

ANNUAL REPORT 2021-2022

REPORT FOR PRESENTATION TO PARLIAMENT
Pursuant to section 83 of the Industrial Relations Act, Chapter 88:01



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

LETTER TO THE MINISTER

PRESIDENT'S CHAMBERS
Cor. Queen & St. Vincent Streets, Port of Spain, Trinidad & Tobago
PHONE: 1 868 225-4288 FAX: 1 868 627-1706

August 14, 2023

The Honourable Stephen Mc Clashie, M.P.
Minister of Labour
Level 5 & 6, Tower C
International Waterfront Complex
1A Wrightson Road
Port of Spain

Dear Minister,

Re: 2021-2022 Report of the Industrial Court of Trinidad and Tobago

It is my honour to present to you the Report of the working of the Industrial Court of the Republic of Trinidad and Tobago for the period September 15, 2021 to September 14, 2022.

This Report is submitted pursuant to Section 83 of the Industrial Relations Act Chapter 88:01.

Yours Respectfully,



Deborah Thomas-Felix
President



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FUNCTIONS OF THE
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

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 This Act was repealed and replaced by the Industrial Relations Act, Chapter 88:01 on July 31, 1972.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

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

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

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

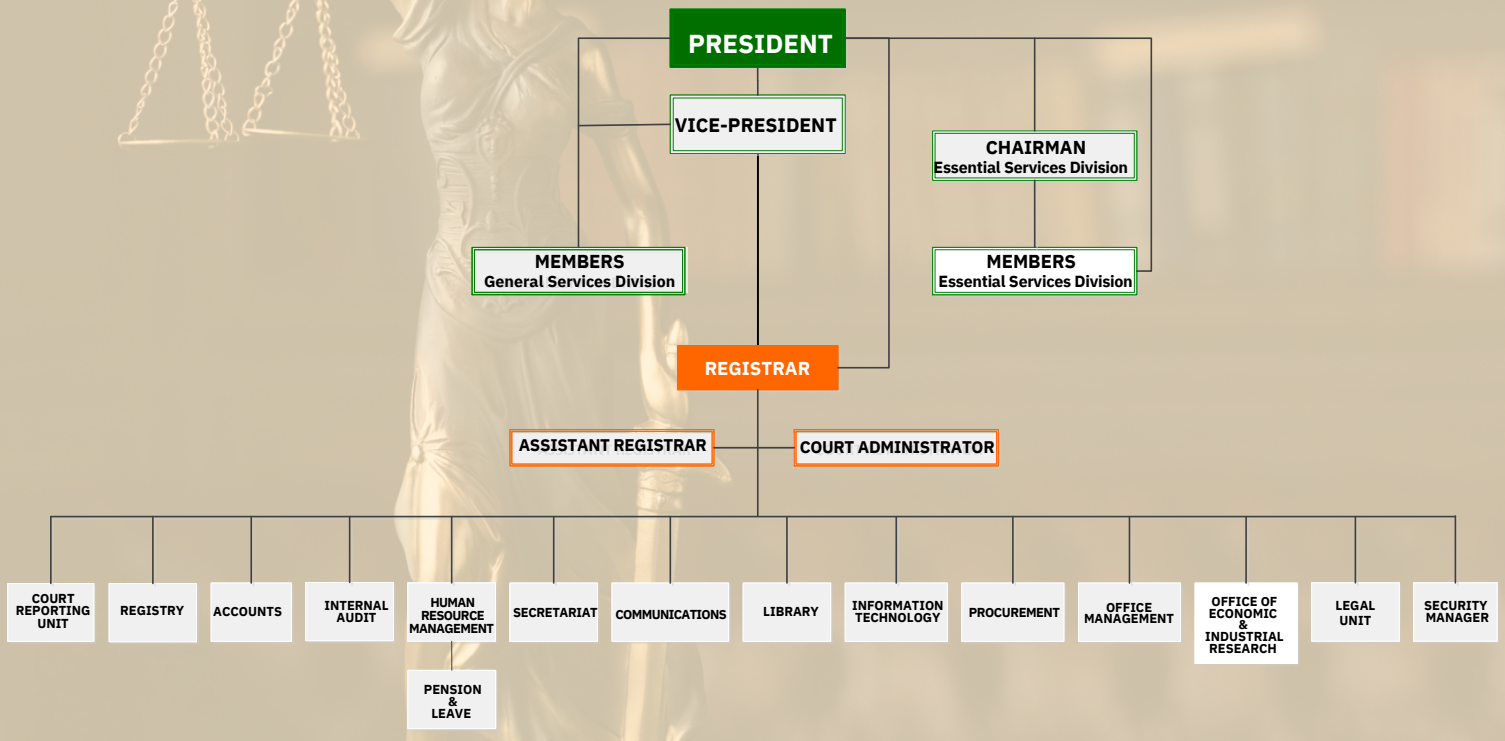
The principal role of the Court is to settle unresolved disputes and other matters which arise between employers and trade unions representing the workers employed by the employers under the Industrial Relations Act, Chapter 88:01 (I.R.A.); the Retrenchment and Severance Benefits Act, Chapter 88:13;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

The Court sits in two Divisions:

- 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
- 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



PRESIDENT'S MESSAGE

HER HONOUR MRS. DEBORAH THOMAS-FELIX

Special Sitting for the Opening of the 2022-2023 Law Term



These are interesting, historic times. This is the time when the COVID-19 pandemic continues to have a profound and catastrophic effect on our lives and it remains a major public health issue in every corner of the globe.

It is the time when there is global inflation, which is mainly driven by increases in food and energy prices and disruptions in the supply chain. This is also the time when issues like climate change, economic inequality, poverty and broken health care systems loom large.

In addition to these troubling global interlocking issues, we continue to be plagued in Trinidad and Tobago with murders and other violent crimes especially crimes perpetrated against women.

This year our twin island State celebrates 60 years as an Independent nation, and 46 years of Republicanism. As I reflect on the Jubilee celebrations and what we have achieved so far as an independent nation, I cannot help but ponder on the words of the ILO's Declaration of Philadelphia of 1944 and that of our Independent Constitution of 1962.

The Declaration of Philadelphia is very important in the history of the world and it promotes key principles which are embodied in law in many countries across the globe.

The main principles of the Declaration which I wish to highlight are:

1. "Labour is not a commodity;
2. Freedom of expression and freedom of association are essential to sustained progress;
3. Poverty anywhere constitutes a danger to prosperity everywhere;
4. The war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare;

5. All human beings irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;

   The attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy."

There is a marked similarity in the language of the Declaration of Philadelphia and that of our Independent Constitution. I did in my quiet moment wonder whether in 1962, the new Parliament, the new post-independence thinkers and the law makers reflected on this remarkable Declaration when drafting our Independent Constitution. Ours is a Constitution which says:

"Whereas the People of Trinidad and Tobago:

1. Have affirmed that the Nation of Trinidad and Tobago is founded upon principles that acknowledge the supremacy of God, faith in fundamental human rights and freedoms, the position of the family in a society of free men and free institutions, the dignity of the human person and the equal and inalienable rights with which all members of the human family are endowed by their Creator;

2. Respect the principles of social justice and therefore believe that the operation of the economic system should result in the material resources of the community being so distributed as to sub-serve the common good, that there should be adequate means of livelihood for all, that labour should not be exploited or forced by economic necessity to operate in inhumane conditions but that there should be opportunity for advancement on the basis of recognition of merit, ability and integrity;

3. Have asserted their belief in a democratic society in which all persons may, to the extent of their capacity, play some part in the institutions of the national life and thus develop and maintain due respect for lawfully constituted authority;

4. Recognise that men and institutions remain free only when freedom is founded upon respect for moral and spiritual values and the rule of law."

There are very similar key words and expressions in our Constitution and that of the Declaration of Philadelphia - expressions such as freedoms, labour is not a commodity, labour is not to be exploited, social justice, common good, common welfare, dignity, and spiritual values.

Indeed, it is clear that the rule of law, equal rights and freedoms, the quest for peace, social justice and the socio-economic development of all people, with labour as the backbone are really at the root of the preamble of our Constitution and also that of the Declaration of Philadelphia. These rights and principles promote qualities and values which are fundamental to the development and the advancement of any nation.

Today, I invite the social partners and all stakeholders to reflect on the words of our Independent Constitution, and on the achievements and advancements we have made as a nation for the past 60 years; and to also give some thought to the principles enunciated in the Declaration of Philadelphia.

Given the loss of human life worldwide, the continued public health challenges, the unprecedented impact on the supply chain and the devastating effect on the world of work of the COVID-19 pandemic; and also the public health measures which have been adopted worldwide in response to this pandemic, our country , like the rest of the world, continues to be severely impacted by the effects which those public health measures have had on the business community, on workers' health and their income security and on the labour market in general.

In the midst of all of this, can we possibly consider moving forward as a nation with our economic and social development plan, without social dialogue, particularly collective bargaining and the meeting of minds?

In May 1963, exactly 9 months after it achieved independent status, Trinidad and Tobago ratified its first ILO Conventions. The Conventions of which I speak are the Freedom of Association and Protection of the Right to Organise Convention (Convention 87), The Right to Organise and Collective Bargaining Convention (Convention 98) and the Forced Labour Convention (Convention 29). These three conventions are among the fundamental Conventions of the ILO and they may be of more importance for us today, than they were in 1963.

It is noteworthy that in 1963, the government of the day understood the value of the right to organise and to engage in collective bargaining and those rights were subsequently included in our national laws.

Over the past few years, I have been using this forum to emphasise the importance of social dialogue (whether the dialogue is bipartite or tripartite), with emphasis on collective bargaining. Today, I wish to revisit that discussion because of the importance of this topic at this time in our history.

Permit me first to repeat what I stated last year, "*We can agree that the world of work as we knew it will not be the same, because of the social and economic impacts of this pandemic. Therefore, there may be the need for employers and workers representatives to re-examine and revise the duties and the functions of some employees, and to address the new issues which may present themselves at the workplace. This, of course, can only be done after consultation with the employees or if there is a Union, through the collective bargaining mechanism. I urge unions and employers to meet, to be open to dialogue and consensus even if the discussion may initially cause a level of unease and discomfort. Always remember that social dialogue is a very important tool in industrial relations as you try to resolve these very troubling issues of common interest.*"[1]

Social dialogue as defined by the ILO includes all forms of negotiation, consultation or simply the exchange of information between, or among, representatives of government, employers and workers, on issues of common interest relating to economic and social policy.

In Trinidad and Tobago at the level of the workplace, there is a need for genuine, continuous bilateral discussions between Trade Unions and Employers to address all issues especially those related to changes in the modalities of work since the pandemic. As expected throughout the pandemic, trade unions and employers alike sought the intervention of the Industrial Court for the resolution of issues, however some of these issues clearly could be resolved by bilateral discussions. Please remember that a major component of the grievance process is dialogue, therefore, the starting point should always be bilateral discussions with the intention to resolve the issues. There is much to be gained when parties meet and resolve their issues without a third party. The lack of genuine social dialogue about transformations and adjustments in the world of work, since the pandemic, by the key players in the country is evidenced by the large numbers of Trade Disputes, Industrial Relations Offences (IROs), and Occupational Safety and Health (OSH) cases which have been filed at the Industrial Court over the last two years.

During the year in review, which is 15 September 2021 to 14 September 2022, **1099** new cases were filed at the Industrial Court, **133** cases more than the same period in 2020/2021 which recorded **966** cases.

The Court disposed of **797** matters this year in review which was **240** less than the **1037** matters disposed of for the same period in 2020/2021.

The disposal rate in 2021/2022 is **72.5**%, which is **34.8**% percentage points lower than the period 2020/2021 when the disposal rate was **107.3**%.

[1] INDUSTRIAL COURT SPECIAL SITTING, 17/09/2021 14

The total number of disputes disposed during the year in review, are as follows: **193** Judgments, **312** cases were withdrawn, **263** matters were settled through the conciliation and bilateral process and **29** matters were dismissed.

Of the total number of disputes filed at the Court for this year, 2021/2022, Trade Disputes remain the largest number of matters filed with a total of **730** followed by **124** Retrenchment and Severance Benefits Disputes; **111** Occupational Safety and Health Disputes and **58** Industrial Relations Offences. [2]

The total number of new cases which have been filed at the Industrial Court from March 2020, when the pandemic was announced, to 14 September 2022, is **2516** cases. This is so despite the fact that some sectors were closed due to public health measures. These figures tell a story and suggest that there is a need for more discussions and agreement at the workplace.

It can be posited, that there are two very valuable lessons which we can take away from the experience of the past two years with the continued assault of the COVID-19 virus on the world. The first lesson is that no man is an island, and the second, particularly in times of crisis, is that we need to collaborate and be our brother's keeper while we sing from the same hymn book. I therefore urge the social partners, to work together to contribute to this nation's further development. Step back from deeply entrenched positions that have born no fruit thus far and take a leap of faith to embrace genuine consultation with the persons seated on the opposite side of the table.

I will pause to give a brief account of the working of the Industrial Court for the period 15 September 2021 to 14 September 2022.

THE COURT IN THE YEAR IN REVIEW

The Court continues to build capacity. This year the Court in collaboration with the Judicial Education Institute conducted training for Judges in Judgment Writing. This training was delivered by Mr. Justice Gregory Smith, Justice of Appeal.

As reported last year, Case Management continues to be conducted virtually, however, conciliation hearings have been reverted to in person hearings, due to a number of reports of dissatisfaction from stakeholders about how impersonal the new virtual process had been and the need to be physically present at these sessions.

The Court purchased new computers and some much needed IT equipment such as servers, as we try to recover from the past two years and to update our technology.

[2] These figures which were delivered at the Special Sitting for the Opening of the 2022-2023 Law Term are provisional. For the actual figures, see Appendix D.

There has been an upgrade of the facilities at the San Fernando Court and we continue to rely on the Chairman, Mr. Anthony Roberts and Staff of the San Juan, Barataria Regional Corporation to assist with the sanitizing of the Port of Spain building. My sincerest thanks to the Corporation for the kind support and service.

Her Honour Mrs. Sandra Ramparas who served as a judge at the court for more than two decades has retired and so has the Registrar, Mr. Noel Inniss. On behalf of the Vice President, Chairman of ESD, Judges, members of staff of the Court I wish to extend best wishes to them on their retirement and on their new journey in life. I wish to welcome the new Registrar Mr. Kevon Swan who joined the staff last year.

TOBAGO

Over the past two years access to justice for the people of Tobago has been very difficult. Due to the pandemic, the serving of process documents from the Court came to a halt, litigants were impeded from travelling to Trinidad and even in case management there were connectivity challenges. This has resulted in a backlog of cases from Tobago. I hope in this new law year to have Open Court sessions in Tobago during the August vacation to clear up some of the backlog.

LOOKING TO THE FUTURE

In 1965, some fifty-seven years ago, the Parliament of Trinidad and Tobago enacted legislation to provide for the compulsory recognition by employers of trade unions and organisations representative of a majority of workers and also for the establishment of the Industrial Court. The then Prime Minister Dr. Eric Williams had this to say about the industrial climate of the country:

"*In the last five years, 1960 to 1964 there have been 230 strikes in the country, an average of 46 a year. The number for the year 1962 was 75. The number of workers involved in these strikes in five years was 74,574, an average of about 15,000 per year.*"[3]

We have come a long way from those days. 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.

[3] House of Representatives: Thursday, 18th March, 1965

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.

Currently in Trinidad and Tobago, public sector negotiations are taking place and there is much anxiety among workers. It is noteworthy, that several new collective agreements have been finalised in the private sector over the past years. In 2019, out of a total of 40 new collective agreements registered, 38 were from the private sector, in 2020 there were 55 new agreements registered with 50 from the private sector, in 2021, 104 new collective agreements were registered with 85 from the private sector and for this year so far 90 new collective agreements were registered, 73 of which are from the private sector.

Last year, I mentioned the large number of breakdown in negotiations cases which were filed at the Court for the period 15 September 2020 to 14 September 2021, that figure was forty two. This court year, a significantly smaller number of matters were filed for the period September 2021 to September 2022, that number is 23.

I have always held the view that collective bargaining for new collective agreements should be contemporaneous to the period under review. One wonders what value can be derived by workers and also by employers when they negotiate for new terms and conditions some seven or ten years after the period in review. Often the new negotiated terms bear little relevance to the past.

Indeed, there is nothing which prevents one of the parties engaged in collective bargaining from reporting a breakdown of negotiation to either the Minister of Labour or the Minister of Finance, while at the same time commencing fresh negotiations for a collective agreement for a new period. There is no reason to wait until the expiration of two or three terms before making the formal report of a breakdown in negotiations.

I do hope that some thought and consideration will be given by employers and trade unions both in the public and private sectors to engage in collective bargaining for new collective agreements contemporaneously.

