THE INDUSTRIAL COURT
OF TRINIDAD AND TOBAGO



ANNUAL REPORT

October 2011 – September 2012



The Mission

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

The Vision

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

Letter to the Minister

INDUSTRIAL COURT OF TRINIDAD AND TOBAGO
Cor. Queen & St. Vincent Streets, Port Of Spain, Trinidad & Tobago
PHONE: 623-1304/7 FAX: 623-6179

September 25, 2012

The Honourable Mr. Errol McLeod
Minister of Labour and Small and Micro Enterprise Development
Level 5&6
Tower C
International Waterfront Centre
Wrightson Road
Port of Spain

Dear Honourable Minister

Re: Annual Report of the Industrial Court of Trinidad and Tobago

I have the honour to present the Annual Report of the Industrial Court of Trinidad and Tobago for the period October 01, 2011 to September 30, 2012.

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

Yours respectfully

Deborah Thomas-Felix
President
Industrial Court

Contents

JUDGES OF THE INDUSTRIAL COURT 3

PURPOSE OF THE INDUSTRIAL COURT 4

PRESIDENT'S MESSAGE 5-11

REPORTS

(a) Library 12-14

(b) Information Technology Unit 15-16

(c) Human Resource Department 17-20

(d) Office of Economic and Industrial Research 21-22

APPOINTMENTS TO THE COURT 23-25

LAUNCH OF INDUSTRIAL COURT LAW REPORTS 1965-1975 26

STAFF OF THE COURT 27-29

APPENDICES 30

Judges and Registrars of the Industrial Court

NAME	OFFICE
Her Honour Mrs. Deborah Thomas-Felix	President
His Honour Mr. Ramchand Lutchmedial	Vice-President
His Honour Mr. Vernon Ashby	Chairman (ESD)
His Honour Mr. Albert Aberdeen	Member
His Honour Mr. Patrick Rabathaly	Member
Her Honour Ms. Bindimattie Mahabir	Member
Her Honour Mrs. Sandra Ramparas	Member
Her Honour Mrs. Judy Rajkumar-Gualbance	Member
His Honour Mr. Herbert Soverall	Member
His Honour Mr. Augustus Ramrekersingh	Member
Her Honour Mrs. Victoria Harrigin	Member
His Honour Mr. Gregory Rousseau	Member
Her Honour Mrs Heather Seale	Member
His Honour Mr. Kyril Jack	Member
His Honour Mr. Harigobin Jhinkoo	Member
His Honour Mr. Dinesh Rambally	Member
His Honour Mr. Lawrence Achong	Member
His Honour Mr. Brian Dabideen	Member
His Honour Mr. Nizam Khan	Member
His Honour Mr. Robert Linton	Member
His Honour Mr. Selwyn Samaroo	Member
Mr. Noel Inniss	Registrar
Mrs. Kathy Ann Alexander-Fraser	Assistant Registrar

The purpose of the Industrial Court is to make better provision for the stabilization, improvement and promotion of Industrial Relations in Trinidad and Tobago.



President's Message



Her Honour Mrs. Deborah Thomas-Felix, President

"Economic medicine that was previously meted out by the cupful has recently been dispensed by the barrel. These once unthinkable dosages will almost certainly bring on unwelcome after-effects. Their precise nature is anyone's guess, though one likely consequence is an onslaught of inflation." (Warren Buffett)

In the aftermath of the global financial crisis, the World Bank has forecast 2.5% growth in the global economy in 2012. Developing economies are forecasted to grow by 5.4% and advanced economies by 1.4% in 2012.

One cannot deny that this forecast shows a somewhat soft recovery of the global economy. Experts in many developed countries have reported little growth or no sign of recovery, and it is becoming somewhat more apparent that the anticipated global recovery is faltering. Many economists have agreed that there is in fact a global recession.

This small snapshot of the global economy brings into sharp focus the economic and industrial relations climate of this country.

