatim Reporter I positions, fifteen (15) were vacant. To date, there is still one (1) vacant Verbatim Reporter II position and there are nineteen (19) vacant Verbatim Reporter I positions.

Administration Cont'd

c) Training

Over the last few years including the year in review, no training was provided due to a lack of funds. There is a need for staff in the Verbatim Reporter II position to be exposed to supervisory and management training. Additionally, training would be welcomed in the Dragon Professional Software for use in the courtrooms. This lack of training has resulted in the Court having to re-employ, on month-to-month contract, retirees who already possess the skills and knowledge to function in the verbatim section. We are hopeful that funds will become available for training as well as the purchase of Voice to Text Software to aid in the transcription of work.

d) Backlog

The existing backlog continues to be a major challenge in the section due to the severe staff shortage.

6. Expected achievements for the upcoming years

In the upcoming years we hope that funds would be made available to acquire the full complement of staff at both the North and South Courts. We believe that once the staff shortage is addressed urgently, this will assist in reducing the backlog.

The goals of the Court Reporting Department are to ensure that transcripts are completed in a timely manner and efficient access to transcripts is maintained. There is a need for technical support staff in keeping with new technology to implement an efficient and organised e-filing system. Court systems and technology must be closely aligned to record-keeping to facilitate the ease of access to transcripts, thereby making the flow of information readily available to the Judges and other Parties in a timely manner.

The Computer-Aided Transcription (CAT) Reporting Section

1. Current Structure

The CAT Reporting Section comprises five (5) CAT Reporters I, two (2) CAT Reporters II, one (1) Verbatim Reporter I (Ag), two (2) On the Job Trainees (one functioning as an Assistant CAT Reporter, and one performing administrative functions), and one (1) telecommuting reporter. The Senior CAT Reporter is the head of this section.

2. Note-taking and Transcript Preparation

CAT Reporters remain on roster to work remotely and in court. The reporters who are rostered to attend court are also rostered to take notes and prepare transcripts. When these reporters are in court, they are responsible for documenting matters being heard in the court book. They also monitor the ForTheRecord (FTR) recording, document the writing times for each reporter (30 minutes writing time for each reporter), take a picture of the documentation and update on the WhatsApp chat. The reporter who is documented to write, accesses the sound file remotely and begin note taking and transcript preparation immediately. This system is being used effectively and on occasions, where there are urgent matters, the notes are delivered to judges and parties on the same day that the matter is heard, or on the following day before the matter continues.

Administration Cont'd

3. Real-time Transcription for Judges

Upon the request of the Chairman, Essential Services Division, the real-time screens for judges have been reactivated. One CAT Reporter I has accomplished this task satisfactorily, along with other CAT Reporters performing scoping activity using connection magic (a feature of Eclipse that allows remote real-time editing). However, for this to continue successfully, other reporters have to undergo further training and dictionary preparation in order to assist with writing, since he or she will have to write the entire matter which could last for approximately two or three hours.

4. Achievements/Accomplishments

a) Transcripts

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

Breakdown of Transcripts Requested and Transcripts Edited

Description	Statistics
Transcripts requested for period 15th September, 2022 to 21st August, 2023	120
Transcripts completed and handed in for 15th September, 2022 to 21st August, 2023	84 or 70% **
Man hours in court for CAT Reporters 15th September, 2022 to 31st July, 2023	248 hours 31 minutes
Number of pages of transcripts edited by Senior CAT Reporter for the period 15th September 2022 to 31st July, 2023	6,218 pages

** It should be noted that the submission of requests depends largely on the ability to edit all transcripts using audio to verify the accuracy of the transcripts. At present, all final transcripts emanating from the CAT Reporting Section are being edited by the Senior CAT Reporter, hence the importance of expanding the CAT Reporting section to include Sub Editors.

Administration Cont'd

b) Staffing

In an effort to reduce the staff shortage and increase productivity and efficiency, recommendations were put forward to increase the contract positions for CAT Reporters utilizing machine CAT Reporters or Voice CAT Writers and to create contract positions for sub-editors, Business Operations Assistants (BOAs I) and Scopists. The information was taken on board to expand the Department by going through the Public Management Consulting Division (PMCD) and exploring other development options.

c) Equipment

- The EclipseVox software is currently being ordered from Advantage Software and is expected to be available for the new court term.
- Approval has been given for the three (3) Luminex writers and should also be available within the new court term.

5. Challenges

- Until the EclipseVox software is actually available, there continues to be a challenge to production by voice writers. In spite of this challenge, the voice writers and machine writers have been meeting their deadlines in providing transcripts.
- There is a need to have at least two sub-editors to speed up the finalizing of transcripts.
- There continues to be a shortage of reporters.

SECURITY AND SAFETY

The Security and Safety of the facilities at the Industrial Court of Trinidad and Tobago, which include buildings and compounds, play a crucial role in the efficient functioning of the Court. It is vital that all stakeholders (internal and external) feel safe and secure in the environment, and that measures are taken to alleviate any fears of violation within the Court's premises.

As of 1st June 2023, a Security Manager has been appointed to oversee the safety and security of all facilities occupied by the Industrial Court. The Security Manager is responsible for providing strategic direction and coordination of the Court's security measures to ensure that judges, staff and assets are safeguarded.

Further, the Security Manager is required to:

- develop and implement security policies for the Court,
- manage the operational and administrative functions of the Security Service at the Court,
- address issues that arise during emergencies and ensure that emergency procedures are designed and developed for all personnel in the Industrial Court buildings.

Currently, a comprehensive review of the existing security measures is being conducted which includes, but not limited to, the cadre of security personnel, training, installation and maintenance of security equipment, access control and implementation of the perquisite tenets of the Occupational Safety and Health Act Chap. 88:08.



LIBRARY AND INFORMATION SERVICES

CONTENT CREATION

Subject Index of the Industrial Court Judgments

The Library continued to steadfastly work on updating the "Subject Index of the Industrial Court Judgments (1965 – 1998)" publication. It is hoped that this new index would be renamed "The Revised Subject Index of the Industrial Court Judgments (1965 - 2022)". The estimated completion date is August 2024.

Landmark/Leading Cases of the Court

The Library has been working on extracting and compiling the significant judgments on critical industrial relations subjects. During the last quarter of the financial year, the initial fourteen (14 page) compilation (featuring Parties, Trade Dispute Nos., Main Subject Areas, Delivering Judges) was vetted, omissions were pointed out and suggestions were made to improve the work. This item should be completed and available for necessary approval by 1st December, 2023.

Library And Information Services Cont'd

Judgment Authority Listing

The Library undertook a review and standardization of the subject descriptors which are used to describe the key industrial relations issues in judgments. An alphabetical approach to this task is being utilized; descriptors under the letter "D" are currently being checked. The expected completion date is June 2024.

DIGITIZING & ADDING/EDITING META-DATA: Industrial Court Judgments

The retrospective summarizing and digitizing of Court judgments continued. An estimated five thousand seven hundred and sixty records **(5,760)** records were "edited" in the **"Judgment"** database. Some of these "edits" comprised of data-entry of the reparations or fines awarded in Oral Judgments as well as the data-entry of judges' names to the written judgments they delivered. This was done to help the Library maintain its position of being the premier source of Industrial Court Judgments, by supplying to its customers a product (bibliographic metadata and full text) that is content rich and complete (has as much information as is legally possible) as well as accurate, so that cases can be efficiently searched and retrieved.

COLLECTION DEVELOPMENT: Civil Appeal & High Court Judgments

The Library's *Civil Appeal Judgments* print and e-collection dates back to the year 1966 and is updated continuously. Regular updates of this collection via print and/or e-copies of civil appeal cases, ensures meaningful and complete meta-data records in the proprietary *"Judgment"* database. A total of twenty-eight (28) Appeal records were added for the year 2022/2023. This figure encompasses twenty-three (23) Court of Appeal, four (4) High Court and one (1) Privy Council judgments. "Descriptors" were assigned to sixty-eight (68) existing Appeal judgments in the collection, to enhance the accessibility of these records.

Additionally, a total of ten (10) Judgments were added to our *"Miscellaneous Appeals Collection"* (5 High Court, 3 Court of Appeal and 2 Caribbean Court of Justice). This collection represents judgments/orders that were requested but had no link to labour or the Industrial Court.

OUTREACH & MARKETING: "Meet with the Court Symposium"

The Library had an information booth at the seventh edition of the Industrial Court's *"Meet with the Court Symposium",* held on 10th June, 2023 at the Port of Spain Ballroom of the Hyatt Regency Trinidad. This event provided an opportunity to bring to the fore the gamut of resources and services (example discounted database subscription prices on the day), which current and potential users can have access to at the Court's Library.

Library And Information Services Cont'd



Library booth



Library Staff at 7th Symposium, June 2023

SHARING EXPERTISE/TRAINING

Advice on Cataloguing of Judgments to External Library

The Librarian III provided guidance to the Library Assistant II attached to the Service Commissions Library on how to index and catalogue Police Service Commission judgments.

Internship

Salina Arjoon initiated a six (6) weeks professional internship at both the North and South Libraries in fulfillment of a *Bachelor of Science in Library and Information Studies,* as required by the University of the West Indies Mona Campus, Jamaica. This was the second occasion in as many years that the Industrial Court Library was asked to provide real-life and in-depth skill training to an upcoming Librarian.

QUALITY CHECKS

The Library continued to engage in the routine checking of case metadata, which involved ensuring that the delivery dates, trade dispute numbers and parties on the printed judgment, mirror what is on the official court list. Moreover, in text references to other cases were verified for accuracy and the layout of the judgment was scrutinized to make sure that there were no inadvertent omissions. These quality checks assure that the Court supplies a quality judgment output.

INFORMATION FILES [NEWSPAPER COLLECTION]

The Library continues to build one of its core collections, which is "Information Newspaper Files". News articles are indexed and recorded for their industrial relations content which includes searching for and uploading the full-text link (if available) or scanning the printed article and adding it to the e-information file collection. During the fiscal year 2022/2023, four hundred and fifty-one (451) articles were indexed.

COMMUNICATIONS AND INFORMATION TECHNOLOGY SUPPORT

The south Library continued to provide support to the Communications Department and the Information Technology Department by posting approved information on the Court's website and social media platforms, when necessary. This includes managing the Court's social media stream of the Special Sitting for the opening of the new law term.

Library And Information Services Cont'd

The Court's Digital Video Collection which was completed in the previous year, was updated during the current fiscal year.

STATISTICS

Revenue

The Library issued receipts and collected funds for the following transactions:

- Payment of Court Fines
- Payment for copies of Collective Agreements (CAs)
- *"Minisis Judgment"* Subscription Database payments
- Payment for copies of Court Transcripts
- Payments for Photocopies/Prints of Judgments, chapters in books as well as any other print resources in the Library
- Sale of in-house publications 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"

Cash and cheques amounting to seven hundred and forty-three thousand, eight hundred and sixty-one dollars and seventy cents ($743,861.70) were received for the financial year 2022/2023. The breakdown of which was as follows:

i. subscription payments to the Library's "Judgment" database - $376,000.00
ii. Court Fines $342,000.00
iii. Photocopies and Prints $25,861.70

A snapshot of the revenue garnered over a five (5) year time span was captured below in the bar chart represented as **Figure 1.**

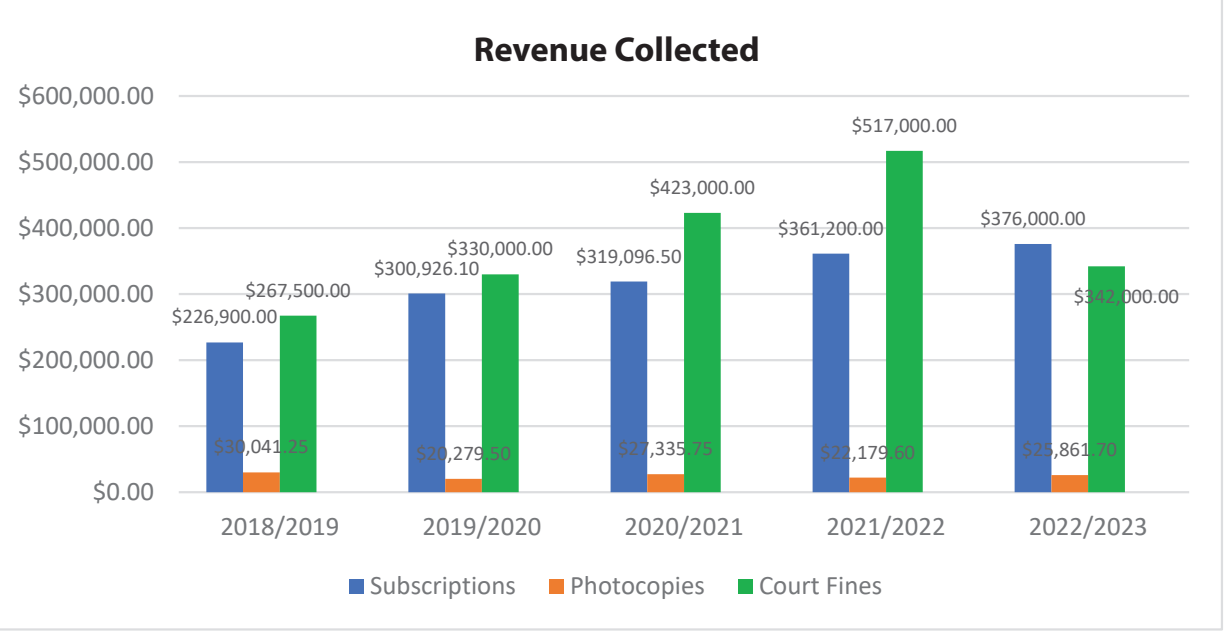


Figure 1

Library And Information Services Cont'd

Database Subscribers

The Library is the premier reservoir of judgments delivered at the Court, and the demand for remote e-access to the Industrial Court's trade disputes has not dipped. The upward trend (past five years – **2018/2019** to **2022/2023)** of increased revenue from **subscriptions to the Library's Minisis Judgment Database** continued. This has been supported by a **4%** increase in earnings, quantified as an increase of **$14,800** for the current fiscal year, when compared to year **2021/2022**. This information is gleaned from the bar chart of **Figure 1** (see above), which shows that during the **2022/2023** fiscal year, database subscription revenue amassed to **$376,000.00**, when compared to the financial year **2021/2022** where the sum was **$361,200.00.** This undeniable fact confirms the long-held hypothesis that the Library's customers prefer remote e-access to the Court judgments.

The see-saw pattern associated with monies received from **prints/photocopies** persisted. The **2022/2023** financial year depicted a boost in earnings of **$3,682.10** or **16.6%** when compared to last year. In contrast, there was a marginal decline of **18.9%** in earnings for the **2021/2022** time period when compared to **2020/2021**. Based on the pattern of this revenue generating item over the past five years (see Figure 1), one can conclude that there is no direct correlation between subscription database usage and photocopies/prints earnings.

A two-year overview of the types and amounts of Library database subscribers are depicted in **Figure 2** and **Figure 3** below.

