INDUSTRIAL COURT OF TRINIDAD & TOBAGO

2015-2016
ANNUAL REPORT



www.industrialcourt.org.tt





Our Mission

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

Our Vision

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

Our Core Values

Integrity

Justice

Honesty

Equity

Respect

Accountability

Teamwork

Discipline

Loyalty



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- Mission, Vision, Core Values i.

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FUNCTIONS OF THE INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

The Industrial Court of Trinidad and Tobago was established on March 20th, 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 This Act was repealed and replaced by the Industrial Relations Act, Chapter 88:01 on July 31st 1972.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 –

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

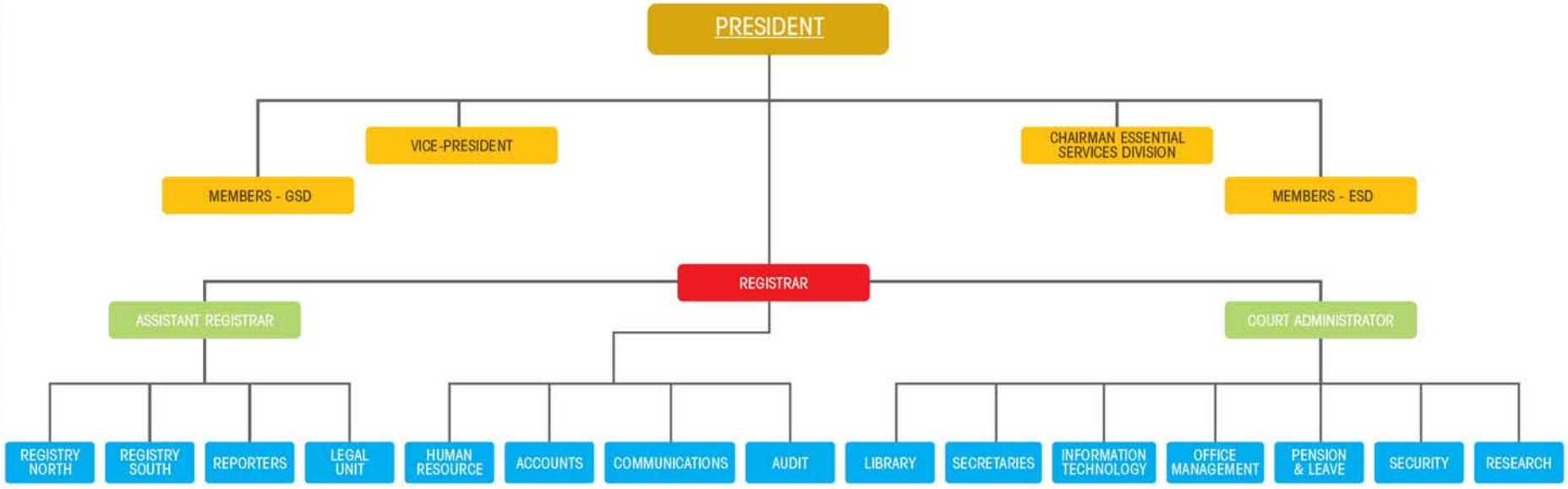
The principal role of the Court is to settle unresolved disputes and other matters which arise between employers and trade unions representing the workers employed by the employers under the Industrial Relations Act, Chapter 88:01 (I.R.A.), the Retrenchment and Severance Benefits Act, No. 32 of 1985, the Maternity Protection Act, No. 4 of 1998 and the Minimum Wages (Amendment) Act, No. 11 of 2000, and the Occupational Safety and Health Act (1 of 2004) as amended.

The Court sits in two Divisions:

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

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

ORGANISATIONAL CHART





PRESIDENT'S MESSAGE

HER HONOUR MRS. DEBORAH THOMAS-FELIX, PRESIDENT

The year in review September 2015-2016 has not been without economic and social uncertainty and turbulence. We continue to experience an upsurge in crime and criminal activity in this country and we continue to swim in a sea of economic instability and insecurity as declining oil and gas prices have caused governments worldwide to rethink the distribution of the shrinking global and national pie.

This new paradigm requires that the social partners work harmoniously together to navigate these treacherous waters in this fast changing turbulent environment. This may compel social partners to reexamine their demands so as to provide the strategic flexibility necessary to cope with this economic crisis. The citizens of this nation have been very resilient and victorious over economic and social challenges in the past and we, as a people, have the ability and the history of creating new pathways of success; notwithstanding the gloomy economic forecast.

There is a need for the melding of minds and hearts to re-examine and re-evaluate our common purpose and common goals and rededicate ourselves to the task of determining what we want our future and our society to be. Social partners should come together to assist in this social transformation as we continue to navigate these choppy waters and tackle one of the basic tenets of nation building: what type of Trinidad and Tobago do we collectively want?

A critical element of this and indeed, of the Court's remit, is ensuring that rights at work and labour standards are upheld and protected. This speaks to the critical issue of occupational, safety and health, a central element of the world of work that unfortunately does not always receive the attention it deserves in terms of time and resources.

It is imperative that we understand Occupational Safety and Health is obviously desirable but more significantly, redounds to the benefit of not only workers, but businesses, the economy and our wider society. It is a question of human rights, workers' rights and good business.

Moreover, the health and safety of citizens is integral to the development of this nation. It is immensely important that we enjoy good physical and psychosocial health; by psychosocial I refer to our mental, emotional, social and spiritual wellbeing.

It is my hope therefore that there can be a greater understanding and awareness among owners and managers of businesses that proper policies, standards and practice of occupational safety and health must be implemented at the workplace; policies and standards which are critical to the economic success of businesses. For to do otherwise will eventually adversely affect profit margins.

What do we mean by occupational safety and health? The World Health Organisation (WHO) states that ***"Occupational health deals with all aspects of health and safety in the workplace and has a strong focus on primary prevention of hazards."***

The International Labour Organisation (ILO) and the WHO share a joint approach to the issue of occupational health and state that "The main focus in occupational health is on three different objectives: (i) the maintenance and promotion of workers' health and working capacity; (ii) the improvement of working environment and work to become conducive to safety and health, and (iii) the development of work organisations and working cultures in a direction which supports health and safety at work and in doing so also promotes positive social climate and smooth operation and may enhance productivity of the undertakings. The concept of working culture is intended in this context to mean a reflection of the essential value systems adopted by the undertaking concerned. Such a culture is reflected in practice in the managerial systems, personnel policy, principles for participation, training policies and quality management of the undertaking."

Wherever your business is located, whatever type of business you operate in Trinidad and Tobago there is always the possibility that an accident or incident could occur or the possibility of exposure of members of your workforce to some type of hazard. It is therefore important to develop, implement and monitor a well-structured safety and health management system for each business, which includes policies, the assignment of roles and responsibilities as well as defined procedures all aimed at preventing and managing hazards and their associated risks.

In Trinidad and Tobago the Occupational Safety and Health Act, Chapter 88:08 (OSHA) as amended, is the main legislation which addresses health and safety issues at the workplace. This legislation provides rules and standards which are to be implemented in the workplace for workers to have a safe and healthy work environment.

In an acknowledgment that the safety, health and welfare of workers is of paramount importance, the Act requires that those who own and manage businesses have effective and proactive policies and safeguards in place for managing issues relating to the safety and health of everyone in the workplace.

At common law, employers have a duty to take reasonable care and provide a safe work environment. The OSHA legislation has expanded on this common law principle by imposing general duties to employers. The legislation has also entrenched the rights of workers to work in a safe environment and has created a body (the Occupational Safety and Health Authority) with powers to regulate workplace safety issues.

Additionally, it is critical to note that the WHO's Constitution enshrines "the highest attainable standard of health as a fundamental right of every human being". The organisation goes on to remind that "the right to highest attainable standard of health" requires a set of social criteria that is conducive to the health of all people including the availability of health service, safe working conditions, adequate housing and nutritious food. Indeed workers should be able to perform their duties in a safe, secure working environment that is free from safety and health concerns.

It follows then that in Trinidad and Tobago the prevention of work-related injury and illness should be the main priority on the list of workplace policies as we strive as a nation to increase and stimulate economic activity and secure an improved quality of living for our citizens.

I wish to emphasise the above point and expand on the foregoing for I am aware that some employers and companies may regard the improvement of health and safety at the workplace as an additional cost which affects their bottom line. I stress though, that when carefully examined, you will see that workers' health, safety and wellbeing are integral parts of the economic sustainability and the organisational development of any business. A number of successful businesses show that it is possible to develop the working environment by linking health and safety issues with managerial and development policies; that is, by combining the workers' wellbeing and company's profitability in a balanced way.

We know and acknowledge that the main purpose of a company is to produce goods and services in the most economic manner and in a way that procures profit. It is therefore natural that companies choose the most cost-effective way to manufacture products or provide services. However, profit and safety are not mutually exclusive and the latter has been shown to improve the former.

Several studies show that working conditions are key elements to determining the economic success of the company. Bad working conditions can affect the performance of the company by increasing the expenses and lowering the profitability whereas good working conditions can boost the productivity and decrease the company expenses. The value of occupational health and safety to a company's bottom line cannot be overstated.

If it were put in dollars and cents and in terms of costs, when there is an accident there might be a period of absence from work, medical care, cost of medication and other

costs that relate to the immediate consequence of the accident itself. There might also be indirect cost such as loss in working hours for those who are injured and you may have to close down the business operations for a period of time after the accident has occurred. Additionally, there may have been damage to equipment and property and therefore the output, due to the accident, would be reduced. There can also be damage to the company's image and legal expenses and one may have to pay a fine and compensation at the Court; so there are direct and indirect costs. There is also the question of lower staff morale and loss clients or contracts.

Additionally, the ILO has reported that work-related stress, alcohol and drug abuse, violence (both physical and psychological) all lead to health-related problems for workers and lower productivity for business enterprises. Taken together they represent a major cause of accidents, fatal injuries, disease and absenteeism at work in both developed and developing countries.

I urge employers in both public and private sectors to adopt and promote proper health and safety policies and programmes at work. I also strongly recommend that they create awareness among their workers of the various dimensions and short-term and long-term consequences of work related accidents, injuries and diseases, and place the health and safety of all workers as a priority. I am sure you will agree that a better health and safety environment benefits the organisation in that it enhances productivity, quality and cost saving and also has the socio and economic impact of improving workers protection. In an environment such as ours where there is a large energy sector, a manufacturing sector and an agriculture sector, though small, it is important that workers be provided with the necessary personal protective equipment to protect them from chemical and other hazards.

Indeed, a large number of our workforce spends a minimum of 8 hours a day at work and it is very important that the work environment be comfortable, safe and healthy. In some instances this may require some simple yet effective actions by the employer such as the regular servicing of the air condition systems and the routine cleaning of carpets and blinds. It is also as simple as ensuring that there are proper chairs for employees to sit and the requisite ergonomics are adhered to. In small business enterprises the policy need not be elaborately drafted but it must be clear, precise and effective and it must be properly explained to those who work in the environment.

Statistics provided by the Ministry of Labour and Small Enterprise Development (MLSED)[1] reveal that for the period 2006 to 2015 a total of 102 fatal accidents occurred in the workplace. The industry with the largest number of fatalities was the construction industry which recorded 33 fatal accidents for the period 2006-2015. One death in the workplace is one too many and we therefore should be concerned and very alarmed that there have been 102 workplace fatalities in 9 years.

[1] *Industrial Accident Register, Research & Planning Unit, Ministry of Labour and Small Enterprise Development.*

I have decided to present the non-fatal statistics by year so we can appreciate the enormity of the problem. In 2006 there were 377 non-fatal accidents reported in the workplace; in 2007 there were 758 non-fatal accidents reported; in 2008 there were 1,059 reported non-fatal accidents; in 2009 921 non-fatal accidents were reported. In 2010 there were 843 reports of non-fatal accidents; in 2011 there were 904 non-fatal accidents reported; in 2012 754 non-fatal accidents were reported; the statistics for 2013 are not available; in 2014 there were 686 reports of non-fatal accidents and in 2015, 895 non-fatal accidents were reported.

The sector with the highest number of non-fatal accidents is the manufacturing sector with the lowest figure at 249 in 2014 and the highest at 555 in 2008. These accidents and incidents in my view are to a large measure due to failures and deficiency in the policy and management of occupational health and safety in several businesses in this country. As a nation we cannot promote the concept of increased productivity and increased economic activity without simultaneously insisting on effective policies for occupational safety and health in all business enterprises. Moreover, we cannot turn a blind eye to the growing number of diseases which have been debilitating and devastating to our citizens.

It is the duty of each employer whether in the public or private sector, to provide a safe and healthy environment for workers and to develop and promote a culture which supports health and safety at work. I challenge employers to take up the mantle and to promote and implement proper and sustained health and safety initiatives in the workplace. This is the only meaningful way to increase productivity and reduce the high number of work related incidents and accidents.

THE INDUSTRIAL COURT'S YEAR IN REVIEW

The Industrial Court continues to fulfill its mandate to facilitate the expeditious determination of disputes in the workplace. In the year in review [2](September 14, 2015 to September 9, 2016) 1,171 new disputes were filed at the Court which is 450 more than the number of disputes filed the previous year. The Court disposed of 963 disputes which is significantly higher than the 702 disputes which were disposed for the same period in the year 2014 to 2015; the disposal rate for 2015/2016 is 82.2%. A breakdown of the total number of disputes disposed in 2015 to 2016 is as follows: 258 were disposed by judgments, 157 were settled bilaterally, 111 were disposed by conciliation, 30 were dismissed for want of prosecution and 407 were withdrawn by parties, mainly due to the conciliatory efforts of the Court.

Meet With the Court Symposium

The Meet with the Court Symposium continues to be the flagship event of the Industrial Court. This year the Court along with its stakeholders examined the topic of retrenchment and layoff in the current labour climate. The presenters, Economists Professor Andrew Downes and Dr. Ralph Henry and legal experts Dr. Leighton Jackson, and Mr. Jefferson Cumberbatch, provided us with very brilliant presentations and thought provoking perspectives on the topic. I thank the presenters for their support and their role in making the symposium a success. Thank you stakeholders for your participation and continued interest in this event.

[2]Since the Special Sitting on the opening of the 2016/2017 Law Term, the data has been updated to 14th September 2015-15th September, 2016. For that period 1194 disputes were filed and 996 disputes were disposed. The estimated disposal rate for the period is 83.4% (see Appendix 2).

Access to Justice-Tobago

The Industrial Court is committed to its outreach to afford all citizens of Trinidad and Tobago proper access to justice, to this end, we continued our vacation sittings in Tobago. The Court convened from 15th - 24th August, 2016 and I was joined by Their Honours Mr. Lawrence Achong, Chairman, Essential Services Division (ESD), Mr. Albert Aberdeen and Mr. Melvin Daniel. During the period we presided over twenty-one disputes and delivered thirteen judgments. Additionally three matters were settled by conciliation, two disputes were settled bilaterally with the urging of the Court, one dispute was adjourned, one dispute was withdrawn and one remains part-heard. I commend the Judges for their dedication and for foregoing their vacation leave to resolve these disputes in Tobago. Many thanks to the staff for their hard work, continued support and commitment.

Special thanks to Attorneys at Law Mr. Ken Wright, Ms. Vanessa Thomas-Williams, Mr. Christopher Yaw and Ms. Lana Chunilal and Industrial Relations Practitioners Mr. Stephen Mathison, Mr. Bryan Murphy, Mr. Codrington Winchester, Mr. Lyndon Cowan, Mr. Lyndon Mendoza, Mrs. Vanessa Murray-Chapman and Mr. Teddy Stapleton. My heartfelt gratitude to the Learned Chief Justice of Trinidad and Tobago, Mr. Justice Ivor Archie, for his continued support of this initiative and for permitting the use of the facilities at the Supreme Court in Tobago. It is my hope that the Industrial Court building in Tobago will become operational for the next fiscal year.

Trends in Labour and Industrial Relations Bulletin

This year, the Industrial Court published its second Bulletin on "Trends in Labour and Industrial Relations" as we endeavor to strengthen the country's information base on labour market activity while at the same time provide stakeholders, as well as the wider working public, with information on trends in the labour market. The information in the Bulletin, for the most part, was collated from the database of the Industrial Court. Special thanks to Her Honour Mrs. Janice Christopher - Nicholls, Mrs. Deedra Clapham and the staff of the Office of Economic and Industrial Research for the hard work in making this Bulletin a reality.

Car Park

I am pleased to announce that the Southern area of the Court's car park which was taken away 2006 has been restored after ten years. This will relieve a number of security and logistics problems which have plagued the Court over the years.

Challenges

The work of the Court has grown exponentially over the past 51 years. In 1965 there were 49 new disputes filed; in 1966 the total number of disputes filed was 172; in the year 2009 there were 692 new disputes filed and for the period 2013 to 2016, 2,384 were filed. With the increasing number of disputes and matters engaging the attention of the Court there is the need for increased accommodation for staff and for an adequate complement of staff to service the work of the Court.

The Court continues to experience challenges of space with Judges and staff functioning daily in less than ideal conditions. The shortage of staff (particularly in the Court Reporting Department) continues to be a problem and this year in review, we experienced budgetary cuts from the very beginning of the year, as a result stationery and basic equipment were also scarce.

These challenges have stymied the smooth operation of the Court. Many practitioners can attest to the fact that their several requests for verbatim notes of evidence from the Court have not been met in a timely manner due to the lack of support staff to prepare these notes. I am aware that the issue of lack of resources is sadly not unique to the Industrial Court and I am clearly cognizant of the change in our economic circumstances resulting in continuing pressure on the availability and allocation of human and capital resources. However, I wish to emphasise that as a nation and as a people, we must always seek to afford priority and stability to our institutions particularly those that are charged with ensuring the preservation of peace, law and order and justice as these should be fundamental standards we should aspire to collectively.

TRIBUTES

It is with deep sadness we mourn the loss of two of our colleagues Her Honour Mrs. Judy Rajkumar-Gualbance and His Honour Mr. Krishendeo Narinesingh this year.

Her Honour Mrs. Judy Rajkumar-Gualbance

Her Honour Mrs. Judy Rajkumar-Gualbance was appointed a Member of the Industrial Court on October 23, 2000. She presided as a judge in the Essential Services Division for fifteen (15) years until her untimely passing, ironically, on October 22, 2015. Prior to her appointment at the Court, she served as an Economist at the Ministry of Finance, Planning and Development. She was a tutor at the University of the West Indies and she also served in the Ministry of Education as a Teacher for over ten (10) years.

Her Honour Mrs. Rajkumar-Gualbance was loved by everyone at the Court. She will be remembered for her commitment to duty, her bright personality and, most of all, as someone who demonstrated humility, faith and courage in the face of adversity. We extend our heartfelt sympathy to her loved ones.

His Honour Mr. Krishendeo Narinesingh

His Honour Mr. Krishendeo Narinesingh served as a Member of the Industrial Court in the Essential Services Division from December 10, 2013 until his untimely death on June 3, 2016. Before joining the Court, His Honour Mr. Narinesingh was a Magistrate. He also served as an attorney at law in the Solicitor General's Department at the Ministry of the Attorney General.

His Honour Mr. Krishendeo Narinesingh will be remembered for his humble personality and his commitment to serving the people of Trinidad and Tobago. We mourn his passing and extend to his family our deepest sympathy.