Let us now look at Tripartism and the National Tripartite Advisory Council in Trinidad and Tobago.

The Tripartite mechanism which is embraced by countries worldwide, regardless of their legal system, is an extremely important and useful tool to assist with the resolution of the myriad issues in the world of work. Through this mechanism, representatives of workers, employers and the government each have an equal voice in decision making. Tripartism is also key to treating with the labour market and its volatility, and it will be of great assistance in times like these when personnel of the ILO, the UN and world leaders gather to address what is called the "interlocking crises".

Last year I said the following:

"*It is public knowledge that the National Confederation of Trade Unions has withdrawn from the National Tripartite Advisory Council for what they consider to be good reason. However, this is the time in our nation's history where there is a need for the workforce to be guided by the decisions of the tripartite leaders.*

The current unprecedented challenges in the world of work which have been presented by this pandemic require strong leadership to assist and to navigate the workforce through these difficult, uncharted and myriad issues and also to assist in stabilising the labour market. The workforce needs to be reassured and comforted in the knowledge that the tripartite leaders (government, employers and trade unions) are engaged in regular discussions with a view to reaching agreement on the path to be followed in the workplace to address the issues created by the pandemic. This much needed guidance can only be achieved in a climate of mutual respect and compromise, facilitated through social dialogue.

This may be the time for the National Tripartite Advisory Council to revisit its working mechanisms and, also, for the Federation of Trade Unions to reconsider the timing of its collective stance of non-participation in the Council. Additionally, the Trade Union movement and the government may wish to iron out their differences in order to begin meaningful consultation, along with the employers, on the effects of the pandemic on the world of work and on industrial relations over the past 18 or so odd months, and on the role of employers' and workers' organisations in forging a path of economic and social recovery for our nation during and after the pandemic."

Since that address, I have received a range of perspectives from the employers' and trade unions' representatives on the various issues which should be addressed and ironed out before the National Tripartite Advisory Council can meet and function effectively. From all accounts, it appears that trust continues to be the uninvited guest and absent at the table.

We must not ignore the value of tripartite meetings and the importance of having an effective national tripartite council. As explained earlier, it is a fundamental tenet of tripartism that each of the social partners has an equal voice when they meet to address issues related to the economy and the labour market. It is also accepted that through this considered approach, that they work together to assist in 'the promotion of the common welfare' to coin a phrase from the Declaration of Philadelphia.

It is my sincere belief, that the problems which currently exist between the social partners who are members of the National Tripartite Advisory Council, though very troubling, are not insurmountable. Through my lenses, and I say so respectfully, what is required is an understanding of how a National Tripartite Advisory Council works, what are its functions, and the appreciation of the important role such an organisation can play in labour market development. I therefore repeat my call for constructive social dialogue between the tripartite partners with a view to strengthening the labour market and the workforce. It is imperative that the tripartite partners, who are in fact the leaders in the world of work, set aside their differences and have that preliminary meeting and the much needed discussion 'on the elephant in the room' with a view to resolve differences, to listen and understand the different perspectives and to agree to a structure of a viable working methodology at the level of the National Tripartite Advisory Council.

There has been a growing number of protests in this country, several of which are centered on what is perceived as social ills and the lack of social amenities. In addition, there have been protests related to working conditions, job losses and negotiations for new terms and conditions at work.

We cannot get back to the era of strikes which Dr Eric Williams reported to the Parliament in 1965.

It is therefore in the national interest for the tripartite partners to meet, to have meaningful discussions and embrace their respective roles to address burning issues such as poverty alleviation, job reduction and job losses, the closure of businesses and social protection. This is not the time, for government, employers and trade union leaders to see each other as adversaries, this is that time to be partners working harmoniously together to assist in

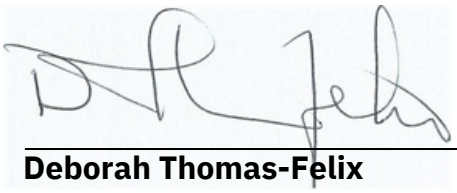
the socio-economic development of our beloved Trinidad and Tobago. The country needs your input and your guidance to shape policy and to promote the rights at work and also to strengthen dialogue on work related issues.

The way forward, as we continue to build and achieve as an independent nation and to celebrate future milestones like 75 years of Independence, should be a path paved with nuggets of effective social dialogue, (sprinkled with tripartism and bipartism along the way). A path on which the practice of good industrial relations as the means to promote social justice, inclusive economic growth, decent wages, favourable working conditions and sustainable businesses is at the core of our sustainable development policies as we forge ahead.

This is a crucial time in our country's history and development when we are recovering from a health crisis. Let us focus on the 'common good' and on the 'common purpose' while we work towards economic recovery and sustainable development, with social dialogue firmly at the center.

I am reminded of the voices of two of our sages of calypso Black Stalin and the Merchant when they exalted us "We can make it if we try....just a little harder"... "Come my brother, come my sister, let us build a nation together."

Thank you and may God bless our nation.



Deborah Thomas-Felix
PRESIDENT

JUDGES

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO



Her Honour
Mrs. Deborah Thomas-Felix
PRESIDENT



His Honour
Mr. Herbert Soverall
VICE PRESIDENT



His Honour
Mr. Lawrence Achong
CHAIRMAN
Essential Services Division



His Honour
Mr. Albert Aberdeen



Her Honour
Mrs. Janice Christopher-Nicholls



Her Honour
Mrs. Kathleen George-Marcelle



His Honour
Mr. Melvin Daniel



Her Honour
Mrs. Wendy Ali



His Honour
Mr. Vincent Cabrera

JUDGES

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO



His Honour
Mr. Patrick Rabathaly



Her Honour
Ms. Bindimattie Mahabir



His Honour
Mr. Gregory Rousseau



Her Honour
Mrs. Heather Seale



His Honour
Mr. Morton Mitchell



Her Honour
Ms. Michelle Ann Austin



His Honour
Mr. Azeem Mohammed



His Honour
Mr. Andrew Stroude



Her Honour
Mrs. Angela Hamel-Smith



Her Honour
Mrs. Indra Rampersad-Suite



Her Honour
Ms. Elizabeth Solomon



Her Honour
Mrs. Jillian Bartlett-Alleyne

REGISTRARS & COURT ADMINISTRATOR

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO



MR. KEVON SWAN
REGISTRAR



MRS. KATHY-ANN ALEXANDER - FRASER
ASSISTANT REGISTRAR



MS. YOULAND ROBINSON
COURT ADMINISTRATOR

ADMINISTRATION

The Industrial Court has taken steps to move towards some level of normalcy consistent with the steady reduction in the COVID-19 cases as guided by the Ministry of Health. Conciliations have returned to appearances in person and open court sittings have resumed in full. Remote/virtual court hearings continue for Case Management Conferences and Mention and Reports, and the "break out" room service for stakeholders who wish to attend their virtual court hearings at the Court, remains.

Additional funding was made available to complete the purchase of hardware to facilitate the new judicial management software that is expected in the new term. We are optimistic that we will be able to get the required prerequisites to move towards providing e-filing and e-Services for our litigants thus transforming to a full e-Court.

COURT REGISTRY

The Registry Department has been operating with limited staff and resources. For the period under review, there was an increase in the number of disputes filed at the Court and staff were required to manage the increased workload. This was compounded by:

1. Staff on medical leave due to COVID-19;
2. The frequent turn-over of staff due to persons acting in higher positions; and
3. The break of contracts as per short-term contract arrangements.

These factors grossly affected the workflow and placed undue strain on the staff. Often times, members of staff handled two work schedules. Despite these challenges, the staff rose to the occasion and continued to work diligently.

INFORMATION TECHNOLOGY

The progress of our e-Court has been rapidly advanced based on the current pandemic situation as the need for more digital transformation is certain. However, while seeking to upgrade equipment and implement much needed technology to facilitate our operation, the unavailability of funds slows the process.

Nevertheless, this will not deter the Court from achieving its goal of becoming an e-Court which provides the technological support for the determination of matters and efficient court management.

Facilitating Remote/Virtual Hearings

The Court conducted open court hearings before a coram of Members (Judges) with parties not only within Trinidad and Tobago, but also with those who were abroad. This was the first year, since the introduction of remote hearings, that parties outside of the country were heard before an open court. The Information Technology Unit ensured it was done successfully.

The Unit continues to facilitate remote/virtual hearings for Case Management Conferences, Mention and Reports and a few Conciliations, via the online platforms Zoom and Microsoft Teams. This was implemented at the Court in 2020 as a result of the COVID -19 pandemic. Part of this process is to schedule and send out meeting links to the relevant parties for these remote hearings on a weekly basis. The Unit sent out approximately 7200 meeting links to the relevant parties over the review period.

Over the past two years, there have been several upgrades to the online platforms. The Unit has conducted training with the Members (Judges) on the use of these platforms, specifically the Zoom platform, to help resolve some of the challenges encountered while presiding over virtual hearings from home.

There have also been virtual hearings between the Legal Department and entities such as the Public Service Commission Disciplinary Tribunal and the Court of Appeal for which technical support was required.

Upgrading Equipment to Support Proposed Software

Full digitization of the Court is paramount and we continue to purchase all the hardware that is required for the proposed software. We were able to purchase storage servers, scanners, computers and laptops and before the end of the next financial year, more equipment will be acquired. We are also in the process of configuring all the equipment to begin scanning all relevant documents that come to the Court. The details of the acitivities undertaken are as follows:

- A new computer system was installed and configured in one of our court rooms, while the other courtrooms got upgrades in either Biamp or audio flex equipment or both, making them more equipped for virtual and other forms of communication. Additionally, the For the Record (FTR) software was upgraded to do same.
- New laptops were purchased for Members (Judges) and senior staff.
- New heavy-duty copiers were purchased for our Accounts Department and for the San Fernando branch of the Court Registry.
- New storage servers were added at our Port of Spain branch. A new server replaced the older database server in Port of Spain and the Domain Controller server was upgraded in San Fernando.
- High-speed scanners were purchased and installed in the Court Registry Department at the Port of Spain and San Fernando branches and in the Office of Economic and Industrial Research.

This continuous process to create a more digitally accessible platform to enable faster processing of documents, is in keeping with the Court's drive towards an e-Court.

Upcoming Projects

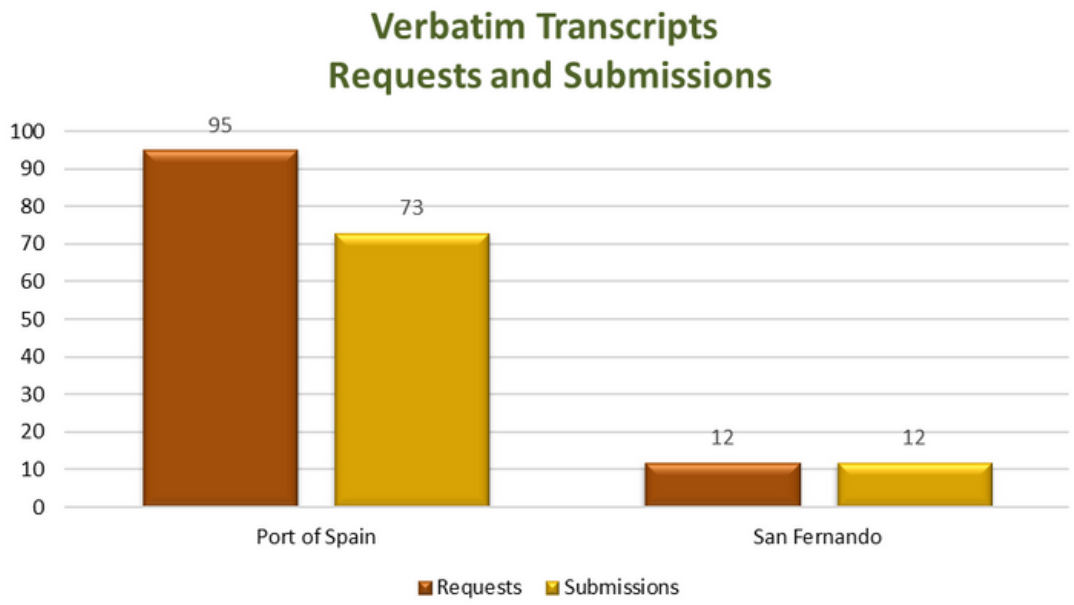
- The electronic desk manual profile which is to be configured on one of our servers will be available to staff upon assuming duty on any desk. This would assist staff who are acting in the post or are on a short-term contract to understand the basic step by step process and job description creating more efficiency in our service.
- A new court management software will be implemented to replace the current court management software Judicial Enforcement Management System (JEMS), which can no longer effectively support the growing demands of the Court.
- Additional courtrooms will be upgraded with new PC systems and the new For the Record (FTR) software.
- Some desktop and laptop computers at the court will be replaced with new systems.
- Two more high speed scanners will be installed to enable faster processing of documents.
- The Library's *Minisis Judgment* software will be updated on a new server.

COURT REPORTING

The staff at the Court Reporting Unit have maintained a hybrid work system – a system initiated as a consequence of the COVID-19 pandemic – and this has aided productivity within the Unit.

For the period under review, the Verbatim Reporting Section recorded one hundred and seven (107) requests for transcripts of which eighty-five (85) transcripts were submitted. The breakdown of the number of transcripts requested and submitted between the San Fernando and the Port of Spain branches of the Court can be seen in the table below.

BRANCH	REQUESTS	SUBMISSIONS
Port of Spain	95	73
San Fernando	12	12
TOTAL	107	85



Under the Computer-Aided Transcription (CAT) Reporting Section, one hundred and forty-four (144) transcripts were completed and submitted based on requests.

Transcripts completed and handed in based on requests	144
Man hours in court for CAT Reporters 15th September 2021 to 14th September 2022	195 hrs 51 minutes
Number of pages of transcripts edited by Senior CAT Reporter for the period 15th September 2021 to 14th September 2022	5,358 pages

Conclusively, despite the persistent shortage of staff, a total of **two hundred and twenty-nine** (**229**) transcripts were submitted by the Court Reporting Unit based on requests.

LIBRARY AND INFORMATION SERVICES



The Industrial Court Library celebrates Trinidad and Tobago's 60 years of Independence

Our Vision
To be a dynamic, evolving and the Industrial Relations Library of choice in the Caribbean, assisting in dispensing social justice.

Our Mission
To be an Industrial Relations Library dedicated to providing historical, managerial, psychological, sociological and legal documentation and information for research in a timely manner for our diverse clientele.

Our Purpose
To be the premier Industrial Relations Library in the Caribbean, purposed to support the initiatives of the Industrial Court as a Superior Court of Record and a critical institution of social justice in Trinidad and Tobago.

Our Objectives

1. To assist the Industrial Court in its fulfillment of its mission and vision through the provision of quality library services to all stakeholders and users.
2. To be the foremost repository of Trinidad and Tobago's Industrial Court judgments that span over fifty years.
3. To provide judges with resources and services to meet their legal information needs.
4. To serve as a major source of Industrial Relations information for stakeholders, trade unionists, students, litigants and the general public.
5. To develop and maintain a modern and dynamic information service in Industrial Relations, supplying equitable and quality access to the cases and knowledge of the Court.

The following are highlights of the Library's undertakings during the period 15th September 2021 – 14th September, 2022.

SUBJECT INDEX OF THE INDUSTRIAL COURT JUDGMENTS

In September 2021, the Library embarked on a massive project to update the "*Subject Index of the Industrial Court Judgments (1965–1998)*" publication. So far, the outstanding subject index of the Industrial Court judgments for the year 1998 have been completed and currently, we are working on 2000 and 2003. It is hoped that this new index, to be renamed the "*The Revised Subject Index of the Industrial Court Judgments (1965 - 2022)*", would be completed at the end of the financial year 2023/2024.

CIVIL APPEAL JUDGMENTS

The Library's *Civil Appeal Judgments* print collection dates back to the year 1966. The Library pursued an assiduous search for print and/or e-copies of appeal cases that have arisen from trade disputes, to create meaningful and complete meta-data records in its proprietary "*Minisis Judgment*" database. During the year, the following was realized:

- Updated Civil Appeal and Merged Appeal Listing with **46** Appeal Notices and **7** Orders and **2** transcripts.
- Assigned descriptors to **51** Appeal Judgment records in "*Minisis Judgment*".
- Removed **12** Appeal entries from the Library's Civil and Merged Appeal Listing (reasons ranged from matters being discontinued, withdrawn or failure to appear by a party).
- Digitized **15** Civil Appeal Judgments, and uploaded them to "*Minisis Judgment*".
- Edited **14** Civil Appeal records in "*Minisis Judgment*".