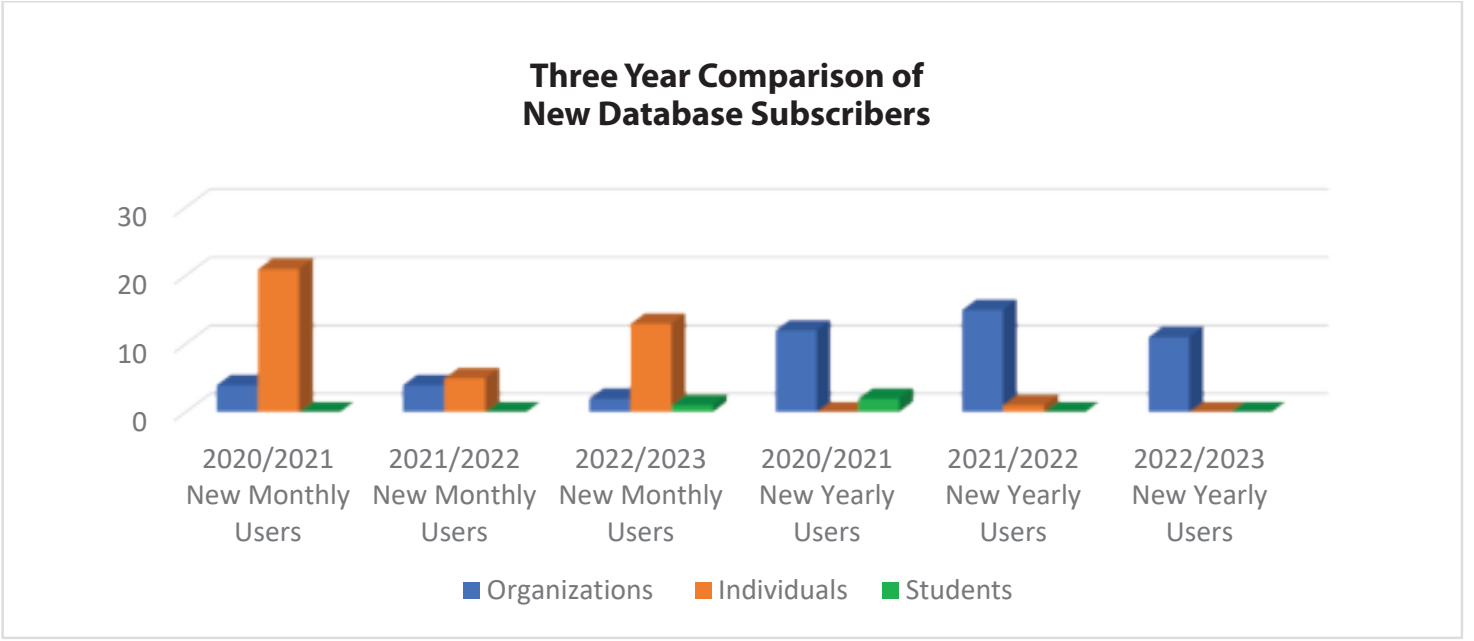


Figure 2

Library And Information Services Cont'd

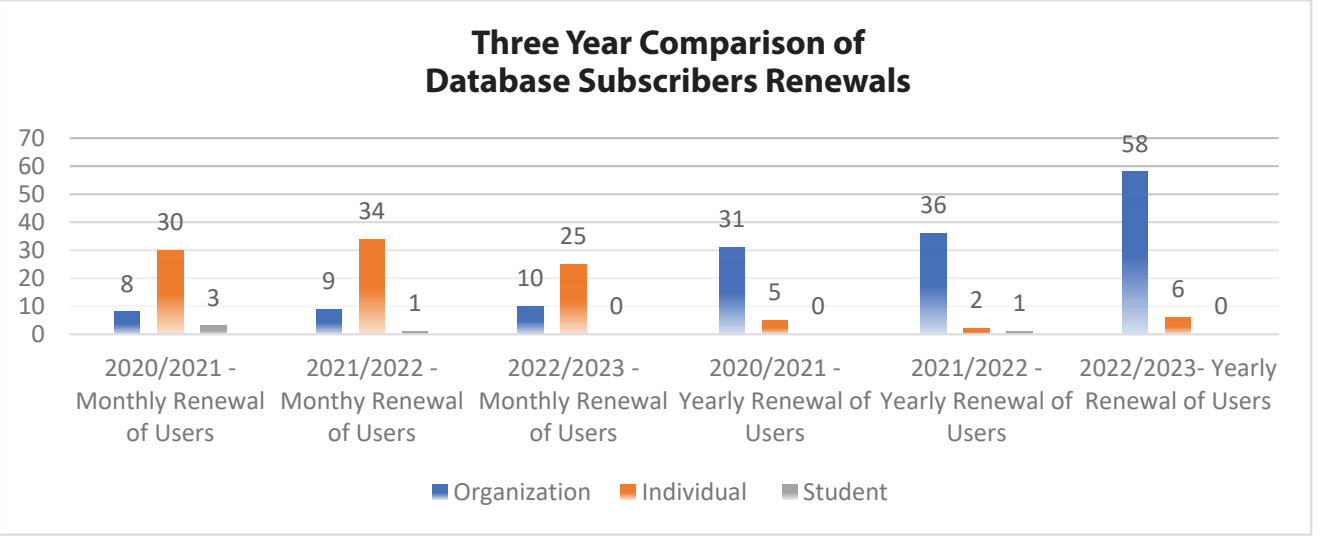


Figure 3

Customer Access

The Library staff answered 3,787 information requests for the fiscal year 2022/2023. This figure represents a significant decline of 28.5%, when compared to last year's (2021/2022) quantity of 5,304. So far, there has been no immediate reason to explain this dip, but the Library staff will tighten its statistics recording procedures to ensure all queries are being captured and logged. Patrons can 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 the telephone from which 2,229 requests for information were received. Customer access via walk-in tallied second with 1,233 requests followed by email with a total of 325 requests. A three-year visual comparison of this data is seen in Figure 4 below.

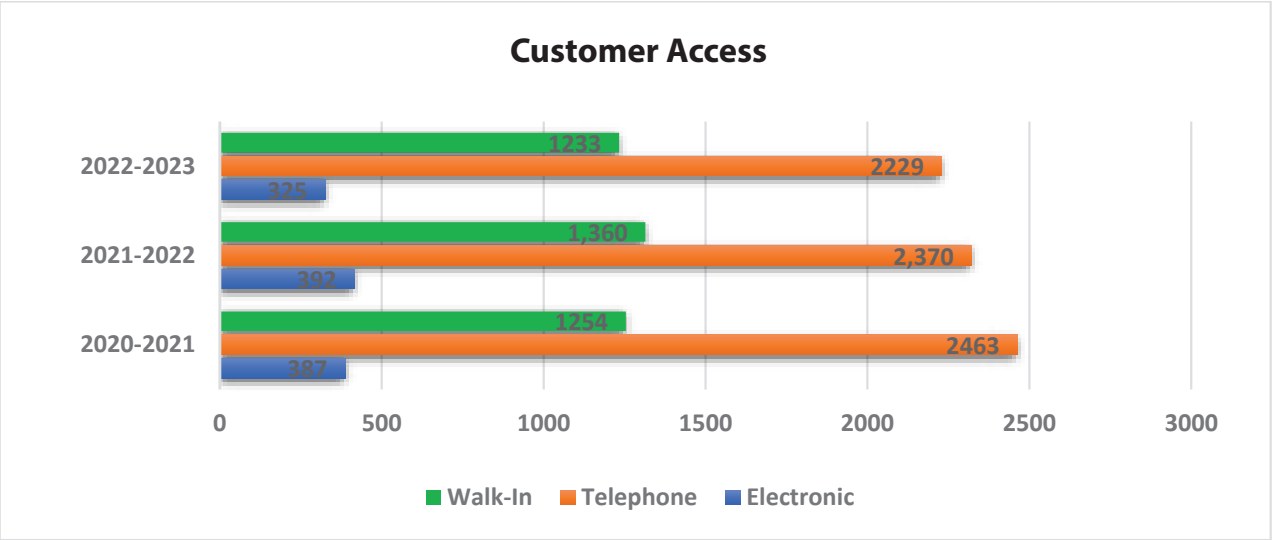


Figure 4

Library And Information Services Cont'd

CONCLUSION

The mission of the Library of the Industrial Court of Trinidad and Tobago is to be an industrial relations Library dedicated to providing historical, managerial, psychological, sociological and legal information as well as documentation for research, in a timely manner to our diverse clientele. During the 2022/2023 fiscal year, the Library took thoughtful action and set goals to help in the realization of this stated mission.



ECONOMIC AND INDUSTRIAL RESEARCH

The Office of Economic and Industrial Research (OEIR) was established by the Industrial Relations Act Section 82 Chapter 88:01. The Unit serves as the repository of important data with respect to Collective Agreements. 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 organization desirous of obtaining it. The main functions of the Office are:

- 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 extract, compile, sort and continuously update the Court Statistics for purposes of the Annual Report and stakeholders;
- To keep the information collected and compiled up to date;
- To produce an annual Analysis of Wages and Salaries extracted from Collective Agreements registered each year;
- To provide comments on Collective Agreements submitted to the Court for registration;
- To provide research notes to assist judges in their deliberations on matters before the Court;
- To carry out research in respect of such matters as the Court may direct.

Economic And Industrial Research Cont'd

As it seeks to fulfil its mission "to effectively and completely support the Court in the exercise of its stated purpose," the OEIR is committed to provide relevant and updated information to its stakeholders.

COLLECTIVE AGREEMENTS

The Office of Economic and Industrial Research undertook an exercise to review the older Collective Agreements which required amendments and liaised with the relevant parties to have these agreements registered. This initiative, which began in 2021, resulted in a marginal increase in the number of Agreements being registered in the year 2022 which amounted to one hundred and seven (107) compared to one hundred and four (104) registered in 2021. For the current year in review, a total of eighty-one (81) older Collective Agreements were reviewed, the majority of which became registered in 2023.

Moreover, the OEIR analysed sixty (60) Collective Agreements received by the Court for registration. These Agreements were analysed for conformance with the relevant pieces of legislation, that is, section 43 of the Industrial Relations Act, Chapter 88:01, and other relevant industrial relations legislation. Letters were also written to Companies and Unions requesting amendments to Collective Agreements prior to registration.

It is to be noted that as at 30th September, 2023, the Office recorded a total of eighty-four (84) registered Collective Agreements, for the year 2023. For the comparable period in 2022, a total of ninety-five (95) Agreements were registered. The table below shows the number of collective agreements registered over the last seven years. The number of collective agreements registered in 2021 and 2022 are approximately double the average number of collective agreements registered in the four years prior. This is as a result of the review exercise which began in 2021.

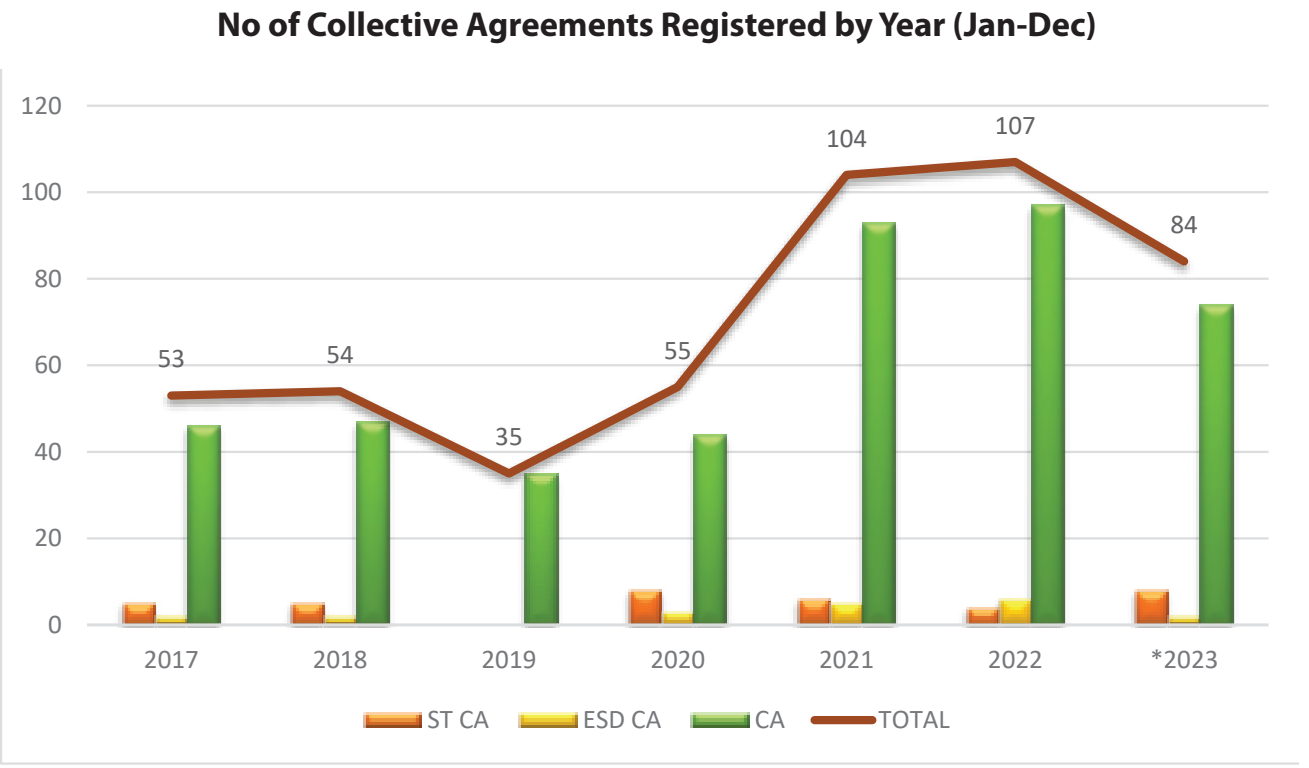
No of Collective Agreements Registered by the Industrial Court by Year (Jan-Dec)

Year	ST CA	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	8	2	74	84

*** 2023 data as at 30th September 2023.**

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

Economic And Industrial Research Cont'd



* 2023 data as at 30th September 2023

PUBLICATION ENTITLED AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2022.

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 seven (107) Collective Agreements registered by the Court in 2022.

Highlights

An analysis of the data from the one hundred and seven (107) Collective Agreements registered in 2022 revealed that the highest pay increase of sixteen per cent **(16%)** was recorded in the *Financial and Insurance Activities* sub-sector. Specifically, the wage increase of sixteen per cent **(16%)** for three (3) year bargaining periods 2012-2014 and 2013 -2015 were negotiated on behalf of monthly rated workers by two (2) companies and the Oilfields Workers' Trade Union (OWTU) and Banking, Insurance and General Workers' Union (BIGWU). The second highest percentage pay increase of fifteen per cent **(15%)** was also recorded in the *Financial and Insurance Activities* sub-Sector. Specifically, the fifteen per cent **(15%)** pay increase in *the Financial and Insurance Activities* sub-sector was negotiated by four (4) companies and Banking, Insurance and General Workers' Union (BIGWU) and Oilfields Workers' Trade Union (OWTU) for the monthly rated bargaining unit.

Economic And Industrial Research Cont'd

A comparison of the highest wage increases of registered Collective Agreements in the two (2) previous years, **2020** and **2021** showed that in **2020** the highest pay increase of approximately twenty-four percent **(23.75%)** emanated from *the Information and Communication sub-sector, while in* **2021**, the highest pay increase of twenty five percent **(25%)** emanated from *the Administrative and Support Services Activities Sub-Sector.*

The lowest percentage pay increases were **0%** and **2%.** The 0% wage increase was negotiated by companies in the *Administrative and Support Service Activities* sub-sector while the 2% wage increase was negotiated by a company in the *Mining and Quarrying* sub-sector. In comparing the two (2) previous years, the lowest pay increase in 2020 was recorded in the *Administrative and Support Service Activities sub-sector* which recorded 0%, while in 2021 the lowest percentage wage increase was 0% which was also recorded by a company in the *Administrative and Support Service Activities sub-sector.*

PUBLICATION ENTITLED AN ANALYSIS OF COST OF LIVING ALLOWANCES (COLA) EXTRACTED FROM REGISTERED COLLECTIVE AGREEMENTS FOR THE YEAR 2022.

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 seven (107) Collective Agreements registered by the Court in 2022.

Highlights

The highest monthly COLA was **$600.00** per month, in the registration year 2022. This was emanated from the *Financial and Insurance Activities Sub-sector* and negotiated by the Banking, Insurance General Workers' Union (BIGWU), for the bargaining period 2011–2014. This was followed by **$500.00,** also in the *Financial and Insurance Activities* Sub-sector for the bargaining period 2021-2023, negotiated by the Banking, Insurance General Workers' Union (BIGWU). The lowest monthly COLA was **$65.00** for a three-year bargaining period spanning 2019-2021, in the *Other Manufactured Products Sub-sector* and negotiated by the Oilfield Workers' Trade Union (OWTU).

With regards to the one hundred and seven (107) Collective Agreements registered in 2022, seventy-two (72) or 67% of these utilized a fixed rate of COLA, seven (7) or 7% employed an Indexed Rate COLA method, ten (10) or 9% utilized a fixed rate Consolidated COLA method, while eighteen (18) or 17% of Agreements contained no COLA provisions.

A comparative analysis of COLA, with regard to Agreements registered in the years 2022 and 2021, revealed that in respect of the monthly BU, the highest COLA in registration year **2022**, as previously stated was **$600.00** monthly, for the first year of the Agreement originating from the Financial and Insurance Activities Sub-sector and negotiated by the Banking, Insurance General Workers' Union (BIGWU), for the bargaining period 2011–2014. In comparison, the highest COLA negotiated in **2021** was **$1913.23** monthly, originating from the *Manufacture of Chemicals and Chemical* Products

Economic And Industrial Research Cont'd

Sub-sector and negotiated by the Oilfield Workers' Trade Union (OWTU), for the bargaining period 2013–2016.

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.* In comparison, for registration year **2021**, the lowest COLA was **$2.50** per day, negotiated by the National Union of Government and Federated Workers (NUGFW), for bargaining period 2002–2004, in the Arts, *Entertainment and Recreation Sub-sector.*

DETAILS OF PECUNIARY ALLOWANCES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2018, 2019, 2020, AND 2021 BY SUB-SECTOR

This represents 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 Collective 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 eighty-four (84) as at 30 September 2023 allows 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.

DATA REQUESTS

Data requests from internal stakeholders are as follows:

- Severance Allowance clauses from registered Collective Agreements for the six (6) year period 2015 to 2020.
- Research Note in respect of Collective Agreement between Eastern Commercial Lands T/A Tru Valu and BIGWI (GSD-TD 031/2021).
- Research Note in respect of Collective Agreement between the Safety and Health Authority and Agency (OSHA) and BIGWU (GSD-TD 353/2020).
- Extraction and compilation of Occupational Safety and Health (OSH) matters filed at the Court for the period 2005-2023.
- Information on Flexi-Time articles contained in Collective Agreements registered during the period 2018-2022.
- GSD-TD 014/2017 between Trinidad Workers Trade Union and Stretchers Limited for the period 06.01.2014 - 05.01.2017, for a report on disputed clauses (1) Wages and (2) COLA.
- All registered Collective Agreements between West Indian Tobacco (WITCO) Limited and Seamen and Waterfront Workers' Trade Union.
- Collective Agreements containing clause/s relating to COVID-19 for the years 2021, 2022 and 2023.
- Percentage (%) salary increases agreed to by companies in the Manufacturing Sector for the period 2019-2022.
- Collaboration with the Court Administrator to update the Court Statistics for the period 2017-2022 and to provide Court Statistics on matters filed and disposed for the period 2022-2023. Details of the Court Statistics for the 2022-2023 period can be viewed in the Appendices.

Economic And Industrial Research Cont'd

DEMAND FOR SERVICES

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 year in review, the OEIR responded to enquiries from eighty-one (81) clients, compared to one hundred (100) clients the preceding year, representing a decrease of 19%. Clients have accessed approximately four hundred and ninety-six (496) documents and publications, compared to one thousand two hundred and sixty and nine (1,269), over the corresponding period the year before.