Their Honours Mrs. Judy Rajkumar-Gualbance and Mr. Krishendeo Narinesingh were Members of the Essential Services Division (ESD) and so was Her Honour Ms. Victoria Harrigin who also passed in 2013. No new Members have been appointed to the ESD to fill these vacancies, as a result, all sittings of the Special Tribunal of the ESD have been adjourned indefinitely in the last term of this year, which is creating a backlog in the Special Tribunal. I do hope that this issue will be urgently addressed by the relevant authorities.

CONCLUSION

As I conclude I wish to remind the social partners that there is a need in these times of global financial instability to look closer and re-examine the issue of economic inequality and the negative impact economic inequality can have on social, political and economic issues such as economic growth and development, corruption, crime, poverty and social mobility.

I want to also humbly suggest that we re-examine our laws and policies on social protection and employment rights of workers including those in the informal economy and put systems in place to ensure that when a company closes its doors that the rights of workers and the pecuniary benefits due to workers are protected as a matter of priority.

We at the Industrial Court promote inclusiveness, equality and an effective social justice system as pillars of economic growth and sustainable development; as we continue to fulfill our mandate of social justice delivery in Trinidad and Tobago.

I wish to thank the members and staff of the Industrial Court for their hard work this past year and the stakeholders for their continued support.

May God bless you all. Thank you for listening.



Deborah Thomas-Felix
PRESIDENT



THE INDUSTRIAL COURT

JUDGES OF THE COURT



BACK ROW: FROM LEFT:
His Honour Mr. Mahindra Maharaj, His Honour Mr. Robert Linton, His Honour Mr. Kyril Jack, His Honour Mr. Dinesh Rambally, His Honour Mr. Morton Mitchell, His Honour Mr. Brian Dabideen, His Honour Mr. Melvin Daniel, His Honour Mr. Nizam Khan

MIDDLE: FROM LEFT:
His Honour Mr. Roger Jugmohan, His Honour Mr. Herbert Soverall, Her Honour Mrs. Heather Seale, Her Honour Mrs. Sandra Ramparas, Her Honour Ms. Bindimattie Mahabir, His Honour Dr. Selwyn Samaroo, Her Honour Mrs. Janice Christopher-Nicholls, Her Honour Mrs. Kathleen George-Marcelle

SEATED FROM LEFT:
His Honour Mr. Albert Aberdeen, His Honour Mr. Ramchand Lutchmedial (Vice President), Her Honour Mrs. Deborah Thomas-Felix (President), His Honour Mr. Lawrence Achong (Chairman, Essential Services Division), His Honour. Mr. Patrick Rabathaly

NOT PICTURED:
His Honour Mr. Gregory Rousseau and His Honour Mr. Neil A. Mohammed

REGISTRARS AND ADMINISTRATOR OF THE COURT



STANDING FROM LEFT:
MRS. KATHY-ANN ALEXANDER-FRASER, ASSISTANT REGISTRAR AND
MRS. YOULAND ROBINSON, COURT ADMINISTRATOR

SEATED:
MR. NOEL INNISS, REGISTRAR



SECRETARIAT

BACK ROW: FROM LEFT:
JOY KING, LISA GRANGER, ALLISON CHARLES, YVONNE ARTHUR

SEATED FROM LEFT:
CHARMAINE COOPER, IRENE GOODING-THOMAS, VERNEIL JOSEPH

NOT PICTURED:
KEISHA HAMILTON AND LYDIA GRAY-SARGEANT



COMMUNICATIONS UNIT

YVIENNE LAWRENCE **(LEFT)**, CHELSEA SMART *(OJT) AND TABITAH GOUR (OJT)

*On-the-Job Trainee

ADMINISTRATION



Registry (North)

BACK ROW: FROM LEFT:
Anika Homer, Kyla Maxman, Jerron Penny (OJT), Venika Wilson (OJT), Dinessa Nelson, Candelle Emmanuel

SEATED FROM LEFT:
Tsyian Callender, Pamela Lutchman, Akada Flament, Kerrie Paul, Aaliyah Hall

NOT PICTURED:
Tamara Choonoolal, Krystal Williams, Bernard Borneo, Sylvia Moosan

ADMINISTRATION



Registry (South)

BACK ROW: FROM LEFT:
Raymond Boodlal, Ayana Stroude, Nicholas Smith

SEATED FROM LEFT:
Rajwantie Mohammed, Dellana Dewett

NOT PICTURED:
Wayne Mohammed, Shelly-Ann Khan, Reynold Basdeo, Alleena Ramnarace, Heeralal Ramgoolam



Registry (North): Court Clerks and Orderlies

BACK ROW: FROM LEFT:
Joy Flatts, Nekeisha Lucas, Rhona Dukeran, Vanessa Boodoo

SEATED FROM LEFT:
Keva Allen (OJT), Jemma Sookhoo-Ramjattan, Patrice Griffith (OJT)

NOT PICTURED:
Reyhana Mohammed, Gerard Forde, Larry Andrew, Ricardo De Freitas

The Industrial Court continues to forge ahead to fulfil its mandate and to execute its strategic plan despite the economic downturn. As a result, becoming an e-Court will soon be a reality since all the component parts, such as installing a new Judicial Management Software, upgrading the internet and intranet facilities and scanning and e-filling of all documents, are being realised.

REGISTRY

Several measures have been implemented to optimize the productivity of the Registry Department.

- One of the challenges facing the Registry located in the north branch of the Court was limited space capacity. To alleviate the space constraints, the department was expanded outwards to the reception area. This move proved beneficial to both stakeholders and staff because:
  - the service stakeholders receive is more accessible, and
  - the space created within the department allows for easy movement of staff which is consistent with the Government of the Republic of Trinidad and Tobago Office Outfitting Policy.
- The workflow process within the Registry department is being revised to make the system more efficient and effective.
- Several members of staff in the department have been exposed to training and development workshops in the areas of industrial relations, customer service and teamwork.
- The Radio Frequency Identification (RFID) system in the Registry, which was instituted last year, is working effectively as the registry files can be located easily.

INFORMATION TECHNOLOGY

The Court, as it sets its goal on becoming an e-Court, has made some significant technological investments.

Storage

The Court's information technology system was migrated onto the rack servers acquired in the last financial year. Additionally, uploading information onto the Network Attached Storage (NAS), a data storage device also acquired in the last financial year, is ongoing. This initiative, when completed, will resolve issues such data processing and system shut downs.

Wireless Service

The Court took a three (3) phase approach to the implementation of a wireless service which will be accessible to stakeholders. The first phase was the reinforcement of the Court's firewall. The second phase, which was completed during this review period, was the speed of the internet connection. The Information Technology Department worked closely with the Trinidad and Tobago Telecommunications Service (TSTT) to ensure the relevant infrastructure was installed to enable high speed internet connection. The next phase is the acquisition and installation of the wireless system. It was anticipated that this aspect of the project would be completed within the current financial year; however, financial constraints affected completion timelines. Although this phase of the project has begun it will be completed within the next financial year. It should be noted that upon completion, both Local Area Network (LAN) and Wide Area Network (WAN) would be used in the courtrooms to provide real-time service to users of the Court.

Upgrade of the Telephone System

The Court's telephone system was upgraded to a Voice over Internet Protocol (VoIP) system. This system will facilitate internal public announcements and inter-court meetings which will improve the communication between the north and south branches of the Court.

Website

Currently, the Court's website is undergoing an upgrade. Users can expect the launch of the new website in the next financial year.

Equipment

The Library was equipped with televisions to assist with the Court's outreach programmes.

REPORTING

Clearing the Backlog of Transcripts

The Reporting Department which consists of Verbatim Reporters and Computer Aided Transcript (CAT) Reporters continues to experience challenges for space and staffing. Already short on staff, the department suffered further setbacks with the compulsory and early retirement of two (2) staff members in 2015. The result was a backlog of transcripts. In an effort to reduce the backlog, the Court:

- Employed three (3) retirees on short-term contract to work with the verbatim reporters, and
- Trained members of staff in machine shorthand, real-time stenography and the Eclipse software and assigned two of these staff members to the CAT section of the department. The other trained staff members assist the department on a part-time basis.

The Eclipse Software

Based on the training acquired at the National Court Reporters Association Annual Convention (2015), the Senior CAT Reporter introduced the use of Eclipse Version 7 software which has enhanced features. Currently, this version is being tested by one of the CAT Reporters who will monitor and give feedback on the software before it is installed on all computers used by the reporters.

Equipment

The department was equipped with nine (9) keyboard racks to aid the reporters. Unfortunately, the Court was unable to fully equip all reporters with keyboard racks due to financial constraints. Hopefully, the Court will be able to purchase the remaining racks in the new financial year.

PROJECTIONS FOR THE UPCOMING YEAR

The Court, in becoming an efficient and effective organisation, intends to:

- Continue restructuring the Registry Department;
- Implement free Wi-Fi access in the Court;
- Improve the networking system; and
- Continue in-house training of staff in the Registry and Reporting Departments

LIBRARY & INFORMATION SERVICES



LIBRARY (NORTH)

BACK ROW: FROM LEFT:
PHILLIP PAYNE, CALVIN MOSES (OJT), SABEETAR JATTAN

SEATED FROM LEFT:
JUSTIN MADEIRA, JASMIN RAYMOND, ANNA-LISA WILSON (OJT)

NOT PICTURED:
CALDWELL ORR



LIBRARY (SOUTH)

FROM LEFT:
KERRI-ANN PHILLIP, ANNSHARA HOSEIN, LISETTE CHABLAL-EDMUND, JANICE JHINKOO

The library supports and complements the initiatives of the Industrial Court as a superior Court of record. Its mandate is to help the Court fulfill its mission and vision through the provision of high quality information, reference and library services to all stakeholders and users. It serves as a major source of legal, industrial relations and socio-economic information for judges, trade unionists, industrial relations practitioners, litigants, attorneys, law students, staff as well as the general public. The library is honing a modern and efficient information service. The aim is to become the premier repository of all primary and secondary resources related but not limited to Industrial relations, labour and employment law issues in Trinidad and Tobago and within the Caribbean region.

The following are highlights of the library's activities during the period September 2015 – August 2016.

INNOVATIONS & IMPROVEMENTS

(A) The Judgment Database & Collection

The provision of quality and equitable access to the judgments of the Industrial Court is at the heart of the Court's library services. As a consequence, significant enhancements were made to the content of this judgment database. These enhancements include:

- Sourcing all related **Civil Appeal** and **Privy Council** cases pertinent to Industrial Court cases. Currently, the full text of these cases are being uploaded to the database.
- Ensuring completeness and standardization of the metadata through extensive quality control.
- Reconciling judgments delivered over the 2000 – 2015 period. Judgments reposed at the Library are checked against those listed in the Court's registry. This ensures all judgments are recorded and the library's database is up-to-date. For the period under review, the library reconciled judgments delivered in 2014 and 2015.

(B) Special Collection – Industrial Court Bibliography

"Without libraries what have we? We have no past and no future." – Ray Bradbury. The Library is the gateway to knowledge and culture of the Industrial Court. The work to provide online access to information relating to the history of the Court and the local industrial and labour relations environment, has begun. Stakeholders can access this information by searching the Online Public Access Catalog (OPAC) available at ***www.industrialcourt.org.tt/CourtServices/Library.aspx***

(C) Library Publications

Financial and staff challenges have contributed to the delay in the re-print of the 1965 and 1966 bound volumes and the publication of the 2001 bound volume of Industrial Court judgments. However, we are hopeful to have both publications available for sale within the new financial year.

OUTREACH PROGRAMMES

The Court aims to be equitable and expeditious in dispensing social justice. The library assists in the fulfillment of this objective by continually supplying efficacious information to the Court's stakeholders. This is achieved via participation at stakeholder forums, creation of brochures, e-presentations, displays and library orientation sessions. Consequently, the library:

- Hosted an information booth as well as created a library brochure for the **2016 Meet with the Court Symposium 4.**

- Conducted an information session on the legal resources available at the library as part of an **in-house Advanced Legal Research training session.**
- Conducted **orientation sessions** on how to effectively access the library's Judgment database as well as other library resources to special groups such as
  (a) the Chairman of the Tax Appeal board and selected staff,
  (b) Returning awardees of the National Library and Information Systems Authority (NALIS) library and information studies scholarship
- Updated its webpage to facilitate easier access to online legal resources as well as information held at the library
- Initiated collaboration with the Legal Department to identify and document landmark cases on popular industrial relations topics.
- Installed a suggestion box at the north and south branches of the library
- Mounted physical displays and created e-displays for the following events and topics:
  - 11th Anniversary of the South Court (February15th)
  - World Day of Social Justice (March 20th)
  - World Book & Copyright Day (April 20th)
  - World Intellectual Property Day (April 26th)
  - World Day for Safety and Health at Work (April 28th)
  - Labour Day (Trinidad and Tobago) (June 19th)
  - Retrenchment and Lay-offs in the national labour market
  - Job Security and the Protection of the Worker

DIGITISATION INITIATIVE

The library is the main repository of the Court's judgments and its related Court of Appeal, Privy Council, and High Court judgments. About 20% of this collection is fragile - copies are old, writing faded and paper discoloured; 47% is damaged – handwriting on the documents, badly photocopied pages, torn edges and lost or misplaced copies; the remaining 33% is in good condition. To enhance access to this collection, the content is curated in both born-digital[1] and digitized formats and made available to stakeholders through the library's subscription service.

The presence of more 'digital information users' are challenging libraries to keep pace with technological developments in the information age. The library is no longer just a physical structure but it is now a virtual library, one which transcends geographical, cultural and other societal barriers. The Library aims "to acquire, organize, preserve and manage materials in order to support learning and research" as well as "...to provide access to information available in non-print formats". These factors are the driving force of the digitization initiative at the Industrial Court which was mentioned by the President of the Industrial Court in the 2011-2012 Annual Report.

Judgments delivered for the period 1965 – 2009 are earmarked for digitization, with about 44% being completed to date. Collaboration continues with the Secretarial department of the Court, to source all born-digital judgments for the period 2010 – 2016; 25% of the judgments delivered have been received to date.

[1] *Document or information created in electronic (digital) form, and not the one digitized through scanning.*

The digitization initiative is the library's first step in creating a digital library. Gary Marchionini[2] described digital libraries as "logical extensions and augmentations of physical libraries in the electronic information society". By extensions, digital libraries do not break away, but rather amplify, existing resources and services of traditional libraries; and by augmentations, they offer new services and new opportunities for human information seeking and problem solving.

LIBRARY STATISTICS

(A) Who are the customers of the Court library?

Once again, the statistics cement the trend that the Court library is heavily used by its ***external customers***. These statistics reveal that at the north branch of the library ***(70%) seventy percent*** and at the south branch of the library ***(69%) sixty nine percent*** of the queries stemmed from external customers. These customers include, among others, trade unionists, attorneys, Ministerial departments, private sector businesses and the general public. This situation highlights the library's reach and efficiency in providing access to the judgments of the Court as well as industrial relations information to a wide spectrum of stakeholders. Notably, there was a heavier volume of research queries traffic at the north branch (Fig. 1) as compared to the south branch of the library (Fig. 2).

The Court's website, via the Feedback tab, provides an avenue for persons to submit any queries to the Court. For the period under review, sixty-one (61) queries were received.

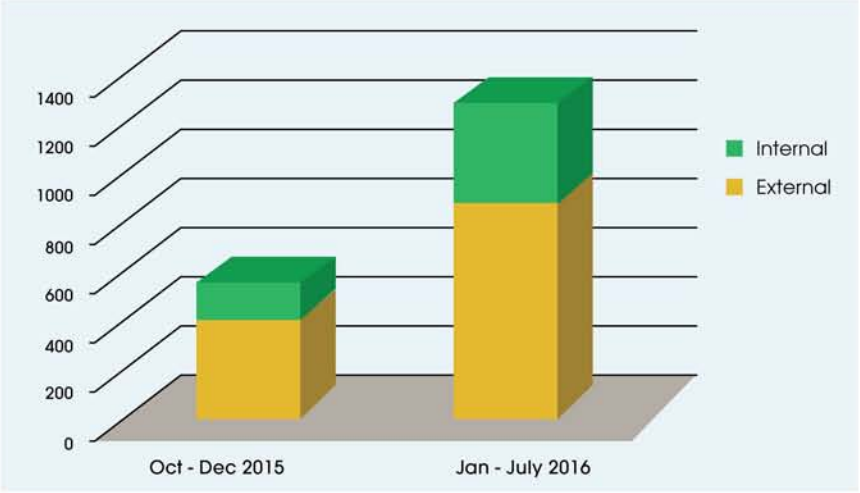


Figure 1: Library Clientele (North Branch)

[2]*Marchionini, Gary. "Research and Development in Digital Libraries." DLENCY. 2003. School of Information and Library Science, University of North Carolina.*

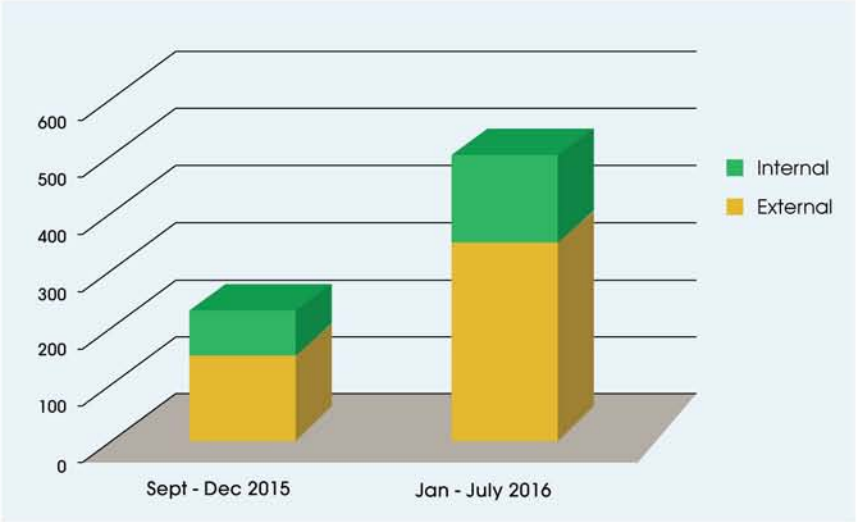


Figure 2: Library Clientele (South Branch)

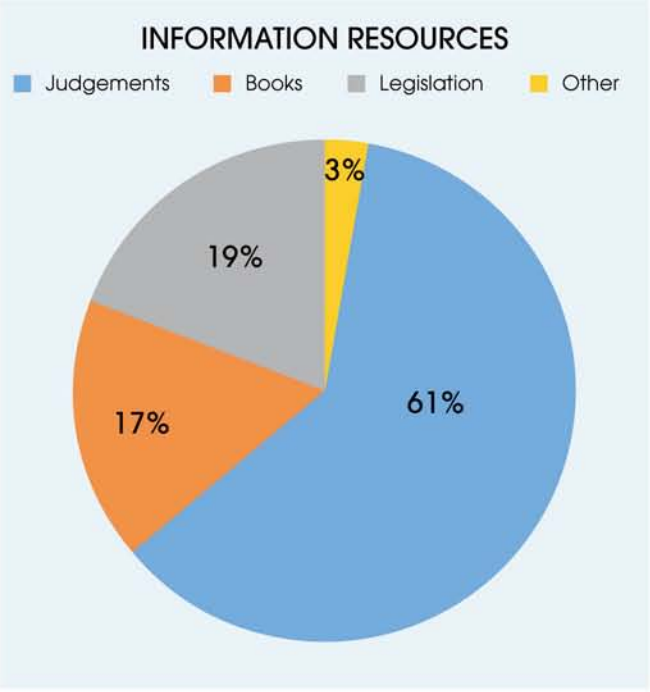


Figure 3: Resource Usage (North Branch)