DIGITIZATION OF INDUSTRIAL COURT JUDGMENTS

The Library retrieved **169** judgment files in Word format from the judges' secretaries. The content of these files was checked and edited to ensure it mirrored the original hard copies of the judgments and the court lists of the Industrial Court of Trinidad and Tobago (ICTT). These "Word" documents were then converted to PDFs and uploaded to the "*Minisis Judgment*" database. The metadata, control number and footer were added to the PDF files.

Further, **160** new ICTT trade dispute records were created and uploaded, **105** new summaries were entered and **197** descriptors were added to the "*Minisis Judgment*" database.

A new initiative was undertaken to document and highlight as a heading the judge who delivered the case, at the start of the record summary. This was undertaken in response to requests by our clients. The period January 2020 to July 2022 has been completed.

REVIEW OF JUDGMENTS

The Library continued to engage in the routine exercise of checking the case metadata, which involved ensuring delivery dates, trade dispute numbers and parties on the printed judgment, mirror what is on the official court list. Moreover, the text references to other cases were verified and the layout of the judgment was scrutinized to make certain that there were no inadvertent omissions. This was undertaken to ensure the Court's stakeholders continue to receive a quality judgment.

INFORMATION FILES [NEWSPAPER COLLECTION]

Due to significant financial constraints, the Library has had to rely on the Communications Department to supply various newspapers (other than the Guardian) to continue to build one of its core collections, which is "*Information Newspaper Files*". The Library would index and record the pertinent news articles for their industrial relations content, then search for and upload the full-text link (if available) or scan the printed article and add it to its e-information file collection. During the fiscal year 2021/2022, two hundred and sixty (**260**) articles were indexed.

COMMUNICATIONS SUPPORT

The south branch of the Library continues to provide support to the Communications Department by posting approved information on the Court's website and on one of the Court's social media platforms. Further, the branch has been authorized to facilitate queries stemming from the Court's website and Facebook platforms.

The south branch also received videos from the Communications Department to be indexed and archived with the aim of building a *Digital Video Collection*. This exercise has been completed and soon, stakeholders will be able to access some of this digital content.

STATISTICS

Revenue

Revenue received for the financial year 2021/2022 amounted to **$903,179.60**. The breakdown is as follows: i) subscription payments to the Library's *Minisis Judgment* database - **$361,200.00**, ii) Court Fines - **$517,000.00**, iii) Photocopies and Prints - $**22,179.00** and iv) sale of the publication of *Analysis of Wages and Salaries Extracted from Collective Agreements* - **$2,800.00**. A snapshot of the revenue garnered over a four - year time span was captured below in **Figure 1**. It should be noted that income from the

sale of the publication of *Analysis of Wages and Salaries Extracted from Collective Agreements* is not reflected in the bar chart.

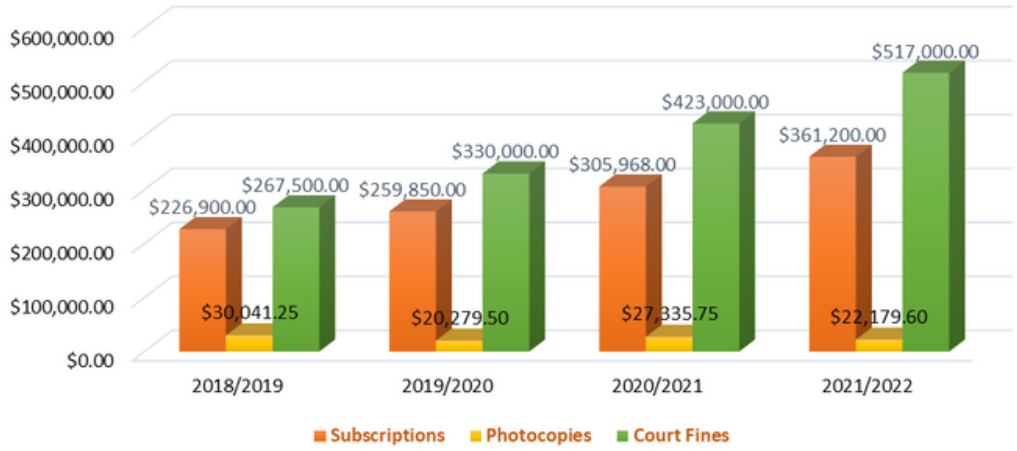


FIGURE 1

Database Subscribers

The Library is the premier reservoir of judgments delivered at the Court, and the demand for remote e-access to Industrial Court trade disputes has not dipped as can be seen in **Figures 2** and **3** below. This assertion is supported by an **18.05%** increase in earnings from subscriptions to the Library's Minisis Judgment database, when compared to financial year 2020/2021. An extraction of the information from the bar chart of Figure 1 showed that during the 2021/2022 fiscal year, database subscription revenue amassed to **$361,200.00** when compared to the financial year 2020/2021, where the sum was $319,096.50. Notably, there was a marginal decline of **18.9%** in earnings from photocopies/prints in the 2021/2022 when compared to 2020/2021 (**Figure 1**). This decline in photocopies/prints lends support to the hypothesis of an increased demand for remote e-access. A two-year overview of the types and amounts of Library database subscribers are depicted in **Figure 2** and **Figure 3** below.

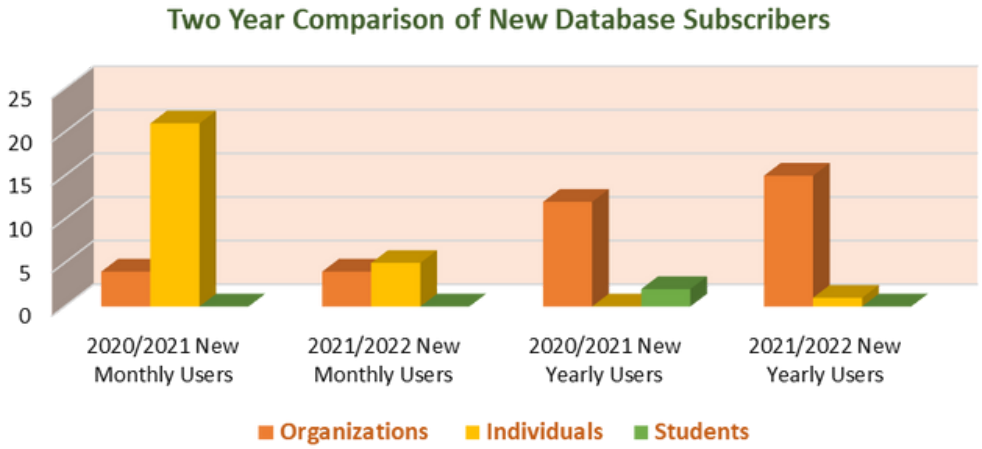


FIGURE 2

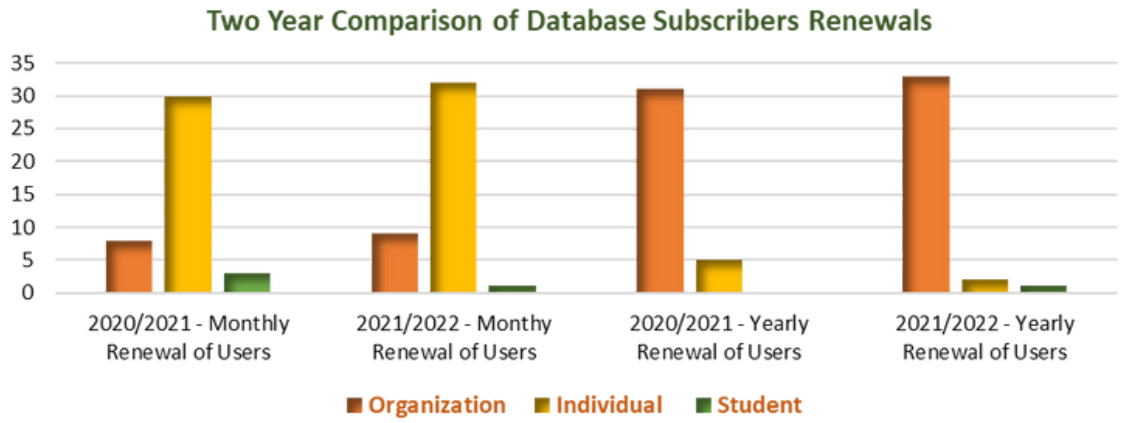


FIGURE 3

Customer Access

The Library staff answered **5,304** information requests for the year 2021/2022. Patrons accessed the services of the Library via visit/walk-in, telephone call or e-mail. Telephone access continues to be the most frequently used method of access. The Library received **2,370** requests for information, which is a **3.7%** marginal decline when compared to **2,463** for the fiscal year 2020/2021. Walk-in customers tallied a distant second with **1,360** requests. This 2021/2022 walk-in figure of **1,360** amounted to a **8.45%** increase in users accessing the information services of the Library via foot traffic (Figure 4) when compared to **1,254** in the previous year. In spite of this minor rise in our "foot traffic" users, revenue from e-access to the "Judgment" database jumped by **13.19%** in 2021/2022 (Figure 1) when compared to 2020/2021.

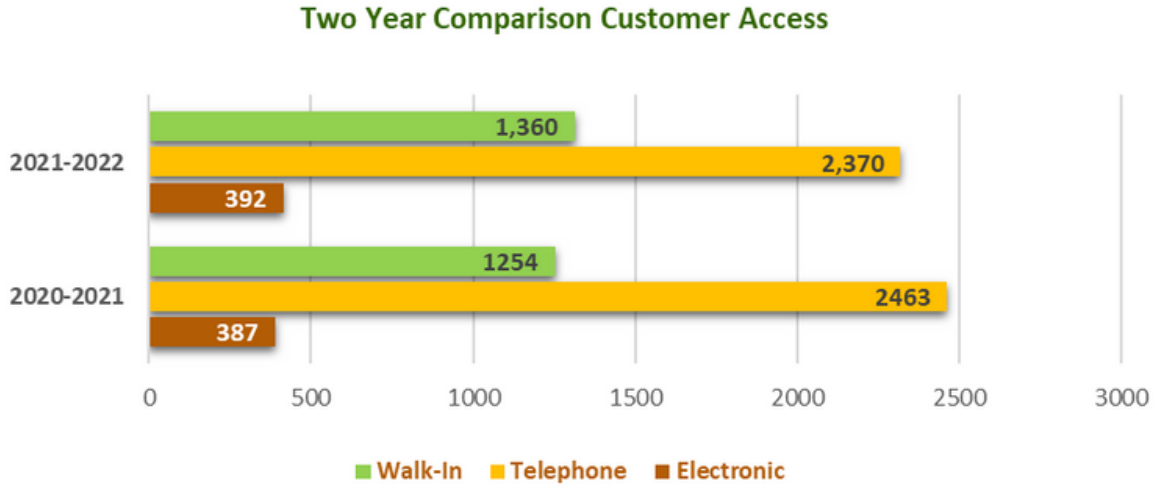


FIGURE 4

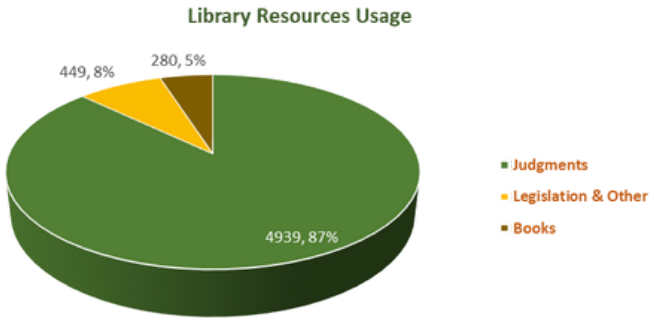


FIGURE 5

DISPLAYS AND BIBLIOGRAPHIES

To highlight current events and raise awareness of the Library's resources, the following displays and bibliographies were prepared:

- World Day of Social Justice - *New resources such as books and websites were added to the bibliography.*
- Industrial Court Anniversary
- World Day of Social Justice
- South Court Anniversary
- Labour Day

SUCCESSES

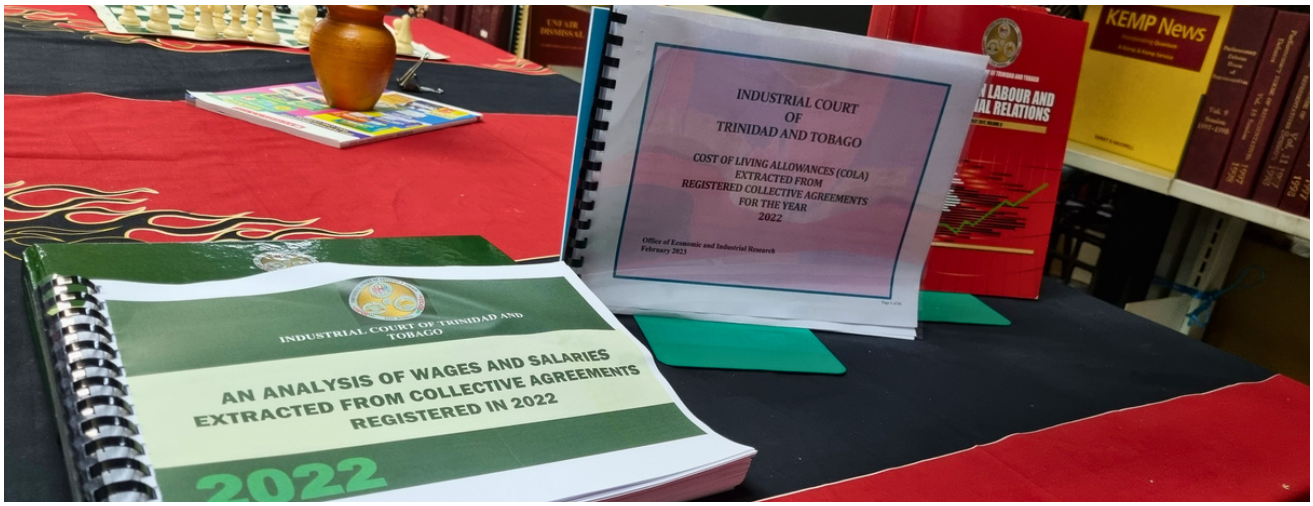
- The MINISIS/M2L software was upgraded to enhance the searching and retrieving capabilities of the "Judgment" database as well as the end-user experience.
- The "Gimlet" database was acquired to improve the efficiency of reporting customer queries. This is a searchable e-tool used to record queries and generate statistics. This database would also be used by the Communications Department.
- Mrs. Renata Kungebeharry (NALIS employee) completed her six (6) weeks internship at both the north and south branches of the Library as part of her Bsc. in Library and Information Studies programme at the University of the West Indies Mona, Campus in Jamaica. During her internship, she obtained "hands on" practice and gained skills in the following areas.
  - Front desk duties that involved (1) answering basic reference and research queries, (2) filing of used judgments into specific folders, (3) learning and implementing information retrieval techniques needed to search the Library's "Judgment" database, (4) registering new subscribers to the database, (5) capturing and recording data for statistics.

- Indexing and abstracting newspapers re: Industrial Relations topics; searching for as well as uploading of e-copies of these articles when available.
- Analyzing judgments to pick out its key Industrial Relations subject(s), with a view to creating summarized meta-data in the form of yearly “judgment cards”.
- Authority checking (trade disputes numbers, parties and citations are correct) judgments prior to digitizing.
- Training received in entering header and footer information of judgments during the digitization process.

CONCLUSION

Despite the challenges of the 2021/2022 financial year, the staff at the Library continued to remain focused on the mission, to assist the Court in fulfilling its mandate of dispensing social justice in the world of work.

OFFICE OF ECONOMIC AND INDUSTRIAL RESEARCH



During the review period, the Office of Economic and Industrial Research (OEIR), which was instituted by section 82 of the Industrial Relations Act, Chapter 88:01, reaffirmed its commitment to support the Court in the realisation of its stated purpose, "*to better provide for the stabilisation, improvement and promotion of industrial relations in Trinidad and Tobago*." To this end, the OEIR, continued to manage all research requests and fulfil its daily objectives. The Department continued to deliver informative, analytical material of an economic, labour and industrial theme, engendering a facilitative and sound research environment for the Court and its stakeholders.

For the period under review, the OEIR accomplished the following:

REGISTRATION OF COLLECTIVE AGREEMENTS

- The Research Department undertook an exercise to review the older Collective Agreements (CAs) which required amendments and to liaise with the relevant parties to have these agreements registered. As a result, there was an increase in the number of Collective Agreements registered in the year 2021, which amounted to a total of one hundred and four (104). During the course of this exercise, a total of one hundred and six (106) CAs were reviewed, a quantity of which were registered in 2021.

  The chart below shows the number of Collective Agreements registered over the last five (5) years.