CHALLENGES

The Office of Economic and Industrial Research is in 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 professional and efficient manner. The Office has been mandated to be the custodian of collective agreements that have come to the Court for registration and require amendments. Additional cabinets and filing folders are required to ensure proper and secure storage of these files.

PROJECTIONS FOR THE YEAR 2023 - 2024:

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 2023
- Analysis of the Cost of Living Allowances 2023
- Details of Pecuniary Allowances Extracted from Collective Agreements Registered in 2018, 2019, 2020, 2021, 2022 and 2023
- Compilation of court statistics for the period September 2023 to September 2024
- Ongoing development of a formal database of labour and industrial relations information
- Monitoring of Collective Agreements submitted to the Court for registration



HUMAN RESOURCE MANAGEMENT

During the year in review, October 2022 to September 2023, the Human Resource Department (HR) consistently fulfilled all aspects of the Human Resource functions, namely, recruitment of public and contract (short and long term) officers, processing leave requests (vacation, sick, no pay), increments, training and development, performance appraisals, confirmation of appointments and updating pension and leave records. The Unit worked closely with the Registrar, department heads and supervisors to ensure that the Court's staffing needs were met and that employees were treated fairly and equitably.

The HR Team consists of a Senior Human Resource Officer, a Human Resource Officer III, a Clerk III, a Clerk I and a Clerk Stenographer I, and is supplemented by a short-term employee and an On-the-Job-Trainee (OJT).

OVERVIEW OF POSITIONS WITHIN THE COURT

There are a combined one hundred and sixty-four (164) positions within the Industrial Court, consisting of twenty-six (26) Members (Judges), one hundred and twenty-one (121) established positions, and twenty-seven (27) contract positions. The breakdown is as follows:

MEMBERS (JUDGES) – 26

President	1
Vice President	1
Chairman, Essential Services Division (ESD)	1
Members *	18

*There are five (5) vacant positions.

ESTABLISHED POSITIONS – 121

Amount filled	49
Vacant positions	72
Amount of vacant positions with acting incumbents	42
Vacant positions without incumbents	30

Position	Number
Verbatim Reporter II	1
Verbatim Reporters I	19
Statistical Officer II	1
Auditing Assistant	2
Messenger I	2
Cleaner I	5

CONTRACT SERVICES – 17

Amount Filled	15
Vacant	2

Position	Number
Business Operations Assistant I	1
Office Support Assistant	1

Human Resource Management Cont'd

PROMOTIONS AND APPOINTMENTS

During the review period, the Director of Personnel Administration (DPA) made eleven (11) promotions in the offices listed below:

Office	No. of Persons Promoted
Accountant I	1
Accountant II	1
Clerk IV	2
Statistical Officer II	1
Auditor II	1
Clerk I	1
Clerk II	3
Auditor I	1

Furthermore, there was one (1) cancellation of promotion for the office of Auditor II and three first-time acting appointments for the following offices:

Office	No. of Persons with first-time Acting Appointments
Auditing Assistant	2
Orderly	1

DELEGATED AND DEVOLVED FUNCTIONS

The HR Department 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	77
Acting appointment	211
Noting of Retirement	4
Extended sick leave	38
Confirmation of appointment	4
Maternity leave	1
Leave of absence without pay	16
Paternity Leave	1

Human Resource Management Cont'd

PERFORMANCE MANAGEMENT AND APPRAISAL SYSTEM

Performance appraisal is a vital tool for evaluating officers. It plays a key role in determining promotions and appointments, as well as processing increments for officers.

The HR Department has forwarded eighty-two (82) completed annual performance appraisal reports (APARs) to the Service Commissions Department. However, four (4) APARs are still outstanding from various supervisors. Eighty-Two (82) increments for officers were processed during the period.

TRAINING AND DEVELOPMENT

The Ministry of Public Administration (MPA) through its Public Service Academy, provided employees with both in-person and online training programmes. Seven employees took advantage of these training opportunities, and the following table provides the training programmes in which our employees participated.

Training Programme	Period	Department/Office
Workforce Administration (IHRIS) – HR Department	17th – 19th April, 2023	1 person - HR
Pension and Leave Records – HR, Accounts and Audit Department	18th & 19th May, 2023	1 person – HR 1 person – Accounts 1 person – Audit
Overview of the Public Procurement and Disposal Property Act 2015 - Office Management, Court Administrator	22nd June, 2023	1 person – Office Management Court Administrator
Ethics, Accountability and Good Governance-Audit Department	27th & 28th July, 2023	1 person - Audit

The Librarian II (South) and Librarian III (North) attended the 37th Annual Caribbean Association of Law Libraries (CARALL) conference, held from 27th to 30th March 2023 in Barbados, as part of their professional development and networking mandates. CARALL is a non-profit organization established primarily to promote the development and use of Legal Libraries in the region, and foster a spirit of cooperation among members of the profession. There has been an annual meeting in the English-speaking islands of the Caribbean since 1984. The theme of this year's conference was: "Caribbean Law Libraries: Opportunities in Uncertain Times."

EMPLOYEE ASSISTANT PROGRAMME (EAP)

This service offers support to employees facing a wide range of challenges, including work-life stress, family-related issues, financial worries, relationship difficulties and substance abuse. The Court covers the costs of this service. During the review period, only one staff member utilized the program.

Human Resource Management Cont'd

ON-THE-JOB-TRAINING (OJT)

The OJT programme assists in the induction of participants to the world of work and focus on the acquisition of practical occupational skills. These trainees are assigned and paid by the Ministry of Labour. During the year, the Industrial Court received two (2) trainees who were assigned to the Office Management Department and the CAT Reporting Section of the Court Reporting Department.

PENSION AND LEAVE

There were a total of thirty (30) requests from Ministries across the Public Service. Out of these, twenty one (21) have been completed while nine (9) are still pending completion.

CONCLUSION

Despite numerous internal and external challenges, the HR Department remains committed to achieving its goals. The movement/loss of staff due to acting in other Ministries/Departments and retirement affects all Departments within the Court. The ability of the Service Commissions Department to provide leave relief and the filling of vacant offices in a timely manner is an ongoing problem.



LEGAL SERVICES

RESEARCH

The Legal Department provides legal research to the President, Vice President and Judges of the Court in an efficient and effective manner. This research includes but is not limited to reports, articles, ILO Conventions, Recommendations and judgments from the Industrial Court, High Court and cases from various jurisdictions which include England, Canada, Nigeria, Australia, 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 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 will ensure 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 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.

Legal Services Cont'd

ORDERS OF THE COURT

The Legal Department reviews and amends, where necessary, all Orders of the Court. These include First Orders, Case Management Conference Orders, Court Orders, Take Notices and Short Forms. The Department scrutinizes each of the aforementioned Orders in a meticulous manner in order to ensure accurate dissemination of Orders from the Court to respective parties. A total of 9,956 Orders were checked which is a marginal decrease of 0.7 % when compared to the previous financial year.

Time Period	No. Of Orders Checked
1st October, 2021 to 30th September, 2022	10,030
1st October 2022 to 30th September, 2023	9,956

DRAFTING OF CONTRACTS

The Department drafts all three (3) year employment contracts for specific positions within the Court which play an integral and pivotal role in the operations of the 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 completed.

ATTENDING CASE MANAGEMENT CONFERENCES

The Legal Department attended case management conferences with the Registrar on several occasions in the latter part of 2022. Moreover, as of January 2023 the legal department has been attending case management conferences with the President of the Court, Her Honour Mrs. Deborah Thomas-Felix. This has given the legal department a keen insight into judicial proceedings – dismissal of cases, withdrawal of cases, giving directions and deciphering whether parties would like to engage in bilateral discussions with a view to settle the dispute. Attending these case management conferences continue to be a great source of knowledge and training which will enhance the legal department's expertise.

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.



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 Accounting Officer is head of the Accounts Department which 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 accounts 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.

Financial Report Cont'd

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

(a) Environmental Commission
(b) Public Service Appeal Board
(c) Tax Appeal Board
(d) Equal Opportunity Tribunal

REVENUE

The Revenue collected by the Industrial Court for the period 1st October, 2022 to 30th September, 2023 is detailed as follows:

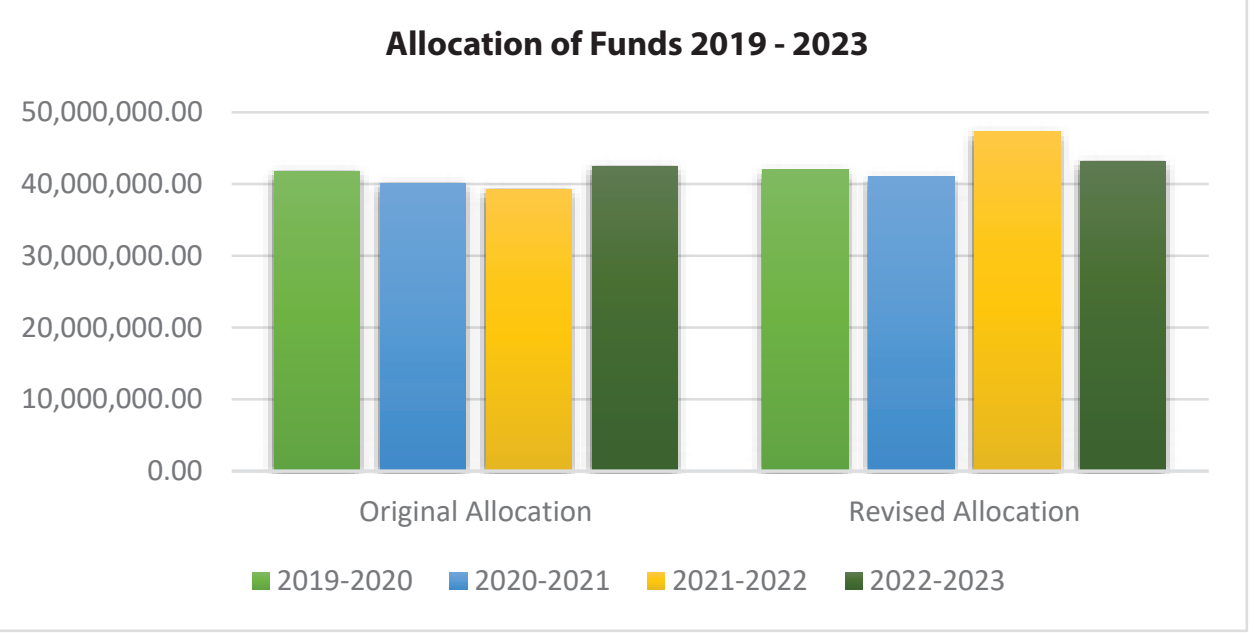
1. Sale of Publications - $ 421,877.25
2. Fines - $ 342,000.00

Fines are imposed on Companies and Unions which are found guilty of Industrial Relations Offences and breaching the Occupational Safety and Health Act (OSHA). There was an increase in Fines collected over the same period in the previous financial year.

RECURRENT EXPENDITURE

In accordance with Section 24 (1) (b) of the Exchequer and Audit Act, Chapter 69:01, Accounting Officers are required to submit Appropriation Accounts for the Financial Year ended 30th September, 2023 by 31st January, 2024. 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 2022 -2023 as at 30th September, 2023 are illustrated as follows:



Financial Report Cont'd

Sub Head	Original Allocation $	Revised Allocation $	Expenditure and Commitments $
Personnel Expenditure	22,921,000.00	22,921,000.00	21,167,461.00
Goods and Services	18,938,450.00	19,717,266.00	18,444,630.00
Minor Equipment	150,000.00	553,000.00	472,019.00
Current Transfers and Subsidies	500,000.00	15,484.00	15,484.00
TOTAL	42,509,450.00	43,206,750.00	40,099,594.00

DEVELOPMENT PROGRAMME

For the fiscal year, 1st October 2022 to 30th September 2023, the Industrial Court was allocated two million dollars ($2,000,000.00), one million dollars under sub-item *Computerisation of the Industrial Court* and one million under sub-item *Accommodation for the Tobago Office of the Industrial Court.* The funds allocated for *Accommodation for the Tobago Office of the Industrial Court* was inadequate as the funds requested in the Draft Estimates 2023 was eleven million, four-hundred and eighty-eight thousand dollars ($11,488,000.00).

Since there were no funds allocated for the Fire Certification of the Port of Spain court under the *Improvement Works and Furnishing of the Industrial Court* budget, the Court was able to transfer the sum of three hundred and two thousand seven hundred dollars ($302,700.00) from the *Accommodation for the Tobago Office budget* to the budget allocated for *Improvement Works and Furnishing of the Industrial Court* to assist in the completion of the Fire Certification of the Port of Spain court.

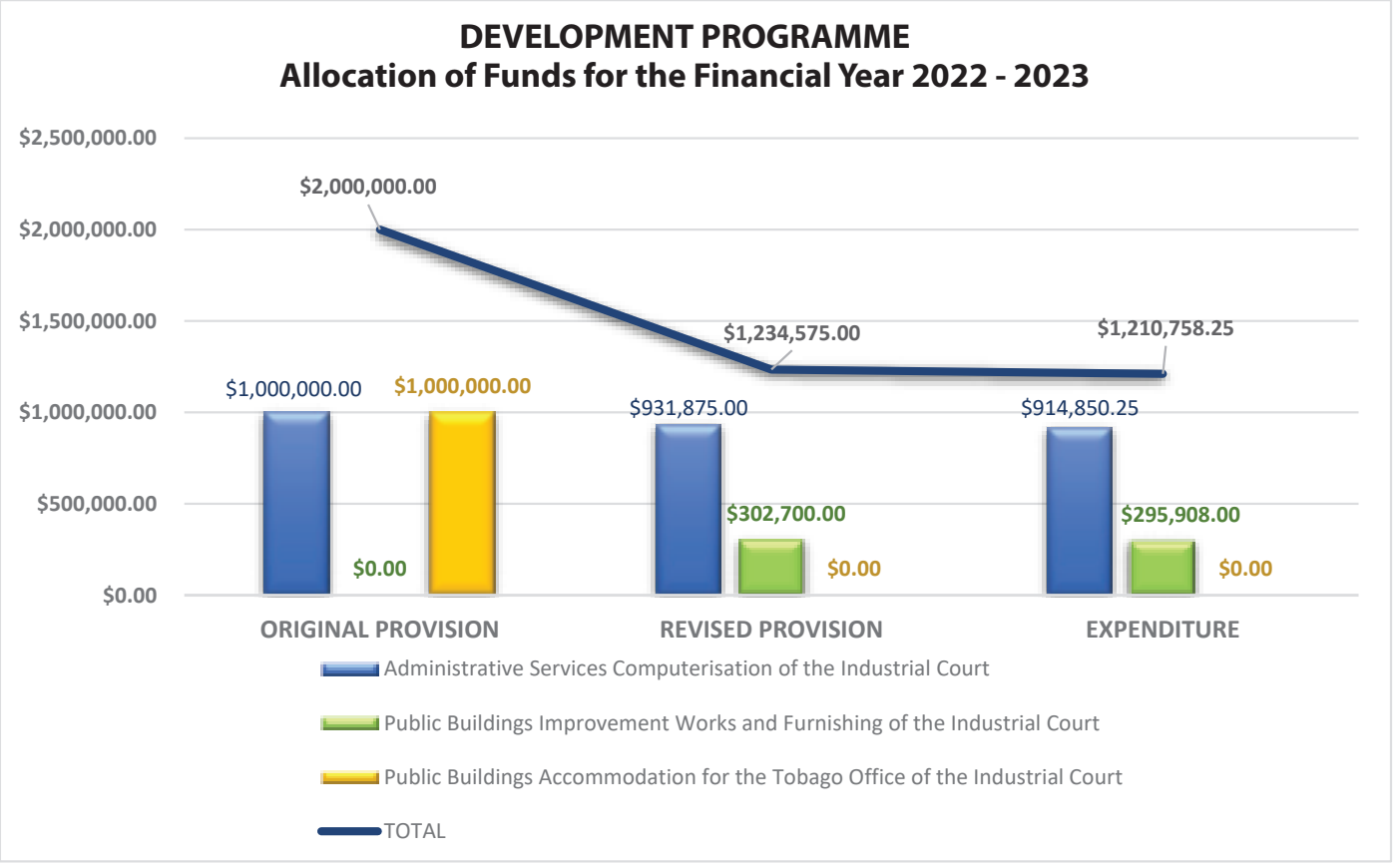
Under *Computerisation of the Industrial Court*, nine hundred and thirty-eight thousand six hundred and nine dollars ($938,609.00) was spent.

Overall, the Court was able to utilize ninety-eight point one percent (98.1%) of the revised provisions.

Financial Report Cont'd

Allocation of Expenditure of Funds for Financial Year 2022/2023 Development Programme

Sub Head	Sub Unit	Original Provision	Revised Provision	Expenditure
Administrative Services	Computerisation of the Industrial Court	$1,000,000.00	$931,875.00	$914,850.25
Public Buildings	Improvement Works and Furnishing of the Industrial Court	$0.00	$302,700.00	$295,908.00
Public Buildings	Accommodation for the Tobago Office of the Industrial Court	$1,000,000.00	$0.00	$0.00
TOTAL		$2,000,000.00	$1,234,575.00	$1,210,758.25





ENGAGING STAKEHOLDERS

ENHANCING INDUSTRIAL RELATIONS IN TRINIDAD AND TOBAGO THROUGH EDUCATION

The Industrial Court has taken significant steps to engage key stakeholders. Moreover, the President and Members have embraced opportunities to educate different sectors of the national community on the best practices in Industrial Relations. The goal is to enhance and promote the practice of good Industrial Relations in Trinidad and Tobago.