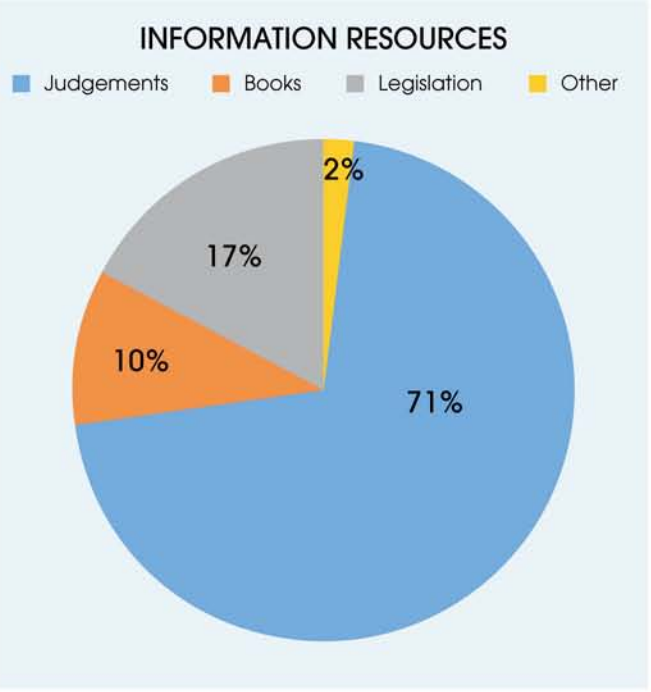


Figure 4: Resource Usage (South Branch)

Breakdown of Query Topics

Australian Labour Code	Meaning of "Full and Final Settlement"
Constructive Dismissal	Opportunity to be heard
Contract of Service vs Contract for Service	Overtime rate/payment to security workers
De-certification of Unions	Pension and leave
Definition of a worker	Probationary period
Disclosure of Evidence	Prolonged suspension of a worker as a disciplinary action
Discrimination in Employment	Redundancy
Employer illegally withholding worker's salary	Renewal of Contract
Excessive Absenteeism	Retirement age
Excessive sick leave	Rights of Employer
Expiration of a Collective Agreement	Sexual Harassment in the workplace
Failure to appoint worker with over six months acting	Summary Dismissal
Halsbury's on Unincorporated Companies	The Maternity Protection Act
ILO conventions on hours of work- security guards	Treatment of Industrial Court Judges
Impact of Industrial Court on industrial relations	Unlawful suspension and dismissal of a worker
Jurisdiction of the Industrial Court	Wrongful Dismissal

Table 1: Queries - Subject Areas

CONCLUSION

In our current dynamic information environment, the library continues to find and apply innovative measures to facilitate the researcher with the desired information. By enhancing the traditional view of libraries and embracing a more modern and technological advanced society, we continue to create and improve access to our services.

"The library connects us with the insight and knowledge, painfully extracted from Nature, of the greatest minds that ever were, with the best teachers, drawn from the entire planet and from all our history, to instruct us without tiring, and to inspire us to make our own contribution to the collective knowledge of the human species. I think the health of our civilization, the depth of our awareness about the underpinnings of our culture and our concern for the future can all be tested by how well we [use] and support our libraries."-- Carl Sagan

HUMAN RESOURCE MANAGEMENT



BACK ROW: FROM LEFT:
AARON SEEPERSAD, LISA SEBASTIEN, SHERYL-ANN BAILEY-KIRK, JENNIFER JAMES, KAALON DERRICK

SEATED FROM LEFT:
NICHOLAS ALLUM (OJT), DONNA MOSELEY-RENWICK, NATASHA BASCOMBE-SUBERO, AARON SHEPPHERD (OJT)

NOT PICTURED:
STACEY-ANN ALVAREZ

Maximizing the output of the Court's human resources and creating an environment in which individual and organizational goals and objectives can be achieved are among the core functions of the Human Resource Management Unit (HRMU).

RECRUITMENT AND STAFFING

There are one hundred and fifty-nine (159) positions at the Industrial Court which comprises twenty-five (25) Judges, one hundred and twenty-one (121) established positions and thirteen (13) contract positions. Of the one hundred and twenty-one (121) established positions, sixty-two (62) are vacant while four (4) of the contract positions are vacant.

During the period under review, 2015-2016, the HRMU experienced serious challenges in staffing the organization. Sourcing the required staff from the Service Commission Department (SCD) proved to be futile, as several [1]Merit Lists at SCD were exhausted. Once the Merit Lists are exhausted, the various positions must be advertised and applicants must be interviewed and recruited before staff is assigned to the Court. On occasions where the required staff was available, staff assignment was not timely.

There is still a dearth of suitably qualified candidates for temporary/acting appointments in the Verbatim Reporting field. However, the management of the Industrial Court, the Office of the Parliament and the Judiciary held discussions with the Public Management Consulting Division (PMCD) of the Ministry of Public Administration and Communications, the Director of Personnel Administration and the Chief Personnel Officer, towards creating a stream in the Verbatim Reporting field. A Cabinet Note was done by PMCD for the creation of the stream in the Verbatim Reporter field on the [2]Establishments of the three (3) agencies.

Further, the College of Science Technology and Applied Arts of Trinidad And Tobago (COSTAAT) has been approached to design a programme to train suitably qualified persons in the field of Verbatim Reporting. The content of the programme is to be approved by the management of the three (3) agencies.

PROMOTIONS AND APPOINTMENTS

One (1) Clerk II was promoted as Auditing Assistant. However, the officer is currently acting Auditor I in another Ministry. One (1) Temporary Clerk I was appointed Clerk I at the Ministry of Finance, Customs and Excise Division. The officer is currently acting in a higher position and has been retained at the Industrial Court.

DELEGATED AND DEVOLVED FUNCTIONS

In accordance with Section 127 of the Constitution, the HRMU performed the functions delegated by the Public Service Commission and those devolved by the Chief Personnel Officer, in a timely and efficient manner. The relevant reports were submitted quarterly to both agencies as is required.

EMPLOYEE ASSISTANT PROGRAMME (EAP)

In promoting the health and well-being of the staff of the Court, two members of staff and family members accessed EAP through our recommended provider. This programme continues to be a valuable resource available to all members of staff and their families. It should be noted that staff challenges does not have to be work related and all matters are treated with utmost confidentiality.

[1]A list in order of seniority
[2]A compliment of staff allotted to Ministries by Public Management Consulting Division

EMPLOYEE ASSISTANT PROGRAMME (EAP)

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OCCUPATIONAL SAFETY AND HEALTH (OSH)

The OSH Committee is still to be established. Health and safety infrastructure continue to be upgraded at the north and south branches of the Court as required. First aid kits are available on each floor of the Department. OSH complaints were investigated and corrective action taken.

INDUCTION/ORIENTATION

Members of staff on assuming duty at the Court were formally introduced to staff. They were also inducted on their duties and responsibilities, standard of behavior, dress code and the regulations that govern the Public Service. Thirty-six (36) members of staff attended an orientation programme. The participants were provided with information on the organizations vision and mission, strategic objectives and organizational protocols. They were also given an overview of the various units in the Court. The officers were provided with copies of the Public Service Regulations and Code of Conduct.

TRAINING AND DEVELOPMENT

The (HRMU) in its effort to enhance employees' knowledge and skills through training and development, experienced financial challenges during the fiscal year. This was as a result of the state of the economy at this time. Training was accessed through the Ministry of Public Administration and Communications which has responsibility for training public officers at no cost to organizations. Areas which benefitted from the training were:-

Communications Unit

The Corporate Communications Officer attended a Protocol for Public Officers Workshop. She was exposed to the standards of professional conduct and procedures required in the Public Service of Trinidad and Tobago; the key elements of protocol that must be observed when treating with public officials; the utilization of the Table of Precedence at meetings, conferences and functions; application of protocol principles to the planning and execution of events; and the conducting of oneself in an acceptable and professional manner in a wide variety of business and social settings.

Internal Audit

The Auditor I (Ag.) attended a workshop entitled "Working Paper Analysis." The objective of the workshop was to provide a framework for gathering and documenting the information presented and preparing working papers in accordance with international standards. The roles and responsibilities for Public Service Internal Auditing Personnel were outlined in relation to procurement legislation; reviewing audit documents in accordance with accepted best practices; employing tools and techniques for generating working paper spreadsheets according to the stipulated guidelines; and preparing audit engagement records that meet end users requirements.

Research Unit

One (1) Statistical Officer I attended a two (2) day workshop entitled "Managing Work-Life Balance." The participant was exposed to the key tools and techniques required to improve work life balance and performance at work. This could be achieved by identifying the areas that need prioritizing between work and leisure; applying time management principles in setting short-term and long-term goals; using the suggested techniques to build functional work relationships and support networks; and preparing a personal action plan to improve balance between the demands of work and personal life.

Registry

One (1) Temporary Clerk I attended a Service Improvement Seminar which was designed for Clerical Officers and Front-line Officers who are required to interact directly with members of the public. The officer was exposed to the principles of service excellence for improving customer experience in the Department through demonstrations of how to effectively treat with difficult customers; assessments of the impact behavioural styles have on service delivery; and application of the principles of effective communication in interactions with clients.

Three (3) Temporary Clerks I and two (2) Clerical Assistants attended a Customer Service Workshop. The officers were introduced to learning interventions designed to institutionalize a culture of consistent service delivery. The focal areas were:- developing a customer service mindset; presenting a professional image; communication skills; and dealing with challenging customer behavior.

Two (2) Acting Clerks II and three (3) Temporary Clerks I attended a three-month course entitled "Introduction to Industrial Relations" at the Cipriani College of Labour and Co-operative Studies. This programme provided a basic understanding of the concepts and application of Industrial Relations. Some of the areas of focus were dismissal and procedural fairness; Industrial action and the law; the rights of the individual under the Industrial Relations Act 1972; Grievance handling in the workplace; New issues in Collective Bargaining and the process of Collective Bargaining; and the inherent jurisdiction of the Industrial Court of Trinidad and Tobago.

Human Resource Management Unit

The Temporary Clerk I attended a workshop entitled "Registry Procedures". The objective of this course was to examine the importance of good records management and the role and function of the Registry in Ministries/Departments. The officer was provided with the skills and knowledge to identify the key stages in the design and implementation of a classification and filing system; apply the suggested guidelines to create and close registry files; and to use the Bring Up (BU) system in managing the volume of files in circulation.

The Human Resource Officer III (Ag.) attended a workshop entitled "Designing Orientation Programmes." The workshop provided participants with the skills and competencies required for the design and delivery of Orientation Programmes within the suggested guidelines in their respective Ministries/Departments and identifying techniques used to evaluate Orientation Programme.

Accounting Unit

The Accountant II (Ag.) attended a workshop entitled "Preparation of Estimates". The officer was provided with the essential skills and knowledge required for the effective preparation of budget estimates. The workshop also assisted with the identification of core processes of budget preparation required for effective public expenditure; the identification the common pitfalls associated with the preparation of estimates for improving the quality and efficiency of the process; the use of the suggested guidelines to prepare estimates that are consistent with programmes and proposals; and the preparation of budgets that conform to the regulatory framework.

The Clerk II (Ag.) attended an Accounting Procedures Workshop which provided an overview of the policies and procedures required to function effectively in an Accounting Unit. At the end of the workshop the officer should be able to describe the elements of the Government accounting system; identify the strategies for improving the accuracy, relevance and timeliness of accounting information; utilize the tools and techniques to improve the financial records keeping and reporting systems; and identify her role in the effective functioning of the accounting system.

One (1) Accounting Assistant (Ag.) attended a workshop entitled "Preparation of Pension and Leave." The workshop was designed to provide the knowledge and skills necessary for timely and accurate preparation and submission of Pension and Leave Records to the relevant Ministries and Departments. A focal point of workshop was defining the term increment and its application in determining incremental dates and the points at which officers should be paid.

Training was also accessed through the Ministry of Finance, Inland Revenue Division at no cost to the Court. The Accountant II (Ag), three (3) Accounting Assistants (Ag.) and the Clerk II (Ag.), attended a one-day P.A.Y.E. Seminar at the Inland Revenue Training Centre. This seminar sought to increase the officers' knowledge and understanding of the P.A.Y.E. System, as well as, provide updates on new measures that ensure effective application of the system.

Library

Two (2) Librarians attended the Caribbean Association of Law Libraries 31st Annual Conference in Jamaica held from July 25 to 28, 2016. This Conference provided a forum to discuss problems and information needs of clients and created ways in which a greater co-operation could be achieved. The conference also provides the opportunity for law librarians to meet with Publishers representatives to purchase new editions of books and to explore new developments in the access to legal information.

Reporters Unit

In an effort to reduce the backlog of transcripts created as a result of the acute staff shortage in the Reporters Unit, the Senior CAT Reporter trained six (6) members of staff in Stenography and the Eclipse Software. They were also put through a rigorous machine shorthand speed building exercise in preparation for the National Examination Council (NEC) machine shorthand examination for May-June 2017. Currently, one (1) Temporary Clerk Stenographer II and one (1) Clerk Stenographer I (Ag.) are being used against the position of Verbatim Reporter I. The other officers cannot be utilized until suitable replacements are assigned to the Court. Three (3) officers work directly with the judges, while the other officer is attached to Registry which is also short staffed. The HRMU has requested the required replacements.

The Senior CAT Reporter and a Verbatim Reporter II (Ag.) attended the National Court Reporters Association Annual Convention in Chicago, USA. The Convention is one of the main training grounds for electronic court reporters and transcribers. It also offers opportunities to network and plan with respect to technical areas of court reporting and transcribing.

CONCLUSION

The HRMU remains committed to strengthening our strategic human resource capacity and competencies by improving systems for training, development, motivation and discipline of staff.

ECONOMIC AND INDUSTRIAL RESEARCH



Office of Economic and Industrial Research

BACK ROW: FROM LEFT:
Michelle Somrah, Anisa Mohammed, Deedra Clapham

SEATED FROM LEFT:
Cherry-Ann Jones, Kerry Samuel

NOT PICTURED:
Galya St. Clair-Douglas, Dellena Blanchard



LEGAL

JAMILAH JUMAN (LEFT) AND JOY DILLON

The Office of Economic and Industrial Research (OEIR) which was established by Section 82 of the Industrial Relations Act Chapter 88:01, remains committed to supporting the Court in the furtherance 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 continues to furnish information and analyses on economics, labour and industrial issues such as wages and salaries, and Cost of Living Allowance (COLA). For the period under review, the OEIR provided the following:

- Four Research Notes related to a breakdown in negotiations and included a job for job comparative analysis of basic pay in similar or comparative industries
- An Annual Bulletin on Trends in Labour and Industrial Relations, published in May 2016, which analyses industrial relations trends juxtaposed with data on the domestic economic landscape and the labour market
- Analysis of Cost of Living Allowances Extracted from Collective Agreements registered for the years 2014 and 2015. These reports presented the average monthly COLA negotiated on behalf of employees for specific bargaining periods, by sub-sector, identifying trends from comparative analysis of COLA for consecutive years
- Analysis of Wages and Salaries Extracted from Collective Agreements Registered in 2014 and 2015. These reports conveyed the findings of analyses of data and trends in wage settlements negotiated through the collective bargaining process across sub-sectors. The analyses were conducted on a total of sixty-nine (69) Collective Agreements registered in 2014 and one hundred and five (105) in 2015 respectively
- A Research Paper entitled "The Determinants of Wages". This paper explored the factors, theoretical and practical, that influence wages with specific reference to the domestic economic setting, while taking into account wage settlements negotiated through the collective bargaining process in Trinidad and Tobago over the period 2012 – 2014
- Summaries of Collective Agreements registered in 2012 and 2013, which provide a synopsis of the main terms and conditions of employment negotiated between companies and Unions, on behalf of employees
- Review of ninety-two (92) Collective Agreements received by the Court for registration. However, some of these Agreements could not be registered as they were not in conformity with the provisions of the Maternity Protection Act, Chapter 45:57 as amended
- Compilation of Statistical Data for the annual report (refer to Appendix 2)

It should be noted that the scope of work conducted by the OEIR, has expanded in response to the present economic and industrial relations climate. The continuous assessment of the information retained in the Department has generated customised research material, such as trends in pay settlement through the process of collective bargaining by sub-sector, trends in Cost of Living Allowances, and norms observed in the terms and conditions of service contained in collective agreements and in the Retail Price Index data. In this regard, for the period under review, the Department responded to enquiries from approximately ninety-five (95) stakeholders.

Challenges

Resource constraints such as a shortage of stationery, inadequate equipment and limited space have hampered the work of the department. Additionally, the lack of skilled personnel to bind voluminous research publications continues to militate against the timely production of output.

Projections for the next year:

For the upcoming year the OEIR will continue to focus on the implementation of its Work Programme and the provision of a reliable service to its stakeholders. Demands from the Court for Research Notes (which take precedence) notwithstanding, other deliverables which could be expected include:

- Annual Bulletin on Trends in Labour and Industrial Relations 2016;
- An Analysis of Wages and Salaries for 2016;
- An Analysis of the Cost of Living Allowances for 2016;
- Pecuniary Allowances Extracted from Collective Agreements Registered in 2014 and 2015;
- Summaries of Collective Agreements Registered; and
- Continued review and development of a formal database of labour and industrial relations information (which may span more than one year).

FINANCIAL REPORT



ACCOUNTS

MAHADAI HARRICHARAN-SAMLAL (LEFT), LYDIA LAWRENCE-GLASGOW, SHADAI GRIFFITH

NOT PICTURED:
HILDRED ESTRIDGE, CLAUDIA JONES, VEDWATIE RAGOOBAR, SAVITA SULLIVAN, SADE PAUL, LYSTRA SAMUEL, SADE GEORGE, DILRAJ BHAGWANDEEN

The Accounts Department provides effective and efficient services while managing the budgetary allocation of the Industrial Court. It ensures that the proper procedures are conducted in compliance with the Financial Regulations and Instructions 1965 and Exchequer and Audit Act Chapter 69:01, together with other financial circulars.

These services are also extended to the following Sub Accounting Units managed by the Industrial Court.

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

REVENUE

The revenue collected by the Industrial Court for the period October 2015 to September 15, 2016 is detailed as follows:

I. Sale of Publications - $ 194,971.50
II. Fines - $ 239,000.00



The Chart above shows the trends in the revenue collected from the sale of publications over the 2012 to 2016 period.