It is commonly accepted that the financial crisis began in 2008. In fact, our statistics at the Court show a direct relationship between the crisis and the number of disputes before the Court. Before the crisis in the year 2007, there were four hundred and eighty-one (481) new disputes filed at the Court. The post-crisis figures are very revealing: in 2009, six hundred and ninety-two (692) new disputes, in 2010, seven hundred and eighty-one (781) new disputes, in 2011, eight hundred and seventy-eight (878) new disputes. As at 18th September 2012 a reported five hundred and sixty-six (566) disputes had been filed, year to date, at the Registry. However, on 25th September, 2012 (the day of the formal opening of the Law Term 2012-2013 of the Industrial Court) a further one hundred and fifteen (115) disputes were filed; thus, a total of six hundred and eighty-one (681) disputes have been filed at the Registry as at 25th September, 2012. These figures show a steady increase of unresolved disputes between unions and employers, and it also speaks to the increasing volatility of the industrial relations climate in this country.

Trinidad and Tobago's economy has for a long time been regarded as the main engine of the CARICOM

(continued)

President's Message *(continued)*

region. It has expanded significantly over the past two decades driving business and investment in the region, but the engine appears to be losing steam. A look at the reported retrenchment statistics show five hundred and fifty-three (553) reported retrenchments in 2007, one thousand four hundred and twenty-one (1421) in 2008, two thousand one hundred and twenty-five (2125) in 2009, six hundred and thirty-eight (638) in 2010 and one thousand one hundred and twenty-four (1124) in 2011. The statistics show the Manufacturing Sector with the highest number of reported retrenchments.

There is no doubt that an unhealthy labour climate can prove disastrous for this country in these times of economic uncertainty. Unions and employers have a crucial role to play in maintaining social stability in these times of recession and recovery. The need for social dialogue and a conciliatory approach towards problem solving between parties on both sides of the table is even more pertinent now than before. I want to also suggest that parties (Union and Employers) re-examine the timeline for the negotiation of new collective agreements. It has become the norm for negotiations and the registration of new collective agreements to take place some years after the period in review. This delay usually frustrates workers and leads to industrial action. Negotiations and the signing of collective agreements should be contemporaneous to the period in review and a greater effort should be made by employers and Unions in this regard. I am sure you, the practitioners, will agree that the provision of continuous labour and services, innovation in business and a stable labour climate is critical to boosting this economy and to improving the quality of life for citizens.

As citizens of this country and practitioners in the field, we should be committed to the peaceful and speedy resolution of disputes. We should also be committed to increasing jobs and services and creating innovative ventures to boost the economy.

The role of the Industrial Court to maintain good balance and stability in industrial relations in Trinidad and Tobago is very important in these times of economic uncertainty. In 1965, when this country's progress was retarded by strikes and low productivity, measures were put in place to prevent civil unrest and to ensure economic stability and growth - the Industrial Court was one such measure. The Industrial Court, as the final arbiter of employment issues in this country continues to serve as an invaluable instrument for social justice. This Court, from my perspective, continues to be the glue of human dignity, equity and fairness which permeates into this mosaic of employment relationships in Trinidad and Tobago and holds it together. It is therefore important for us to always remember the history of the Court and the importance of its role in this society.

As you know, I was recently appointed to the Office of President of the Court and I have not publicly stated the strategic direction in which I wish to guide the Court. This opening of the law term provides me with the opportunity to address the Court, its stakeholders and the public and to share insights of my vision for a modern, professional Industrial Court. Nine months is a short time to speak about achievements but I will report on some of the initiatives which I have begun and in so doing share my vision for the Court.

Under my stewardship, increased focus will be placed on improving the delivery of justice and on adopting a more professional approach to the resolution of Disputes before the Court. I do believe that in serving the people of the nation, our duty as members of the Court is to ensure speedy delivery of decisions as well as efficient and effective court administration. This will ultimately strengthen public trust and confidence in the system and also lend support to the country's economic and social development and stability.

President's Message

It is imperative that the staff and judges be properly trained to equip themselves to face today's challenges.

STRENGTHENING SYSTEMS

Justice and fairness can only be measured by how well we as a Court administer the system. In the past months, I have been engaged in identifying weaknesses within the administrative system, in measuring the rate of delivery of judgments and in finding solutions that can enable this Court to function as a modern, professional organization. I had several meetings with the Judges of the Court about the delivery of judgments and about tackling some of the backlog in that area. I can report that one hundred and eleven (111) judgments have been delivered since I have assumed office. There are still some judgments outstanding but I wish to report that I have the full support of the members of the Court to deliver those judgments and all judgments expeditiously.