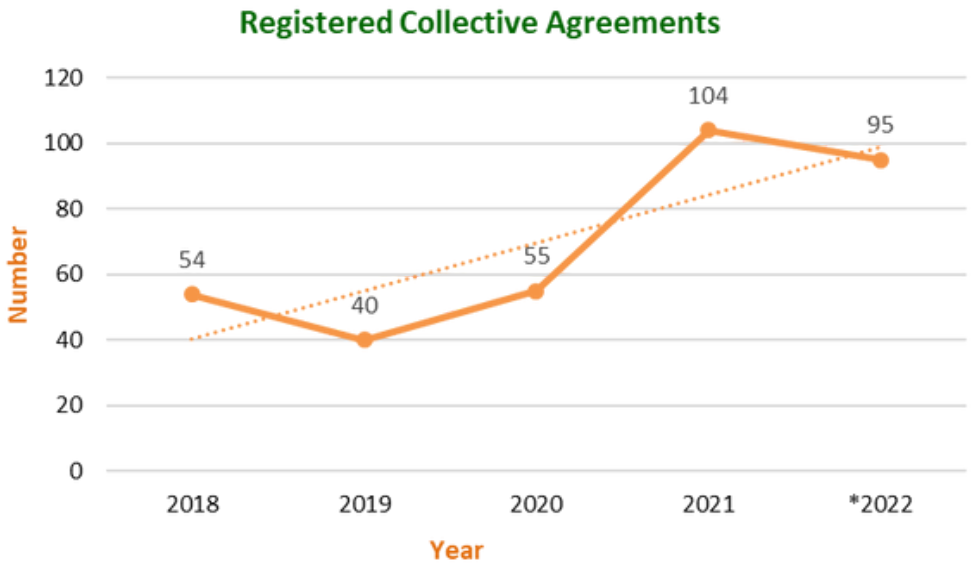


***Figure as at September 2022**

The number of CAs registered for the year 2021 represents an eighty-nine percent (89%) increase in the number of CAs registered in 2020. It is noted that as at 30th September 2022, the Department recorded a total of ninety-five (95) registered Collective Agreements, for the year 2022. For the comparable period in 2021, a total of forty-seven (47) CAs were registered.

- Fifty-five (55) Collective Agreements received by the Court for registration were analysed. These Agreements were analysed for conformance with section 43 of the Industrial Relations Act (IRA), Chapter 88:01 and with other relevant pieces of Industrial Relations (IR) legislation. Letters were also written to Companies and Unions requesting amendments to Collective Agreements prior to registration.

PUBLICATION ENTITLED AN ANALYSIS OF WAGES AND SALARIES EXTRACTED FROM COLLECTIVE AGREEMENTS REGISTERED IN 2021

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 one hundred and four (104) Collective Agreements registered at the Court in 2021.

Highlights

An analysis of the data revealed that the highest pay increase of twenty-five per cent (25%) was recorded in the Administrative and Support Services Activities sub-sector. The second highest percentage pay increase of twenty per cent (20%) was recorded in the Financial and Insurance Activities sub-sector. A comparison of the highest wage increases

of registered Collective Agreements in the two (2) previous years, 2019 and 2020, showed that in 2019 the highest pay increase of twenty-five percent (25%) emanated from the Financial and Insurance Activities sub-sector, while in 2020, the highest pay increase of twenty-three and three-quarter percent (23.75%) emanated from the Information and Communication sub-sector.

The lowest percentage pay increases were 0% and 2%. The 0% wage increase was negotiated by companies in the Accommodation and Food Support Activities, Administrative and Support Service Activities, Financial and Insurance Activities and Information and Communications sub-sectors while the 2% wage increase was negotiated by a company in the Information and Communication sub-sector.

In comparing the two (2) previous years, the lowest pay increase in 2019 was recorded in the Administrative and Support Service Activities sub-sector which recorded 0%, while in 2020 the lowest percentage wage increase of 0% was negotiated 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 2021

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 one hundred and four (104) Collective Agreements registered at the Court in 2021.

Highlights

In registration year 2021, the highest monthly COLA of $1,913.23 per month for the first year of the Agreement, after which an Indexed Rate was applied, emanated from the Manufacture of Chemicals and Chemical Products sub-sector and negotiated by OWTU, for the bargaining period 2013 – 2016. This was followed by $1,343.08, again for the first year of the Agreement followed by an Indexed Rate, also in the Manufacture of Chemicals and Chemical Products sub-sector for the bargaining period 2016-2019, negotiated by the Oilfields Workers' Trade Union (OWTU). The lowest monthly COLA was $ 45.00-$55.00 for a three-year bargaining period spanning 2007-2009, in the Manufacture of Food Products sub-sector and negotiated by the Oilfields Workers' Trade Union (OWTU).

With regard to the one hundred and four (104) Collective Agreements registered in 2021, sixty-one (61) or 59% of these utilized a fixed rate of COLA, nineteen (19) or 18% employed an Indexed Rate COLA method, one (1) or 1% utilized a fixed rate Consolidated COLA method, while twenty-two (22) or 21% of Agreements contained no COLA provisions.

A comparative analysis of COLA, with regard to Agreements registered in the years 2021 and 2020, revealed that in respect of the monthly BU, the highest COLA in registration year 2021, as previously stated was $1913.23 monthly, for the first year of the Agreement originating from the Manufacture of Chemicals and Chemical Products sub-sector. In comparison, the highest COLA negotiated in 2020 was $730.00 monthly, originating from the Manufacture of Food Products sub-sector and negotiated by the Oilfields Workers' Trade Union (OWTU).

For registration year 2021, the lowest COLA was $2.50 per day negotiated by the National Union of Government and Federated Workers (NUGFW), in the Arts, Entertainment and Recreation sub-sector. In comparison, for registration year 2020, the lowest COLA was $1.10 per hour, negotiated by the Oilfields Workers' Trade Union (OWTU) in the Trade and Repairs 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, and 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 and one hundred and four (104) in 2021) 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.

STATISTICS ON DISPUTES

This is a compilation and analysis of statistical data on the number of disputes filed and disposed of, inclusive of judgments delivered at the Court for the period 15th September 2021 to 14th September 2022. For further details on this report, see *Statistics on Disputes*, Appendices A to D.

REQUESTS

- Data requests from the President, the Legal Department, the Court Administrator and Judges of the Industrial Court as follows:
    - Highest and lowest salary increases in Collective Agreements over the period 2015-2020.
    - Cost of Living Allowances within particular sub-sectors from registered Collective Agreements for the period 2015-2020.
    - Number of Collective Agreements registered at the Court per year for the period 2015 – 2021

- The number of Breakdown in Negotiation matters filed at the Industrial Court.
- Information from Grievance Clauses extracted from Collective Agreements.
- Information on the issuance of warning letters to employees as contained in the Collective Agreements
- Information on Excessive Absenteeism Clauses extracted from Collective Agreements.
- Average wage increases and modal percent wage increases for the period 2012 to 2021.
- The number of Collective Agreements registered at the Industrial Court for the period 2015 to 2021.

- Request from the Chief Personnel Officer on registered Collective Agreements from various companies.

The growing demand for the services of the OEIR over the years, has made the Department become more proactive at addressing the needs of its clientele. The Department 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 Department has responded to enquiries from approximately **one hundred (100) clients**, a **32% increase** when compared to seventy-six (76) clients the preceding year. Clients have accessed approximately **one thousand two hundred and sixty-nine (1,269) documents and publications**, compared to six hundred and twenty-nine (629) over the corresponding period the year before.

TRAINING

The Research Officers of the OEIR have participated in an online training course hosted by the Ministry of Public Administration, during the period June 6 – 10, 2022 entitled "Introduction to Monitoring and Evaluation."

CHALLENGES

The Court continued to adapt to the 'new normal' brought about by the COVID-19 pandemic which started in 2020 and continued into the 2021-2022 period. The situation has inevitably exacerbated the country's already declining economic output, with its government mandated lockdown policy. During the period under review, the Department resumed duty on a full-time basis with the exception of the month of December 2021 where staff operated on a rotational basis. It is noted that the Department was relocated to the Conciliation Room on the first floor of the Industrial Court building in Port of Spain, from November 2021 to the end of December 2021. This was necessary to eradicate the mites in the offices of the Department. Despite the disruption, the staff remained focused on fulfilling their objectives.

At this time, the Department is in dire need of additional space for the proper and secure storage of pertinent documents and to enhance treating with members of the public and other stakeholders in a professional and efficient manner. The prevailing resource constraints continue to impact the execution of daily operations. Additionally, the implementation of the Department's Training Plan was stymied yet another year due to a lack of funding.

PROJECTIONS FOR THE YEAR 2022 - 2023

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

- An Analysis of Wages and Salaries 2022
- Analysis of the Cost of Living Allowances 2022
- Details of Pecuniary Allowances Extracted from Collective Agreements Registered in 2018, 2019, 2020 and 2021.
- Compilation and analysis of court statistics for the period October 2022 to September 2023
- Ongoing development of a formal database of labour and industrial relations information



Judges Training: Judges listen attentively to the Honourable Mr. Justice Gregory Smith, Justice of Appeal, during the training session on *Judgment Writing* at the Industrial Court in Port of Spain.

The Human Resource Management Unit (HRMU) remains committed to increasing the output of the Court's human resources and creating an environment for the achievement of individual and organizational goals, even in the midst of unprecedented circumstances like the COVID-19 pandemic.

The rotation of staff, which began in June 2020 due to COVID-19, came to an end in December 2021. The lingering pandemic together with the amount of staff on quarantine continue to challenge the operations of the Court.

STAFFING

Although there have been changes to the number of vacant and filled positions over the period, the total number of positions at the Court (164) have not changed when compared to the previous year. The breakdown can be seen in Figure 1 and the following tables.

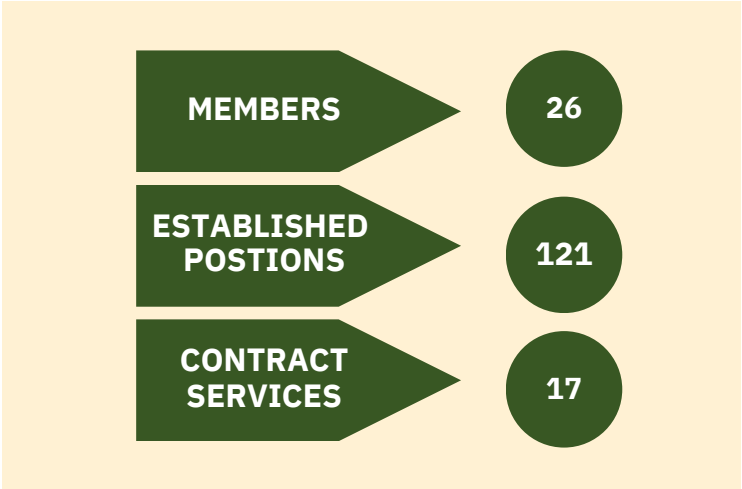


Figure 1

Members (Judges)

President	1
Vice President	1
Chairman, Essential Services Division (ESD)	1
Members (Judges)	19

In addition to the twenty-two (22) positions identified above, there are four (4) vacant positions without incumbents.

Established Positions

Amount filled	41
Vacant positions	80
Amount of vacant positions with acting incumbents	51
Vacant positions without incumbents	29

The vacant positions without incumbents are sixteen (16) Verbatim Reporters I, five (5) Cleaners, two (2) Clerk Stenographers I/II, two (2) Auditing Assistants, two (2) Messengers I, one (1) Statistical Officer II and one (1) Statistical Officer.

Contract Services

Amount filled	15
Vacant positions	2

The vacant contract positions are a Business Operations Assistant II and an Office Support Assistant.

PROMOTIONS AND APPOINTMENTS

During the period, the Director of Personnel Administration (DPA) made one (1) appointment/promotion to the office of Auditor I and three (3) appointments/promotions to the office of Clerk I.

Additionally, there were two (2) cancellations of promotion for Bailiff I and Senior Human Resource Officer.

There were eleven (11) first time acting Appointments for several offices, namely:

- Accountant I 1
- Clerk Stenographer I/II 4
- Research Officer I 1
- Statistical Officer I 1
- Orderly 3
- Office Assistant 1

DELEGATED AND DEVOLVED FUNCTIONS

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

- Further temporary appointment 70
- Acting appointment 111
- Noting of retirement 3
- Extended sick leave 7
- Confirmation of appointment 0
- Maternity leave 1
- Leave of absence without pay 1

PERFORMANCE MANAGEMENT AND APPRAISAL SYSTEM

Performance Appraisal is a crucial tool in the assessment of officers and is critical to officers who are in line for promotion and appointment. This information is also needed to process increments for officers.

The HRMU has forwarded sixty-five (65) completed annual performance appraisal reports (APAR) to the Service Commissions Department. However, twenty (20) performance appraisal reports are still outstanding from various supervisors. During the period, seventy-four (74) increments for officers were processed.

TRAINING AND DEVELOPMENT

In light of the challenging financial times and the COVID-19 protocols, the HRMU was unable to conduct any training for the general staff of the Industrial Court. The Ministry of Public Administration (MPA) through the Public Service Academy offered online courses in "Public Financial Management" and "Introduction to Monitoring and Evaluation". Two (2) members of staff from the Office of Economic and Industrial Research, participated in the "Introduction to Monitoring and Evaluation" course, and two officers from the Accounts Department and the Office of the Registrar, benefited from the sessions on "Public Financial Management".

A new officer assigned to the HRMU was trained in Workforce Administration of the Integrated Human Resource Information System (IHRIS). This training is necessary to access IHRIS.

As part of a training initiative of the Court Reporting Unit, the Senior CAT Reporter and the CAT Reporter II were granted leave to attend the National Court Reporters' Association Convention in Orlando, Florida, USA.

In August 2022, the Industrial Court collaborated with the Judicial Education Institute to conduct a 2-day training for Judges on Judgment Writing. The training was facilitated by the Honourable Mr. Justice Gregory Smith, Justice of Appeal of the Supreme Court of Judicature. Participants included Judges from the Industrial Court of Trinidad and Tobago, the Environmental Commission and the Equal Opportunity Tribunal.

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

This is a confidential workplace service that helps employees of all classes deal with work/life stresses, family issues, financial concerns, relationship problems and even drug abuse. During the period under review, this service was not utilised by any member of staff.

ON-THE-JOB-TRAINING (OJT)

The HRMU is also involved in the development of our youth in the nation. The On-The-Job Training programme assists in the induction of participants to the world of work and focus on the acquisition of practical occupational skills. These trainees are paid by the Ministry of Labour. During the year, we received seven (7) OJTs who are currently assigned to the Registry Department, the Library and the Human Resource Management Unit.

CONCLUSION

The Human Resource Management Unit continues to work with all Departments including our external customers and Departments/Ministries, for the achievement of the Court's goals and objectives. Despite financial constraints, staff shortages and the impact of COVID-19, the HRMU continues to assist in fulfilling the strategic goals of the Court.

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/she 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/her responsibility is also to ensure that all disbursements of the State are charged in the accounts under the proper head and sub-heads of the Estimates or other approved classifications by exercising strict supervision over all officers under his authority entrusted with the receipt and expenditure of public moneys, and to take precautions, by the maintenance of efficient checks, against negligence and fraud.

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

- Environmental Commission
- Public Service Appeal Board
- Tax Appeal Board
- Equal Opportunity Tribunal

REVENUE

The Revenue collected by the Industrial Court for the financial year 1st October 2021 to 30th September 2022 is detailed as follows:

Sale of Publications	$ 412,073.00
Fines	$ 617,000.00

Fines are imposed on Companies and Unions which are found guilty of Industrial Relations Offences and breaching the Occupational Safety and Health Act. There was an increase in Fines collected when compared to 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 were required to submit Appropriation Accounts for the Financial Year ended 30th September 2021 by 31st January 2022.