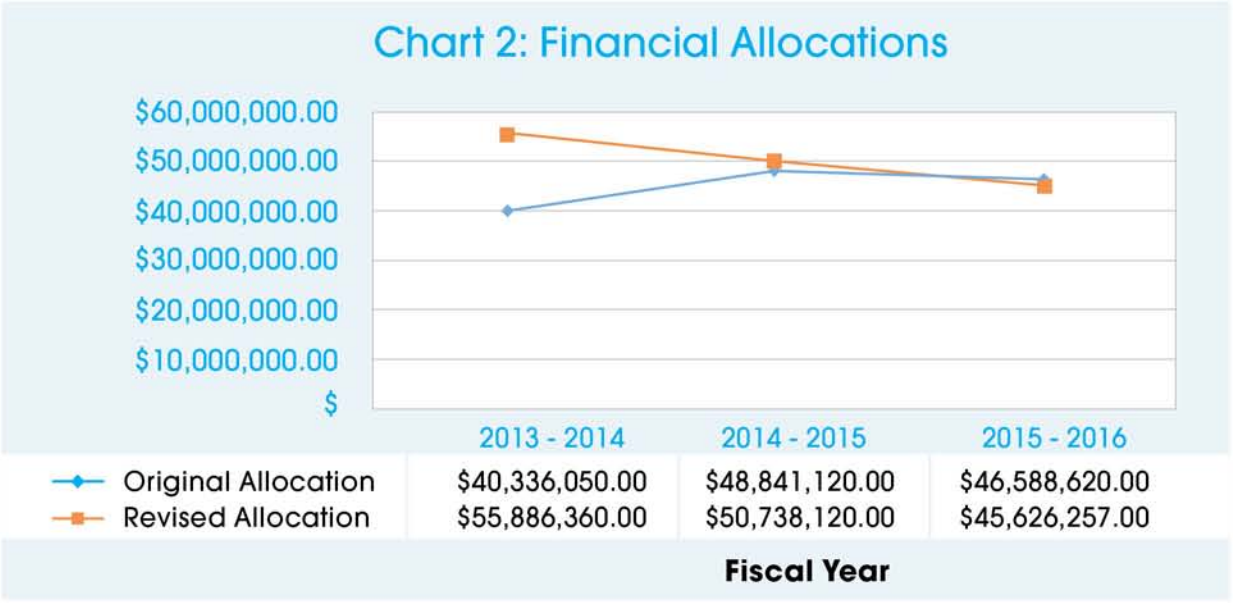
Fines are imposed on Companies and Unions found guilty of Industrial Relations Offences in matters before the Court. There was a substantial decrease in Fines collected over the same period in the previous financial year.

RECURRENT EXPENDITURE

The Allocation and Expenditure of Funds for the Financial Year 2015-2016 as at September 15, 2016 is illustrated as follows:

SUB HEAD	ORIGINAL PROVISION ($)	PROPOSED 7% ADJUSTMENT ($)	EXPENDITURE AND COMMITMENTS ($)
Personnel Expenditure	28,634,770.00	28,634,770.00	23,046,771.00
Goods and Services	17,513,850.00	16,624,287.00	14,830,778.00
Minor Equipment	440,000.00	367,200.00	137,560.00
TOTAL	**46,588,620.00**	**45,626,257.00**	**38,015,109.00**

For fiscal year 2014-2015, the financial allocation to the Industrial Court was $48,841,120.00. In fiscal year 2015-2016, the allocations received amounted to $46,588,620.00 which represents a reduction of approximately 4.5% from the previous year (See Chart 2 below).



In addition, a proposed 7% reduction in our recurrent expenditure was requested by the Budget Division of the Ministry of Finance which amounted to $3,261,203.00. However, based on the Court's expenditure demands and given the fact that there was a 4.5% reduction in the Court's financial allocations, the Court was unable to reduce its recurrent expenditure by the proposed amount. Instead, a total downward adjustment of $962,363.00 was achieved, making our current overall allocation for fiscal year 2015-2016, $45,626,257.00.

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 2015 by January 31st 2016.

However, this year – for the first time – the Auditor General requested that a draft be submitted for review before submission of the final appropriation report. This draft was handed over around the 15th January, 2016 to officers of the Auditor General's department who were conducting an audit at the Accounting Unit of the Industrial Court at the time.

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 on 28th January 2016.

DEVELOPMENT PROGRAMME

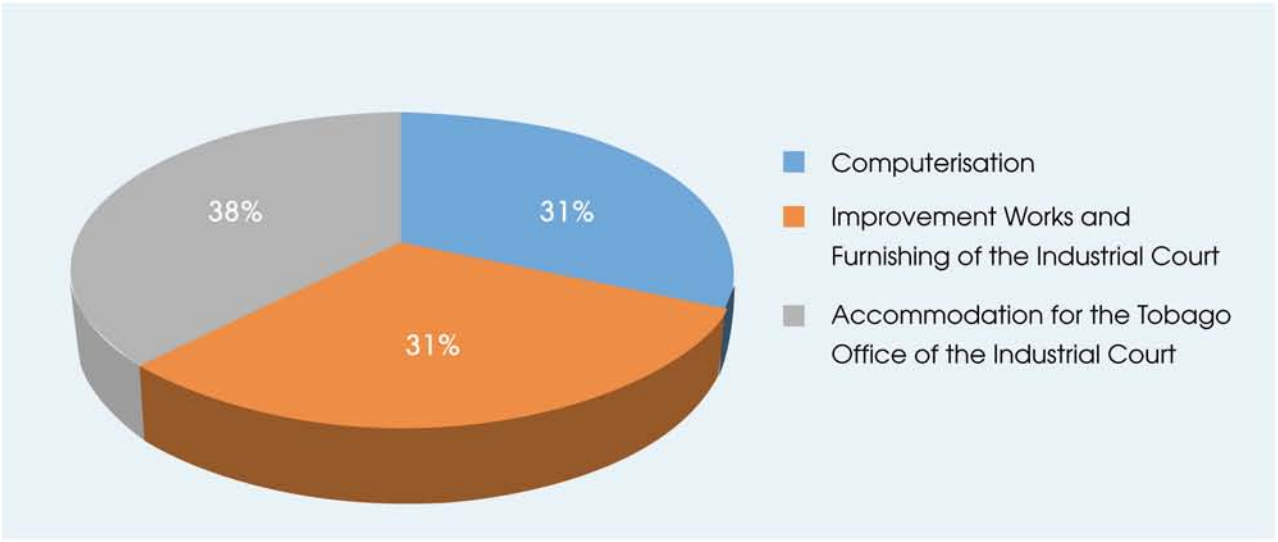
In the financial year 2015-2016, the Industrial Court was allocated 1,600,000.00 towards the Development Programme of which approximately $895,114.00 was spent. This accounted for 55.9% of the total allocation.

Allocation and Expenditure of Funds for Financial Year 2015-2016 Development Programme

SUB HEAD	SUB ITEM	ORIGINAL PROVISION	*EXPENDITURE	*COMMITTMENT
Administrative Services	Computerisation of the Industrial Court	$500,000.00	$54,675.00	$334,800.00
Public Buildings	Improvement Works and Furnishing of the Industrial Court	$500,000.00	$274,887.00	$230,752.00
Public Buildings	Accommodation for the Tobago Office of the Industrial Court	$600,000.00	NIL	NIL
TOTAL		**$1,600,000.00**	**$329,562.00**	**$565,552.00**

** Figures as at 15th September, 2015.*

Allocation for Development Programme



Under the sub-item Computerisation of the Industrial Court, $389,475.00 was spent on upgrading the computerised system and the website. Under the sub-item Improvement Works and Furnishing of the Industrial Court $505,639.00 was spent on the expansion of the registry department. This expenditure exceeded the allocated amount by $5,639; the excess was paid under Computerisation of the Industrial Court. Under sub-item Accommodation for the Tobago Office of the Industrial Court, no funds was spent as the estimated cost to refurbish and outfit the Sandy Hall building exceeds the allocation provided.

INTERNAL AUDITOR'S REPORT

The Internal Audit Unit of the Industrial Court provides assurance to the Accounting Officer that all systems operating within the Court are effective. This unit is independent and helps the organization to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes. The Internal Audit provides auditing services not only to the Industrial Court but also to the Tax Appeal Board, the Environmental Commission, the Equal Opportunity Tribunal and the Public Service Appeal Board.

Appendix 3 provides a list of the areas examined for all the departments for the period June 2015 to May 2016. In addition, the audit department also audits the Application for Credit on the Exchequer Account; Pension and Leave Records; Vouchers relating to Previous Years Payments; Increment Certificates and any other special assignments as approved by the Accounting Officer. The structure of the Unit consists of three (3) persons: one (1) Auditor I and two (2) Auditing Assistants. During the period in review, the Unit operated with only two (2) persons as an Auditing Assistant proceeded on vacation leave and was reverted to her substantive position in her former Ministry. The Unit continues to experience a shortage of staff. The general design of the Internal Audit Department is inadequate and needs restructuring.

The Sub-Accounting Units of the above mentioned agencies continue to be inadequately staffed. In addition, the Unit is faced with the inordinate delay in obtaining records and documents when requested for verification, and audit queries are not answered in a timely manner.

It should be noted though, that despite these challenges the Internal Audit Unit has continued to function professionally, completing the scope of work as determined by the Accounting Officer.



OFFICE MANAGEMENT

BACK ROW: FROM LEFT:
HYACINTH STEWART, TINICA HOLDER-PAUL, ANGELA SAMUEL, ELIZABETH PULIDO, JANICE ISRAEL-FIBLEUIL, NATHALIE BUCKMIRE, TERANCE NICHOLLS

SEATED FROM LEFT:
DENYSE HADDAWAY, SANDRA GABRIEL, DUAINE HEWITT, DEBORAH GARCIA, JASON BURKE

NOT PICTURED:
NAFEEZA ALI-MANDUL, ANTHONY CLARKE, ALEXANDRINA HOLDER, MYRTLE JONES-PARRIS, CHRISTOPHER WILSON AND NATASHA INNISS



COURT REPORTERS (NORTH)

BACK ROW: FROM LEFT:
HAZEL LAWSON-PERRY, KATHY ANN PHILLIPS, BEULAH DALRYMPLE-GEORGE, GLORIA MEDFORD, EVA CHRISTOPHER-STEWART

MIDDLE ROW:
FROM LEFT: MERLE MARK, ENID PETERS, WENDY-ANN PASCAL, LYNETTE GIBBS

SEATED FROM LEFT:
AVRIL CUFFY, PORTIA CRAIGWELL, ANTONIA ESTWICK-HOWARD, HAMAWATEE SOOKHOO, DEBRA PHILLIP

NOT PICTURED:
LAVERNE LALL, ONIKA GEORGE, EUGENIA THOMAS



COURT REPORTERS (SOUTH)

BACK ROW: FROM LEFT:
BERNADINE FERNANDEZ, EMILY HOYTE, BEVERLEY HACKSHAW

SEATED:
JENNIFER BURNETTE



INFORMATION TECHNOLOGY

FROM LEFT: ROGER BELCON AND CONANDOYLE HOLDER (OJT)

NOT PICTURED:
DON FINLEY



STAKEHOLDER ENGAGEMENT



(LEFT TO RIGHT BACK ROW):
His Honour Mr. Ramchand Lutchmedial, Vice President;
Her Honour Mrs. Deborah Thomas-Felix, President;
His Honour Mr. Lawrence Achong, Chairman of the Essential Services Division.

FRONT LEFT: *Mr. Noel Inniss, Registrar*

SPECIAL SITTING FOR THE OPENING OF THE 2015-2016 LAW TERM

On Monday 21st September, 2015, the Court held a Special Sitting for the Opening of the Law Term 2015/2016; an event that is held annually. Several key stakeholders of the Court arrived to listen to the main address delivered by the President of the Industrial Court, Her Honour Mrs. Deborah Thomas- Felix, which was also broadcasted live on television and radio. Some attendees included the Honourable the Chief Justice, Mr. Justice Ivor Archie; the Attorney General, the Honourable Faris Al Rawi and the Minister of Labour and Small Enterprise Development, Senator the Honourable Jennifer Baptists-Primus. Also in attendance was Minister in the Ministry of the Attorney General and Legal Affairs, the Honourable Stuart Young.

The address by Her Honour Mrs. Deborah Thomas-Felix is often a multifaceted one as it seeks to address socio-economic issues affecting the country as well as highlight the accomplishments and challenges of the Court. For this year in review, the topic of Decent Work was at the forefront. The President of the Court lamented the lack of coverage and protection under the Industrial Relations Act for those employed in the informal economy and emphasised that "the time has come for us to develop more coherent strategies for the informal economy to assist in measuring the contribution of those engaged in this sector to the nation's GDP".

As part of the commemoration and celebration of the Court's fifty-year existence, the President detailed in her address the achievements made by the Court. Such developments include the establishment of a Court in San Fernando and the acquisition of a site for an Industrial Court in Tobago, where work has begun on the site allocated for the Court. Other improvements include additional training for the judges of the Court as well as the introduction of a Radio Frequency Identification (RFID) system for the location of Registry files.

The President underlined that although the Court has accomplished many milestones since its inception, it still has a long way to go. She took the opportunity to reemphasise the reoccurring difficulties affecting the efficient functioning of the Court and its processes, including the repeated appeal for additional space as the Court has outgrown its current facilities. It is hoped that some of the Court's challenges will be resolved in the coming years which would only seek to increase the efficiency and effectiveness of the Court's systems and as such, provide better services to the public.



(LEFT TO RIGHT):
The Honourable Madame Justice Eleanor Donaldson-Honeywell, High Court Judge; Mr. Elton Prescott S.C.; Mr. Reginald Armour, President of the Law Association.



(LEFT TO RIGHT):
Ms. Miriam Samaru, Principal of Hugh Wooding Law School; Mr. Gilbert Peterson S.C.; Mr. Martin Daly S.C. and Mr. Clyde Phelps S.C.



Her Honour Mrs. Deborah Thomas-Felix with Staff of the Industrial Court

'MEET WITH THE COURT' SYMPOSIUM

Once again, the Industrial Court of Trinidad and Tobago hosted the 'Meet With the Court' Symposium on Saturday 4th May, 2016 at the Hyatt Regency Trinidad, Port of Spain. This fourth instalment continued the discussion on the various issues related to the practice of industrial relations in Trinidad and Tobago. The aim is to encourage all practitioners of industrial relations to engage in social dialogue that will inform and improve the way in which they practice industrial relations.

The Symposium engaged a cross section of stakeholders on the discussion of ***"Layoffs and Retrenchment: Is There Adequate Regulation and Legislation".*** It came on the heels of a retraction in the nation's economy due to the global fall in oil and gas prices and the initiative of the Government, through the Ministry of Labour and Small Enterprise Development, to review the legislation governing industrial relations in Trinidad and Tobago.



Her Honour Mrs. Deborah Thomas-Felix ***(centre)*** *with presenters* ***(from left to right)*** *Dr. Ralph Henry, Dr. Leighton Jackson, Mr. Jefferson Cumberbatch and Professor Andrew Downes*



(from left to right): *Mr. Noel Inniss, Registrar of Industrial Court; Ms. Rionda Godet, Member of the Bahamas Chamber of Commerce and Employers' Confederation and National Tripartite Council, Bahamas; His Honour Mr. Lawrence Achong; the Honourable Madame Justice Sandra Paul; Her Honour Mrs. Deborah Thomas-Felix; Ms. Indira Demeritte-Francis, President of the Industrial Tribunal, Bahamas and Mr. Rainier Pritzer, Senior Specialist of the International Labour Organization Decent Work Team and Office for the Caribbean.*

Dr. Andrew S. Downes, Pro Vice Chancellor Planning and Development of the University of the West Indies (UWI), led the discussions with a focus on the impact of the global economic climate on the Caribbean labour market and the implications for industrial relations. He was followed by Dr. Leighton Jackson, Dean of the Faculty of Law of the University of the West Indies at Mona Campus in Jamaica, who critically analysed the performance of the Industrial Court of Trinidad and Tobago for the period 2015 to 2016 and highlighted the impact the Court has on productivity in the country. Economist Dr. Ralph Henry delivered a thought-provoking presentation on Fractured Labour Markets, Industrial Relations and the Turning Point in Trinidad and Tobago and Mr. Jefferson Cumberbatch, lecturer of Contract, Torts, Sports Law and Employment Law at the Faculty of Law UWI at Cavehill Campus in Barbados, examined the issues of Lay offs and Short-Time Working from a comparative regional perspective.

The 'Meet With the Court' Symposium, which is a flagship initiative of the Court, will continue to promote the principles and practice of good industrial relations in Trinidad and Tobago.



Senator the Honourable Ian Roach, Ms. Denyse Gouveia and the Honourable the Chief Justice, Mr. Justice Ivor Archie



***From left:** Mr. Robert Giuseppi, Mr. Bertrand Wilson and His Honour Mr. Herbert Soverall*



Mr. Michael Bradshaw greets Senator the Honourable Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development



Mr. Brian Valentine of the Trinidad and Tobago Unified Teachers' Association



from left: *The Honourable Mr. Justice Norton Jack; Her Honour Mrs. Deborah Thomas-Felix; the Honourable the Chief Justice, Mr. Justice Ivor Archie; Mr. John Jaglal, All Trinidad General Workers Union and His Honour Mr. Lawrence Achong*

PRESIDENT'S COCKTAILS

Every year, the President of the Industrial Court invites key stakeholders to a Christmas Cocktail to celebrate the season. It is yet another platform for the President and the Members of the Court to engage and interact with stakeholders. The event takes place in December at the foyer of the Industrial Court building in Port of Spain.



From Left: *Mr. Peter Burke, Ms. Valerie Philip-Paul from the Oilfield Workers Trade Union with a representative of Transport and Industrial Workers' Union (TIWU), Wilock Pierre of National Workers Union and Lois Pollidore of TIWU*



from left: His Honour Mr. Ramchand Lutchmedial, Vice President of the Industrial Court; Mr. Derek Ali and His Honour Mr. Dinesh Rambally



from left: Ms. Nirupa Rai; Ms. Melissa Papoonsingh, Office of the Chief Personnel Officer (CPO); Ms. Barbara Lodge-Johnson; Ms. Marisol Davis, Office of the CPO and Ms. Joan Cheeseman.



Senator the Honourable Jennifer Baptiste-Primus, Minister of Labour and Small Enterprise Development (right) listens attentively to Mr. Martin Daly S.C.



Second from left: *Mrs. Indira Demeritte-Francis, President of the Industrial Tribunal, Bahamas with Her Honour Mrs. Deborah Thomas-Felix (centre) and Judges of the Industrial Tribunal*

REGIONAL OUTREACH

The Industrial Court continues its regional outreach as it lends support to other Caribbean jurisdictions. During the period 2013 to 2014, the Court, upon the invitation of the International Labour Organisation, rendered technical support and advice to the Government of the British Virgin Islands on the establishment of that territory's first Labour Dispute Tribunal.

This year, Mrs. Indira Demeritte-Francis, President of the Industrial Tribunal of the Bahamas and Mrs. Rionda Deleveaux-Godet, Member of the Bahamas Chamber of Commerce and Employers' Confederation and National Tripartite Council, visited the President and the Registrar of Industrial Court to view the operations of the Industrial Court of Trinidad and Tobago. They also attended the 'Meet with the Court' Symposium held in May 2016.

Furthermore, the President of the Industrial Court of Trinidad and Tobago was invited by the President of the Industrial Tribunal of the Bahamas to address prominent leaders in the Bahamas business sector; ministers and officials of the Bahamas Government; members of the Bahamas Bar Association, judges of the Judiciary and other legal luminaries; industrial relations practitioners and key leaders of the Bahamas trade union movement, in a labour seminar to mark the nation's Labour Day celebrations.