TRAINING

I am very mindful in these times of globalization and economic volatility; that it cannot be business as usual at the Court. It is imperative that the staff and judges be properly trained to equip themselves to face today's challenges. There is a need, in my view, for a standard and professional approach when staff interacts with our stakeholders. Their general deportment at the workplace must be beyond reproach. In addition to this, there is need for continuous training for our Judges so that they can become familiar and knowledgeable on current regional and international issues and trends, as the Court assists in resolving the myriad issues at the workplace. Training of staff and judges of the Court is critical to increasing the delivery and quality of justice. To this end, a two day training programme has been designed for all members of staff at the Industrial Court. This training programme is centered mainly on the professional approach in a modern business environment and on self-development. This, I hope, will improve the level of efficiency and professionalism at the Court and the way in which we interact with our stakeholders. Twenty (20) members of staff received this training in April this year and a further twenty (20) were trained earlier this month. It is intended that each and every member of staff will receive this training in professionalism at the work place by September 2013. Apart from this training, some members of staff received training in their specific area of expertise during the period in review, a list of all training can be found in the Court's Annual Report.

Several training initiatives for Members of the Court were undertaken this year in an effort to improve the efficiency of the Court. A workshop for members of the Industrial Court together with members of the Environmental Commission, the Equal Opportunities Tribunal and the Tax Appeal Board was held on May 4th 2012. This is the first collaborative training venture of all the specialist Courts in the country. The topics which were discussed were Recusal, Judicial Ethics and Contempt of Court.

The facilitators for this workshop were members of the Caribbean Court of Justice in the person of the Mr. Justice Rolston Nelson and Mr. Justice Adrian Saunders. We thank the learned judges for their very interesting and invaluable contributions.

The Court held its first judicial education training programme for judges from July 27 to 31, 2012. This was an intensive four day training programme which was designed for members of the court to take a closer look at the Industrial Relations Act, opinion writing and the law of evidence. We also had a very interesting presentation on macroeconomics and the workings of the Central Bank of Trinidad and

(continued)

President's Message *(continued)*

Tobago. Members benefitted tremendously from the remarkable presentations of two (2) distinguished presenters - Dr. Leighton Jackson, Senior Lecturer in the Faculty of Law at the Mona Campus, Jamaica and Dr. Shelton Nicholls, Deputy Governor, Research & Policy at the Central Bank of Trinidad and Tobago . The judicial education training was a very satisfying exercise which, I am certain will resonate with all members as we continue to fulfill the objectives of the Court.

I wish to personally thank the Chairman of the Judicial Education Institute of Trinidad and Tobago, Mr. Justice Peter Jamadhar for inviting two members of the Court to attend a one day training on the "Use and Delivery of Oral Judgments" in July this year. Their Honours Mrs. Heather Seale and Mr. Herbert Soverall represented the Court at this training.

In July this year, their Honours Mr. Rambally, Mr. Jack, Mr. Dabideen, Mr. Jhinkoo and Mr. Khan attended training on International Labour Standards. This training was facilitated by the International Labour Organization (ILO).

Last week, all members of the Court received training from the International Labour Organization on Conciliation. Although training in this area is not new to some members of the Court, the intention is to have each member equipped with conciliation skills, as we tackle the increased workload at the Court.

My thanks to Dr. Giovanni Di Cola, Director of the ILO Sub Regional Office and Mr. Rainier Pritzer, Senior Specialist for Social Dialogue and Labour Administration and to the staff of the ILO; for their support and input to the training of Members of the Industrial Court.

INITIATIVES OF THE COURT

In an effort to modernize the operations of the Industrial Court and to create better efficiency I wish to inform practitioners and the public of the following initiatives:

Samples of Evidence and Arguments and Witness Statements

On Monday 17th September 2012, specimen of Evidence and Arguments and Witness Statements of Unions and Companies were posted on the Court's Website. This I hope will streamline and standardize the approach to documents which are filed at the Court's Registry and will present a clearer picture of the nature of the claims which are before the Court.

Access to Justice

Unfettered access to Justice to citizens of all walks of life is one of my goals as President, particularly in these times of economic volatility. To this end, the number of weekly sittings at the San Fernando Court has increased and we now sit on an average of three (3) days per week at that Court. We hope with an increase in human capital and financial resources to convene court daily in San Fernando.