The final report of the Appropriation Accounts of Recurrent Expenditure and Statement of Receipts and Disbursement for the Industrial Court was 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 2021-2022 as at 30th September 2022 are illustrated as follows:

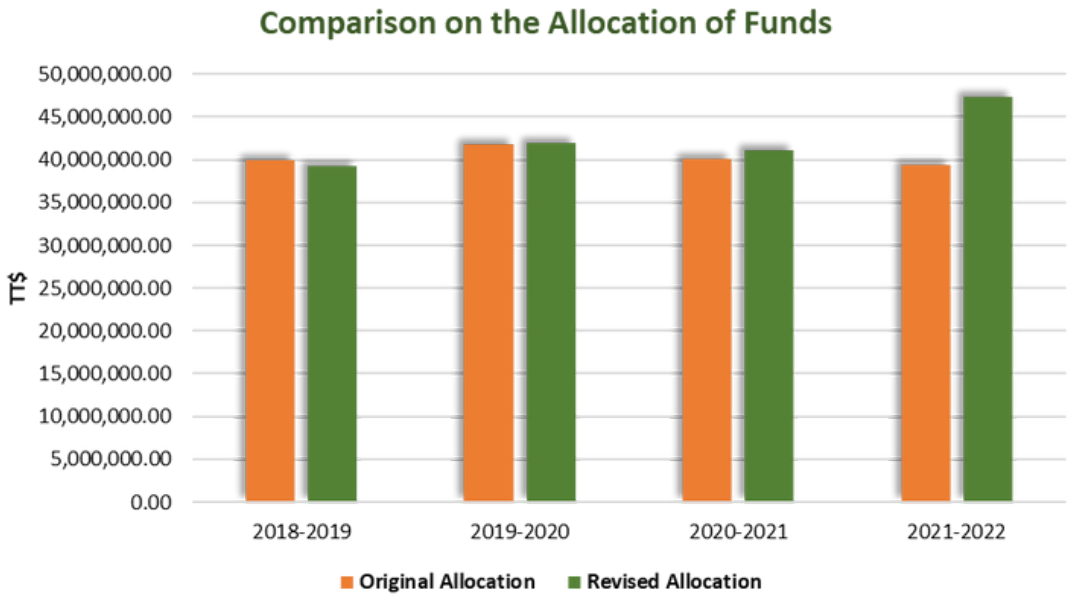


Table showing the Allocation and Expenditure of Funds

SUB HEAD	ORIGINAL ALLOCATION ($)	REVISED ALLOCATION ($)	EXPENDITURE ($)
Personnel Expenditure	24,613,500.00	23,821,500.00	22,303,474.00
Goods and Services	14,160,500	22,193,625.00	20,232,210.60
Minor Equipment	40,000.00	244,000.00	14,151.25
Current Transfers and Subsidies	500,000.00	1,047,000.00	1,046,834.00
TOTAL	39,314,000.00	47,306,125.00	43,596,670.13

The Ministry of Finance issued to the Industrial Court a Supplementary General Warrant dated 27th May 2022 in the amount of seven million, nine hundred and twenty-four thousand dollars ($7,924,000.00). This increased the original allocation under sub-heads *Goods and Services* and *Current Transfers and Subsidies* by $7,377,000.00 and $547,000.00 respectively.

DEVELOPMENT PROGRAMME

The Industrial Court was allocated one million dollars ($1,000,000.00) in the financial year 2021/2022, under the sub-item *Computerisation of the Industrial Court*. This provision was later revised to nine hundred and thirty-one thousand eight hundred and seventy-five dollars ($931,875.00), of which the Court spent nine hundred and fourteen thousand eight hundred and fifty dollars and twenty-five cents ($914,850.25). This accounted for ninety-eight point two per cent (98.2%) of the revised allocation.

However, under the sub-items *Accommodation for the Tobago Office of the Industrial Court* and *Improvement Works and Furnishing of the Industrial Court* no funding was received.

Allocation of Expenditure of Funds for Financial Year 2021/2022 Development Programme

SUB HEAD	SUB ITEM	ORIGINAL ALLOCATION ($)	REVISED ALLOCATION ($)	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	0.00	0.00
Public Buildings	Accommodation for the Tobago Office of the Industrial Court	0.00	0.00	0.00
TOTAL		$1,000,000.00	$931,875.00	$914,850.25


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INDUSTRIAL COURT
OF TRINIDAD AND TOBAGO

Special Sitting for the Opening of the 2022-2023 Law Term

On Monday 19th September 2022, the Industrial Court of Trinidad and Tobago held a Special Sitting for the Opening of the 2022 to 2023 Law Term.

At this Special Sitting, the President of the Industrial Court, Her Honour Mrs. Deborah Thomas-Felix, gave a report on the work of the Court over the 2021 to 2022 period and addressed pressing issues in the industrial relations landscape.

It was the first time since the COVID-19 pandemic that stakeholders were able to attend the Special Sitting in person.



Dr. Sterling Frost ORTT, Group Deputy Chief Executive Officer – Operations & Administration of First Citizens; HH Mrs. Deborah Thomas Felix, President of the Industrial Court and Mr. Sanjin Soldatic, Deputy Head of Delegation of the European Union to Trinidad and Tobago



Mr. Clifton Simpson of the National Union of Government and Federated Workers; Mr. Shiva Boodhan, Attorney at Law; Mr. Betrand Wilson, Industrial Relations Consultant and Mr. Rudranath Indarsingh, Member of Parliament



His Worship the Mayor Alderman Joel Martinez of the City of Port of Spain, HH Mrs. Deborah Thomas-Felix and Mr. Dennis Zulu, Director, International Labour Organization Decent Work Team and Office for the Caribbean



Mr. Dave Smith of National Workers Union and Mr. Clyde Elder of Communications Workers Union arrive at the Special Sitting.



(*left to right*): The Honourable Stephen Mc Clashie, Minister of Labour; The Honourable Mr. Justice Adrian Saunders, President of the Caribbean Court of Justice; 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



Mr. Russell Martineau, S.C. and Ms. Dominique Martineau, Attorney at Law



(*left to right*) Mr. Krishna Deonarine, President of the Government Industrial and General Workers Union; Mr. John Jaglal of the All Trinidad General Workers Union and Mr. Ancel Roget, President of the Oilfields Workers' Trade Union



(*left to right*): Mr. Shante Moore, Chargé d' Affaires a.i. of the United States of America; His Worship the Mayor Alderman Joel Martinez; HH Mrs. Deborah Thomas-Felix; His Excellency Juan Aníbal Barría García, Ambassador of the Republic of Chile; His Excellency Peter Cavendish, Ambassador of the European Union to Trinidad and Tobago and HH Mr. Herbert Soverall, Vice President of the Industrial Court



Mr. Ronald Ramlogan, Chief Executive Officer (CEO) and Mr. Keston Nancoo, Chairman of the Employers Consultative Association (ECA).
(background) Ms. Stephanie Fingal, former CEO of the ECA



Her Honour Mrs. Donna Prowell-Raphael, Chairman and Judge of the Equal Opportunity Tribunal listens attentively to the Honourable the Chief Justice of T&T Mr. Justice Ivor Archie



Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court of Trinidad and Tobago, was invited by the President of the Industrial Tribunal of the Commonwealth of the Bahamas to participate virtually in the Official Opening of the Legal Year for the Bahamas Industrial Tribunal and the Inaugural J. Barrie Farrington International Symposium on Excellence in Industrial and Labour Relations. The events took place on the 11th and 12th November 2021.

In her address at the Inaugural J. Barrie Farrington International Symposium on Excellence in Industrial and Labour Relations, Her Honour Mrs. Thomas-Felix shared her perspectives on the the current labour environment against the backdrop of the impact of COVID-19 on the global economic landscape and international law. She put forward "three responses which are critical to mitigating and overcoming the impact of COVID-19". The importance of

- social dialogue and the value added of tripartism not only to underline an effective path to recalibration and revitalization but also to be a shared voice for civil society at large;
- respecting international labour standards which provide essential linchpins for counteracting COVID 19 and its devastating effect on the world of work; and
- national and international cooperation inspired by international solidarity based on an inclusive and gender responsive approach, with equitable and sustainable resource allocations.

Her Honour emphasised that, "discussions on industrial and labour relations must also include and promote social dialogue among the tripartite partners". Furthermore, "the use and application of best practices in industrial relations, labour law and international labour standards assume ever greater importance in these times when the world is experiencing a health crisis of the magnitude of COVID-19".

The President of the Industrial Court of Trinidad and Tobago was among several featured speakers including the Honourable Justice Adrian Saunders, President of the Caribbean Court of Justice; the Right Honourable Sir Dennis Byron, Chairman of the Commonwealth Education Council and the Honourable Michelle Arana, Acting Chief Justice of Belize. This Inaugural J. Barrie Farrington International Symposium was intended to shine the spotlight on leadership considerations, digital transformation and the evolving industrial and labour relations landscape.

WELCOME TO THE NEW STAFF

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO



Mr. Kevon Swan
REGISTRAR

On Monday 8th November 2021, Mr. Kevon Swan assumed the position of Registrar at the Industrial Court of Trinidad and Tobago.

Mr. Swan is an Attorney-at-Law and holds a Bachelor of Laws from the University of the West Indies and a Legal Education Certificate from Hugh Wooding Law School, St. Augustine.

Prior to joining the Industrial Court, Mr. Swan served as the Director of Legal Services at the Ministry of Sport and Community Development. He has also served as State Counsel II (Acting) at the Ministry of Planning and Legal Officer at the Personnel Department, Government of Trinidad and Tobago.

Apart from his experience in the field of law locally, Mr. Swan practiced as an Associate Attorney in the British Virgin Islands and conducted Criminal and Civil Litigation and Commercial Law at the Eastern Caribbean Supreme Court. He has also held the position of Principal Researcher at the Innovation and Access Knowledge Department at South Centre in Geneva Switzerland.



New Staff at the Port of Spain and San Fernando branches of the Industrial Court respectively

At the Port of Spain Branch
(*left to right*): Cassandra Millet, Registry; Steffi Roach, Human Resource Management Unit; Elisha Lewis, Office Management; Naomi Christmas, Registry; Dinesha Williams, Accounts and Kevin Ashby, Information Technology. *Missing:* Naomi Diaram, Registry

At the San Fernando Branch
(*left to right*): Shenelle Soogrim, Library and Ethan Pierre, Registry



Ms. Hetty Burke

Ms. Hetty Burke was appointed a Temporary Clerk I at the Inland Revenue Department of the Ministry of Finance on 3rd November 1980 and served at the Ministry of Finance until 14th May 2000. During that time, she was permanently appointed as Clerk I and later, promoted to Clerk II.

After twenty (20) years of service at the Ministry of Finance, she was appointed to act as Accounting Assistant at the Central Statistical Office of the Ministry of Planning and Development on 15th May 2000. Over the next six (6) years, Ms. Burke would act as Accounting Assistant at the Ministry of Culture and Tourism, at the Ministry of Education and the Chief State Solicitor Office of the Ministry of the Attorney General and Legal Affairs.

On 10th April 2006, Ms. Burke began acting as Auditing Assistant at the Ministry of Energy and Energy Industries and shortly thereafter, at the Ministry of Public Administration and Information. During her service at the Ministry of Public Administration and Information she also acted as Auditor I.

Ms. Burke was promoted to Auditing Assistant at the Industrial Court on 21st November 2008 but assumed duty at the Industrial Court on 7th September 2010 to act as Auditor I. Six (6) years later, she was promoted to Auditor I and then to Auditor II.

Ms. Burke retired compulsory from the Public Service on 21st November 2021, when she celebrated her 60th birthday. She served in the Public Service for approximately forty-one (41) years including eleven (11) years at the Industrial Court of Trinidad and Tobago.



Mr. Ricardo De Freitas

Mr. Ricardo De Freitas entered the Public Service in November 1989. He was temporarily appointed as Messenger I assigned to the Immigration Office of the Ministry of National Security until April 1990, then to the Ministry of Education until April 1992 and finally to the Statutory Authorities Service Commission Department until January 2013.

In December 1997, Mr. De Freitas was appointed permanently as Messenger I and was assigned to the Ministry of Trade and Industries and Consumer Affairs and then to the Statutory Authorities Service Commission Department.

On 26th January 2012, he was appointed to act as Orderly at the Industrial Court and assumed duty in that capacity.

He was immediately promoted to Orderly at the Office of the President of the Republic of Trinidad and Tobago and transferred to the Industrial Court one year later.

At the Industrial Court, Mr. De Freitas continued to serve as Orderly until his compulsory retirement on 16th October 2021. He served for approximately thirty-two (32) years in the Public Service. For nine (9) of those years, he served at the Court.



Ms. Alexandrina Holder

On 5th May 2007, Ms. Alexandrina Holder was appointed to the Public Service as a temporary Messenger I at the Industrial Court and served in the Office Management Department. Subsequently, she was appointed permanently as Messenger I at the Industrial Court.

She was appointed to act as Vault Attendant I at the Ministry of Legal Affairs and served for a short period from 2nd June 2014 to 3rd August 2014. Upon her resumption of duty at the Industrial Court, she acted as Orderly in the Registry Department and as Office Assistant in the Office Management Department.

Ms. Alexandrina Holder retired voluntarily from the Public Service on 21st December 2021. She spent most of her fourteen (14) years in the Service at the Industrial Court.

IN MEMORY OF



The Judges and Staff of the Industrial Court experienced a period a sadness when it lost two members of the Team in quick succession, during the latter part of 2021.

Mr. Kerry Samuel joined the Industrial Court in August 2013. He worked in the Office of Economic and Industrial Research where he served as Statistical Officer I and Statistical Officer II. Mr. Samuel, who spent his entire eight (8) years in the Public Service at the Industrial Court, was tall in stature, soft spoken and possessed a calm demeanour. He passed away in November 2021.

Ms. Ingrid Deane joined the Industrial Court Team in April 2019. She was hired by the Industrial Court to support the shortage of Court Reporters in the Court Reporting Department at the North branch. She always had a bright smile and a warm welcome for all with whom she came into contact. She was known as "the woman who loved to dress". Ms. Deane worked at the Court for over two (2) years until she passed away in November 2021.

APPENDICES

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APPENDIX A

LIST OF ACRONYMS

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

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APPENDIX D

STATISTICS ON DISPUTES

INTRODUCTION

For the Industrial Court's fiscal year, that is, September 15, 2021 to September 14, 2022, there was an increase in the number of new cases filed but a decrease in the number of matters disposed. 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.

The statistics 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 2017/2018 to 2021/2022.

New cases filed at the Industrial Court for the period September 2021 to September 2022, were **1102**, 134 cases more than those filed for the previous year 2020/2021, which recorded **968** cases. The Court disposed of **847** matters which is **196** cases less than the **1043** matters disposed of for the period 2020/2021. The 847 cases were disposed in the following manner: 223 judgments were delivered, 323 cases were withdrawn, 278 cases were settled through the conciliation and bilateral process and 23 cases were dismissed by the Court. The disposal rate in 2021/2022 is **76.9%,** which is over **30.9** percentage points lower than the period 2020/2021, when the disposal rate was **107.8%**.

Trade Disputes (**733**) continue to remain the largest number of cases filed followed by the Retrenchment and Severance Benefit (**114**) and Occupational Safety and Health (**111**) cases.[1]

A comparison of the periods 2018/2020 and 2021/2022 of matters filed reveal that there was a decrease of -6.6%. However, there was an increase in the percentage change in the disposal rate for matters disposed bilaterally of 51.4%; matters dismissed of 22.9%; Judgments Delivered of 17.0% and matters withdrawn of 11.6% when compared to the period 2018/2020. The overall percentage increase in matters disposed was 19.2%.

1 The Statistics given in the President's Message were provisional figures and have been amended to reflect the actual data for period under review.