This seminar, which was held on 2nd June, 2016 at the Crown Ballroom of the Altantis Paradise Island in Bahamas, was the first in a series of labour seminars hosted by the Bahamas Industrial Tribunal in partnership with the Bahamas Bar Association and in co-operation with the Ministry of Labour and National Insurance; the Bahamas Chamber of Commerce and Employers Confederation; the Trade Union Congress (TUC) and the National Congress of Trade Unions of the Bahamas (NCTUB).

In her keynote address, Her Honour Mrs. Deborah Thomas-Felix, President of the Industrial Court spoke on the topic 'A Day of Solidarity'. She focused on the importance of a cohesive approach to labour relations for small developing states particularly in a time of "turmoil and economic uncertainty". She emphasised the "need for interdependence and synergy between trade unions, employers, workers and government", if the Bahamas as a service-based economy is to maintain its competitive edge.

She also highlighted the critical role the Industrial Tribunal plays in the socio economic development of the Bahamas and stated that "it is of critical importance that individual Judges of the Industrial Tribunal and the Judiciary, as a whole, are impartial and independent of all external pressures and of each other so that the wider public can have confidence in the system".

THE INDUSTRIAL COURT FAMILY



Celebrating Achievements



Members of the International Labour Organisation Committee of Experts

HER HONOUR MRS. DEBORAH THOMAS-FELIX APPOINTED MEMBER OF THE ILO'S COMMITTEE OF EXPERTS ON THE APPLICATION OF CONVENTION AND RECOMMENDATIONS

On November 12, 2015, the President of the Industrial Court of Trinidad and Tobago, Her Honour Mrs. Deborah Thomas-Felix was appointed by the International Labour Organisation (ILO) Governing Body to be a Member of the Committee of Experts on the Application of Conventions and Recommendations.

The Committee of Experts is composed of twenty (20) independent, eminent jurists who are appointed by the Governing Body of the ILO. The Experts come from different geographic regions, legal systems and cultures. The Committee's role is to provide an impartial and technical evaluation of the state of application of international labour standards.

When examining the application of international labour standards, the Committee of Experts makes two kinds of comments: observations and direct requests. Observations contain comments on fundamental questions raised by the application of a particular convention by a state. These observations are published in the Committee's annual report. Direct requests relate to more technical questions or requests for further information. They are not published in the report but are communicated directly to the governments concerned.

The Committee of Experts, which was set up in 1926, sits annually in December for three (3) weeks. The Members, Registrar and Staff of the Industrial Court congratulate Her Honour Mrs. Deborah Thomas-Felix on her appointment.

Celebrating Achievements



United Nations Secretary General, His Excellency Ban Ki-Moon swears in elected President of UNAT Her Honour Mrs. Deborah Thomas-Felix

HER HONOUR MRS. THOMAS-FELIX ELECTED PRESIDENT OF THE UNITED NATIONS APPEALS TRIBUNAL

The President of the Industrial Court, Her Honour Mrs. Deborah Thomas-Felix was elected President of the United Nations Appeals Tribunal (UNAT) on June 30, 2016, becoming the first Caribbean national to achieve this distinction.

Her Honour Mrs. Thomas-Felix was appointed a Judge of UNAT in December 2014. By July 2015, she was elected 2nd Vice President of UNAT. She now serves as the eighth President of the United Nations Appeals Tribunal. The President will serve in this position for a period of one year.

Congratulations to Her Honour Mrs. Deborah Thomas-Felix!

Remembering The Ones We've Lost

Over the last year, the Industrial Court mourned the passing of three Court family members: Her Honour Mrs. Judy Rajkumar-Gualbance, His Honour Mr. Krishendeo Narinesingh and Mr. Mungroo Lochan. In remembering those who are no longer with us, we recognise the contribution they have made to the Court and take this opportunity to extend deepest condolences to their family and friends.



HER HONOUR MRS. JUDY RAJKUMAR-GUALBANCE
1961 – 2015

Her Honour Mrs. Judy Rajkumar-Gualbance was appointed a Member of the Industrial Court on October 23, 2000. She presided as a judge in the Essential Services Division for fifteen (15) years until her untimely passing, ironically, on October 22, 2015. Prior to her appointment at the Court, she served as an Economist at the Ministry of Finance, Planning and Development; a position she held from 1993. From 1989 to 1991, she was a tutor at the University of the West Indies. She also served in the Ministry of Education as a Teacher for over ten (10) years until attaining her position as an Economist at the Ministry of Finance.

Her Honour Mrs. Rajkumar-Gualbance will be remembered for her commitment to duty, her strive for excellence, her bright personality and, most of all, a woman who demonstrated humility, faith and courage in the face of adversity.



HIS HONOUR MR. KRISHENDEO NARINESINGH
1957 – 2016

His Honour Mr. Krishendeo Narinesingh served as a Member of the Industrial Court in the Essential Services Division from December 10, 2013. Before joining the Court, he was a Magistrate in the Magistracy/Judiciary of the Republic of Trinidad and Tobago. During his career, he served as an attorney at law in the Solicitor General's Department at the Ministry of the Attorney General.

His Honour Mr. Krishendeo Narinesingh departed on June 3rd this year.



MR. MUNGROO LOCHAN
1958 – 2015

On a day that is usually filled with joy and happiness, members of the Industrial Court staff received the shocking and sad news that the driver, Mr. Mungroo Lochan, had died. It was Christmas Day.

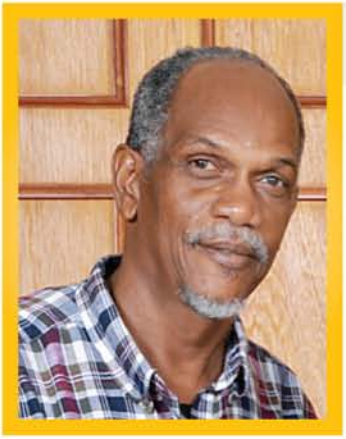
Mr. Lochan had served as the Industrial Court's Chauffeur/Messenger since 2nd September, 1991. He was first appointed as a Temporary Chauffeur/Messenger and was subsequently appointed in that position with effect from 15th December, 1995.

Mr. Mungroo Lochan's career in the Public Service began on 7th August, 1987 as a Temporary Motor Vehicle Driver at the Ministry of National Security. From then to 29th April, 1991, he was employed in that position intermittently, at the Ministry of National Security, Ministry of Health, Ministry of Works and Infrastructure and at the Judiciary of the Republic of Trinidad and Tobago.

From 7th May, 1991, Mr. Lochan had been continuously employed with the Government of Trinidad and Tobago. During his tenure, he held a temporary position as a Post Office Driver at the Ministry of Public Utilities and as a Motor Vehicle Driver at the Ministry of Health.

Mr. Mungroo Lochan served continuously in the Government Service for twenty-four (24) years up until his sudden and unexpected passing on 25th December, 2015. May he rest in peace!

Retirements



LEEWAYNE HEWITT

Mr. Leewayne Hewitt entered the Public Service with effect from April, 1979 as a Temporary Stores Attendant and was assigned at the Ministry of Education. In 1986, he assumed the position of Messenger I and performed his duties in this position at the Ministries of Education, National Security and at the Parliament of Trinidad and Tobago.

Mr. Hewitt was re-assigned to the Judiciary to act as Vault Attendant I with effect from 16th April, 1990, where he was subsequently appointed as Vault Attendant I in 1997 and continued his service at the Judiciary until 31st March, 2011.

On 1st April, 2011, he assumed duty at the Industrial Court in the capacity of acting Bailiff I and has served in the Court until his retirement. Mr. Leewayne Hewitt retired from the Public Service on 6th July, 2016.



SANDRA DALRYMPLE-MAYNARD

Mrs. Sandra Dalrymple-Maynard entered the Public Service on 2nd April, 1979 as a Temporary Verbatim Reporter I and was assigned to the Judiciary of the Republic of Trinidad and Tobago.

On 1st July, 1980 Mrs. Dalrymple-Maynard was appointed as Verbatim Reporter I at the Judiciary. She continued her service at the Judiciary until she was transferred to the Industrial Court as Verbatim Reporter I with effect from 1st March, 1996.

She was subsequently promoted as Verbatim Reporter II with effect from 8th October, 2013 at the Industrial Court. Mrs. Dalrymple-Maynard served at the Court for twenty (20) years until her retirement from the Public Service on the 16th June, 2016.

Retirements



Jennifer James

Ms. Jennifer James entered the Public Service in November, 1976. Upon entering the Service, she was appointed as Clerk I. She served in various departments, most of which was in the area of human resources, in the Customs and Excise Division, Inland Revenue Division and Treasury Division of the Ministry of Finance. She was promoted as Clerk II and Human Resource Officer I with effect from 20th December, 1994 and 24th April, 2012 respectively, at the Ministry of Finance. During her career as a public servant, Ms. James was actively involved in various Sports and Cultural Clubs including those in the Inland Revenue and Treasury Divisions.

On the 19th December, 2012, Ms. James assumed duty at the Industrial Court as acting Human Resource Officer III. She continued in this capacity until she was appointed to act as Senior Human Resource Officer with effect from 2nd February, 2015.

On 15th November, 2016, Ms. Jennifer James would serve forty (40) years in the Public Service. She is currently on vacation leave prior to retirement and retires compulsory from the Service with effect from 23rd December, 2016.


EVENTS

Staff Christmas Party



Christmas is usually a time of giving: giving of gifts, giving of love and giving of time - a time to enjoy the company of family, friends and colleagues. On Friday 11th December 2015, the staff, including the judges and the President, spent time together as they gathered at Pier One in the Teak and Olive rooms overlooking the crisp Chaguaramas waters.



Coming to a start at around 1:30 p.m., the members and staff of the Court were serenaded by the sweet sounds of the Trinidad and Tobago Police Service Band. Many were surprised at the talent of the singers and musicians. The band showed their versatility, singing a wide spectrum of songs from Ed Sheeran's 'Thinking out loud' to Patrice Roberts' 'A Little Wine'. Not a complaint was heard about the delicious lunch options and persons certainly helped themselves to the dessert provided.











We must not forget the lucky attendees who won the prizes of the evening, with the Assistant Registrar, Mrs. Kathy-Ann Alexander-Fraser; Wendy Ann Pascal and Joy-Ann Flatts all walking away as winners. Jamilah Juman and Alan Mattas received the hampers for Best Dressed Female and Male, respectively. Oscar B entertained the crowd with his witty banter and even tried to teach His Honour Mr. Aberdeen how to do 'the butterfly' dance.

The DJ took us out in fine style to a packed dancefloor. Even with the extra time allotted, the crowd wanted more, chanting "No No we ain't going home, We nah leaving!" In the end, the playing of the ever popular song 'Party done' signaled the end of a great evening.















Superior Courts Cultural Extravaganza





Carnival 2016 passed by in the blink of an eye but that did not stop the Members and staff of the Industrial Court from ensuring that the season was thoroughly enjoyed. The Industrial Court of Trinidad and Tobago in collaboration with the Environmental Commission hosted, for the first time, the Superior Courts Cultural Extravaganza on Friday 22nd January, 2016 at The Professional Centre in Woodbrook. This event encouraged staff of both Courts to be a part of a cultural festival that showcased the musical artistry and creativity of our people.

Although the event got off to a late start, it did not affect the quality of the show and there was indeed something for everyone to enjoy. There were traditional carnival characters such as the pierrot grenade, sailors, midnight robber and the baby doll.











The characters entertained the audience with their presentation which included a narration of the historical and cultural significance of each of the characters while they paraded on the stage. The entertainment also included extempo legends Lingo and Black Sage and star performances by the A team and Mr. Stush in the Bush himself, Third Base.

Destra, the Queen of Bacchanal herself, closed off the show with the crowd chanting for more after the set was completed. The event provided a chance for the 'Sister Courts' to interact with one another and was well attended by both organizations.

All in all, it is safe to say that everyone had good time.





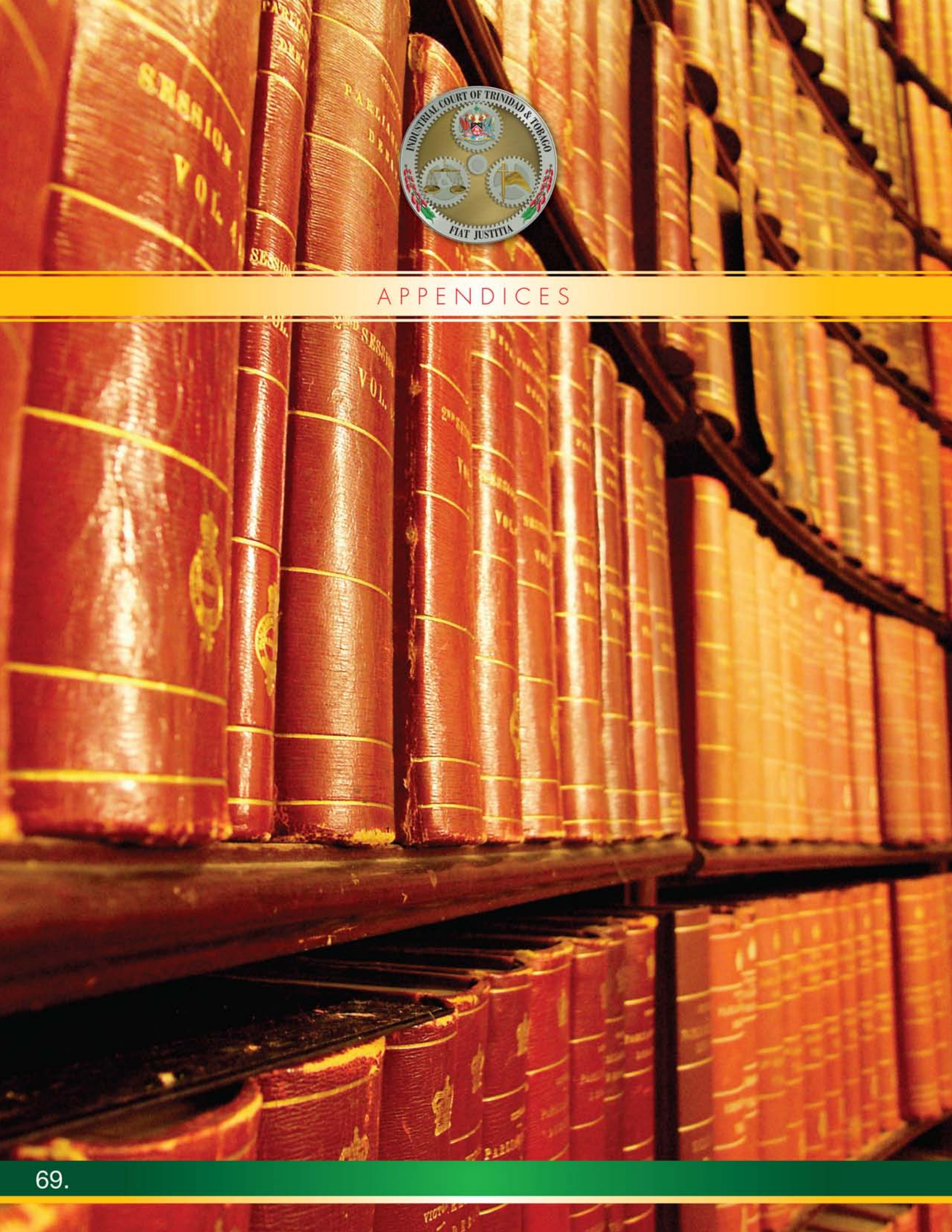












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APPENDIX 1

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 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
WOP	Want of Prosecution

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

The Industrial Court continues its mandate to provide equitable and expeditious disposal of disputes. Disputes at the Court are disposed of in the following manner:

- By Conciliation;
- At the conclusion of bilateral discussions between the parties
- A request by a party for leave to withdraw
- Judgments
- Ruling on preliminary points
- Dismissal of dispute for want of prosecution

It should be noted that the data is provisional for the Court's fiscal year and not for the calendar year (for example, the Court's fiscal year of 1st October, 2015 to 30th September, 2016). These statistics include disputes filed at the north and south branches of the Court; disputes which have been determined in Tobago are included in the statistics of the north branch of the Court. The statistics examine:

- The number of matters filed and disposed at the Industrial Court
- The number of judgments delivered
- The number of disputes settled by conciliation
- The number of matters disposed by Category;
- The percentage increase/decrease of matters filed and disposed over the periods 2010 - 2013 and 2013 - 2016

During the period in review, namely 2015/2016, *1194 matters were filed at the Industrial Court, 65.6% more than the period 2014/2015 which recorded 721 matters. Additionally, the Court disposed of 996 matters in 2015/2016 which was higher (41.9%) than the 702 matters disposed of in 2014/2015. Despite the high estimated disposal rate of 83.4% in 2015/2016, it was 14 percentage points lower than the period 2014/2015 (97.4%). This decline is attributed to the high volume of matters filed in 2015/2016; the highest on record. Of the total number of disputes disposed over the period 2015/2016, 27.8% (277 matters) were from judgments, 41.7% (415 matters) were withdrawn, 16.2% (161 matters) were settled through bilateral discussions and 11.49% (114 matters) were settled by conciliation.

A comparison of the periods 2010-2013 and 2013-2016, reveal that there was a 0.5% decline in the number of matters filed and a 36.4% increase in the number of matters disposed of at the Court over these two periods.