Unfettered access to Justice to citizens of all walks of life is one of my goals as President, particularly in these times of economic volatility.

On the week of 6 August, 2012, I chaired 2 Coram of Judges in Tobago and we heard and determined seventeen (17) trade disputes. The following week the Vice President chaired a Coram and determined nine (9) trade disputes. In the period of September 4 to 7, 2012, the Court determined a further twelve (12) trade disputes at sittings in Tobago. This brings to thirty eight (38) the number of disputes which were resolved in less than three (3) weeks in Tobago.

I wish to thank the learned Chief Justice for affording the Court the use of the Supreme Court's facilities at Scarborough, Tobago. I also extend thanks to Mr.

President's Message

Derrick Ali, Attorney at Law, Mr. Teddy Stapleton Executive Vice President OWTU, Mr. Codrington Winchester, Consultant, Mr. Lindhurst Murray, Consultant, for their support and attendance at the Tobago hearings. It would be remiss of me not to recognize the efforts of Their Honours Mr. Lutchmedial, Mr. Aberdeen, Mr. Rabathaly, Miss Mahabir, Mr. Rambally, Dr. Samaroo, Mr. Dabideen and Mr. Jack who took time from their respective vacations to preside on matters in Tobago. These developments signal my commitment as President to increase access to the Industrial Court for all citizens of Trinidad and Tobago. I am actively engaged in discussions with the relevant authorities to secure a more permanent presence in Tobago.

Wages and Productivity Computation

As you may know, the decision-making process and the dispensation of justice by the Industrial Court depends on evidence, of which up-to-date information on wages and productivity is an important component. As mentioned earlier, given the increase in the quantum of labour market disputes that are coming before the Court, some specific focus needs to be placed on strengthening the country's information base on wages and productivity across all sectors in the economy. To be more pointed, I am aware that efforts are underway to enhance the statistical information provided by the Central Statistical Office and I would certainly like to see greater attention being placed on the provision of quarterly labour market statistics, especially wage and productivity indices by the industrial sector. This would not only go a long way in helping the judges of this Court form a solid picture of emerging trends in our labour market, but would place us in a better position to evaluate the impact of these changes on our industrial climate. As you can well appreciate, these pockets of information are critical inputs that inform many of the final judgments of our Court.

In the meantime, we have begun a process of re-organizing our in-house statistics on wages and productivity and have sought some assistance from the Central Bank to help us refine our labour market data and methods. I am looking forward in the not too distant future to the issuance by this Court of a statistical bulletin that could provide the public with further information about the state of the industrial relations environment.

Electronic Signage

The Industrial Court has introduced Electronic Signage in its efforts to better serve its customers. The Electronic Signage at the Court can be viewed on forty-two (42) inch screen monitors located at the Port of Spain and San Fernando Courts. Each monitor displays the trade disputes and case management conferences which are listed daily, the court room where the matter is heard and the names of the presiding judges.

Digitization

The Court has embarked on the digitization of both its judgments and newspaper articles. Digitization is "the process of transferring information content from a traditional format into a digitally readable version." This process is one of the modern techniques for the preservation of documents. Fragile original documents need not be handled afterwards except in special circumstances. When this exercise is completed the Court's Library will increase and improve its offering to stakeholders.

Video Conferencing

Video Conferencing is also now a feature of the Court as we strive to modernise our service delivery. The video conferencing service at the Port of Spain Court is linked to that of the San Fernando Court and it allows the Court to communicate with external parties.

(continued)

President's Message *(continued)*

The Industrial Court Law Report

On 17th May, 2012 the Court launched the first volume of its Law Reports at the National Academy of Performing Arts. This volume contains a collection of judgments which have been delivered by members of the Industrial Court of Trinidad and Tobago and the Court of Appeal of Trinidad and Tobago during the period of 1965 to 1975.