MEET WITH THE COURT SYMPOSIUM

The Industrial Court of Trinidad and Tobago hosted the seventh installment of the Meet with the Court Symposium, on Saturday 10th June, 2023 at the Port of Spain Ballroom of the Hyatt Regency Trinidad, Wrightson Road, Port of Spain. This was the first time since 2018, the Industrial Court hosted the event. This Symposium which has become the flagship event of the Industrial Court, provides a platform for the Court to meet with stakeholders and experts to discuss current issues of industrial relations and the global labour market. The Symposium encourages participants to engage in open discussion on the industrial relations climate and to discuss trends in the labour market.

Engaging Stakeholders Cont'd

This year, the theme of the Meet with the Court Symposium was **"The Labour Market and Industrial Relations Post-COVID-19".** A team of experts discussed labour relations, the current state of the labour market and the legislative framework post COVID-19. The day's proceedings was moderated by Senator Dr. Paul Richards. Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court of Trinidad and Tobago, welcomed participants and stated in her opening remarks that, *"Before the pandemic, the ILO's Global Commission on the Future of Work was established to undertake an in-depth examination on the future of work that can provide the analytical basis for the delivery of social justice in the 21st Century. The COVID-19 Pandemic propelled us here in the Caribbean, like the rest of the world, into the digital age and into extensive reform on working methods. Post pandemic, there are several converging trends which have profound impacts on all aspects of work, this, of course, has implications for employees, unions, businesses and society in general."*

Senior and renowned economist, Dr. Shelton Nicholls, kicked off the discussions with a look at **"Post -pandemic Global Economic Trends: Implications for the Labour Market in Trinidad and Tobago".** He underscored some critical concerns in the labour market:

- The potential for an increase in informal employment
- Slower pace of growth in labour productivity
- Reduced job prospects for young people
- Growing skill mismatch and change in corporate skill mix
- Widening of the gender pay gap; and
- The re-emergence of stagflation

Dr. Nicholls concluded with several policy recommendations.

On the topic **"Industrial and Sociopolitical Relations: The Importance of Social Dialogue",** the Honourable Mr. Justice Jefferson Cumberbatch, Justice of Appeal of the Supreme Court of the Barbados Judiciary, addressed the significance of collective bargaining through social dialogue. He pointed out that *"the right to collective bargaining is a fundamental right endorsed by members of the ILO [International Labour Organization] on joining the organization which they have an obligation to respect, to promote and to realize in good faith".*

Another expert, Mr. Shingo Miyake, Labour Law and International Labour Standards Specialist from the International Labour Organization, explored remote work in his discussion on **"Telework after COVID-19".** He defined Telework as "work performed away from other employees and offices, using various ICT for virtual presence". In his discussion, he highlighted the benefits and challenges for employers and workers and the impact on legislation, contracts and collective agreements and on labour administration, workers' organisations and employers' organisations. Mr. Miyake indicated that there are some key labour law issues that arise with telework namely informing workers of the rules and contractual arrangements, hours of work and the safety and health of employees.

In the final presentation of the day's proceedings, Dr Leighton Jackson, who served as the Dean of the Faculty of Law at the University of the West Indies, Mona Campus, looked at the issue of **"Security**

Engaging Stakeholders Cont'd

Guards and Labour Relations in the Caribbean" and the lack of protection for security guards. In his contribution, he analysed the recent Jamaican of National Housing Trust and Marksman Ltd. & Robert Epstein in which the Court ruled that the security guards are employees and not independent contractors.

The Meet with the Court Symposium was attended by judges, attorneys at law, industrial relations and human resource practitioners, representatives of government agencies, workers' and employers' organisations along with the Honourable The Chief Justice of the Republic of Trinidad and Tobago Mr. Justice Ivor Archie; Senator the Honourable Reginald Amour, S.C., Attorney General; His Lordship, The Honourable Justice Benedict B. Kanyip, President of the National Industrial Court of Nigeria; Mr. Dennis Zulu, Director of the International Labour Organisation Decent Work Team and Office for the Caribbean and Senator the Honourable Andre Lewis, Labour Representative in the Parliament of Grenada, President of the Grenada Trades Union Council, President of the Caribbean Congress of Labour and President General of the Grenada Technical and Allied Workers Union.



Her Honour Ms. Michelle Ann Austin; Mr. Ravi Nanga, Chairman, Water And Sewerage Authority (WASA); the Honourable Mme. Justice Eleanor Donaldson-Honeywell and Her Honour Ms. Bindimattie Mahabir



Seated around the table from left) Mr. Dennis Zulu, Director, ILO Decent Work Team and Office for the Caribbean; Economist Dr. Shelton Nicholls; the Honourable Mr. Justice Jefferson Cumberbatch, JA, Supreme Court, Barbados Judiciary; the Honourable the Chief Justice of Trinidad and Tobago Mr. Justice Ivor Archie; Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court of Trinidad and Tobago; Senator the Honourable Reginald Armour, Attorney General; His Excellency Abubakar Danlami Ibrahim, High Commissioner of the Federal Republic of Nigeria; His Lordship, the Honourable Justice Benedict Kanyip, President of National Industrial Court of Nigeria and Dr. Leighton Jackson



Senator the Honourable Andre Lewis, Labour Representative in the Parliament of Grenada, President of the Grenada Trades Union Council, President of the Caribbean Congress of Labour and President General of the Grenada Technical and Allied Workers Union, and Her Honour Mrs. Deborah Thomas-Felix



Senator Dr. Paul Richards



Industrial Relations Consultant Mr. Mervyn Rawlins with attorneys Mr. Lennox Marcelle and Mr. Seenath Jairam S.C.

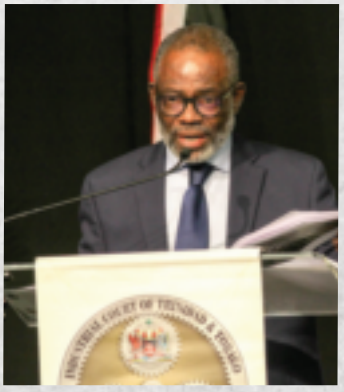
Engaging Stakeholders Cont'd



Mr. Ancil Rampersad, Snr. Human Resource Officer, Powergen and Mr. Rahim Mohammed, Executive Manager, Corporate Services of Angostura



Timothy Bailey, President, Steel Workers Union; Leo Ramkisson, President, Fire Services Association; David Forbes, General Secretary, Trinidad and Tobago Postal Workers Union; Ermine De Bique-Meade, President, Contractors & General Workers Trade Union (CGWTU); Akeba Wilson, General Secretary, CGWTU; Corey Dillon, Trinidad and Tobago Registered Nurses Association and Oswald Warrick, OWTU



The Honourable Mr. Justice Jefferson Cumberbatch, Justice of Appeal in the Barbados Supreme Court



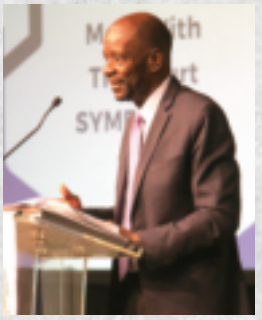
Dr. Shelton Nicholls, former Senior Advisor to the President of the Caribbean Development Bank; former Senior Financial Sector Expert in the Money and Capital Markets Department of the International Monetary Fund (IMF) and former Deputy Governor of the Central Bank



Senior Superintendent Alicia Henry, Her Honour Mrs. Deborah Thomas-Felix, Mr. Noel Inniss, former Registrar of the Industrial Court and Mr. Michael Antoine



Mr. Shingo Miyake, Labour Law and International Labour Standards Specialist of the International Labour Organization Decent Work Team and Office for the Caribbean



Dr. Leighton Jackson, former Dean of the Faculty of Law, University of the West Indies, Mona Campus, Jamaica



Seated from left: Mr. Kevon Swan, Registrar, Her Honour Mrs. Deborah Thomas-Felix, President and Mrs. Kathy-Ann Alexander Fraser, Assistant Registrar with Staff of the Industrial Court

Engaging Stakeholders Cont'd

Cocktail Reception

As part of our Meet with the Court Symposium activities, a cocktail reception was held in honour of His Lordship, The Honourable Justice Benedict B. Kanyip, President of the National Industrial Court of Nigeria.



Mr. Keston Nancoo, Chairman of the Employers' Consultative Association and Her Honour Ms. Bindimattie Mahabir



Mr. Dennis Zulu, Director of the International Labour Organization Decent Work Team and Office for the Caribbean; Her Honour Ms. Elizabeth Solomon; His Honour Mr. Herbert Soverall, Vice President; Her Honour Ms. Bindimattie Mahabir; Mr. Ian Roach, Chairman of the Equal Opportunity Commission (seated); Mrs. Youland Robinson, Court Administrator and Her Honour Mrs. Jillian Bartlett-Alleyne



His Lordship, the Honourable Justice Benedict B. Kanyip; Her Honour Mrs. Deborah Thomas-Felix, President; The Honourable Mr. Justice Adrian Saunders, President of the Caribbean Court of Justice and the Honourable the Chief Justice Mr. Justice Ivor Archie



Her Honour Mrs. Deborah Thomas-Felix, President; The Honourable Mr. Justice Adrian Saunders, President of the Caribbean Court of Justice; His Excellency Mr. Abubakar Danlami Ibrahim, High Commissioner of the Federal Republic of Nigeria; His Lordship, the Honourable Justice Benedict B. Kanyip; Her Honour Mrs. Janice Christopher-Nicholls and Dr. Shelton Nicholls



Mr. Kevon Swan, Registrar and Maria Victoria Giulietti, Senior Specialist, Employers' Activities of the International Labour Organization Decent Work Team and Office for the Caribbean

Engaging Stakeholders Cont'd

Courtesy Visit

His Lordship, the Honourable Justice Benedict B. Kanyip, President of the National Industrial Court of Nigeria, also paid a courtesy visit to the President, Her Honour Mrs. Deborah Thomas-Felix, and the Judges of the Industrial Court of Trinidad and Tobago. The last time His Lordship visited the Industrial Court of Trinidad and Tobago was in 2002.



Her Honour Mrs. Deborah Thomas-Felix (centre) greets His Lordship, the Honourable Justice Benedict B. Kanyip. (right) His Honour Mr. Herbert Soverall, Vice President of the Industrial Court of Trinidad and Tobago



Engaging Stakeholders Cont'd



SAFETY COUNCIL OF TRINIDAD AND TOBAGO SEMINAR ON FLEXITIME HAZARDS

On the occasion of World Day for Safety and Health at Work, the Safety Council of Trinidad and Tobago hosted a virtual seminar titled *"Flexitime Hazards: An Occupational Safety and Health Perspective on Remote Work."* Her Honour Mrs. Heather Seale was one of two guest speakers who shared insights with participants. During her presentation, she conducted a comparative analysis of the legal framework for flextime/remote work, examining the regulations of Trinidad and Tobago in contrast to those of Canada and England. This event was held on April 20, 2023, marking the commencement of the Council's Safety Week activities.

NIPDEC SESSION IN RECOGNITION OF INTERNATIONAL WOMEN'S DAY

The President of the Industrial Court was invited to engage employees of the National Insurance Property Development Company Limited (NIPDEC) on the United Nations theme, *"Imagine a gender equal world. A world free of bias, stereotype and discrimination. A world that is diverse, equitable and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality.* Collectively we can all #EmbraceEquity". The session took place on 7th March, 2023 on the occasion of International Women's Day.





CALGA'S SEMINAR ON WOMEN IN LOCAL GOVERNMENT

The Caribbean Association of Local Government Authorities (CALGA), held a 2-day Conference themed "Empowering Caribbean Local Government for Sustainable Development" at the Hilton Hotel and Conference Centre on 4th and 5th May, 2023. On the second day of the Conference, the President of the Industrial Court, Her Honour Mrs. Deborah Thomas-Felix, addressed participants from local government bodies across the region on the "The Impact of Women in Local Government". She stressed that *"women's equal participation in local governments and in decision-making processes is critical for creating gender sensitive policies and promoting sustainable development in the Caribbean region".*

SPECIAL SITTING FOR THE OPENING OF THE 2023-2024 LAW TERM



Senator Paul Richards and Reyna Kowlessar, Company Secretary/Head Legal Services, NIPDEC



Mr. Ancel Roget, President General of Oilfield Workers Trade Union (OWTU); Mr. Leroy Baptiste, President of the Public Services Association (PSA) and Mr. Clyde Elder, Secretary General of the Communication Workers' Union (CWU)



Mr. Oswald Warrick, OWTU; Mrs. Cassandra Tommy- Dabreo, General Secretary, Amalgamated Workers Union; Mrs. Sati Gadjadhar-Inniss, OWTU; Mr. David Forbes, General Secretary Trinidad and Tobago Postal Workers Union and Mr. Timothy Bailey, President, Steel Workers Union of Trinidad and Tobago



Mr. Damian Gangerbissoon, Equal Opportunity Tribunal and Mr. Rudranath Indarsingh, Member of Parliament



Insp. Nathalie John; Asst. Superintendent (Ag) Gideon Rayon Dickson, President of the Trinidad and Tobago Police Service Social and Welfare Association; Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court; Snr. Superintendent Alicia Henry and Mr. Brian Peters, Lead Counsel, Enforcement, Trinidad and Tobago Security and Exchange Commission (TTSEC)

SPECIAL SITTING FOR THE OPENING OF THE 2023-2024 LAW TERM



His Honour Anthony Gafoor, Chairman/Judge Tax Appeal Board; Her Honour Donna Prowell-Raphael, Chairman/Judge, Equal Opportunity Tribunal and His Honour Sunil Sookraj, Chairman/Judge, Environmental Commission



The Honourable Mr. Justice Jacob Wit, Judge of the Caribbean Court of Justice; The Honourable the Chief Justice of Trinidad and Tobago Mr. Justice Ivor Archie O.R.T.T., Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court and Mr. Shingo Miyake, Specialist, Labour Law and International Labour Standards, ILO Decent Work Team and Office for the Caribbean



Mr. Kevin Nancoo, Chairman of the Employers' Consultative Association (ECA), Ms. Stephanie Fingal and Mr. Ronald Ramgoolam, Chief Executive Officer of the ECA



Ms. Tamsin Clayton, Deputy High Commissioner, British High Commission and His Excellency Mr. Abubakar Danlami Ibrahim, High Commissioner of the Federal Republic of Nigeria



The Honourable Mr. Justice Jacob Wit, Judge of the Caribbean Court of Justice; The Honourable Stephen Mc Clashie, Minister of Labour; Senator The Honourable Reginald Armour S.C., Attorney General and Minister of Legal Affairs; and The Honourable the Chief Justice of Trinidad and Tobago Mr. Justice Ivor Archie O.R.T.T.



Senior Counsels Seenath Jairam, Michael Quamina and Russell Martineau

INTERNATIONAL ENGAGEMENTS

PUBLIC LECTURE AT THE 2022 LEGAL YEAR (LAW TERM) OF THE NATIONAL INDUSTRIAL COURT OF NIGERIA



Her Honour Mrs. Deborah Thomas-Felix, on the invitation of the President of the National Industrial Court of Nigeria, His Lordship the Honourable Mr. Justice Benedict Bakwaph Kanyip, delivered a public lecture for the 2022 Legal Year celebrations (opening of the new law term) of the National Industrial Court of Nigeria. The theme for the 2022 Legal Year was "Labour Justice and Socio-Economic Development" and the events, which took place from 5th to 7th October 2022 in Abuja, Nigeria, included an Opening Ceremony, a Public Lecture, a Bar and Bench Forum and culminated with a dinner.

For her public lecture, which was held on 6th October 2022, Her Honour Mrs. Thomas-Felix examined *"The role of Industrial Courts and International Labour Standards in promoting good governance to support economic and social development."* As a Member of the International Labour Organization's Committee of Experts on the Application of Conventions and Recommendations, Her Honour elucidated on the importance of the International Labour Standards to support socio-economic development globally. She emphasised the key role Industrial Courts play in ensuring access to justice and upholding the rule of law – a key component of good governance and sustainable development. According to Her Honour Mrs. Thomas-Felix. *"These goals and ideals of inclusive sustainable development and decent work can only be achieved through good governance, the promotion of good industrial relations, and the adherence to international labour standards, anchored by the rule of law and administered by National Industrial Courts globally."* Her lecture was followed by a panel discussion and a question and answer session.

In addition to the public lecture, the President of the Industrial Court of Trinidad and Tobago participated and delivered a goodwill message at the Bar and Bench Forum on 7th October, 2022.

This visit strengthened the ongoing collaboration and cooperation between the Industrial Court of Trinidad and Tobago and the National Industrial Court of Nigeria – a relationship that dates as far back as 2002, when then President of the National Industrial Court of Nigeria, His Lordship the Honourable Mr. Justice Babatunde Adeniran Adejumo, and a team of Judges visited the Industrial Court of Trinidad and Tobago.

SPECIAL MEETING OF THE OAS PERMANENT COUNCIL: WORLD DAY OF SOCIAL JUSTICE 2023



On 22nd February 2023, the Organization of American States (OAS) held a Special Meeting of the Permanent Council to commemorate the World Day of Social Justice 2023. The purpose of the meeting was for "the OAS member states to share their experiences with addressing structural and systemic sources of inequitable privilege and unjust advantage that may be used either to deprive persons of their right to social justice with particular emphasis on their access to social services, or to violate in any other manner the principles of social justice."