** Note: Since the Special Sitting for the opening of the Law Term the statistics have been updated to reflect data as at September 15, 2016.*

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Table 1.1(a): NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 14TH SEPTEMBER 2015 - 15TH SEPTEMBER 2016

Year	Month	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD *	ST	ST A	ST ICA	ST IRO	TOTAL FILED
2015	September	39	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	41
	October	59	1	2	-	-	-	-	3	-	-	2	-	-	-	2	1	-	-	-	70
	November	49	-	1	-	-	-	-	1	-	-	-	-	-	-	1	1	-	-	-	53
	December	70	-	1	-	-	-	-	2	-	-	1	-	1	1	2	1	-	-	-	79
	Total	**217**	**1**	**4**	**0**	**0**	**0**	**0**	**6**	**0**	**0**	**4**	**0**	**1**	**1**	**6**	**3**	**0**	**0**	**0**	**243**
2016	January	103	-	2	-	-	-	-	5	-	2	1	-	-	-	4	6	-	-	-	123
	Feburary	47	1	1	2	-	-	-	1	-	1	1	-	-	-	1	1	-	-	-	56
	March	58	-	3	-	-	-	-	2	-	-	-	-	-	-	8	1	-	-	-	72
	April	91	-	2	1	-	-	-	6	-	2	4	-	-	-	5	10	-	-	-	121
	May	102	-	-	-	-	-	-	28	2	-	1	-	-	-	5	3	-	-	-	141
	June	106	-	2	-	-	-	-	6	3	1	2	-	-	-	2	1	-	-	-	123
	July	80	-	4	-	-	-	-	7	1	1	4	-	-	-	2	8	-	1	-	108
	August	108	-	3	-	-	-	-	10	1	1	14	-	-	-	6	3	-	-	-	146
	September	52	2	2	-	-	-	-	3	1	1	-	-	-	-	-	0	-	-	-	61
	October																				
	November																				
	December																				
	Total	**747**	**3**	**19**	**3**	**0**	**0**	**0**	**68**	**8**	**9**	**27**	**0**	**0**	**0**	**33**	**33**	**0**	**1**	**0**	**951**

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

TABLE 1.1(b): NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
FOR THE PERIODS 2011/2012 – 2015/2016

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS FILED	YEAR	MATTERS FILED	YEAR	MATTERS FILED
2011/2012	833	2011/2012	102	2011/2012	935
2012/2013	891	2012/2013	112	2012/2013	1003
2013/2014	767	2013/2014	121	2013/2014	888
2014/2015	619	2014/2015	102	2014/2015	721
2015/2016 p	1031	2015/2016 p	163	2015/2016 p	1194

P - This represents a Provisional figure

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 1.1: MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)

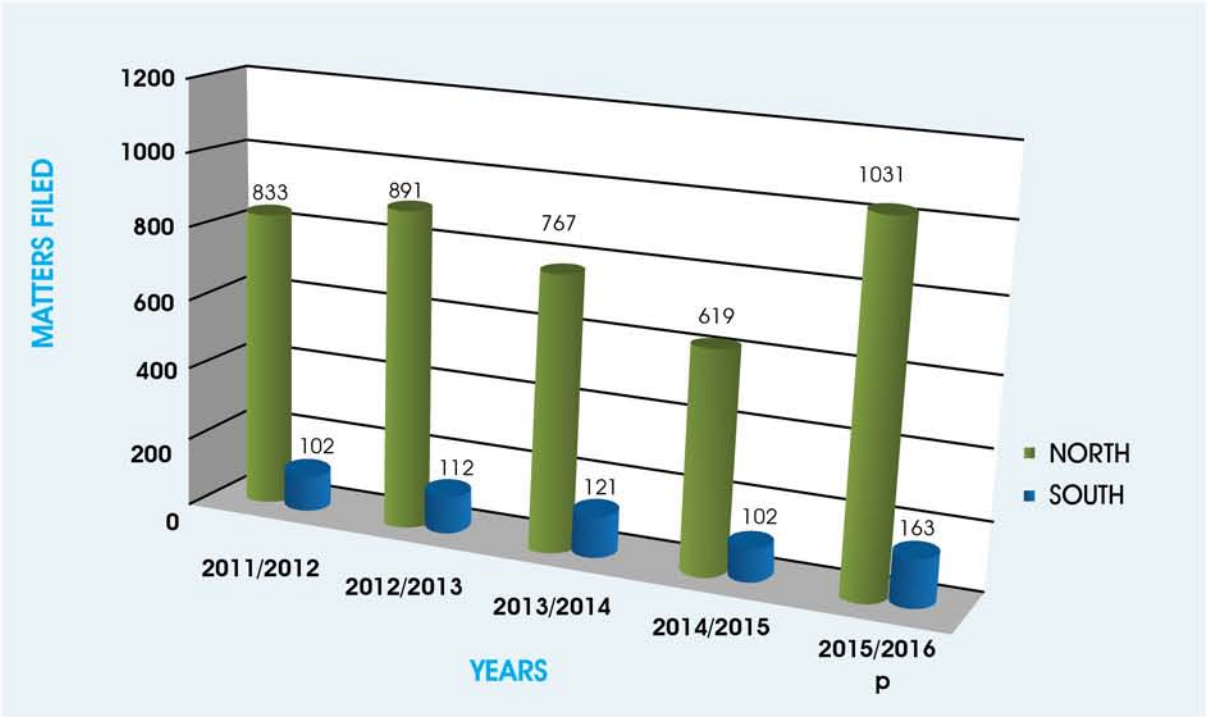


Table 1.2: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 14th SEPTEMBER, 2015 - 15TH SEPTEMBER 2016

Year	Month	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD	ST	ST A	ST ICA	ST IRO	TOTAL FILED
2015	September	38	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	40
	October	54	1	2	-	-	-	-	3	-	-	2	-	-	-	1	-	-	-	-	63
	November	37	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	40
	December	47	-	1	-	-	-	-	2	-	-	1	-	1	1	2	1	-	-	-	56
	Total	**176**	**1**	**4**	**0**	**0**	**0**	**0**	**5**	**0**	**0**	**4**	**0**	**1**	**1**	**5**	**2**	**0**	**0**	**0**	**199**
2016	January	90	-	2	-	-	-	-	4	-	2	1	-	-	-	4	6	-	-	-	109
	Feburary	42	1	1	2	-	-	-	1	-	1	1	-	-	-	1	1	-	-	-	51
	March	52	-	2	-	-	-	-	2	-	-	-	-	-	-	8	1	-	-	-	65
	April	82	-	2	1	-	-	-	6	-	2	4	-	-	-	4	2	-	-	-	103
	May	93	-	-	-	-	-	-	27	2	-	1	-	-	-	5	2	-	-	-	130
	June	92	-	1	-	-	-	-	6	3	1	2	-	-	-	2	1	-	-	-	108
	July	64	-	2	-	-	-	-	7	1	1	4	-	-	-	1	8	-	1	-	89
	August	93	-	3	-	-	-	-	9	1	1	14	-	-	-	5	3	-	-	-	129
	September	39	2	2	-	-	-	-	3	1	1	-	-	-	-	-	-	-	-	-	48
	October																				
	November																				
	December																				
	Total	**647**	**3**	**15**	**3**	**0**	**0**	**0**	**65**	**8**	**9**	**27**	**0**	**0**	**0**	**30**	**24**	**0**	**1**	**0**	**832**

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

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 1.2: TOTAL NO. OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO FILED (NORTH)

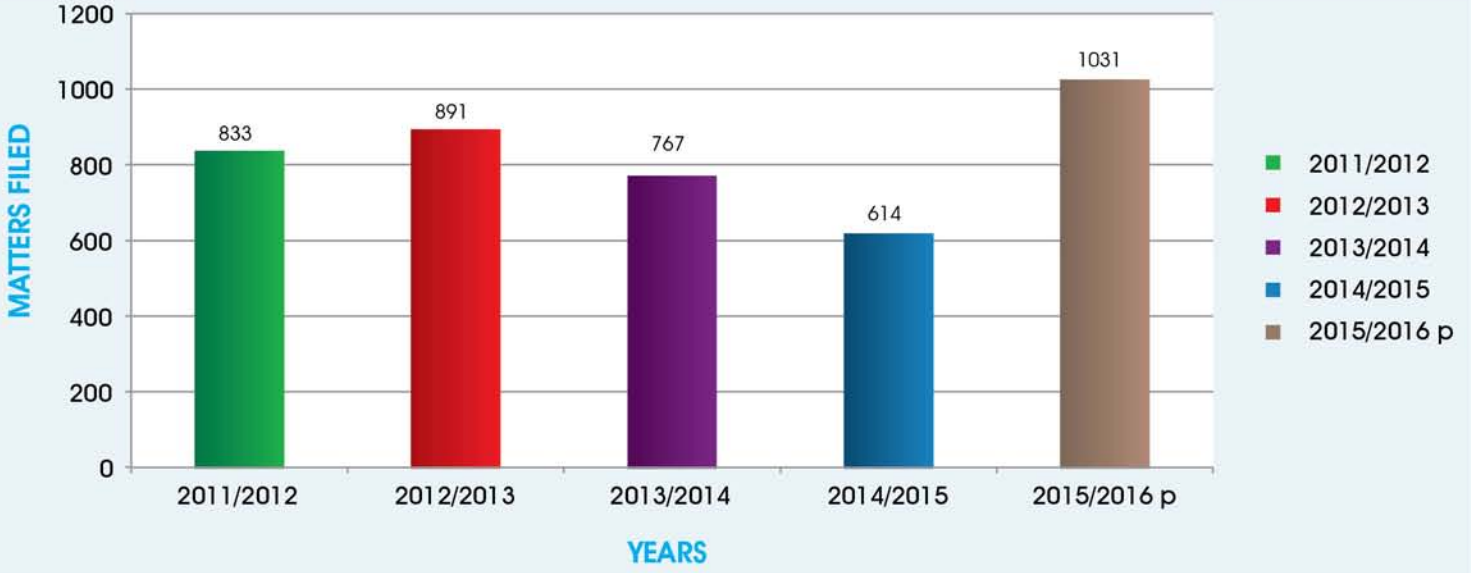


Table 1.3: NUMBER OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 14TH SEPTEMBER 2015 - 15TH SEPTEMBER 2016

Year	Month	TRADE DISPUTES	ICA	IRO	A	R	RC	O	RSBD	MWD	MPD	OSHA	ESD ICA	ESD IRO	ESD A	ESD *	ST	ST A	ST ICA	ST IRO	TOTAL FILED
2015	September	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	October	5	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	7
	November	12	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	13
	December	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23
	Total	**41**	-	-	-	-	-	-	**1**	-	-	-	-	-	-	**1**	**1**	-	-	-	**44**
2016	January	13	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	14
	Feburary	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
	March	6	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7
	April	9	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	-	-	-	18
	May	9	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	11
	June	14	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15
	July	16	-	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	19
	August	15							1							1					17
	September	13																			13
	October																				
	November																				
	December																				
	Total	**100**	**0**	**4**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**9**	**0**	**0**	**0**	**119**

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

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

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 1.3: TOTAL NO. OF MATTERS FILED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)

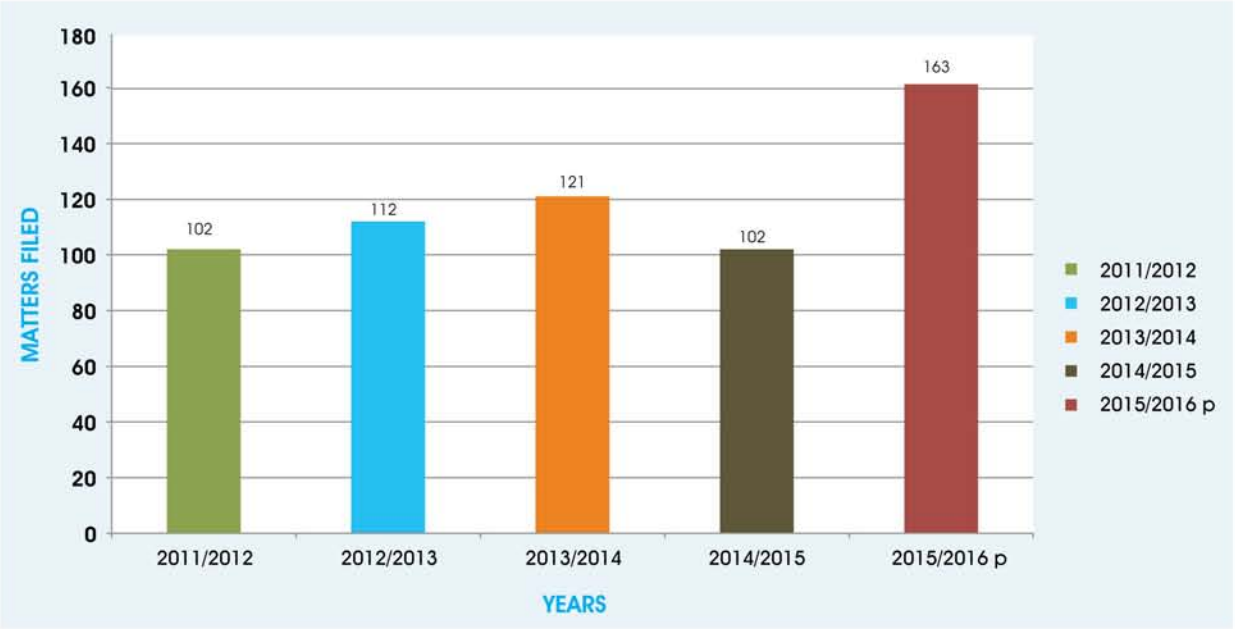


Table 2.1(a): NUMBER OF MATTERS DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
FOR THE PERIOD 14th SEPTEMBER, 2015 - 15TH SEPTEMBER 2016

			MATTERS DISPOSED						
Year	MONTH	TOTAL FILED	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
2015	September	41	2	3	2	12	-	-	19
	October	70	10	27	18	49	2	-	106
	November	53	22	15	8	56	-	-	101
	December	79	30	14	11	16	-	-	71
	Total	243	64	59	39	133	2	0	297
2016	January	123	13	11	17	31	4	-	**76**
	Feburary	56	10	15	13	46	2	-	**86**
	March	72	32	15	7	56	2	-	**112**
	April	121	18	20	12	31	-	-	**81**
	May	141	22	12	6	20	14	-	**74**
	June	123	43	7	8	39	4	-	**101**
	July	108	61	13	7	23	1	-	**105**
	August	146	14	6	4	28	-	-	**52**
	September	61	-	3	1	8	-	-	**12**
	October								
	November								
	December								
	Total	951	213	102	75	282	27	0	699

APPENDIX 2

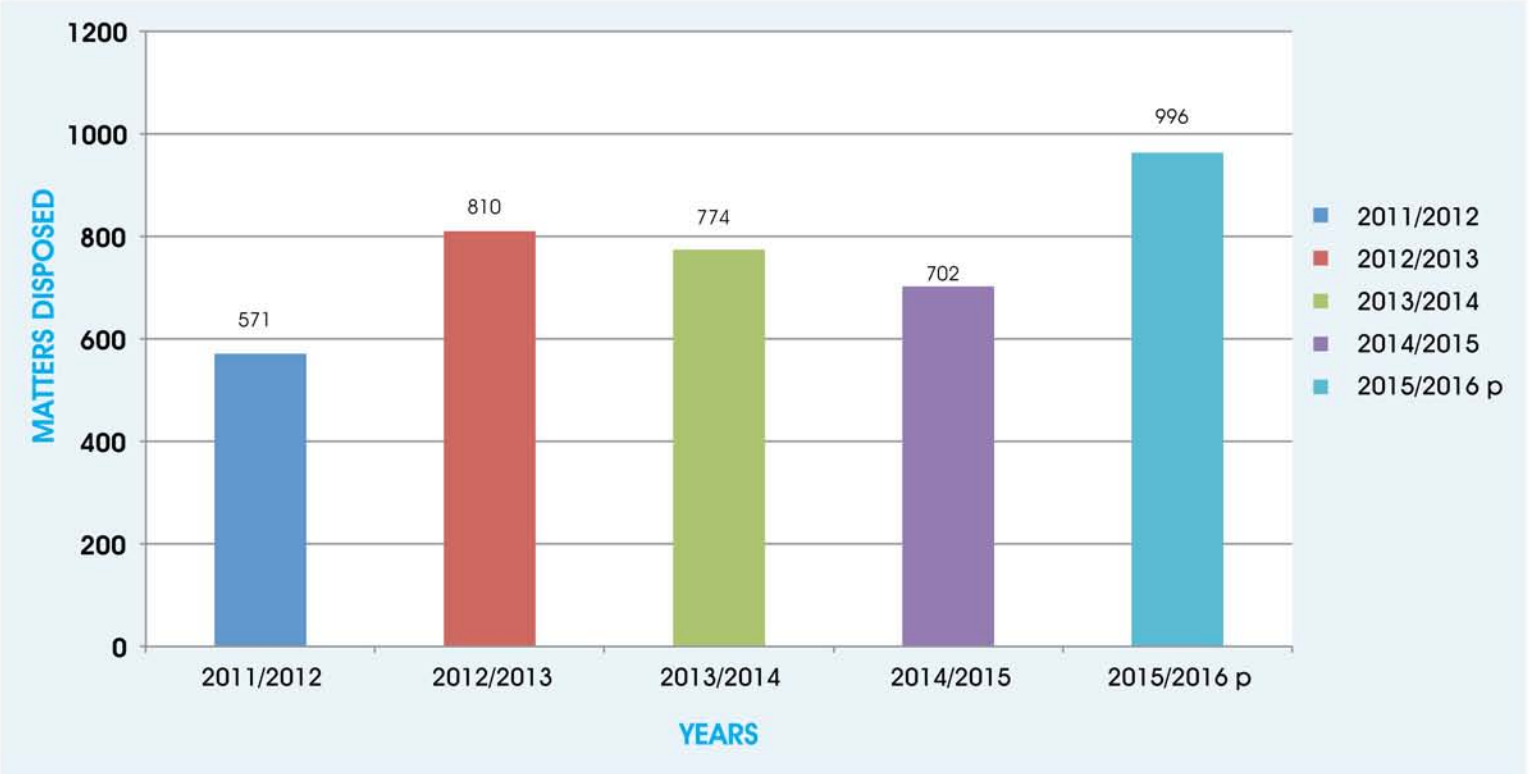
STATISTICS ON DISPUTES BEFORE THE COURT

Table 2.1(b): NUMBER OF MATTERS DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
FOR THE PERIODS 2011/2012 – 2015/2016

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED	YEAR	MATTERS DISPOSED
2011/2012	501	2011/2012	70	2011/2012	571
2012/2013	729	2012/2013	81	2012/2013	810
2013/2014	708	2013/2014	66	2013/2014	774
2014/2015	617	2014/2015	85	2014/2015	702
2015/2016 p	897	2015/2016 p	99	2015/2016 p	996

P - This represents a Provisional figure

Chart 2.1: DISPOSALS
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)



APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

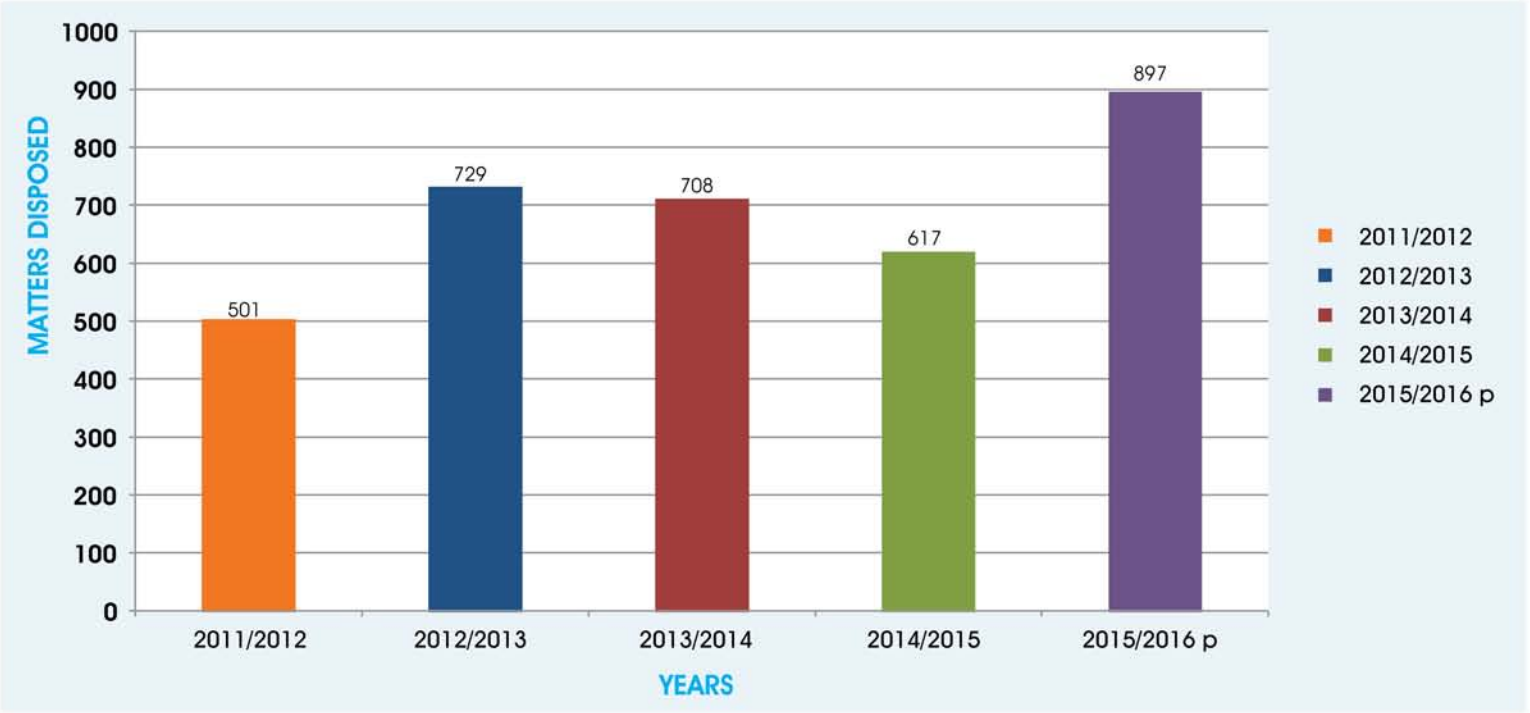
Table 2.2: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)
FOR THE PERIOD 14TH SEPTEMBER 2015 - 15TH SEPTEMBER 2016