CHALLENGES

Inadequate space

Space at the Court's Port of Spain building is a perennial problem. Judges and staff occupy spaces in this building which are less than ideal and which are certainly not adequate. This lack of space has stymied the operations of the Court and has prevented the Registry, the Library, the Accounts Department, the Verbatim Note Taking Section, the IT Unit, the Secretariat, the Research Unit and the Security Unit from properly functioning. In fact due to the lack of space the staff of the Library has been removing older books from the shelves and storing these books at an external warehouse in an effort to find space for new volumes which have been purchased. This greatly affects the quality of service which the Library can provide. The Staff of the Registry currently make use of one of the Witness Rooms to perform duties daily due to the cramped conditions at the Registry. Each department can share reports of some of the ways in which they have attempted to deal with the cramped space in their department. While I do not in any way want to be an ungracious and rude neighbor there is need for the Industrial Court to take control of and occupy all floors of the Port of Spain building, a building for which we provide funds for all of the operations. I urge the authorities to give active consideration to this problem which is a continuous hindrance to the smooth operation of the Court.

Despite these challenges, I am committed to making this Court relevant and modern as we embrace change.

The continued occupation of the Court's car park by UDECOTT

Another pressing and disturbing problem is the sore sight at the Queen Street entrance to the Court and along the periphery of the Court. You may have noticed the "galvanise" and "fish net" fences which border and enclose the Court. While this may be the source of amusement or concern to a curious observer, for members of the Court it is not only a sore sight but a major inconvenience at the beginning of each day of work. Since 2006, Cabinet decided to allow UDECOTT to occupy a portion of the Court's car park to facilitate the construction of buildings on two sides of the Court. This decision has created several problems over the past six (6) years; some judges vehicles have been damaged by falling debris, some judges have to park their vehicles at the Parkade and walk to the Court, those who park on the compound are faced with very cramped conditions and experience problems daily in maneuvering their vehicles in the compound; when delivery vehicles come to the Court it is a virtual nightmare. We now have one gate to enter and to exit the compound which inherently poses serious security concerns. The former President of the Court made several requests for the space to be reverted to the Court, I also made a request for the restoration of the Court's car park this year, UDECOTT has indicated in writing in February 2012 that it is in the process of outfitting the new buildings. It stated that the area is crucial for "the fit-out phase due to the quantum of furniture which will be required for the 21 floors of the Ministry of Education Complex". This fit out phase was scheduled to take place from March 2012 with a completion date of

President's Message

December 2012. Well, despite our diligent scouting of activities at the new buildings we have failed to see one piece of furniture lifted into these buildings. Six years is a long time, I urge the authorities to address this issue as a matter of urgency.

Despite these challenges, I am committed to making this Court relevant and modern as we embrace change.

When I was appointed President of the Court in December 2011, I inherited a rich legacy and a foundation which was laid by former Presidents, Sir Isaac Hayatali, Mr. J A M Braithwaite, Mr. L P E Ramchand, Mr. Addison M. Khan, Mr. Cecil Bernard and all the members who have previously served the Industrial Court.

I am resolved to continue in their footsteps, to ensure that this vehicle of social justice navigates the sometimes rocky road with a cadre of competent, independent professionals who are committed to providing fair and equitable determination of disputes.

I wish to thank the current members of the Court and the members of staff for their unwavering support, hard work and continued dedication to duty. I also thank the stakeholders; the government, unions, employers, practitioners of this Court and the public in general for their support of me at the helm of the Court.

A new Vice President was appointed to the Court in February this year and on the 1st May 2012 there were four (4) new appointments of members to the bench.

I congratulate His Honour Mr. Ramchand Lutchmedial on his appointment as Vice President and welcome their Honours Mr. Robert Linton, Mr. Brian Dabideen, Mr. Nizam Khan and Dr. Selwyn Samaroo as members of the Court.

Our mandate as members of this Court is to uphold social justice and to make decisions and rulings in accordance with the principles of equity, good conscience and the substantial merits of the cases before us. As the global economy forces more and more matters to come before the Court we are better equipped to meet the challenges ahead so that social justice, industrial harmony and economic development can prevail in Trinidad and Tobago.

May God Bless you all. ■

REPORT OF

The Industrial Court Library

In an effort to make our collection more accessible and improve our level of service to our users, the Library (both North and South) has undertaken the following projects:

CATALOGUING

The South Library completed its online cataloguing and assisted the North Library's attempts to catalogue its older collection 1965 -2000s monographs, reports, journals, speeches, and conference proceedings online which remained at 45% completed. The primary setback to this problem is that of staffing. There is a need for increase staffing in order to complete this project in a reasonable timeframe.