TABLE 1.1 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)

For the period 15th September 2021 to 14th September 2022

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
2021	September	12	0	0	0	0	0	0	1	0	0	7	0	0	0	24	0	0	1	0	0	0	0	45
	October	56	0	9	0	0	0	0	13	0	0	18	0	3	0	14	0	0	0	0	0	0	0	116
	November	85	0	5	1	0	0	0	10	0	0	14	0	0	0	12	0	5	9	1	0	0	0	142
	December	30	0	8	3	0	0	0	2	0	0	14	0	1	0	1	0	1	4	0	0	0	0	64
	Sub-Total	**183**	**0**	**22**	**4**	**0**	**0**	**0**	**26**	**0**	**0**	**53**	**0**	**4**	**0**	**51**	**0**	**6**	**17**	**1**	**0**	**0**	**0**	**367**
2022	January	51	0	3	0	0	0	0	9	0	1	8	0	0	0	19	0	4	8	0	0	0	0	103
	February	57	1	5	1	0	0	0	2	0	0	9	0	0	0	13	0	0	4	0	0	1	0	93
	March	58	0	3	0	0	0	1	4	1	1	8	0	0	0	6	0	0	2	0	0	0	0	84
	April	63	0	7	0	0	0	0	11	0	1	5	0	0	0	11	0	0	7	0	0	0	0	105
	May	34	0	2	1	0	0	0	0	0	0	6	0	1	0	17	0	0	3	0	0	0	0	64
	June	37	0	3	1	0	0	0	8	1	0	10	0	0	0	1	0	0	5	0	0	0	0	66
	July	47	1	3	0	0	0	0	49	0	0	5	0	1	0	4	0	0	7	0	0	0	0	117
	August	61	0	2	0	0	0	0	5	0	1	5	0	0	0	3	0	0	2	0	0	0	0	79
	September	16	0	2	0	0	0	0	0	0	0	2	0	0	0	1	0	0	3	0	0	0	0	24
	Sub-Total	**424**	**2**	**30**	**3**	**0**	**0**	**1**	**88**	**2**	**4**	**58**	**0**	**2**	**0**	**75**	**0**	**4**	**41**	**0**	**0**	**1**	**0**	**735**
TOTAL (2021-2022)		**607**	**2**	**52**	**7**	**0**	**0**	**1**	**114**	**2**	**4**	**111**	**0**	**6**	**0**	**126**	**0**	**10**	**58**	**1**	**0**	**1**	**0**	**1102**

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

TABLE 1.2 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (NORTH)

For the period 15th September 2021 to 14th September 2022

YEAR	MONTH	Trade Disputes	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSH A	ESD ICA	ESD IRO	ESD A	ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2021	September	11	0	0	0	0	0	0	1	0	0	7	0	0	0	24	0	0	1	0	0	0	0	44
	October	51	0	6	0	0	0	0	13	0	0	18	0	3	0	14	0	0	3	0	0	0	0	108
	November	62	0	5	1	0	0	0	10	0	0	14	0	0	0	12	0	5	9	1	0	0	0	119
	December	23	0	8	3	0	0	0	2	0	0	14	0	1	0	0	0	1	4	0	0	0	0	56
	Sub-Total	**147**	**0**	**19**	**4**	**0**	**0**	**0**	**26**	**0**	**0**	**53**	**0**	**4**	**0**	**50**	**0**	**6**	**17**	**1**	**0**	**0**	**0**	**327**
2022	January	36	0	0	0	0	0	0	9	0	1	8	0	0	0	18	0	4	8	0	0	0	0	84
	February	48	1	4	1	0	0	0	1	0	0	9	0	0	0	13	0	0	4	0	0	1	0	82
	March	46	0	3	0	0	0	1	3	1	1	8	0	0	0	6	0	0	0	0	0	0	0	71
	April	51	0	5	0	0	0	0	11	0	1	5	0	0	0	0	0	0	7	0	0	0	0	87
	May	27	0	2	1	0	0	0	0	0	0	6	0	1	0	14	0	0	2	0	0	0	0	53
	June	33	0	3	1	0	0	0	8	1	0	10	0	0	0	0	0	0	5	0	0	0	0	61
	July	47	1	1	0	0	0	0	48	0	0	5	0	1	0	4	0	0	7	0	0	0	0	114
	August	46	0	2	0	0	0	0	5	0	15	5	0	0	0	3	0	0	2	0	0	0	0	64
	September	14	0	2	0	0	0	0	0	0	0	2	0	0	0	1	0	0	3	0	0	0	0	22
	Sub-Total	**348**	**2**	**22**	**3**	**0**	**0**	**1**	**85**	**2**	**4**	**58**	**0**	**2**	**0**	**66**	**0**	**4**	**40**	**0**	**0**	**1**	**0**	**638**
TOTAL (2021-2022)		**495**	**2**	**41**	**7**	**0**	**0**	**1**	**111**	**2**	**4**	**111**	**0**	**6**	**0**	**116**	**0**	**10**	**57**	**1**	**0**	**1**	**0**	**965**

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

TABLE 1.2 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (SOUTH)

For the period 15th September 2021 to 14th September 2022

YEAR	MONTH	Trade Disputes	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSH A	ESD ICA	ESD IRO	ESD A	* ESD	ESD MPD	ESD RSBD	ST	ST A	ST ICA	ST IRO	ST MPD	TOTAL FILED
2021	September	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	October	5	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
	November	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23
	December	7	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	8
	Sub-Total	**36**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**40**
2022	January	15	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19
	February	9	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11
	March	12	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13
	April	12	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	18
	May	7	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	1	0	0	0	0	11
	June	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	5
	July	0	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
	August	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15
	September	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Sub-Total	**76**	**0**	**8**	**0**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**9**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**97**
TOTAL (2021-2022)		**112**	**0**	**11**	**0**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**10**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**137**

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

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

CHART 1.1 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)

For the period 15th September 2017/2018 to 2021/2022

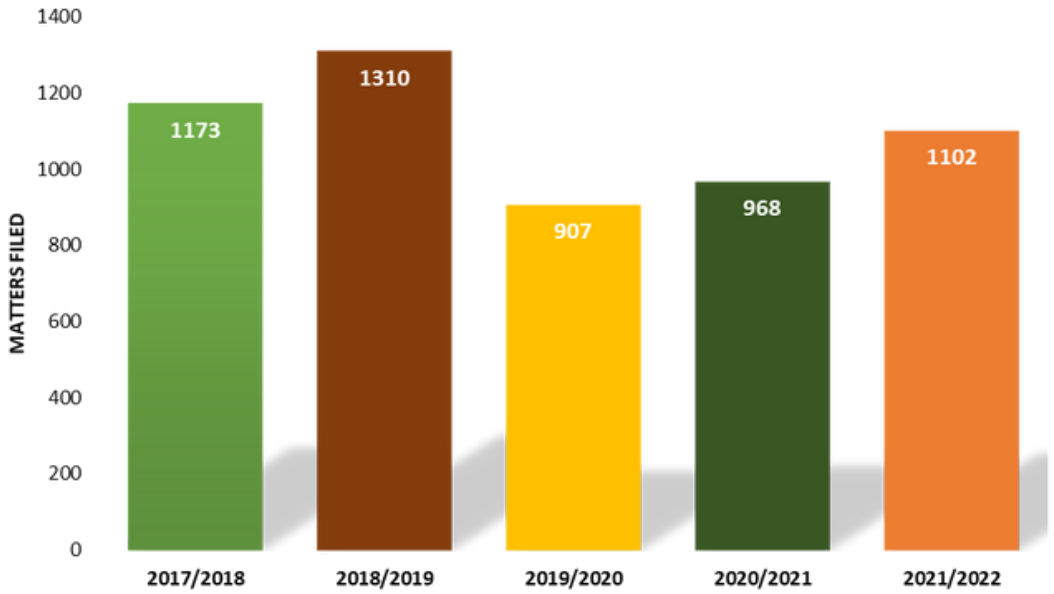


CHART 1.2 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (NORTH)
For the period 2017/2018 to 2021/2022

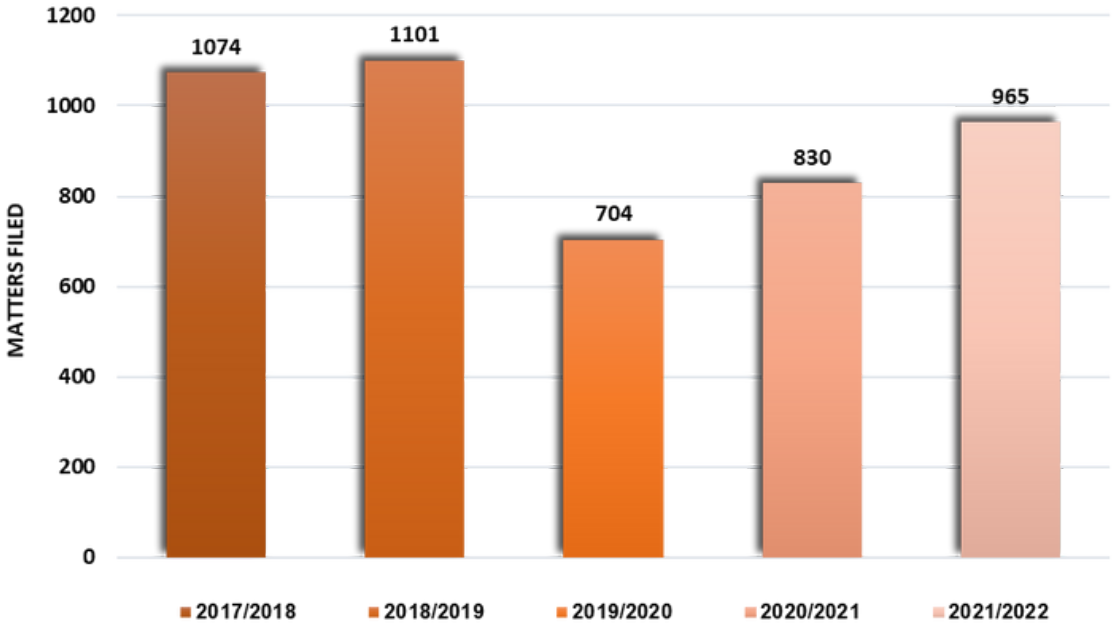


CHART 1.3 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (SOUTH)
For the period 2017/2018 to 2021/2022

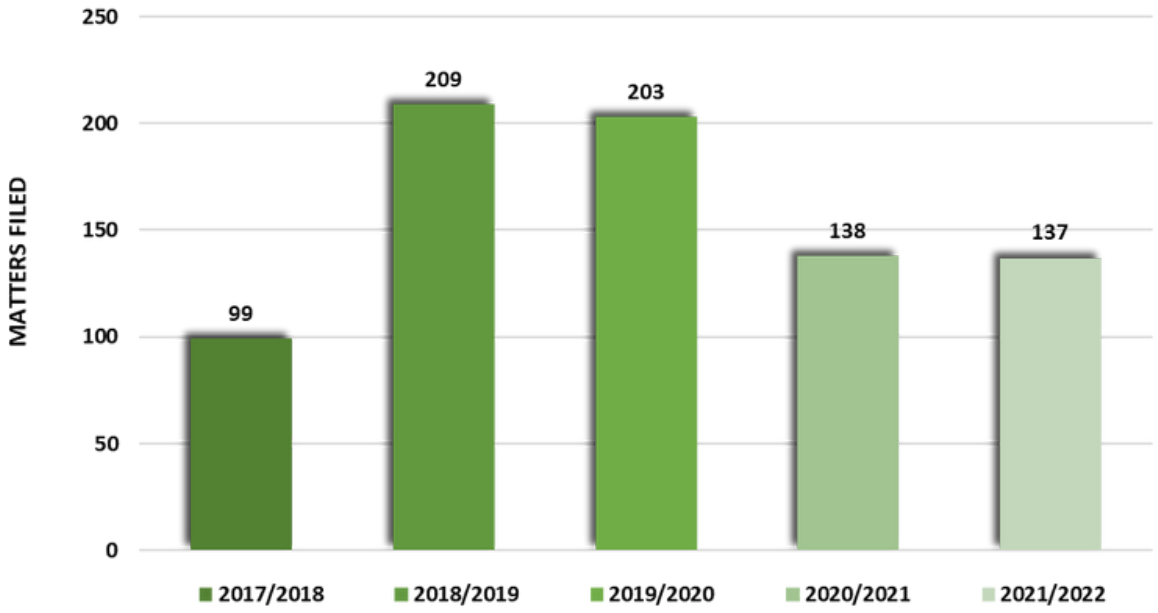


TABLE 2.1 NUMBER OF MATTERS DISPOSED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 15th September 2021 to 14th September 2022

YEAR	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2021	September	45	5	2	3	10	0	0	20
	October	116	13	20	11	36	2	0	82
	November	142	21	25	2	37	0	0	85
	December	64	13	6	5	10	4	0	38
	Sub-Total	**367**	**52**	**53**	**21**	**93**	**6**	**0**	**225**
2022	January	103	5	15	2	24	0	0	46
	February	93	28	27	6	50	0	0	111
	March	84	34	23	8	32	3	0	100
	April	105	15	14	15	21	5	0	70
	May	64	24	7	10	26	3	0	70
	June	66	23	12	14	46	2	0	97
	July	117	36	14	10	27	2	0	89
	August	79	3	18	1	1	1	0	24
	September	24	3	1	7	3	1	0	15
	Sub-Total	**735**	**171**	**131**	**73**	**230**	**17**	**0**	**622**
TOTAL (2021-2022)		**1102**	**223**	**184**	**94**	**323**	**23**	**0**	**847**

CHART 2.1 DISPOSALS

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

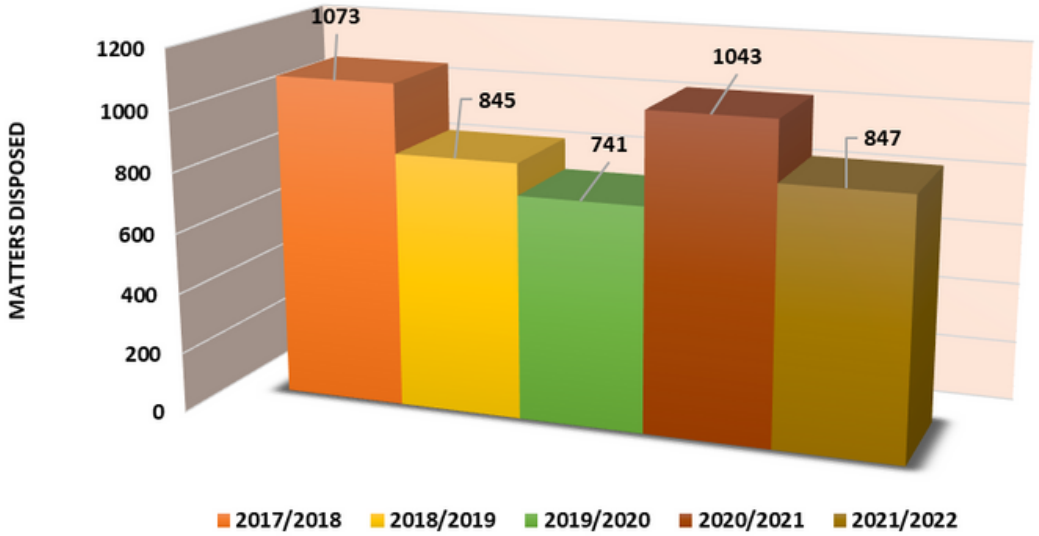


TABLE 2.2 NUMBER OF MATTERS DISPOSED

Industrial Court of Trinidad and Tobago (NORTH)
For the period 15th September 2021 to 14th September 2022

YEAR	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2021	September	44	5	2	3	10	0		20
	October	108	13	19	11	19	1		63
	November	119	21	20	2	29	0		72
	December	56	13	5	5	10	4		37
	Sub-Total	**327**	**52**	**46**	**21**	**68**	**5**	**0**	**192**
2022	January	84	3	15	1	22	0		41
	February	82	25	27	5	47	0		104
	March	71	29	23	7	30	2		91
	April	87	15	14	15	20	3		67
	May	53	24	5	10	23	1		63
	June	61	23	12	14	40	2		91
	July	114	33	12	9	20	2		76
	August	64	1	18	1	1	1		22
	September	22	3	1	5	3	1		13
	Sub-Total	**638**	**156**	**127**	**67**	**206**	**12**	**0**	**568**
TOTAL (2021-2022)		**965**	**208**	**173**	**88**	**274**	**17**	**0**	**760**

CHART 2.2 DISPOSALS

Industrial Court of Trinidad and Tobago (NORTH)
For the period 2017/2018 to 2021/2022

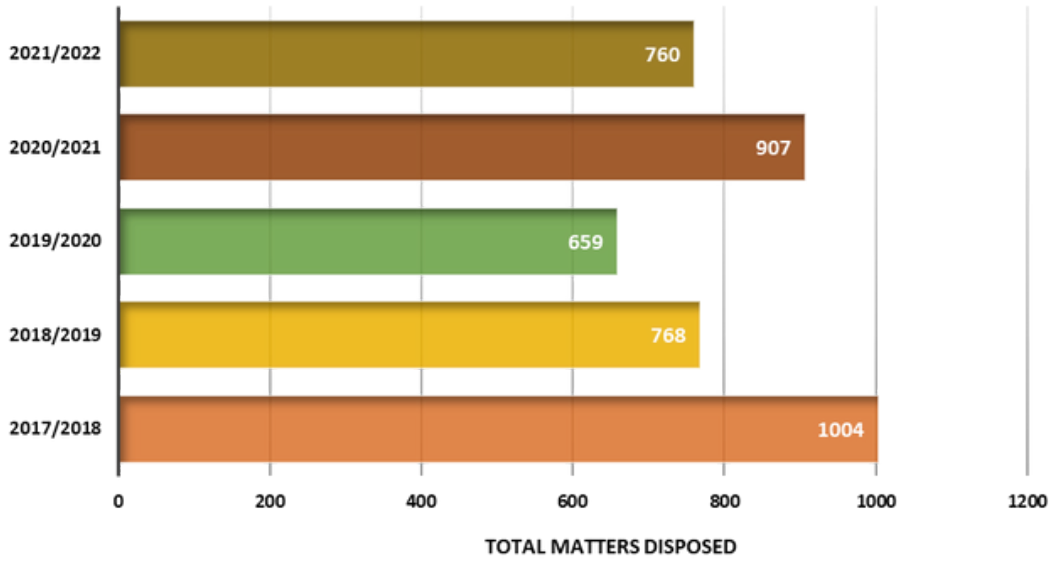


TABLE 2.3 NUMBER OF MATTERS DISPOSED

Industrial Court of Trinidad and Tobago (SOUTH)
For the period 15th September 2021 to 14th September 2022