			Matters Disposed						
Year	MONTH	TOTAL FILED	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
2015	September	40	1	3	2	10	-	-	**16**
	October	63	9	22	17	47	2	-	**97**
	November	40	18	15	6	56	-	-	**95**
	December	56	27	11	10	14	-	-	**62**
	Total	**199**	**55**	**51**	**35**	**127**	**2**	**0**	**270**
2016	January	109	10	9	16	30	4	-	**69**
	Feburary	51	9	11	13	44	2	-	**79**
	March	65	29	14	5	54	2	-	**104**
	April	103	15	16	12	31	-	-	**74**
	May	130	22	10	6	20	-	-	**58**
	June	108	38	4	8	35	4	-	**89**
	July	89	54	7	7	21	1	-	**90**
	August	129	14	6	4	28	-	-	**52**
	September	48		3	1	8			**12**
	October								
	November								
	December								
	Total	**832**	**191**	**80**	**72**	**271**	**13**	**0**	**627**

Chart 2.2: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH)



APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

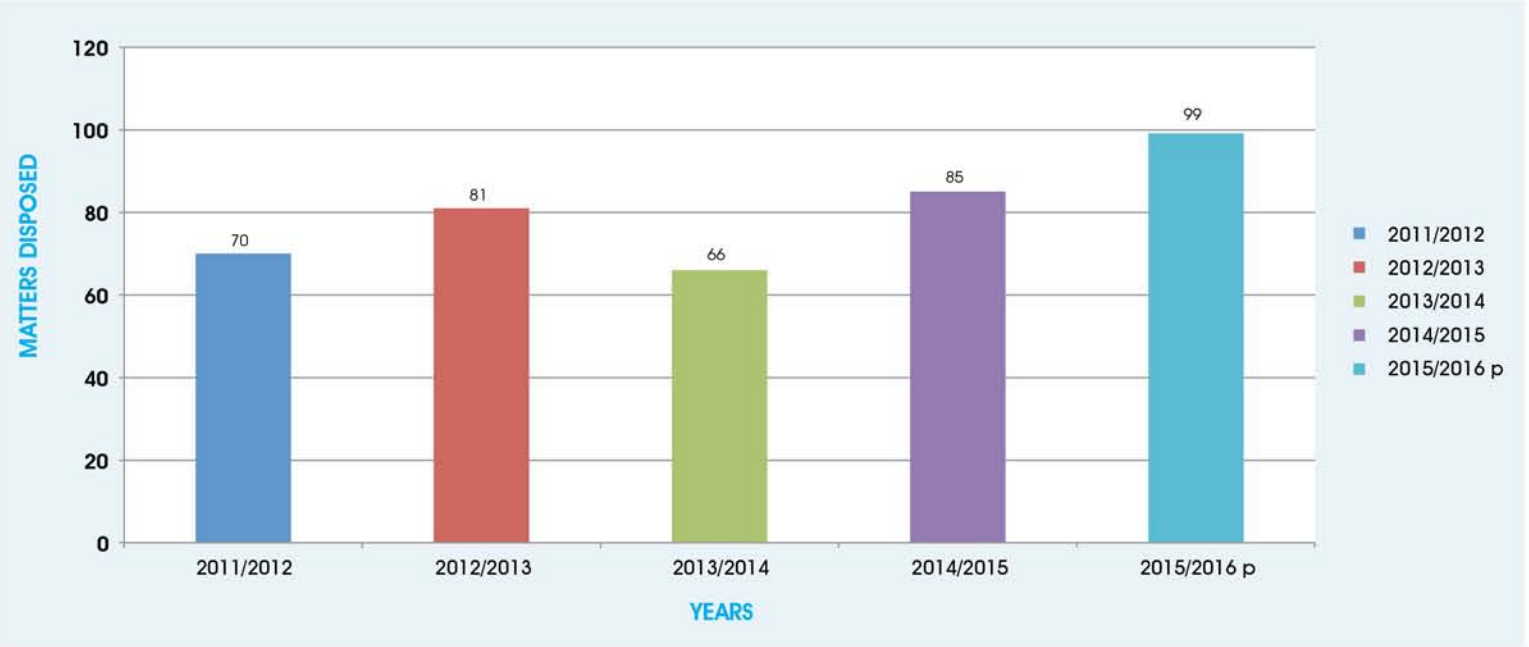
Table 2.3: NUMBER OF MATTERS DISPOSED

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)
FOR THE PERIOD 14TH SEPTEMBER 2015 - 15TH SEPTEMBER 2016

			Matters Disposed						
Year	MONTH	TOTAL FILED	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
2015	September	1	1	-	-	2	-	-	**3**
	October	7	1	5	1	2	-	-	**9**
	November	13	4	-	2	-	-	-	**6**
	December	23	3	3	1	2	-	-	**9**
	Total	**44**	**9**	**8**	**4**	**6**	**-**	**-**	**27**
2016	January	14	3	2	1	1	-	-	**7**
	Feburary	5	1	4	-	2	-	-	**7**
	March	7	3	1	2	2	-	-	**8**
	April	18	3	4	-	-	-	-	**7**
	May	11	-	2	-	-	14	-	**16**
	June	15	5	3	-	4	-	-	**12**
	July	19	7	6	-	2	-	-	**15**
	August	17	-	-	-	-	-	-	**0**
	September	13							
	October								
	November								
	December								
	Total	**119**	**22**	**22**	**3**	**11**	**14**	**0**	**72**

Chart 2.3: DISPOSALS

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (SOUTH)



APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 2.4: TOTAL MATTERS FILED AND DISPOSED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)

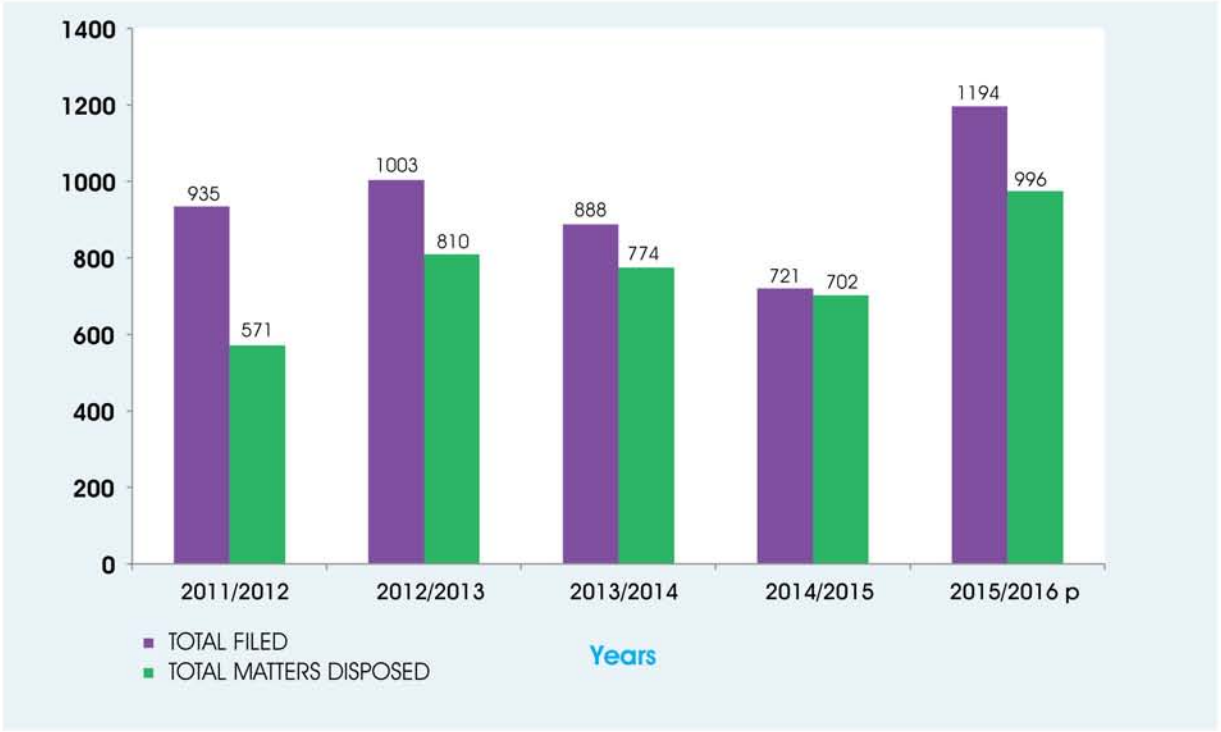


Table 3.1: NUMBER OF MATTERS SETTLED BY CONCILIATION
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS DISPOSED IN CONCILIATION	YEAR	MATTERS DISPOSED IN CONCILIATION	YEAR	MATTERS DISPOSED IN CONCILIATION
2011/2012	23	2011/2012	12	2011/2012	35
2012/2013	149	2012/2013	14	2012/2013	163
2013/2014	125	2013/2014	-	2013/2014	125
2014/2015	109	2014/2015	7	2014/2015	116
2015/2016 P	107	2015/2016 P	7	2015/2016 P	114

P - This represents a Provisional figure

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 3.1: MATTERS SETTLED BY CONCILIATION
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

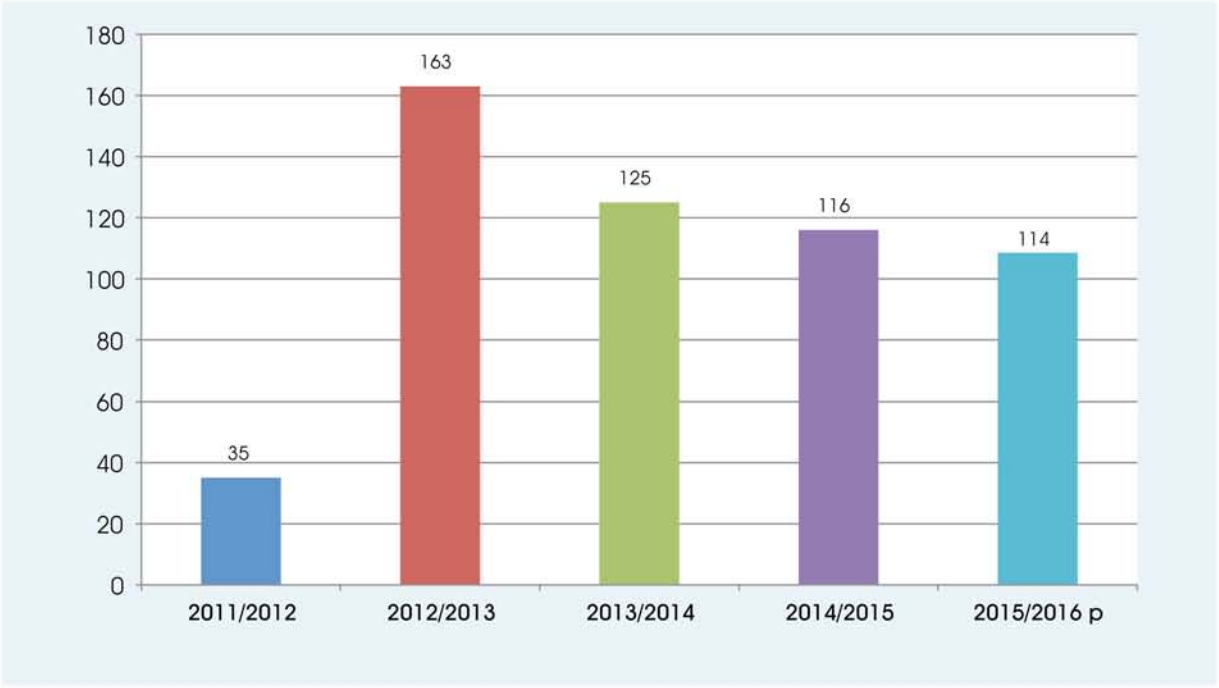


Table 4.1: NUMBER OF JUDGMENTS DELIVERED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

NORTH		SOUTH		NORTH AND SOUTH	
YEAR	JUDGMENTS DELIVERED	YEAR	JUDGMENTS DELIVERED	YEAR	JUDGMENTS DELIVERED
2011/2012	190	2011/2012	13	2011/2012	203
2012/2013	175	2012/2013	21	2012/2013	196
2013/2014	179	2013/2014	11	2013/2014	190
2014/2015	136	2014/2015	23	2014/2015	159
2015/2016 P	246	2015/2016 P	31	2015/2016 P	277

P - This represents a Provisional figure

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 4:1: JUDGMENTS DELIVERED
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO

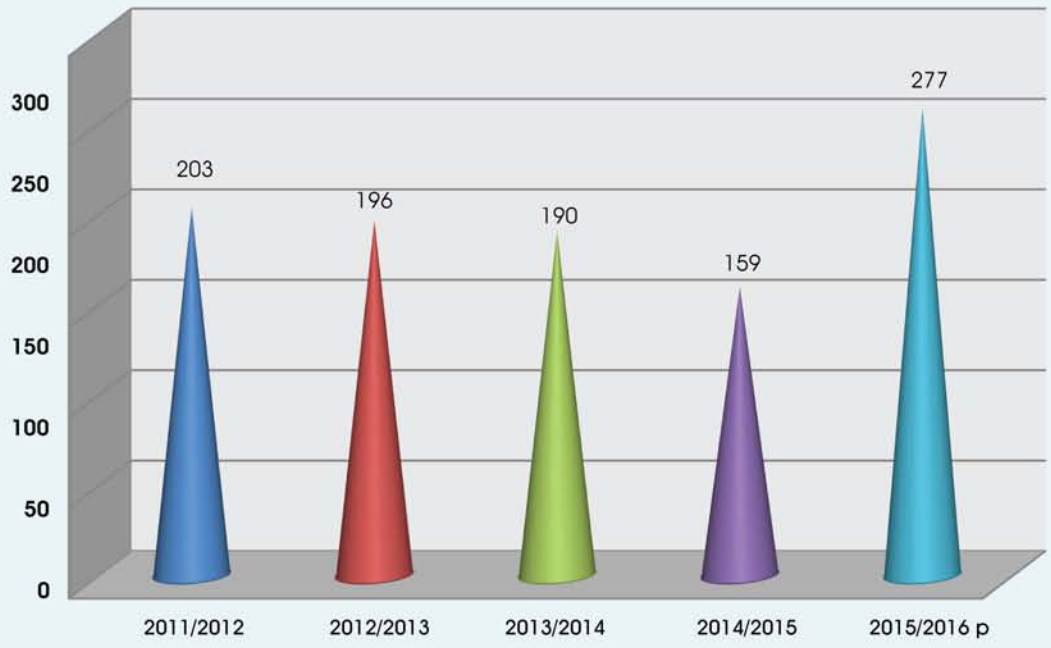


Table 5: METHOD OF DISPOSAL OF DISPUTES AT THE COURT
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO (NORTH AND SOUTH)
NUMBER OF MATTERS DISPOSED FOR THE PERIODS 2011/2012 – 2015/2016

		MATTERS DISPOSED						
Year	TOTAL FILED	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
2011/2012	935	203	115	35	188	30	0	571
2012/2013	1003	196	160	163	249	42	0	810
2013/2014	888	190	156	125	278	25	0	774
2014/2015	721	159	147	116	264	13	2	702
2015/2016 [P]	1194	277	161	114	415	29	0	996

P - This represents a Provisional figure

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 5.1: TOTAL NUMBER OF MATTERS DISPOSED BY METHOD OF DISPOSAL (NORTH AND SOUTH)

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
FOR THE PERIOD 14TH SEPTEMBER 2015 - 15TH SEPTEMBER 2016