BARCODING

The barcoding project is critical to the management of the library collections and will enable a more efficient delivery system of material to readers. The purpose of barcoding is to provide a unique, scannable, searchable identifier that links a physical object to an electronic record. For this link to work, a barcode must be physically attached to the object in question, and the barcode itself must be entered into the Barcode field in the item record. The barcodes will ensure that the books are trackable at all times within the library system. This project was initiated at the South Library in November 2011 and is currently 75% completed. Due to challenges of time, resources and staffing, the North Library has recently started this project – August 2012.

DIGITIZATION

The Court in an effort to make information available in numerous formats has embarked in the activity of digitization of both its judgments and newspaper articles.

Digitization is *"the process of transferring information content from a traditional format into a digitally readable version. Digitization is now much favored as part of the drive to improve preservation techniques, as fragile originals need not be handled afterwards except in specialized circumstances"*. This definition encompasses our Goals – "to acquire, organize, preserve and manage materials in order to support learning and research" and "…to provide access to information available in non-print formats".

a. Judgments

The digitization process is divided into 4 phases:

1. Preparation of judgments
2. Cleaning, Scanning and Editing
3. Printing, Re-Scanning and Filing
4. Quality Assurance /Quality Control (QA/QC)

The digitization project although painfully slow at first has greatly improved when the Court received additional staff: namely 1 Library Attendant (North), 1 OJT (North), 1 OJT (South), 1 Information Assistant (South).

The additional staff assisted in the preparation of older judgments for digitization. At present judgments have been completed for the following years: 1987-1988, 1990, 2000-2001, 2006 and 2007-2009.

b. Newspapers

Newspaper articles are an integral part of the Library's collection and likewise are being digitized. Since early 1970's the library has been documenting all labour and industrial relations issues which have appeared in the local print daily newspapers – Trinidad Express, Trinidad Guardian and Trinidad Newsday. These articles have been indexed and filed alphabetically in filing cabinets and are available upon request. As the Library moves into a digital environment, these articles are now being scanned and made available to the public via our EOS OPAC.

DISPLAYS

The South Library embarked on a number of displays at the library in 2011, most notably International Day against Child Labour, International Labour Day, and International Woman Day, Occupational Health and Safety Week and World Career Day. Both the North and South library held a display on Social Justice Day.

The South Library hosted two displays in 2012, one on the new acquisitions and the other on World Health and Safety Day in May, 2012. This was followed by the successful launch of the Court's Trinidad & Tobago Law Reports Vol. 1 (1965-1975) at NAPA on the 17th May, 2012. This launch generated great interest in the Library and 57 Law reports were sold.

RENOVATIONS AND SPACE

Due to internal renovations at the South Court in April-May, 2012, the South Library has been expanded, which resulted in an enlarged Library and a larger office for the Librarian I. The shelving was rearranged, (in July, 2012 during the Court's vacation) away from the reoccurring leaking ceiling/walls. This hopefully, would alleviate the mould problem that has plagued the Library.

Space is a major challenge at the North Library and we have been removing books from the shelves and storing them in an external warehouse. Additionally, we are running out of space to place new books and law reports purchased for this financial year in both the North and South Libraries. By December, 2012 we will be forced to remove more books and law reports from off the shelves.

TRAINING

The Librarian III was successfully coached in interviewing for the National Library and Information Systems Authority's (NALIS) Special Libraries. She was part of a panel which conducted interviews and selected three Library Attendants to fill vacancies in the understaffed National Library Information Systems Authority - Special Libraries.

Moreover, the Librarian was occupied by revising the job descriptions and KPA for all the Library and clerical staff for the months of June and July, 2012.

(continued)

The Librarian I and Librarian III attended the Caribbean Association of Law Libraries (CARALL) from the 1-4 July, 2012 held in St. John's, Antigua. The conference was aptly entitled 'ICTs transforming our Law Libraries' and was pertinent to our current goals. The focus of the Conference was digitization, industrial relations legislation and the utilization of Information communication technology for cataloguing and research.

The Librarian I was elected to the post of Treasurer of the new Board, that was elected this year. Our congratulations to her.