Her Honour Mrs. Deborah Thomas-Felix, was invited to deliver a presentation on the theme ***"Addressing Inequitable Privilege and Unjust Advantage in Access to Social Services in the Americas."***

In her presentation, Her Honour Mrs. Thomas-Felix emphasised the need for equity, fairness and inclusion as precursors to social justice. She stated that, "Equality, as we are all aware, refers to each individual or group of people being given the same resources or opportunities. Equity on the other hand, I feel may better expand any discussion of social justice as it takes into account the fact that each person has different circumstances and therefore aims to provide the requisite resources and opportunities needed to reach an equal outcome. Both are central to achieving and sustaining social justice but I like to think of equality as the destination and equity as the vehicle we use to arrive there."



EMPLOYEE EVENTS

RETIREMENTS



Wendy Ann Pascal

Wendy Ann Pascal dedicated thirty-three (33) years of her career to the Industrial Court, where she worked as a Verbatim Reporter for seventeen (17) of those years.

Wendy Ann Pascal's career in the Public Service began on July 07, 1982, as a temporary Clerk Typist I. After seven years, she was appointed Clerk Typist I at the Ministry of Health. Ms. Pascal assumed the role of Verbatim Reporter I at the Industrial Court on November 01, 1990, serving in an acting capacity. Her tenure at the Court involved several promotions, including Clerk Stenographer I, Clerk Stenographer II and Verbatim Reporter I. Moreover, she acted in the position of Verbatim Reporter II for six years until her retirement.

Wendy Ann Pascal retired from the Public Service on January 17, 2023, culminating an impressive forty-one (41) years of service.



Dianna Phillip-Trim

On August 30, 1990, Dianna Phillip-Trim entered the Public Service as a temporary Estate Constable. It was not until April 2001, that she was appointed as Estate Constable at the Ministry of Food Production and Marine Resources. From September 2013, she worked as an Orderly at the Judiciary and acted as Bailiff I at the Tax Appeal Board, until October 2017. In April 2017, she was promoted to Bailiff I at the Industrial Court and served in that position until her retirement on May 12, 2023.

Ms. Phillip-Trim served for approximately thirty-three (33) years in the Public Service, with six (6) years of her service at the Industrial Court.

TRIBUTE TO HER HONOUR MRS. GLADYS GAFOOR



Mrs. Gladys Gafoor

In August 2023, the President, Judges, Management and Staff of the Industrial Court of Trinidad and Tobago were deeply saddened upon learning of the passing of one of our former Vice Presidents, Her Honour Mrs. Gladys Gafoor.

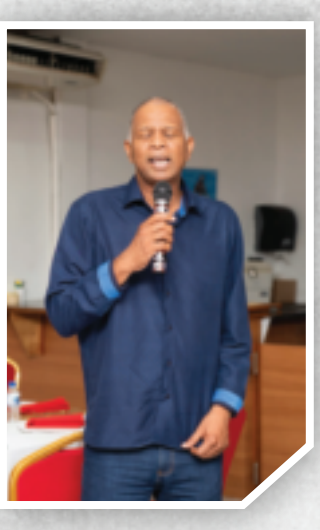
Her Honour Mrs. Gafoor was appointed a Member of the Industrial Court of the Republic of Trinidad and Tobago on 8th March, 1990 and presided for fifteen years at the Court. During her illustrious career at the Court, she served with dedication as Chairman of the Essential Services Division and Vice President.

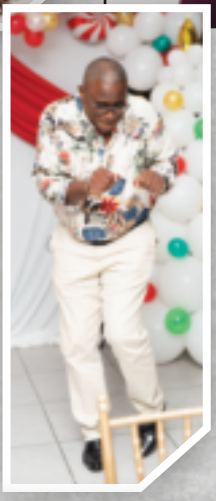
The Industrial Court family extends sincerest and deepest condolences to Judge Anthony Gafoor, Chairman of our "sister" Court - the Tax Appeal Board, members of the family and relatives of Her Honour Mrs. Gladys Gafoor.

May her soul rest in peace.

STAFF CHRISTMAS PARTY







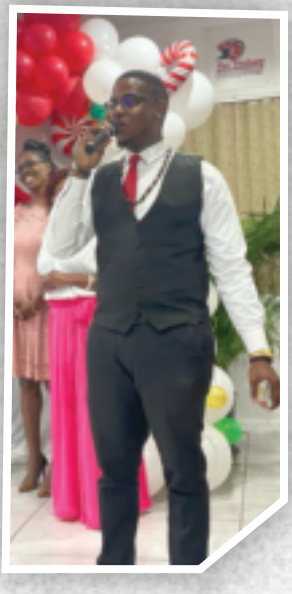

STAFF CHRISTMAS PARTY










PARTICIPATION IN GUARDIAN GROUP CHARITY WALK AND RUN

On January 14, 2023, the employees of the Industrial Court, along with their families and friends, participated in the Guardian Group Shine 5k and 10k Charity Walk and Run. The event was a great way to encourage wellness and fitness among court staff and judges. The Guardian Group organized the Charity Walk and Run, with the proceeds going towards helping children in need.



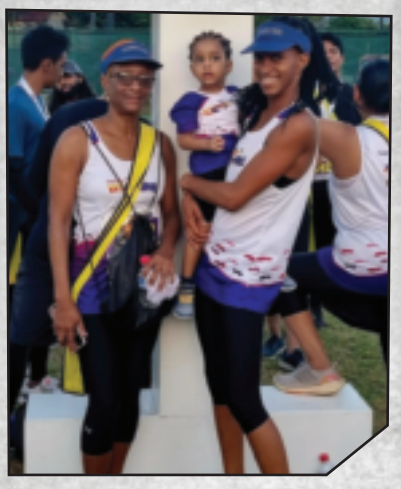
















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LIST OF ACRONYMS

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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STATISTICS ON DISPUTES

INTRODUCTION

During the court year of September 15, 2022 to September 14, 2023, the Industrial Court witnessed a noticeable decrease in the number of matters filed, however, there was an increase in the number of matters disposed. The statistics presented in the following tables and charts 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 2018/2019 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.

For the period September 2022 to September 2023, 804 new cases were filed at the Industrial Court. This is 298 cases less than those filed for the previous year, 2021/2022, which recorded 1102 cases. The Court disposed of 921 matters which is 74 cases more than the 847 matters disposed of for the period 2021/2022. The clearance rate[1] in 2022/2023 is 114.55%, which is over 37.69% percentage points, higher than the period 2021/2022 when the disposal rate was 76.86%. The 921 cases were disposed in the following manner: 256 judgments were delivered, 297 cases were withdrawn, 324 cases were settled through the conciliation and bilateral process and 44 cases were dismissed by the Court.

Of the total number of disputes filed at the Court for this year, 2022/2023, in both the General and Essential Services Division, Trade Disputes remain the largest number of matters filed with a total of 661 followed by 39 Retrenchment and Severance Benefits Disputes; 31 Occupational Safety and Health Disputes and 32 Industrial Relations Offences.

A comparison of the periods 2019/2021 and 2021/2023 of matters filed revealed that there was an increase of 1.7%. However, there was a percentage change in the disposal of 13.7% for matters disposed in conciliation, which showed a substantial increase over the period 2021 to 2023 as compared to the period 2019 to 2021.

[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.

STATISTICS ON DISPUTES

TABLE 1.1: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 15th September 2022 to 14th September 2023

Year	Month	Trade Disputes	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2022	September	36	0	2	1	0	0	0	0	0	0	0	0	0	0	12	0	0	1	0	0	0	0	52
	October	80	0	3	0	0	0	0	4	3	2	4	0	0	0	8	0	0	7	0	0	0	0	111
	November	38	0	0	1	0	0	0	3	0	0	9	0	0	0	12	0	0	1	0	0	0	0	64
	December	19	0	4	0	0	0	0	0	0	1	3	0	0	0	3	0	0	0	0	0	0	0	30
	Sub-Total	**173**	**0**	**9**	**2**	**0**	**0**	**0**	**7**	**3**	**3**	**16**	**0**	**0**	**0**	**35**	**0**	**0**	**9**	**0**	**0**	**0**	**0**	**257**
2023	January	21	0	1	0	0	0	0	5	0	0	5	0	0	0	3	0	1	2	0	0	0	0	38
	February	62	0	2	0	0	0	0	10	0	0	2	0	0	0	10	0	0	1	0	0	0	0	87
	March	37	0	0	2	0	0	0	2	0	2	2	0	0	0	6	0	0	0	0	0	0	0	51
	April	55	0	5	0	0	0	0	2	0	0	1	0	0	0	2	0	0	3	0	0	0	0	68
	May	59	0	2	0	0	0	0	2	0	0	1	0	0	0	8	0	0	1	0	0	0	0	73
	June	38	0	3	0	0	0	0	4	0	0	1	0	0	0	13	0	0	2	0	0	0	0	61
	July	61	0	2	1	0	0	0	2	0	0	2	0	1	1	5	0	0	2	0	0	0	0	77
	August	48	0	1	2	0	0	0	4	0	1	1	0	2	0	10	0	0	3	0	0	0	0	72
	September	12	0	4	0	0	0	0	0	0	1	0	0	0	0	3	0	0	0	0	0	0	0	20
	Sub-Total	**393**	**0**	**20**	**5**	**0**	**0**	**0**	**31**	**0**	**4**	**15**	**0**	**3**	**1**	**60**	**0**	**1**	**14**	**0**	**0**	**0**	**0**	547
TOTAL (2022-2023)		**566**	**0**	**29**	**7**	**0**	**0**	**0**	**38**	**3**	**7**	**31**	**0**	**3**	**1**	**95**	**0**	**1**	**23**	**0**	**0**	**0**	**0**	**804**

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

STATISTICS ON DISPUTES

TABLE 1.2: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 15th September 2022 to 14th September 2023

Year	Month	Trade Disputes	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2022	September	34	0	0	1	0	0	0	0	0	0	0	0	0	0	12	0	0	1	0	0	0	0	48
	October	67	0	2	0	0	0	0	3	3	2	4	0	0	0	5	0	0	7	0	0	0	0	93
	November	34	0	0	1	0	0	0	3	0	0	9	0	0	0	9	0	0	1	0	0	0	0	57
	December	17	0	4	0	0	0	0	0	0	1	3	0	0	0	3	0	0	0	0	0	0	0	28
	Total	**152**	**0**	**6**	**2**	**0**	**0**	**0**	**6**	**3**	**3**	**16**	**0**	**0**	**0**	**29**	**0**	**0**	**9**	**0**	**0**	**0**	**0**	**226**
2023	January	18	0	1	0	0	0	0	5	0	0	5	0	0	0	3	0	1	2	0	0	0	0	35
	February	52	0	1	0	0	0	0	3	0	0	2	0	0	0	9	0	0	1	0	0	0	0	68
	March	33	0	0	2	0	0	0	2	0	2	2	0	0	0	6	0	0	0	0	0	0	0	47
	April	40	0	5	0	0	0	0	2	0	0	1	0	0	0	1	0	0	3	0	0	0	0	52
	May	28	0	0	0	0	0	0	2	0	0	1	0	0	0	8	0	0	1	0	0	0	0	40
	June	29	0	2	0	0	0	0	4	0	0	1	0	0	0	13	0	0	2	0	0	0	0	51
	July	55	0	2	1	0	0	0	2	0	0	2	0	1	1	5	0	0	2	0	0	0	0	71
	August	42	0	1	2	0	0	0	3	0	1	1	0	2	0	10	0	0	3	0	0	0	0	65
	September	6	0	4	0	0	0	0	0	0	1	0	0	0	0	3	0	0	0	0	0	0	0	14
	Sub-Total	**303**	**0**	**16**	**5**	**0**	**0**	**0**	**23**	**0**	**4**	**15**	**0**	**3**	**1**	**58**	**0**	**1**	**14**	**0**	**0**	**0**	**0**	**443**
TOTAL (2022-2023)		**455**	**0**	**22**	**7**	**0**	**0**	**0**	**29**	**3**	**7**	**31**	**0**	**3**	**1**	**87**	**0**	**1**	**23**	**0**	**0**	**0**	**0**	**669**

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

STATISTICS ON DISPUTES

TABLE 1.3: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 15th September 2022 to 14th September 2023

Year	Month	Trade Disputes	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD *	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2022	September	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	October	13	0	1	0	0	0	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0	0	18
	November	4	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	7
	December	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Total	**21**	**0**	**3**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**6**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**31**
2023	January	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
	February	10	0	1	0	0	0	0	7	0	0	0	0	0	0	1	0	0	0	0	0	0	0	19
	March	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
	April	15	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	16
	May	31	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33
	June	9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
	July	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
	August	6	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
	September	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
	Sub-Total	**90**	**0**	**4**	**0**	**0**	**0**	**0**	**8**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**104**
TOTAL (2022-2023)		**111**	**0**	**7**	**0**	**0**	**0**	**0**	**9**	**0**	**0**	**0**	**0**	**0**	**0**	**8**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**135**

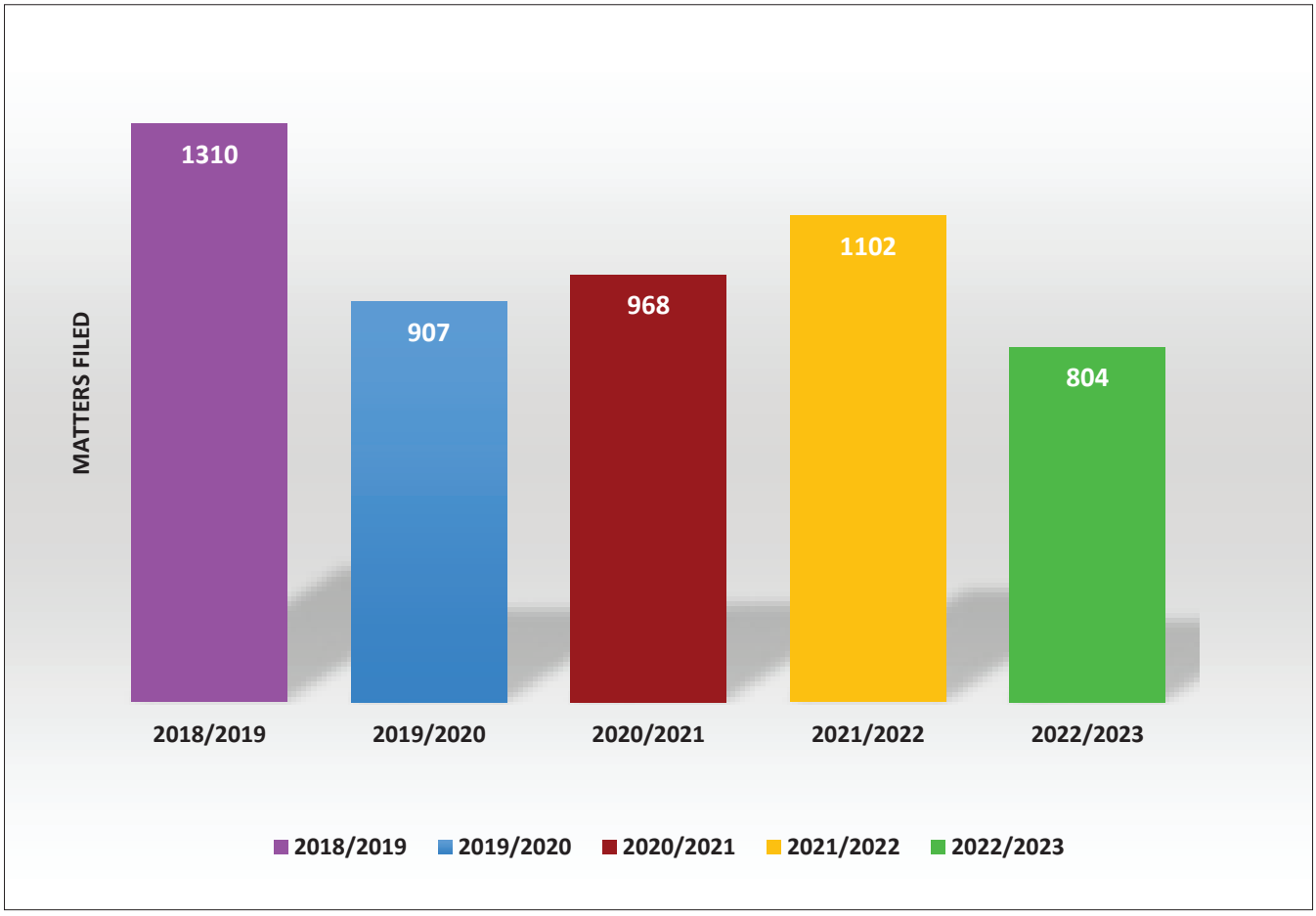
** - With effect from October 2012 ESD matters are now heard in the South Court of the Industrial Court of T&T*