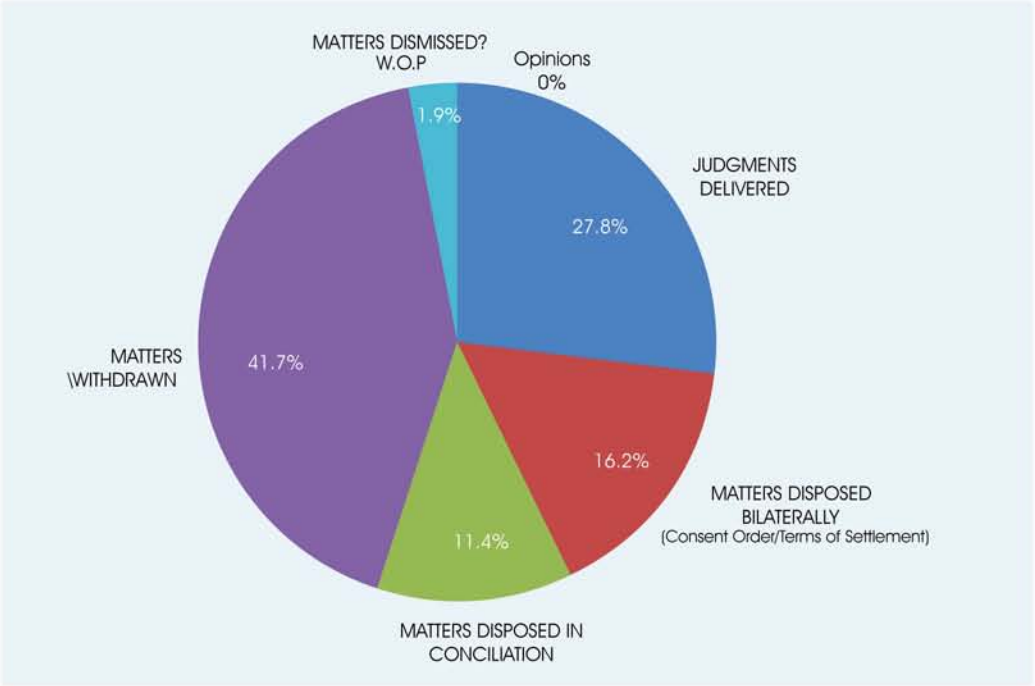
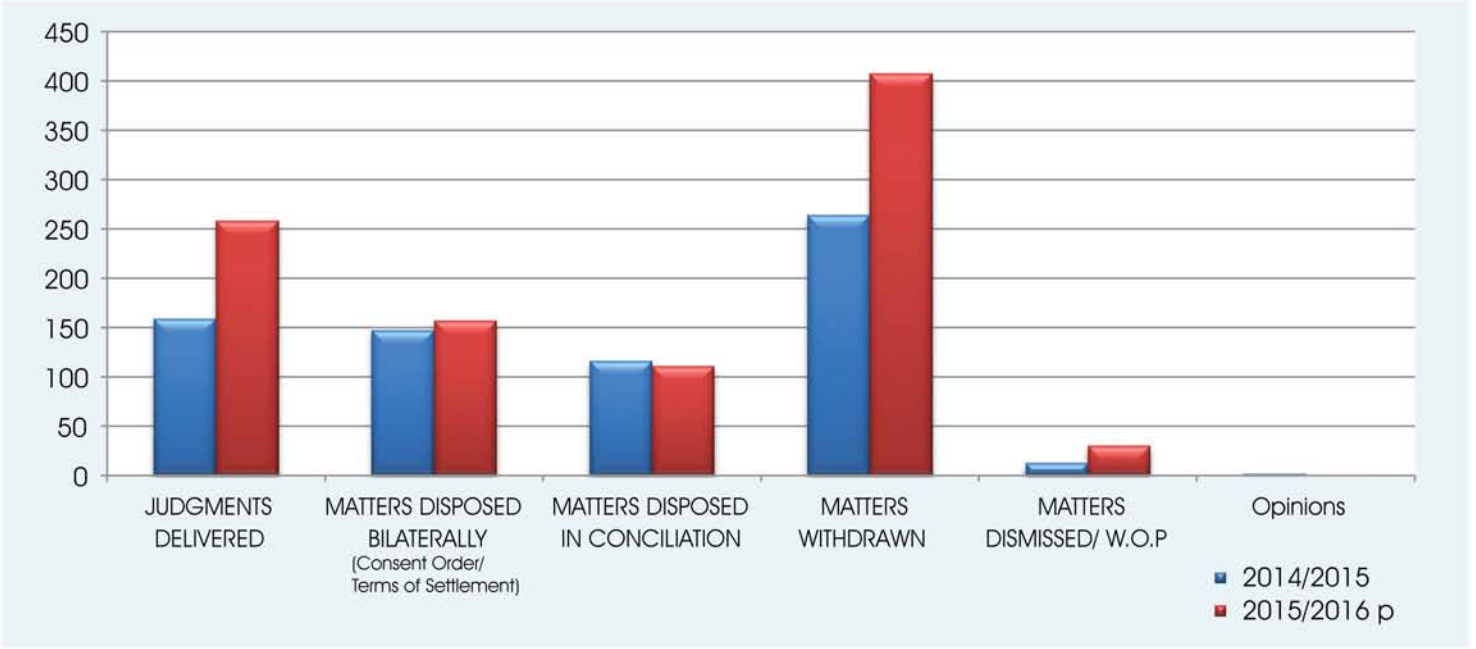


Chart 5.2: NUMBER OF MATTERS DISPOSED BY METHOD OF DISPOSAL (NORTH AND SOUTH)

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
FOR THE PERIODS 2014-2015 AND 2015-2016



APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 5.3: NUMBER OF MATTERS DISPOSED BY METHOD OF DISPOSAL (NORTH)
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
FOR THE PERIOD 2014-2015 AND 2015-2016

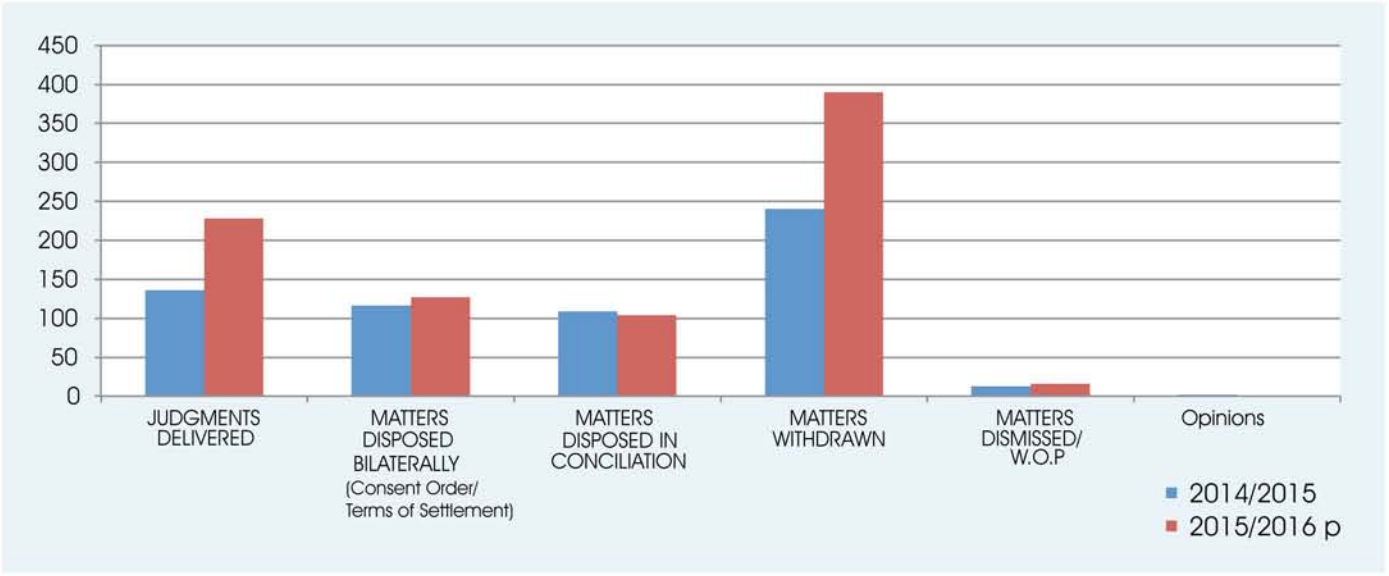
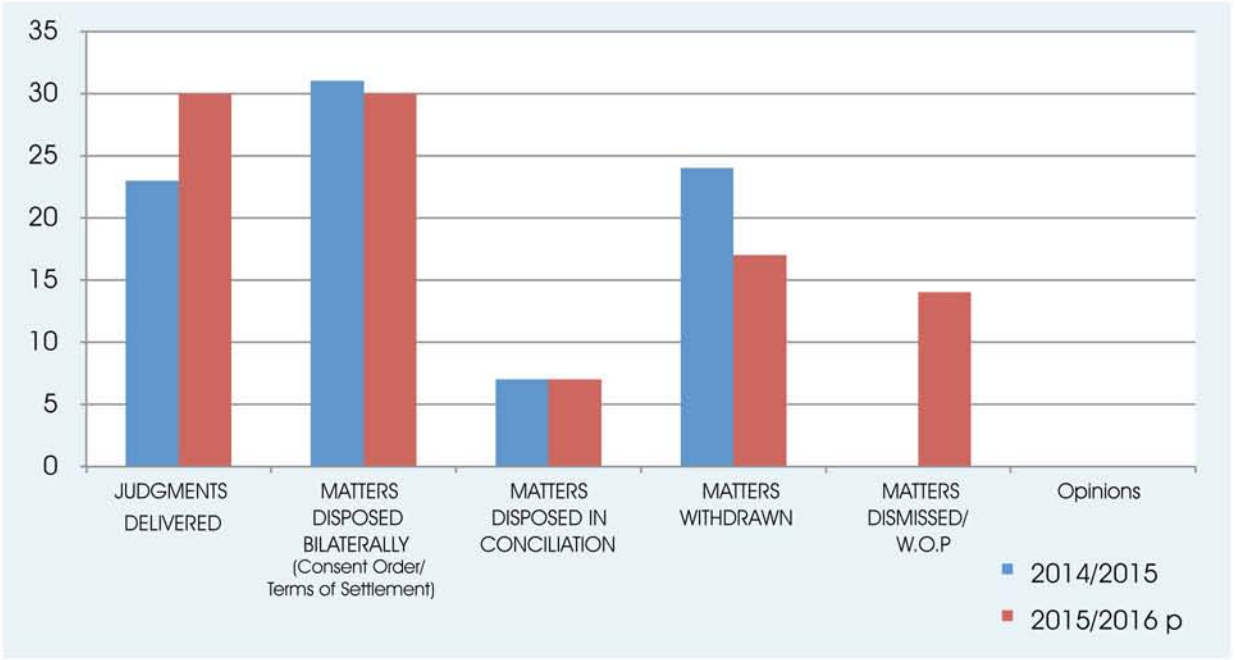


Chart 5.4: NUMBER OF MATTERS DISPOSED BY METHOD OF DISPOSAL (SOUTH)
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
FOR THE PERIOD 2014-2015 AND 2015-2016



APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 5.5: DISPOSAL RATE
FOR THE PERIODS 2014-2015 AND 2015-2016

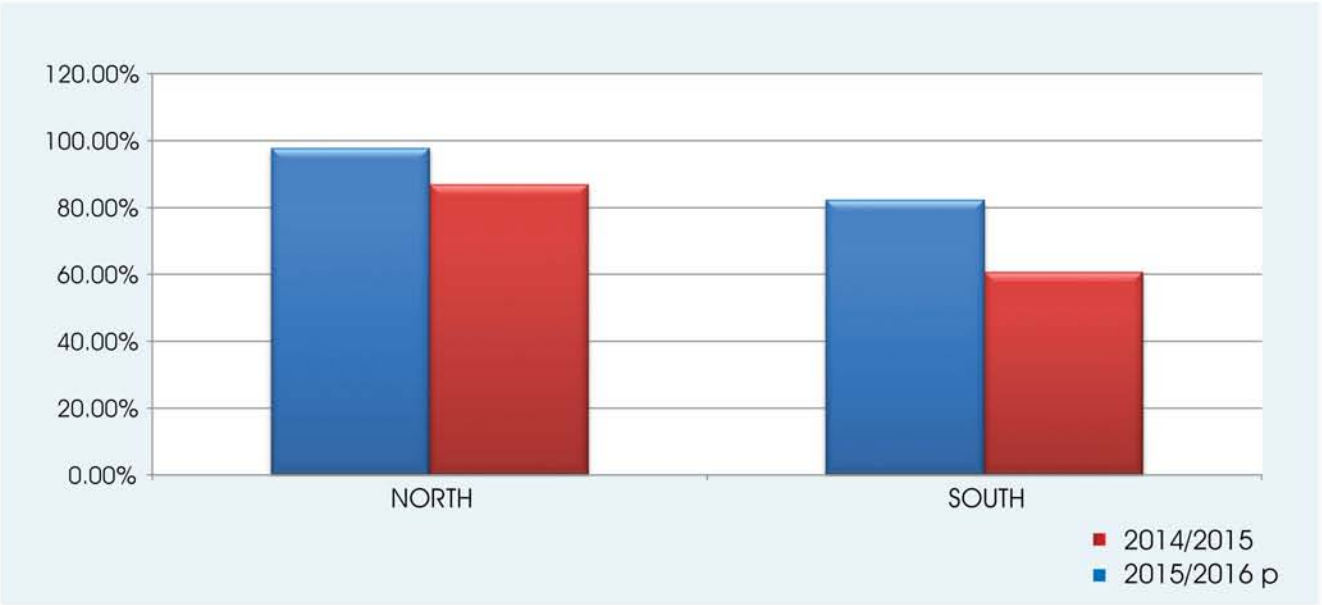


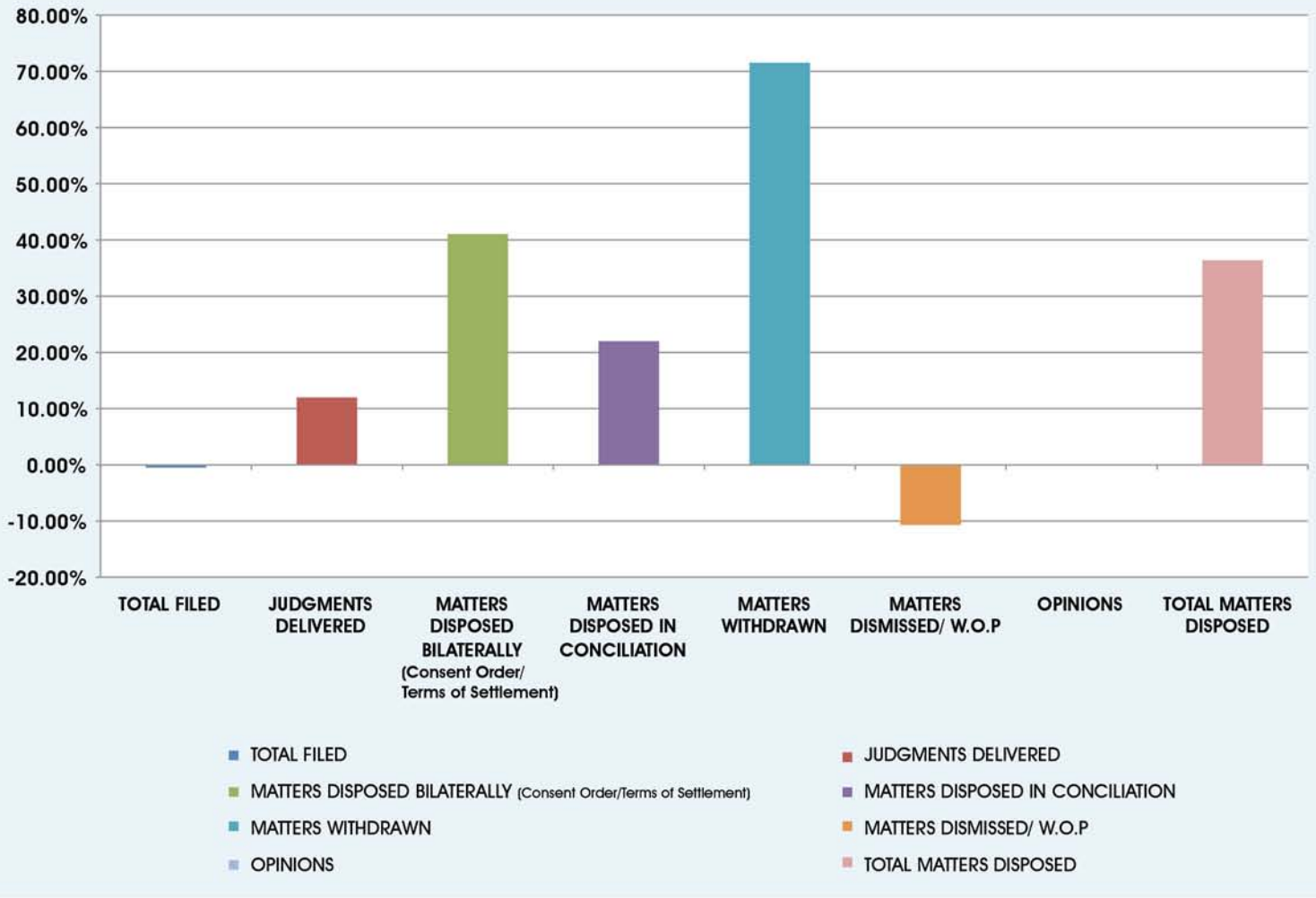
Table 6.1: TOTAL NUMBER OF MATTERS FILED AND DISPOSED (NORTH & SOUTH)
INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
OVER THE PERIODS 2010 - 2013 AND 2013 - 2016

		DISPOSAL						
PERIOD	TOTAL FILED	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
2010/2011 -2012/2013	2816	559	329	291	558	75	0	1812
2013/2014 -2015/2016 p	2803	626	464	355	957	67	2	2471
% INCREASE	-0.46%	11.99%	41.03%	21.99%	71.51%	-10.67%	0%	36.37%

APPENDIX 2

STATISTICS ON DISPUTES BEFORE THE COURT

Chart 6.1: PERCENTAGE INCREASE/DECREASE
OF THE TOTAL NUMBER OF MATTERS FILED & DISPOSED
over the periods 2010-2013 and 2013-2016



APPENDIX 3

AREAS OF EXAMINATION APPROVED FOR THE FINANCIAL YEAR 2015-2016

	AREAS OF EXAMINATION	INDUSTRIAL COURT
1.	Expenditure Notifications	September 2015-April 2016
2.	Register of Blank Cheque Forms	July 2015-May 2016
3.	Daily Abstract of Payments	June 2015-April 2016
4.	Reconciliation of Monthly Abstract of Payments and Lists of Unpaid Cheques	March 2015-April 2015
5.	Release of Funds	September 2015-April 2016
6.	Payment Vouchers/Schedules/Vote Book	April 2015-April 2016
7.	Register of Invoice Order Books and Invoice Orders	July 2015-April 2016
8.	Personnel Emolument Records Contract Employee Records Monitoring of the Operation of the IGP System (COA Cir. #2 August 16 2013).	April 2015 –December 2015
9.	National Insurance /UniMed Records	January 2016-February 2016
10.	Motor Vehicle Advances Ledger	January 2016-February 2016
11.	Overpayment Registers	January 2016-February 2016
12.	Travelling Claims Register	January 2016-March 2016
13.	*Appropriation Account	Record verified January 2016.
14.	Vehicle Log Books/Gas Chit	January 2016-18 March 2016
15.	Imprest Cash	July 2015-25 February 2016
16.	Inventory of Office Furniture Equipment and Computer Equipment	An Inventory was not submitted to the Internal Audit Unit for verification. For the periods 2010-2011, 2011-2012, 2012-2013, 2013-2014,2014-2015 and 2015-2016.
17.	Stock Registers/Stores (a)Stationery/Consumables	An Audit Survey was not conducted for the entire period; the records were not available upon request.
		Feb 2016-23 May 2016(South)
	(b)Library Register	Jan.2016-26 April 2016(North)
		Feb 2016-24 May 2016(South)
18.	Revenue Account	July 2015-April 2016
19.	Rent; Telephone, Electricity Registers	January 2016-February 2016
20.	Register of Counter Foil Receipt Books	August 2015-January 2016

APPENDIX 4

INDUSTRIAL ACCIDENTS BY INDUSTRY FATAL AND NON-FATAL 2006-2015

Year	Total All Industries		Agriculture, Forestry, Hunting and Fishing		Petroleum		Manufacturing		Electricity and Water		Construction		Wholesale and Retail Trade, Restaurants and Hotels		Transport, Storage and Communi-cation		Financing, Insurance, Real Estate and Business Services		Community, Social and Personal Services	
	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal
2006	11	377	0	0	2	33	1	257	3	2	2	10	0	11	1	44	0	18	2	2
2007	11	758	0	0	2	112	1	407	1	14	4	43	2	61	1	55	0	53	0	13
2008	6	1,059	0	0	0	149	0	555	1	47	1	79	1	86	2	53	1	53	0	37
2009	12	921	0	0	0	101	0	450	1	37	5	96	1	133	0	17	3	50	2	37
2010	9	843	0	0	0	81	5	385	0	19	0	53	0	122	2	34	1	52	1	97
2011	10	904	0	0	1	95	0	373	1	47	2	63	0	164	0	47	0	46	6	69
2012	10	754	0	0	1	97	1	303	1	57	4	43	0	133	2	17	0	29	1	75
2013	10		0		0		1		2		4		1		0		0		2	
2014	10	686	0	0	0	53	1	249	0	58	7	40	0	90	1	31	0	105	1	60
2015	13	895	0	0	1	62	2	331	1	50	4	33	3	145	2	39	0	174	0	61

NB: Non- Fatal data for 2013 is unavailable at this time.

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