YEAR	MONTH	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
			JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2021	September	1	0	0	0	0	0	0	0
	October	8	0	1	0	17	1	0	19
	November	23	0	5	0	8	9	0	13
	December	8	0	1	0	0	0	0	1
	Sub-Total	**40**	**0**	**7**	**0**	**25**	**1**	**0**	**33**
2022	January	19	2	0	1	2	0	0	5
	February	11	3	0	1	3	0	0	7
	March	13	5	0	1	2	1	0	9
	April	18	0	0	0	1	2	0	3
	May	11	0	2	0	3	2	0	7
	June	5	0	0	0	6	0	0	6
	July	3	3	2	1	7	0	0	13
	August	15	2	0	0	0	0	0	2
	September	2	0	0	2	0	0	0	2
	Sub-Total	**97**	**15**	**4**	**6**	**24**	**5**	**0**	**54**
TOTAL (2021-2022)		**137**	**15**	**11**	**6**	**49**	**6**	**0**	**87**

CHART 2.3 DISPOSALS

Industrial Court of Trinidad and Tobago (SOUTH)
For the period 2017/2018 to 2021/2022

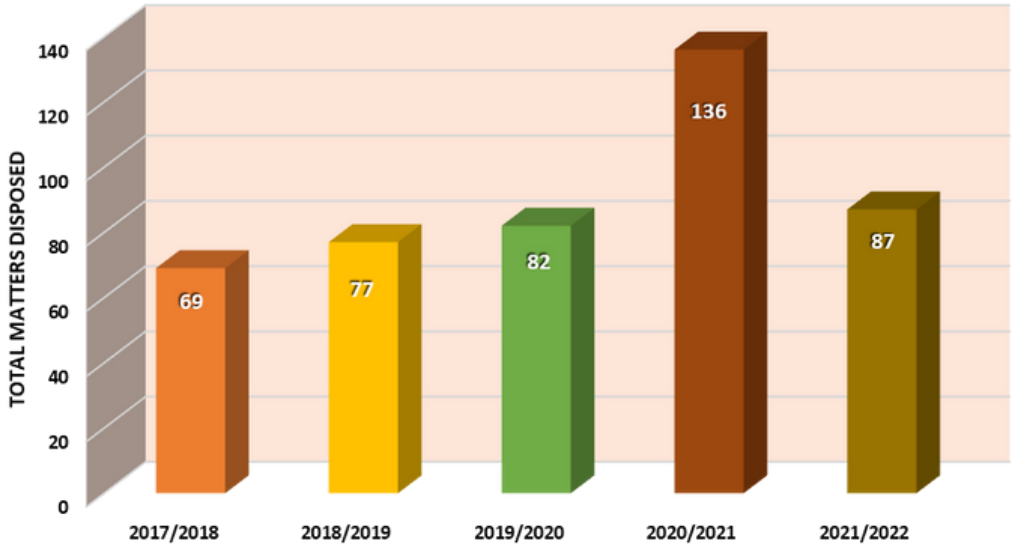


TABLE 2.4 NUMBER OF MATTERS FILED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS FILED	YEAR	MATTERS FILED	YEAR	MATTERS FILED
2017/2018	1074	2017/2018	99	2017/2018	1173
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	963
2021/2022	965	2021/2022	137	2021/2022	1102

TABLE 2.5 NUMBER OF MATTERS DISPOSED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED
2017/2018	1004	2017/2018	69	2017/2018	1073
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

CHART 2.4 TOTAL MATTERS FILED AND DISPOSED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

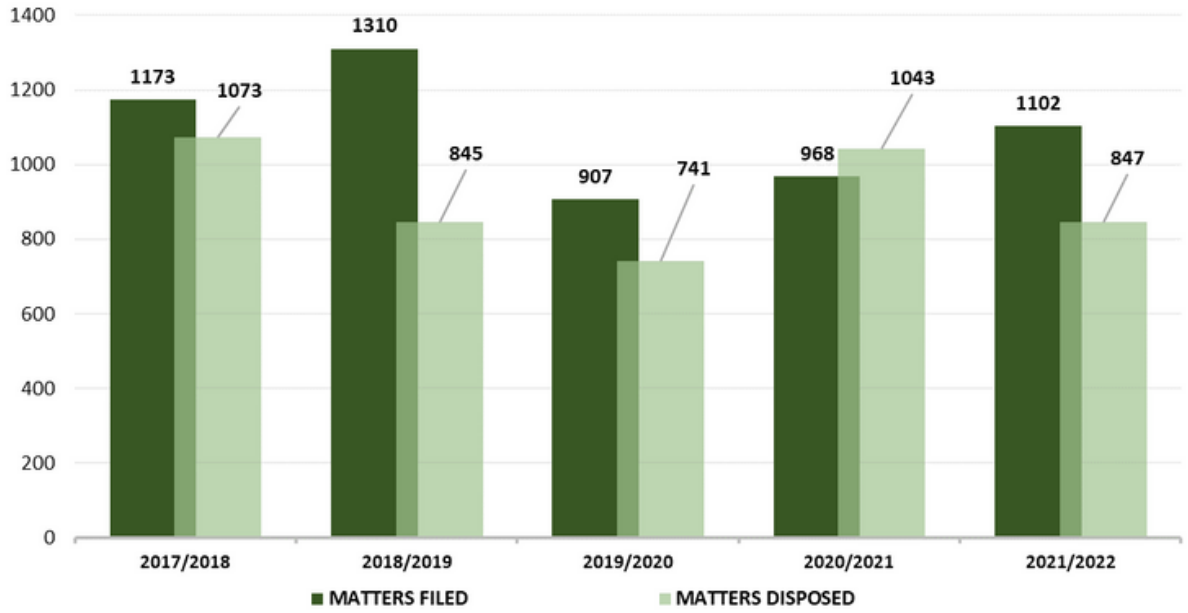


TABLE 3.1 NUMBER OF MATTERS DISPOSED THROUGH THE CONCILIATORY PROCESS (BILATERALLY/CONCILIATION)

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

YEAR	MATTERS		TOTAL
	MATTERS DISPOSED BILATERALLY (Consent Order/ Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	
2017/2018	285	115	400
2018/2019	145	113	258
2019/2020	139	82	221
2020/2021	246	101	347
2021/2022	184	94	278

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

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

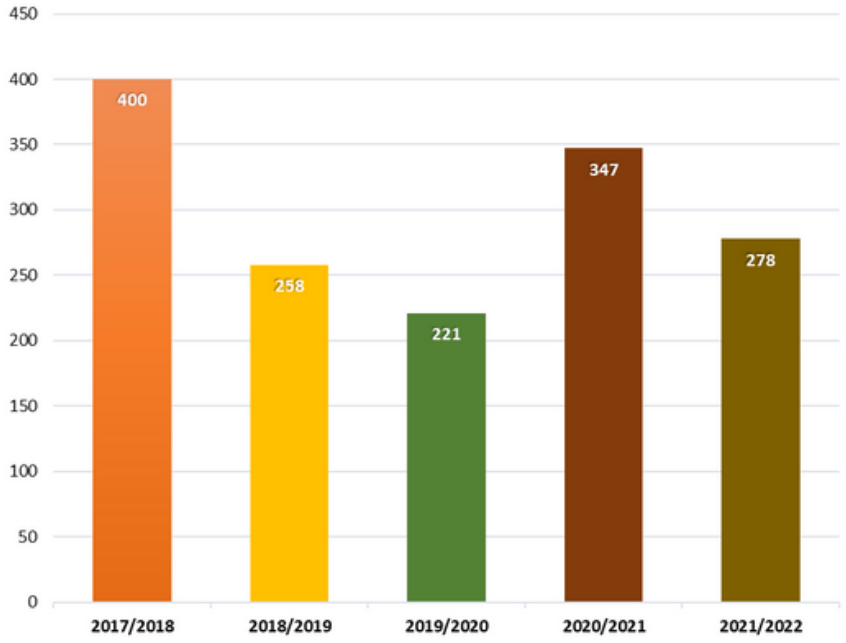


CHART 3.2 COMPARATIVE CHART SHOWING MATTERS DISPOSED BILATERALLY AND THROUGH CONCILIATION

Industrial Court of Trinidad and Tobago (SOUTH)
For the period 2017/2018 to 2021/2022

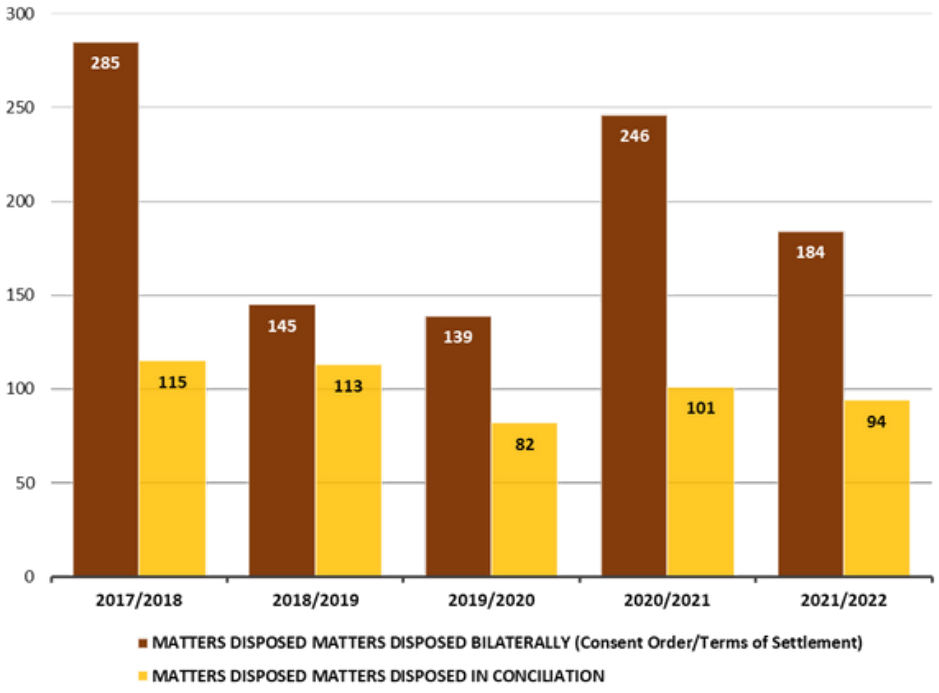


TABLE 4.1 NUMBER OF JUDGMENTS DELIVERED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	JUDGMENT DELIVERED	YEAR	JUDGMENT DELIVERED	YEAR	JUDGMENT DELIVERED
2017/2018	282	2017/2018	29	2017/2018	311
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

CHART 4.1 NUMBER OF JUDGMENTS DELIVERED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

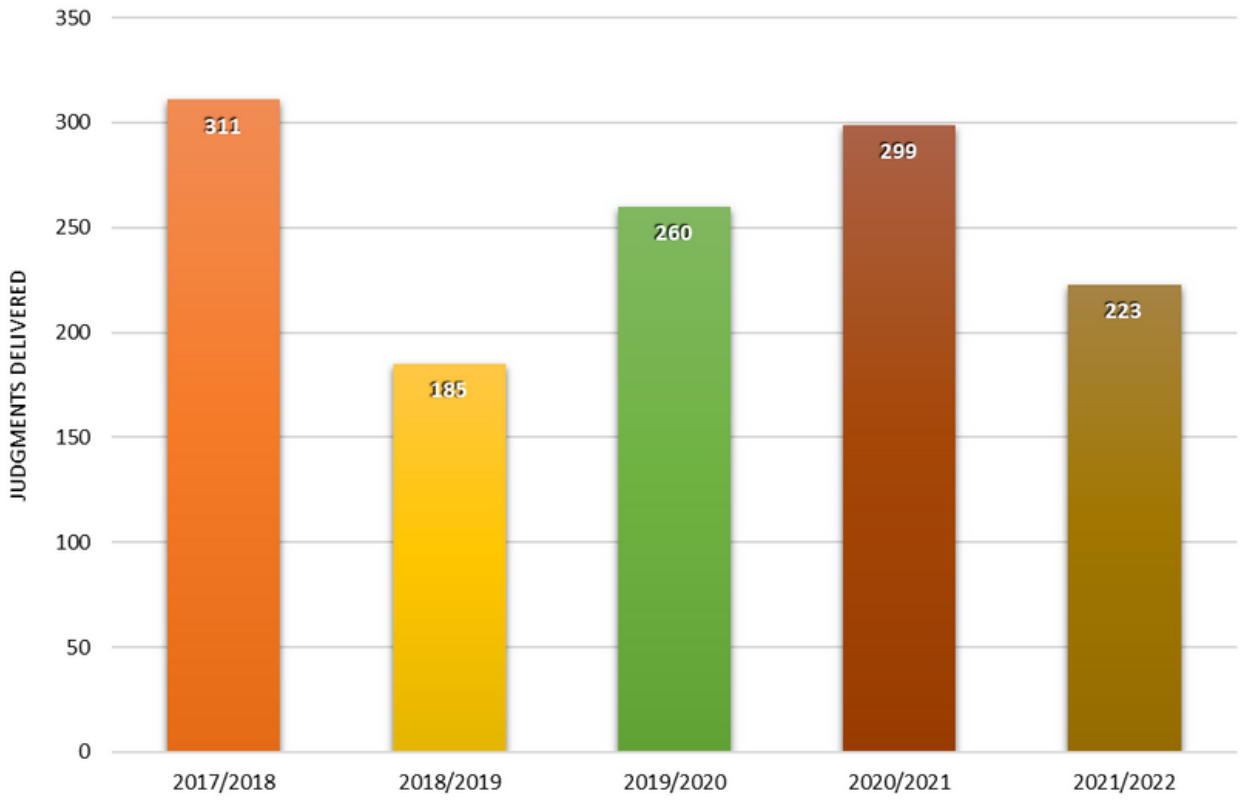


TABLE 5.1 NUMBER OF MATTERS DISPOSED BY CATEGORY

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2017/2018 to 2021/2022

YEAR	TOTAL FILED	MATTERS DISPOSED						TOTAL MATTERS DISPOSED
		JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/ Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	
2017/2018	1173	311	285	115	338	24	0	1073
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

CHART 5.1 PERCENTAGE OF MATTERS DISPOSED BY CATEGORY

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the period 2021/2022

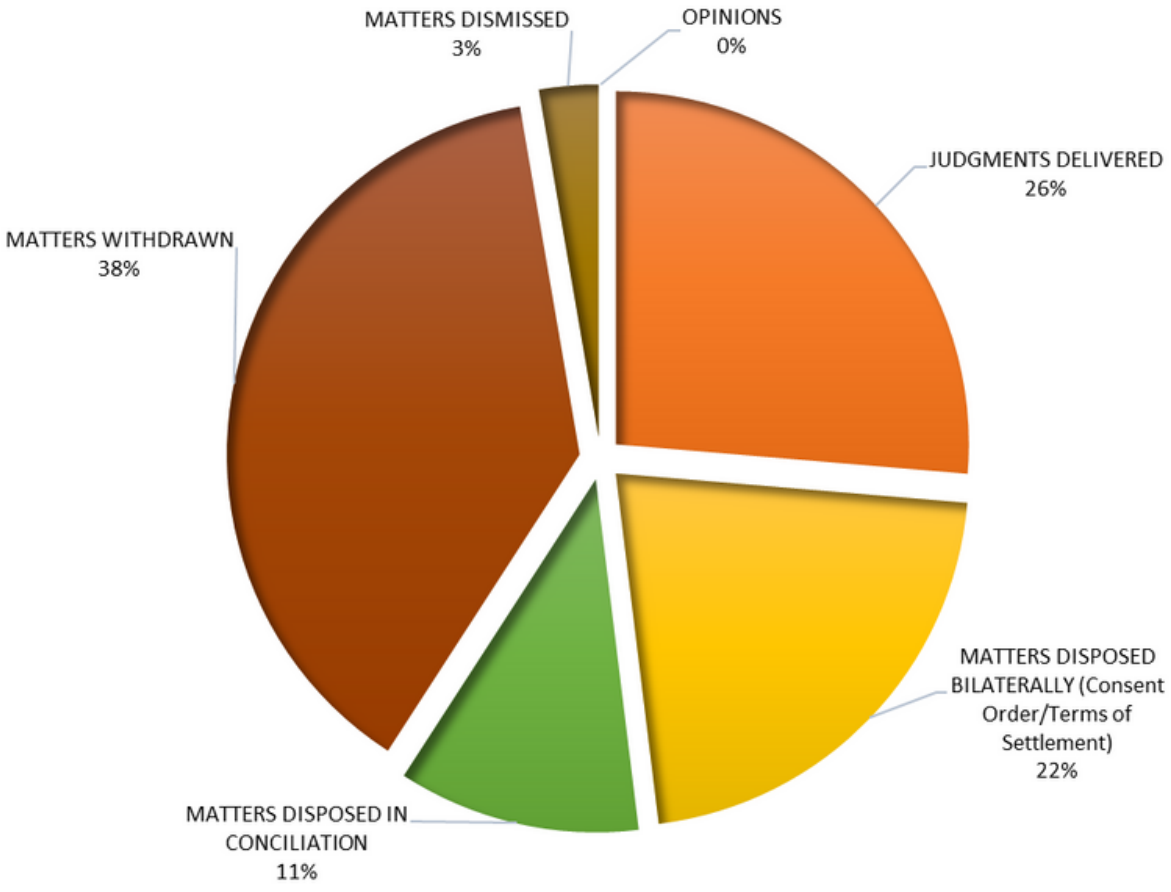


TABLE 5.2 COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the periods 2020/2021 and 2021/2022