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

STATISTICS ON DISPUTES

CHART 1.1: MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

CHART 1.2: MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

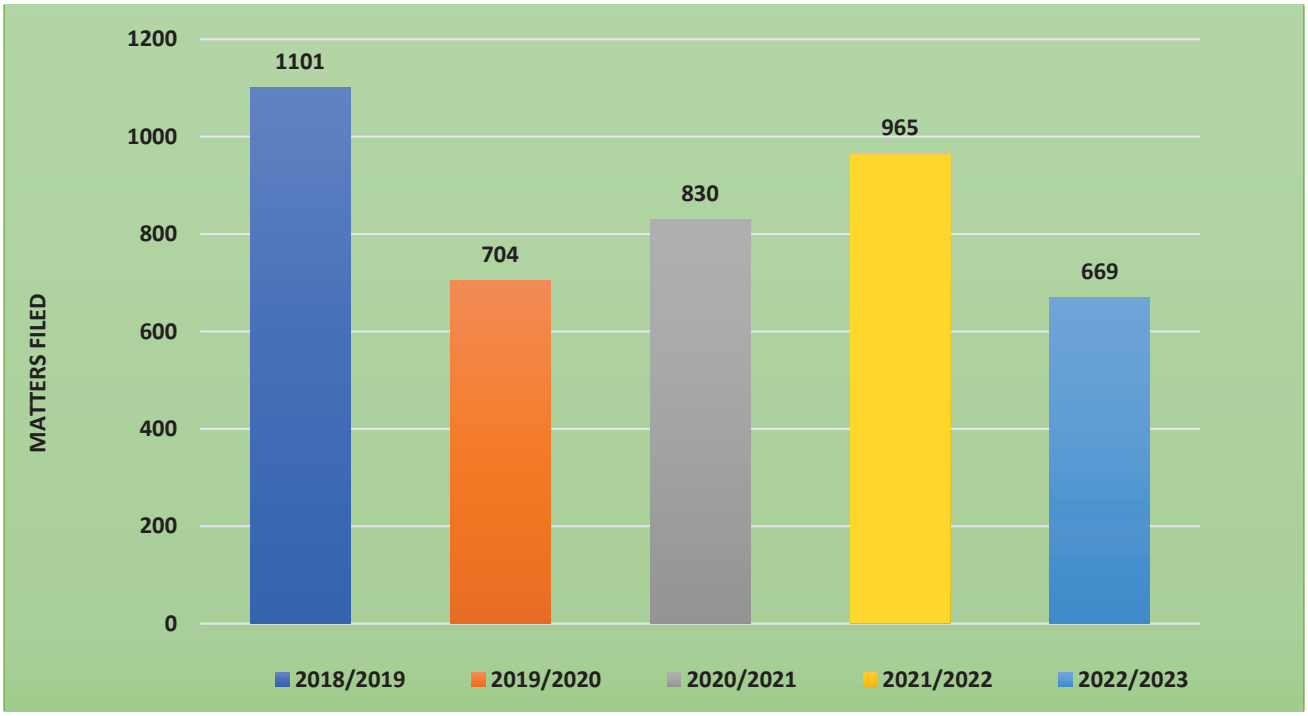
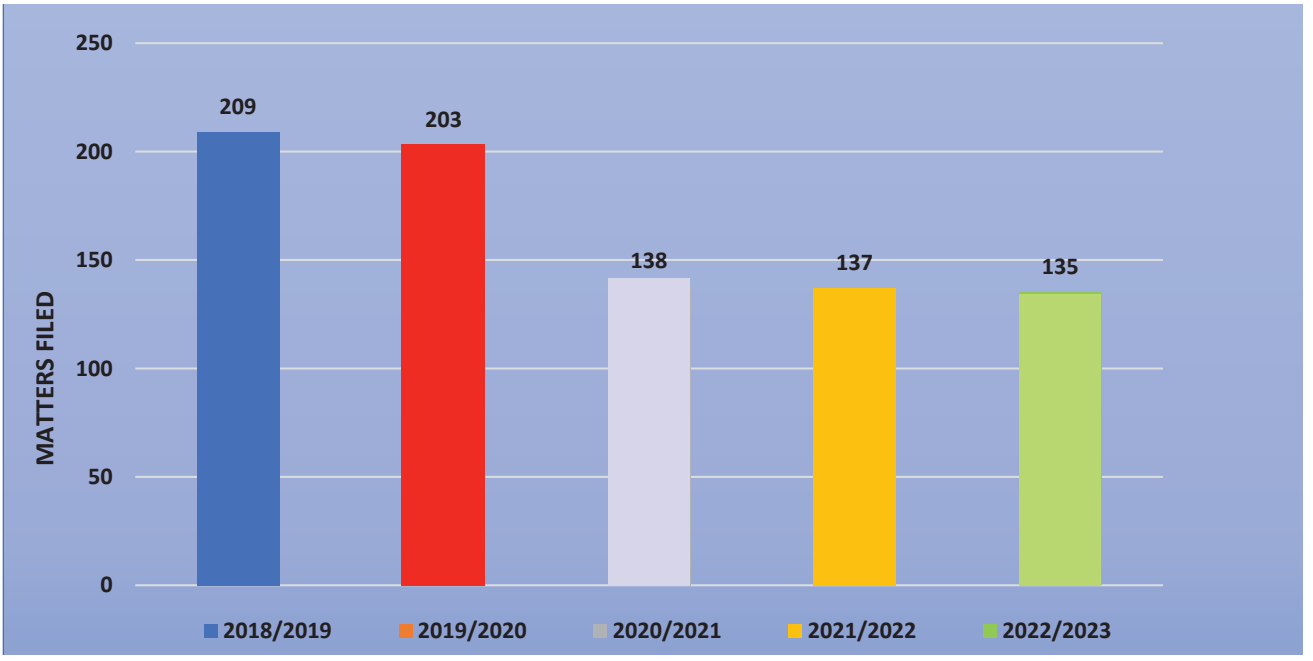


CHART 1.3: MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

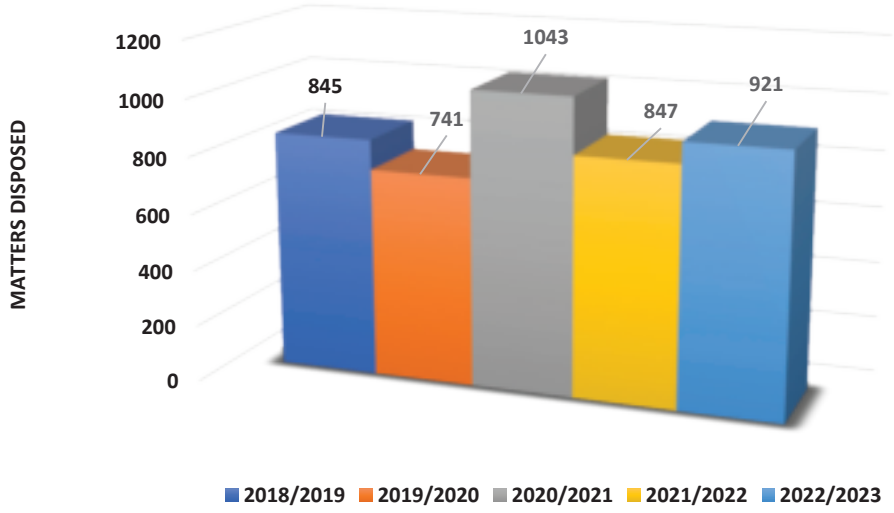
TABLE 2.1: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 15th September 2022 to 14th September 2023

Year	Month	Total Filed	Matters Disposed						
			Judgment Delivered	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	Matters Withdrawn	Matters Dismissed/ W.O.P	Opinions	Total Matters Disposed
2022	September	**52**	6	0	8	6	5	0	**25**
	October	**111**	24	10	16	19	4	0	**73**
	November	**64**	37	20	14	28	5	0	**104**
	December	**30**	12	9	8	20	3	0	**52**
	Sub-Total	**257**	**79**	**39**	**46**	**73**	**17**	**0**	**254**
2023	January	**38**	24	16	7	39	4	0	**90**
	February	**87**	9	15	9	31	1	0	**65**
	March	**51**	32	15	4	52	4	0	**107**
	April	**68**	18	25	5	18	7	0	**73**
	May	**73**	21	25	23	24	6	0	**99**
	June	**61**	23	20	10	25	3	0	**81**
	July	**77**	49	33	10	24	2	0	**118**
	August	**72**	1	7	0	4	0	0	**12**
	September	**20**	0	15	0	7	0	0	**22**
	Sub-Total	**547**	**177**	**171**	**68**	**224**	**27**	**0**	**667**
TOTAL (2022-2023)		**804**	**256**	**210**	**114**	**297**	**44**	**0**	**921**

CHART 2.1: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

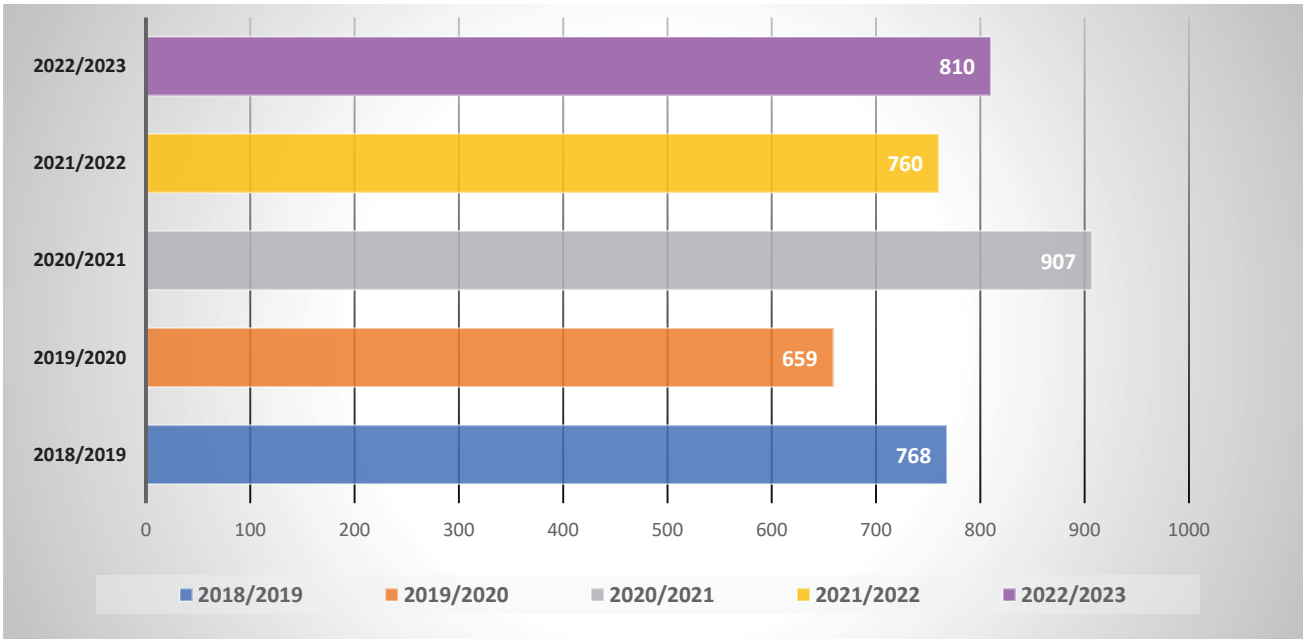
TABLE 2.2: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 15th September 2022 to 14th September 2023

Year	Month	Total Filed	Matters Disposed						
			Judgment Delivered	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	Matters Withdrawn	Matters Dismissed/ W.O.P	Opinions	Total Matters Disposed
2022	September	**48**	5	0	6	6	5	0	**22**
	October	**93**	19	9	15	19	2	0	**64**
	November	**57**	34	8	11	19	2	0	**74**
	December	**28**	12	7	6	17	3	0	**45**
	Sub-Total	**226**	**70**	**24**	**38**	**61**	**12**	**0**	**205**
2023	January	**35**	19	16	5	36	3	0	**79**
	February	**68**	9	15	7	25	1	0	**57**
	March	**47**	32	14	3	52	3	0	**104**
	April	**52**	18	24	5	15	6	0	**68**
	May	**40**	21	25	21	23	6	0	**96**
	June	**51**	21	20	10	17	0	0	**68**
	July	**71**	39	33	9	24	1	0	**106**
	August	**65**	1	5	0	1	0	0	**7**
	September	**14**	0	14	0	6	0	0	**20**
	Sub-Total	**443**	**160**	**166**	**60**	**199**	**20**	**0**	**605**
TOTAL (2022-2023)		**669**	**230**	**190**	**98**	**260**	**32**	**0**	**810**

CHART 2.2: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

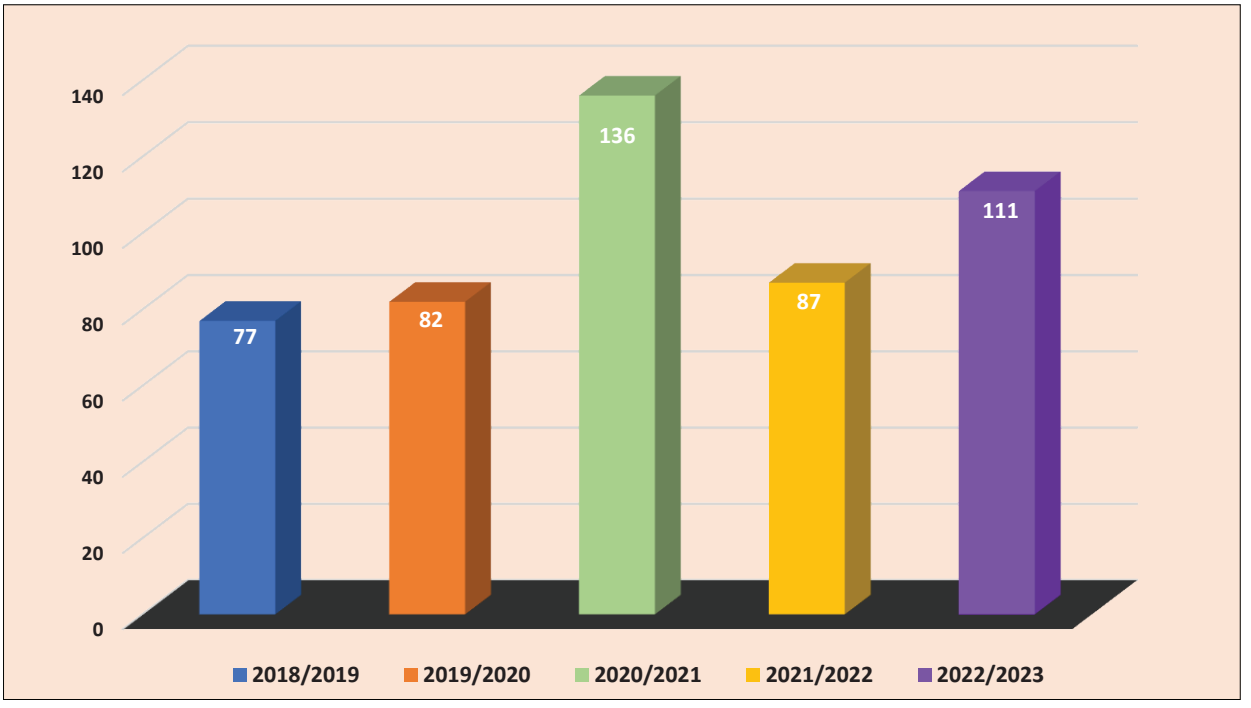
TABLE 2.3: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 15th September 2022 to 14th September 2023

Year	Month	Total Filed	Matters Disposed						
			Judgment Delivered	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	Matters Withdrawn	Matters Dismissed/ W.O.P	Opinions	Total Matters Disposed
2022	September	4	1	0	2	0	0	0	3
	October	18	5	1	1	0	2	0	9
	November	7	3	12	3	9	3	0	30
	December	2		2	2	3			7
	Total	**31**	**9**	**15**	**8**	**12**	**5**	**0**	**49**
2023	January	3	5		2	3	1		11
	February	19			2	6			8
	March	4		1	1		1		3
	April	16		1		3	1		5
	May	33			2	1			3
	June	10	2			8	3		13
	July	6	10		1		1		12
	August	7		2		3			5
	September	6		1		1			2
	Sub-Total	**104**	**17**	**5**	**8**	**25**	**7**	**0**	**62**
TOTAL (2022-2023)		**135**	**26**	**20**	**16**	**37**	**12**	**0**	**111**

CHART 2.3: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

TABLE 2.4: NUMBER OF MATTERS FILED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

North		South		North and South	
Year	Matters Filed	Year	Matters Filed	Year	Matters Filed
2018/2019	1101	2018/2019	209	2018/2019	1310
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

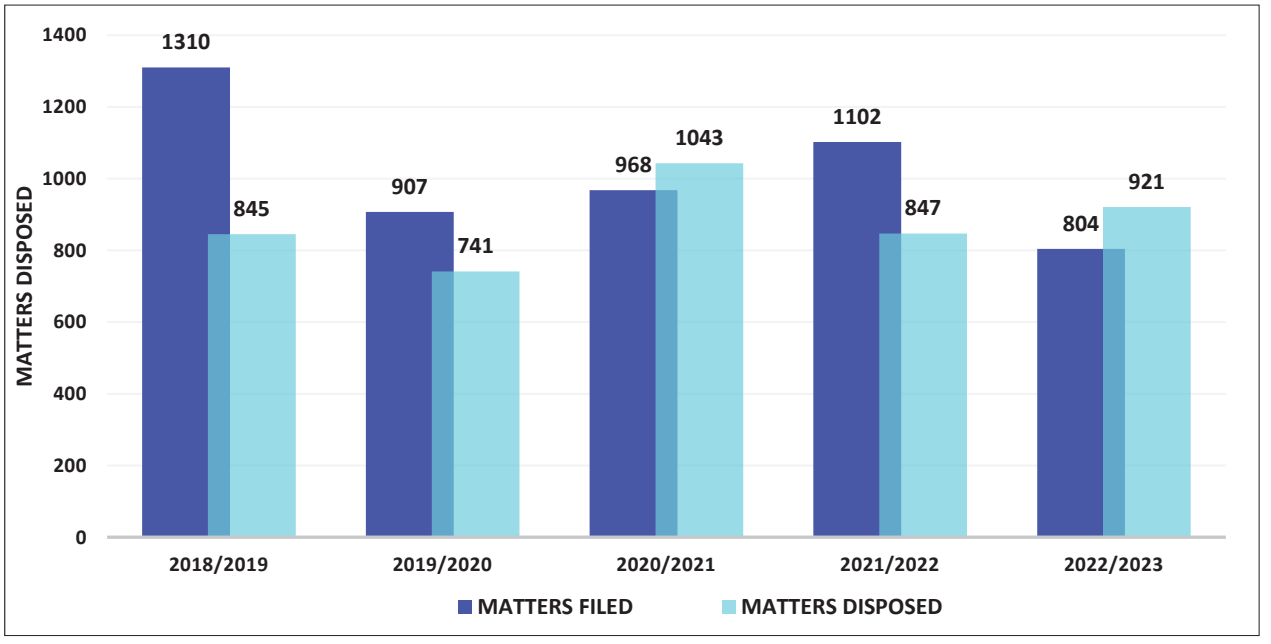
TABLE 2.5: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

North		South		North and South	
Year	Matters Disposed	Year	Matters Disposed	Year	Matters Disposed
2018/2019	768	2018/2019	77	2018/2019	845
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

CHART 2.4: TOTAL MATTERS FILED AND DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

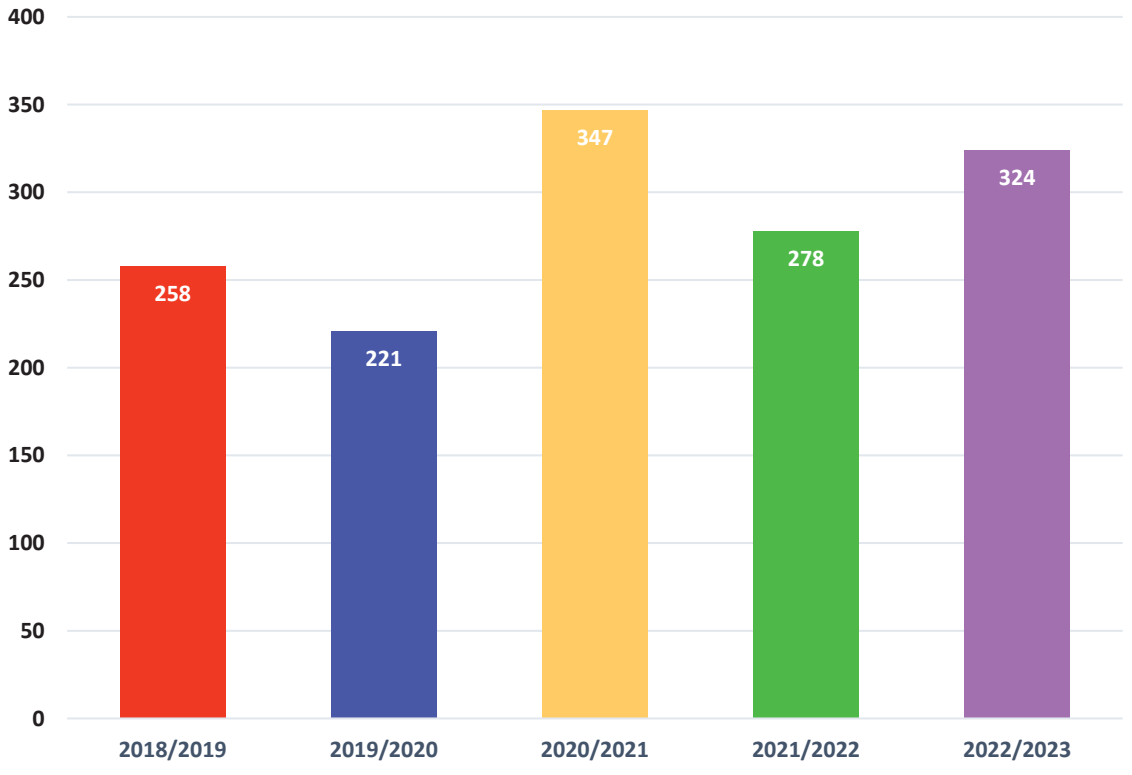
TABLE 3.1:
NUMBER OF MATTERS DISPOSED THROUGH THE CONCILIATORY PROCESS (BILATERALLY/CONCILIATION)

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

Year	Matters Disposed		Total
	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	
2018/2019	145	113	258
2019/2020	139	82	221
2020/2021	246	101	347
2021/2022	184	94	278
2022/2023	210	114	324

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

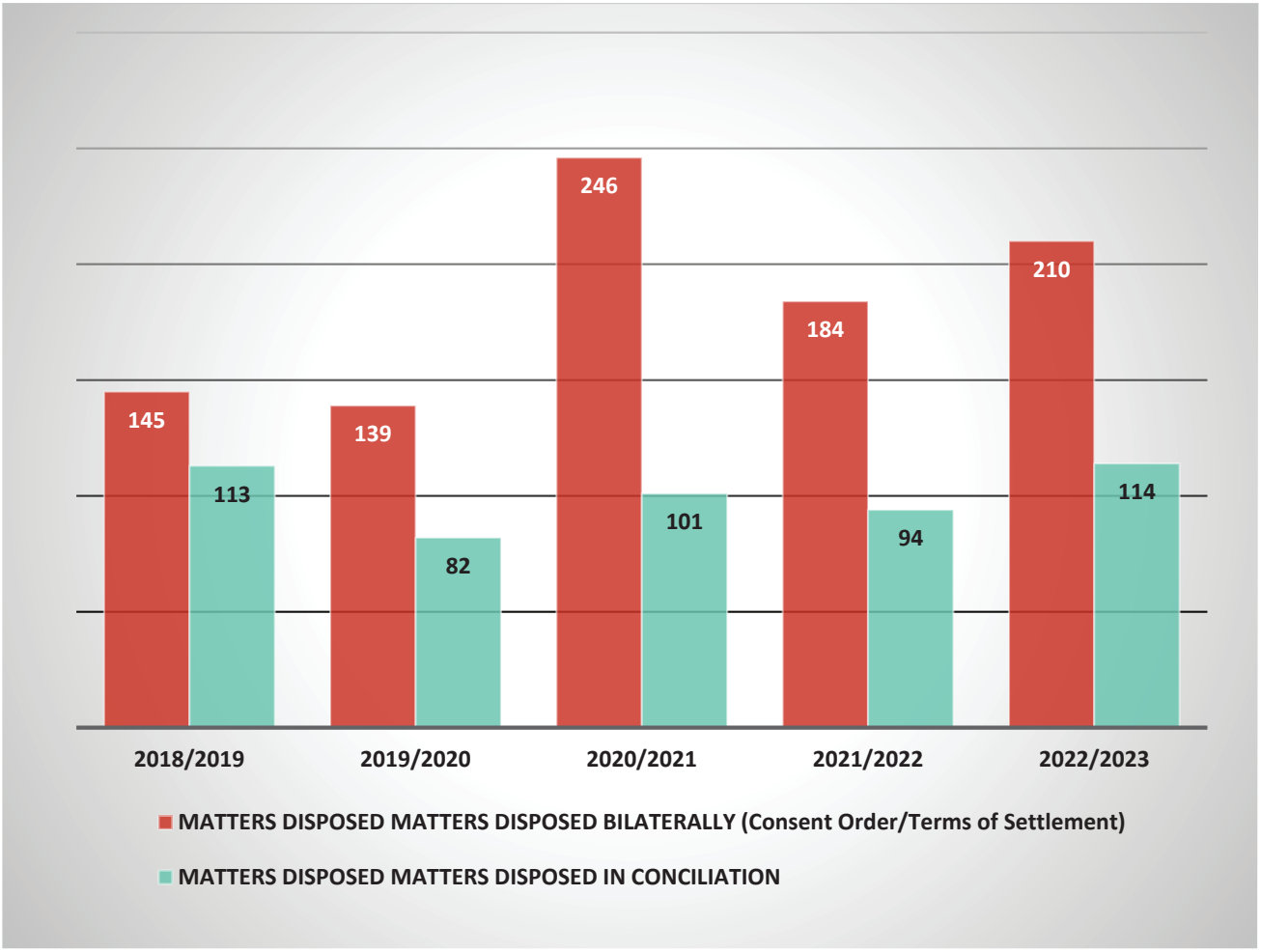
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

TABLE 3.2:
COMPARATIVE CHART SHOWING MATTERS DISPOSED BILATERALLY AND THROUGH CONCILIATION

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

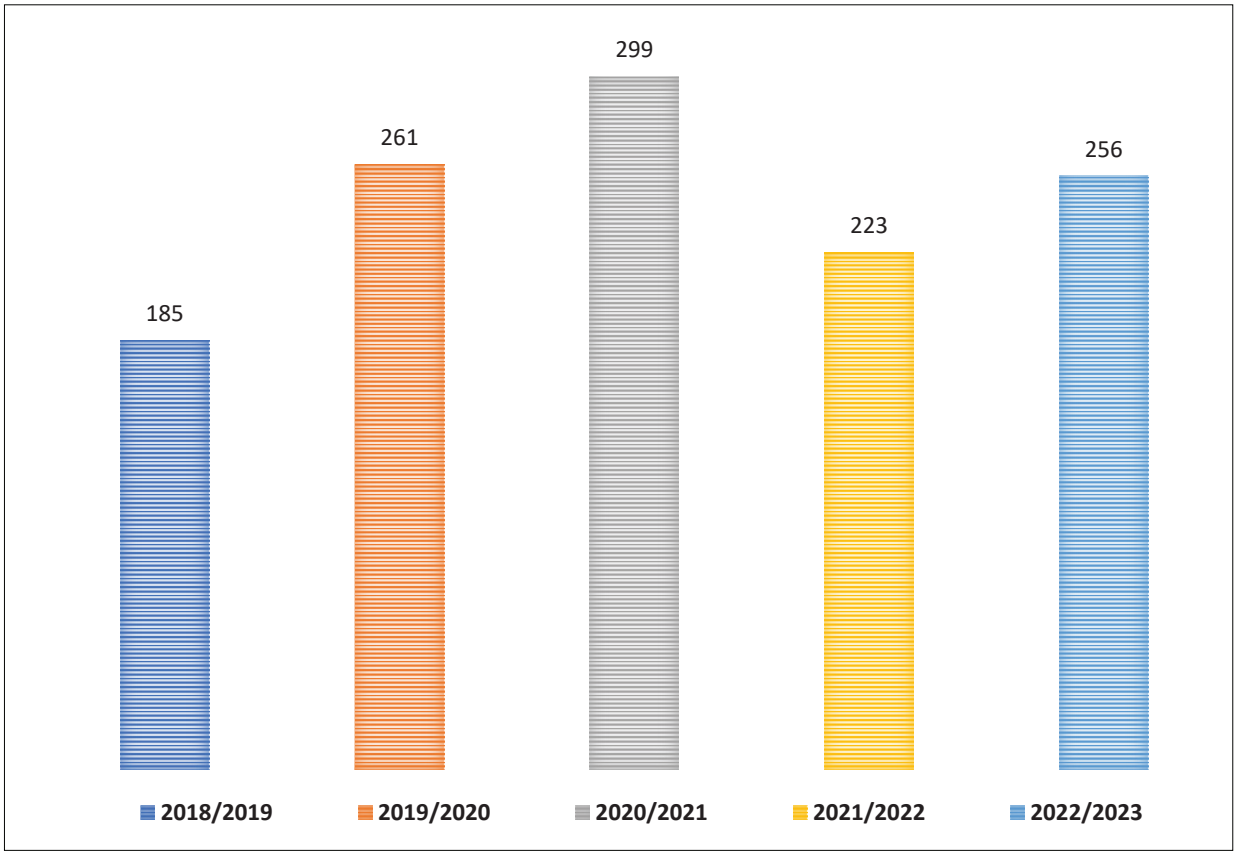
TABLE 4.1: NUMBER OF JUDGMENTS DELIVERED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

North		South		North and South	
Year	Matters Filed	Year	Matters Filed	Year	Matters Filed
2018/2019	167	2018/2019	18	2018/2019	185
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

CHART 4.1: NUMBER OF JUDGMENTS DELIVERED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

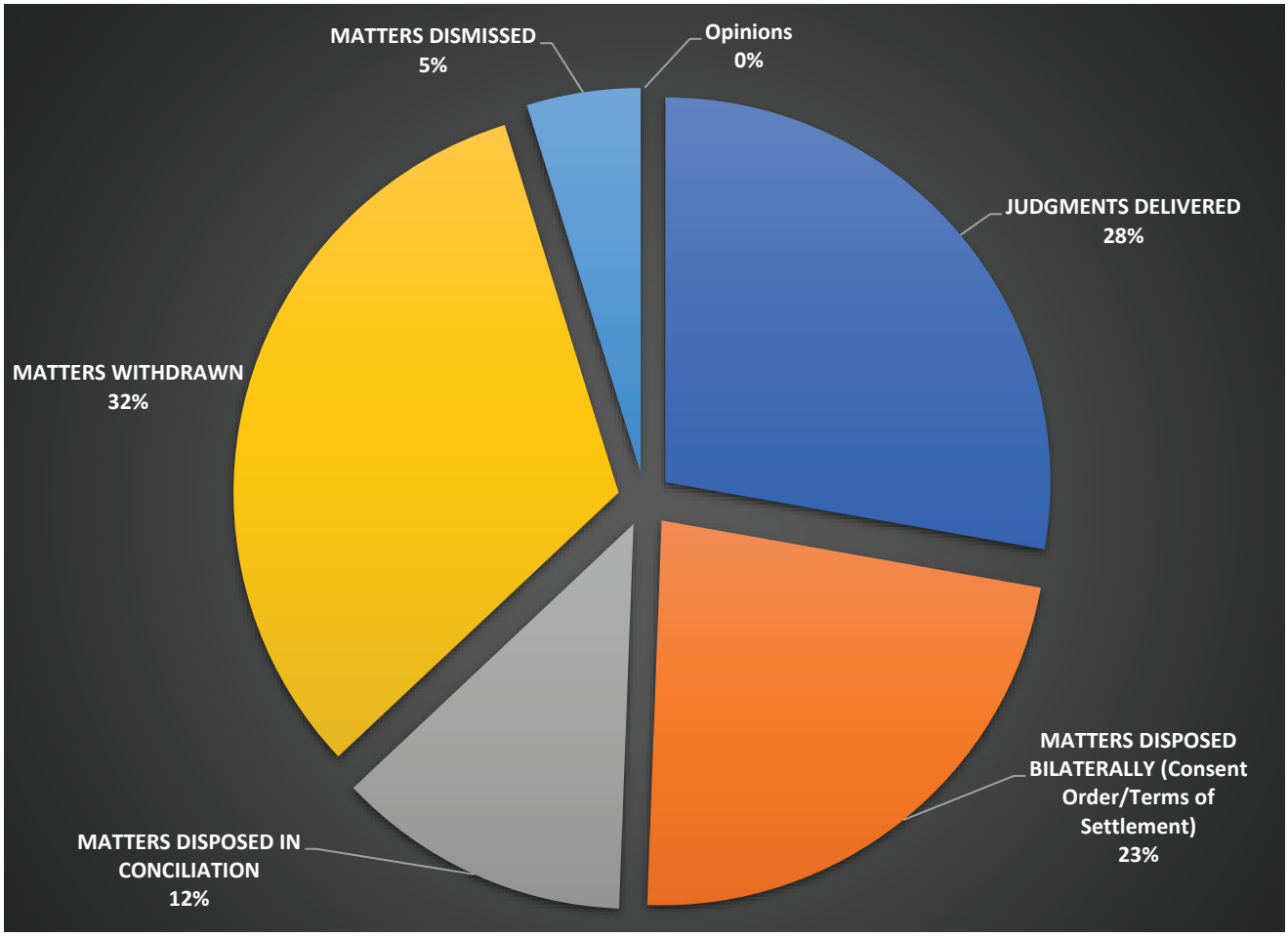
TABLE 5.1: NUMBER OF MATTERS DISPOSED BY CATEGORY

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

Year	Total Filled	Matters Disposed						
		Judgment Delivered	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	Matters Withdrawn	Matters Dismissed	Opinions	Total Matters Disposed
2018/2019	1310	185	145	113	384	18	0	845
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