NORTH & SOUTH	JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/ Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	TOTAL MATTERS DISPOSED
2020/2021	28.67%	23.59%	9.68%	34.61%	3.45%	0.00%	107.75%
2021/2022	26.33%	21.72%	11.10%	38.13%	2.72%	0.00%	76.86%

CHART 5.2 COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the periods 2020/2021 and 2021/2022

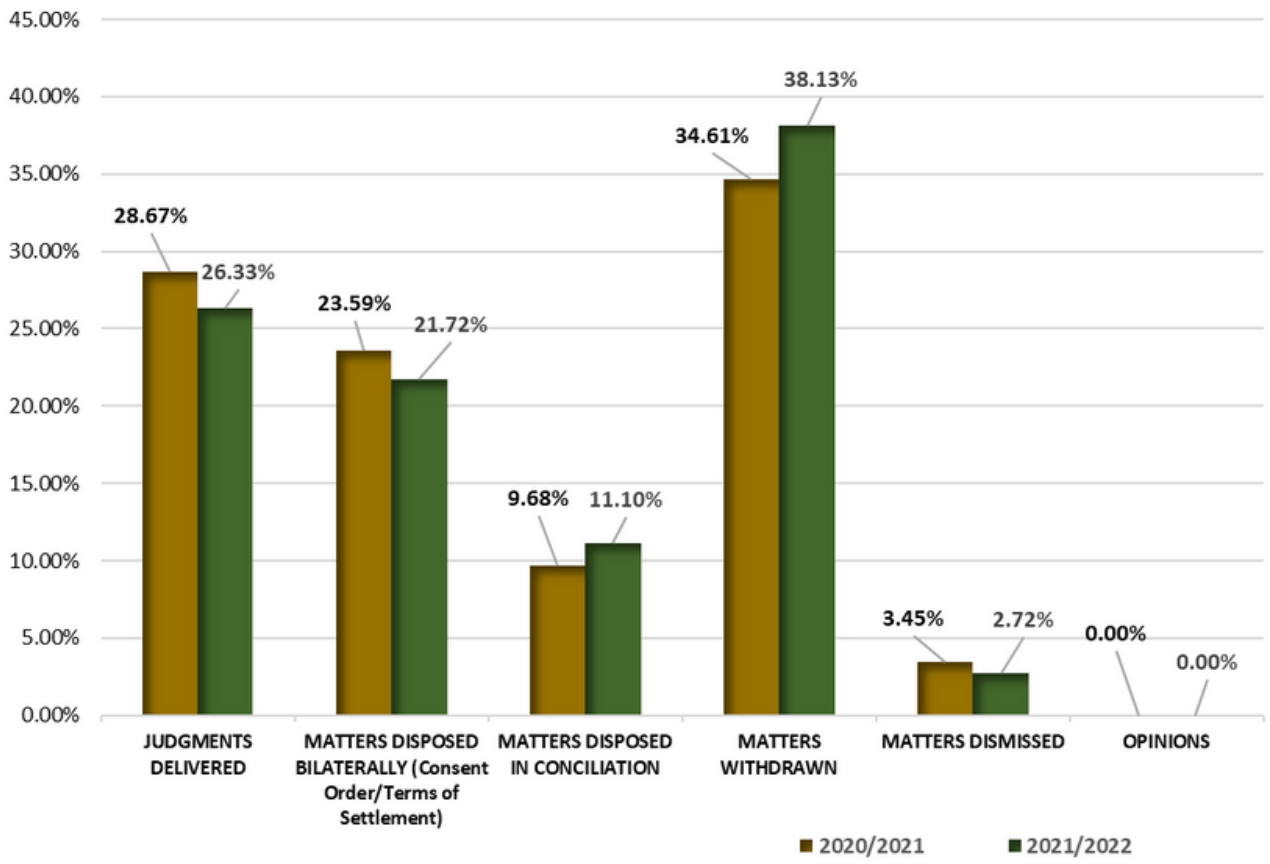


CHART 5.3 COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

Industrial Court of Trinidad and Tobago (NORTH)
For the periods 2020/2021 and 2021/2022

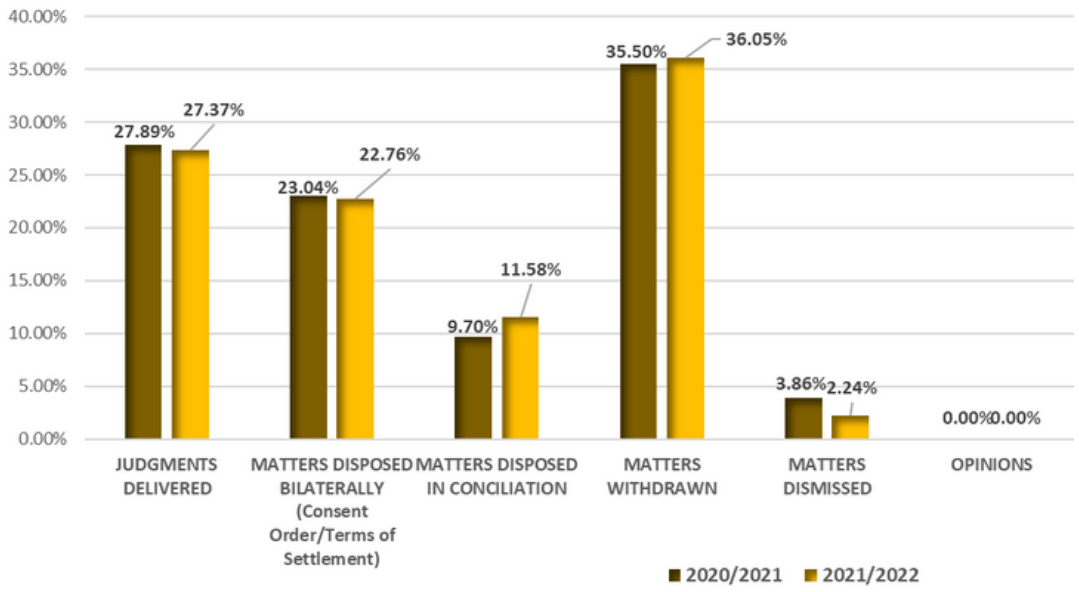


CHART 5.4 COMPARISON OF THE MATTERS DISPOSED BY CATEGORY

Industrial Court of Trinidad and Tobago (SOUTH)
For the periods 2020/2021 and 2021/2022

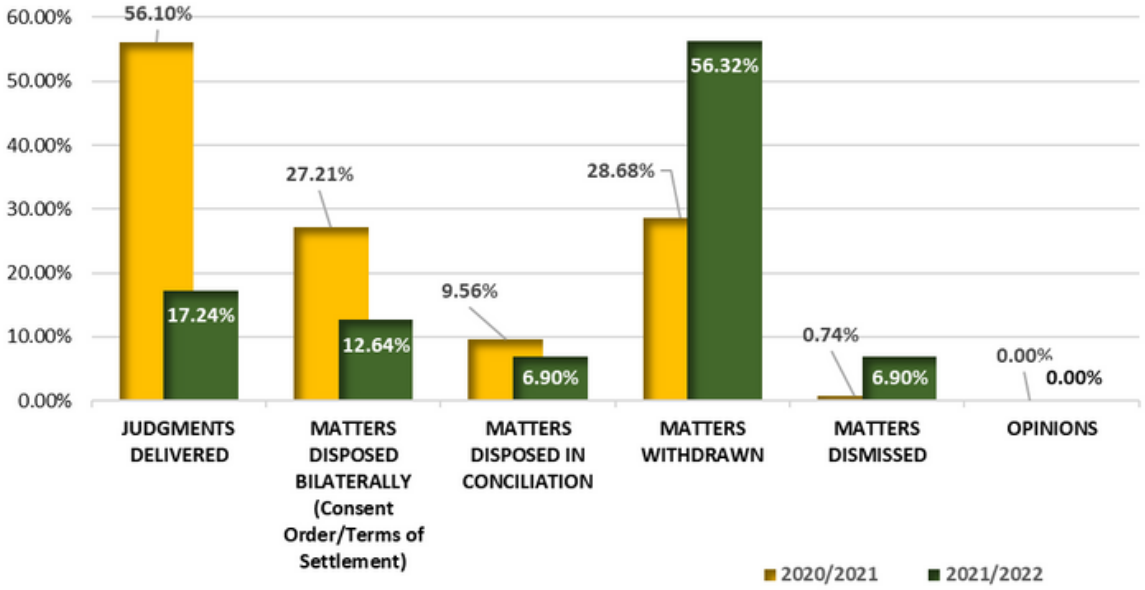


TABLE 5.5 DISPOSAL RATE

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the periods 2020/2021 and 2021/2022

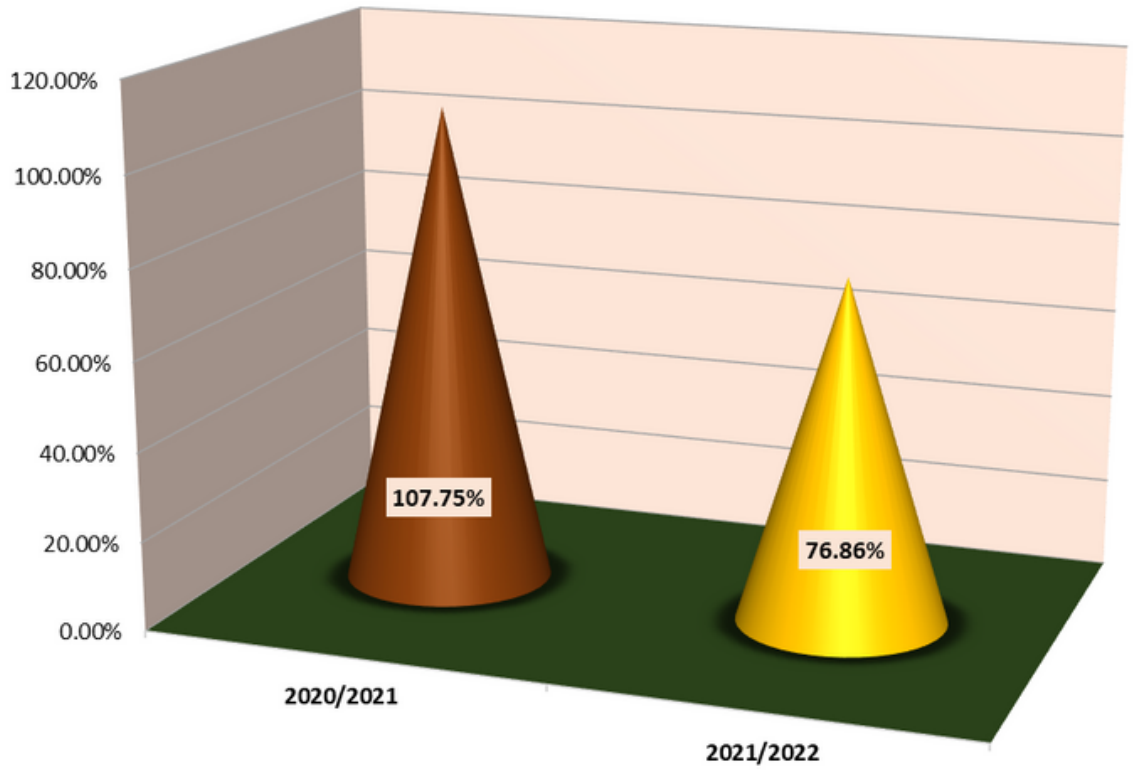


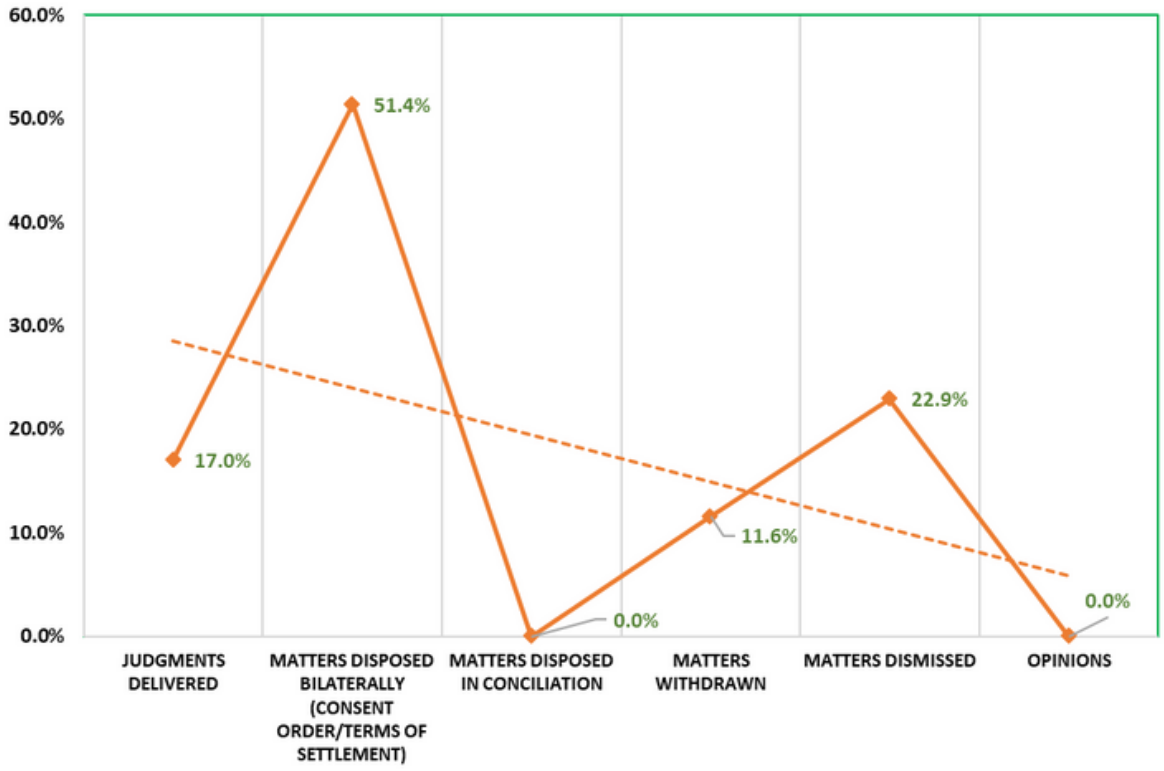
TABLE 6.1 PERCENTAGE CHANGE FOR MATTERS FILED AND DISPOSED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the periods 2018-2020 and 2020-2022

YEAR	TOTAL FILED	DISPOSAL (% CHANGE)						
		JUDGMENTS DELIVERED	MATTERS DISPOSED BILATERALLY (Consent Order/ Terms of Settlement)	MATTERS DISPOSED IN CONCILIATION	MATTERS WITHDRAWN	MATTERS DISMISSED/ W.O.P	OPINIONS	TOTAL MATTERS DISPOSED
2018/2019 - 2019/2020	2217	446	284	195	613	48	0	1586
2020/2021 - 2021/2022	2070	522	430	195	684	59	0	1890
% INCREASE/ DECREASE	-6.6%	17.0%	51.4%	0.0%	11.6%	22.9%	0.0%	19.2%

CHART 6.1 PERCENTAGE CHANGE FOR MATTERS DISPOSED

Industrial Court of Trinidad and Tobago (NORTH & SOUTH)
For the periods 2018-2020 and 2020-2022



PORT OF SPAIN
Industrial Court Building
Corner Queen and St. Vincent Streets
Port of Spain
Trinidad and Tobago, W. I.
Fax: (868) 623-6179

SAN FERNANDO
6 Irving Street
San Fernando
Trinidad and Tobago, W.I.
Fax: 657-0965

PBX: (868) 225-4288

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