CHART 5.1: PERCENTAGE OF MATTERS DISPOSED BY CATEGORY

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



STATISTICS ON DISPUTES

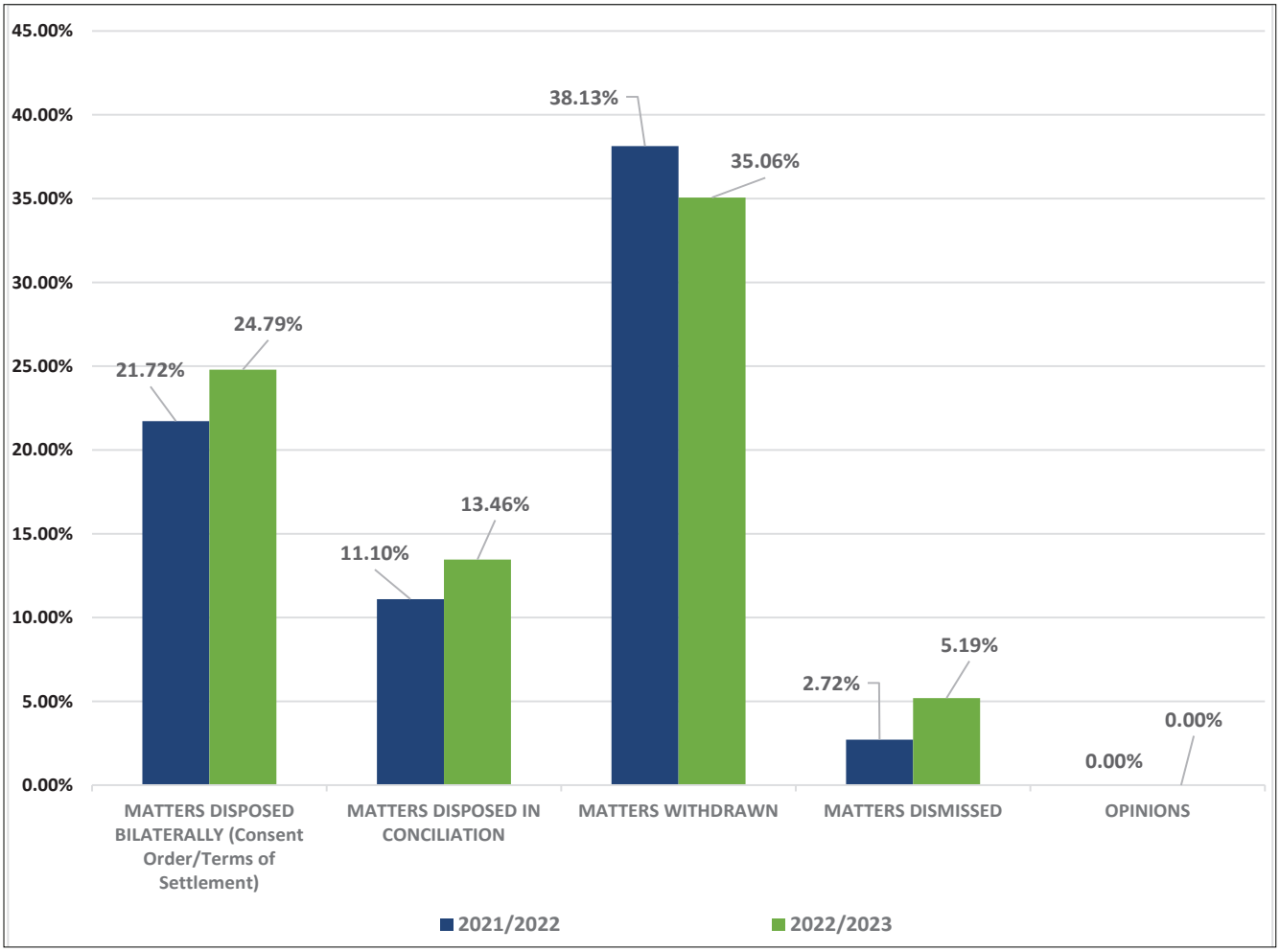
TABLE 5.2: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

Year	Judgment Delivered	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	Matters Withdrawn	Matters Dismissed	Opinions	Total Matters Disposed (Clearance Rate
2021/2022	26.33%	21.72%	11.10%	38.13%	2.72%	0.00%	76.86%
2022/2023	30.22%	24.79%	13.46%	35.06%	5.19%	0.00%	114.55%

CHART 5.2: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2021/2022 AND 2022 / 2023



STATISTICS ON DISPUTES

CHART 5.3: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023

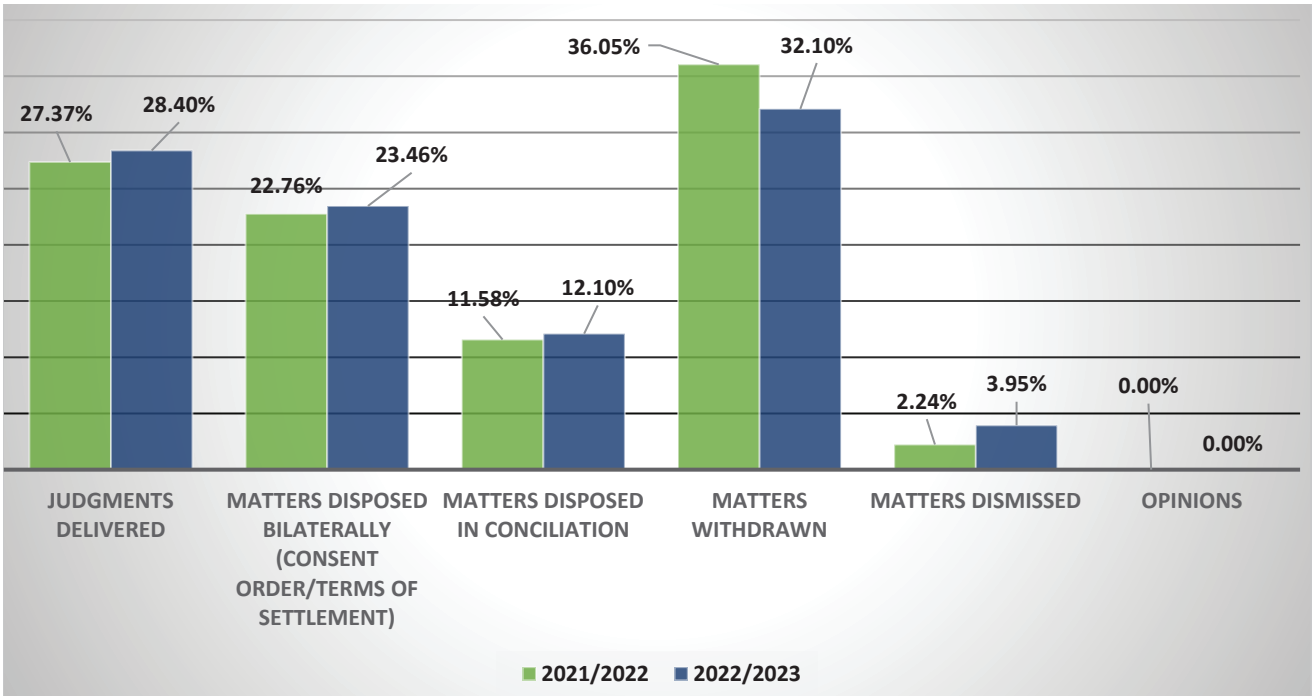
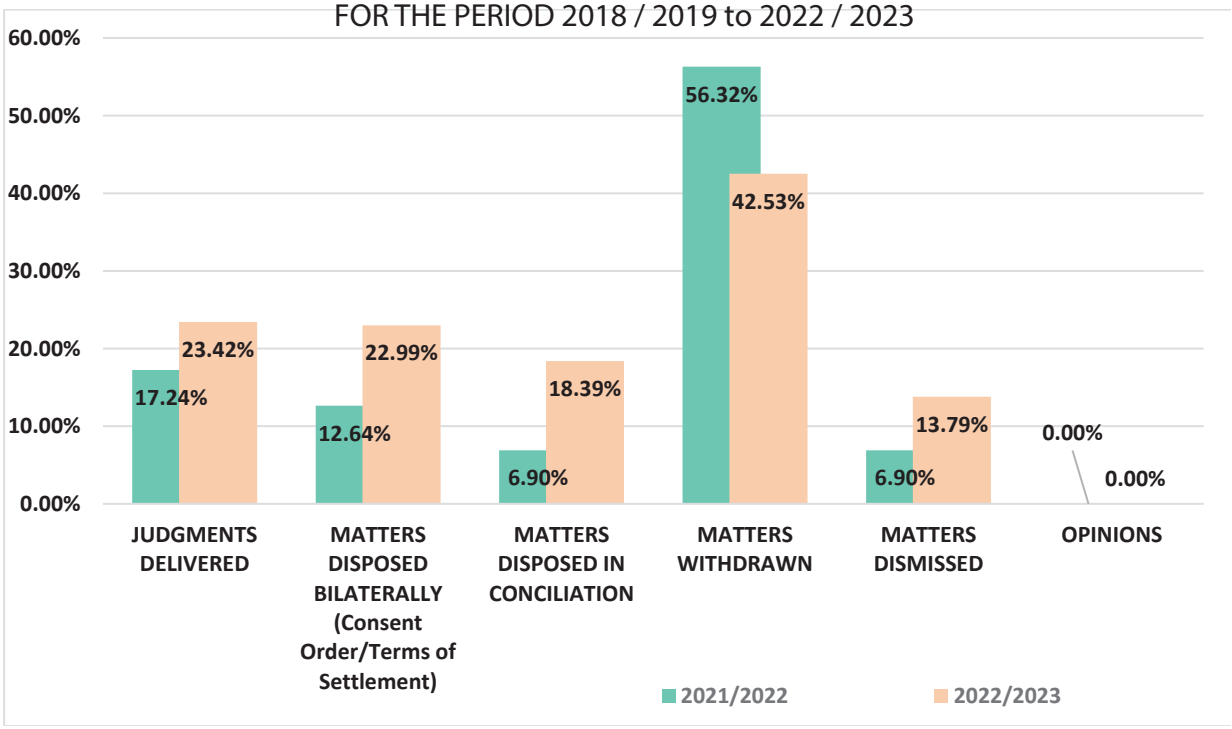


CHART 5.4: COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

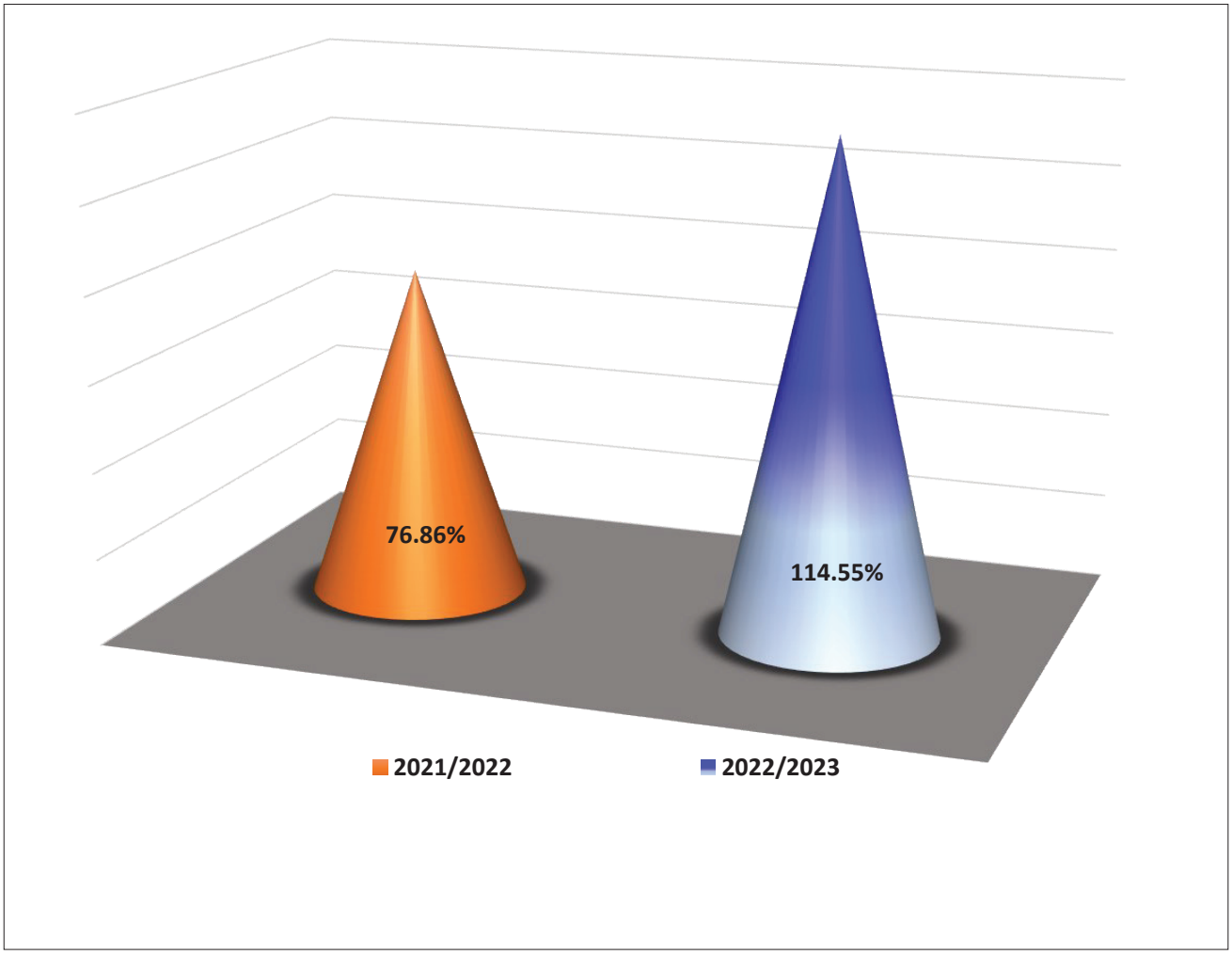
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2018 / 2019 to 2022 / 2023



STATISTICS ON DISPUTES

CHART 5.3: CLEARANCE RATE

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2021/2022 AND 2022 / 2023



STATISTICS ON DISPUTES

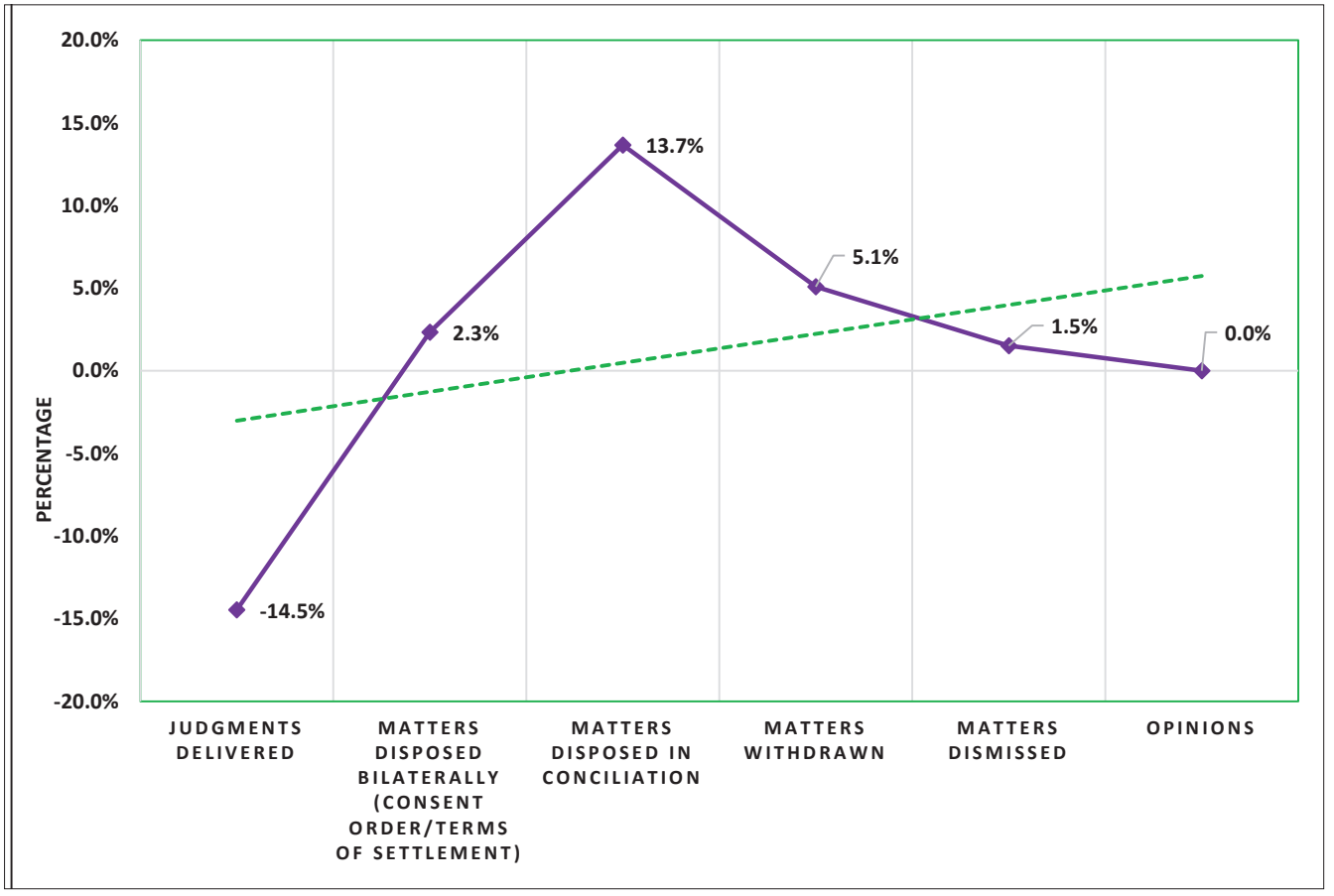
TABLE 6.1: PERCENTAGE CHANGE FOR MATTERS FILED AND DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH & SOUTH)
FOR THE PERIOD 2019 / 2021 to 2021 / 2023

Period	Total Filed	Disposal (%Change)						
		Judgments Delivered	Matters Disposed Bilaterally (Consent Orders/Terms of Settlement	Matters Disposed in Conciliation	Matters Withdrawn	Matters Dismissed	Opinions	Total Matters Disposed
2019/2020 - 2020/2021	1875	560	385	183	590	66	0	1784
2021/2022 - 2022/2023	1906	479	394	208	620	67	0	1788
% INCREASE/ DECREASE	1.7%	-14.5%	2.3%	13.7%	5.1%	1.5%	0.0%	-0.9%

CHART 6.1: PERCENTAGE CHANGE FOR MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 2019 / 2021 to 2021 / 2023



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