WEBSITE

Both the Librarian III and Librarian I(S) continue to assist in the update of the Court's website and especially, the Library's webpage within the Industrial Court website. All of the completed digitized full text judgments were uploaded, (nine years in total) up to 2009. There has been a great interest in obtaining subscription services for the Library's judgments' pages. Access to these judgments have been made available through the Library's subscription service which began in August 2012 using the WEBOPAC database.

a. Library Statistics

The Library's statistics revealed that request for judgments and photocopies continued to greatly outnumber all other request combined, (3,000 and 2000 respectively) including journals and legislation request. (See Appendices A, B and C.)

Although not apparent from the Library's Statistics, there were twenty-four hits to the Library's website, (Library website usage was gleaned from calls and direct inquiries about full text and printing inabilities) despite the fact that it was never advertised by the Court. These hits were mainly by corporate customers followed closely by students. Clearly the increased visibility of the Library has fulfilled one of the Court's strategic objectives, which is to "improve usage and accessibility to Court information for External Users by June 2014".

b. Challenges

In spite of these small triumphs the Library has continued to be plagued with problems of the continued mould invasion in the (South Library) and tight space constraints in both the North and South Libraries. The lack of space has reduced the quality of service which the Court would like to offer. Moreover, the lack of personnel in the Library retards the effective work of the department. There is an urgent need for more full time staff at the Library to assist with the various projects. ■

REPORT OF

The Information Technology Department

The information technology department comprises of a systems analyst and a network specialist, who are responsible for both the Northern and Southern Courts. The I.T. Department performs several duties. Some of these duties are:

1. **Maintaining the Hardware system for both districts.**
   The IT Department repairs and adjusts desktops and laptops in and around the Court.

2. **Installing Operating Systems.**
   The Industrial Court's software or operating systems are upgraded and monitored on a regular basis to enhance productivity.

3. **Creating systems to easily manage and share documents between districts.**
   The Registry of the Industrial Court, utilizes a system called Jems Judicial database system. This system allows the members of the Registry to create timetables and manage cases with in the Court. The Court Reporters utilize a system called For the Record (FTR). This system allows individuals to record notes while the Total Eclipse is used to assist with reporting in the Court. These systems are monitored and updated when required.

ACTIVITIES FOR THE PERIOD 2011–2012

The I.T. Department was engaged in the following activities for the period 2011 to 2012. In compliance with the Industrial Court's Strategic Plan for the period 2010-2015 this department has managed to do the following.

1. **The Implementation of Security Cameras**
   Over the past 3 years a total of sixteen (16) cameras were installed at the Industrial Court. Of these 16 cameras two (2) were PTZ's and fourteen (14) were CCTV's. The I.T. staff was trained to operate and monitor this system to ensure that the staff of the court is secure.

2. **The Configuration of two (2) Electronic Signage Systems**
   The Electronic Signage System is a monitor or screen which is displayed at both North and South Courts. These screens display hearings, mention and reports as well as directions of the Court. This allows anyone entering the Court to view all information including the location and time of the hearing of their dispute. This information is updated manually for each day of the week.

3. **The New Court Website**
   The Industrial Court has become technologically advanced. The new website www.industrialcourt.org.tt has been created to be informative yet interactive. On the website an individual can view case schedules, Judgements or visit the online library for articles or journals. This website is ever-growing as it is constantly being updated.

(continued)

Report of the Information Technology Department

(continued)

4. **Video Conferencing**
   Video Conferencing is a process which allows two or more parties to connect using video and audio transmissions. The I.T. Department has established this system to facilitate communication between judges, members of both parties, and staff in convenient ways at both Court Districts.

5. **Computerization**
   The first phase of this exercise has already been completed. New computers have been installed in each of the three Courtrooms in the Northern District. Departmental upgrades within the Registry, Accounts Department, Library, Office Management Secretariat, Reporters and the President's Chambers have all been targeted. This exercise is being conducted to ensure that every department is equipped with the relevant technology to complete tasks in a timely and productive manner. These upgrades will essentially contribute to the process of computerizing all documents which the Court is working assiduously to implement.

   There are departments which are yet to receive any form of upgrades with regards to new equipment, Research being at the top of the list. There is also the need for at least two more computers in the Court. In total an average of twenty new computers are needed in order for the Court to function comprehensively. These are the targets for the next phase of Computerization.

6. **The Data Management System**
   The court is currently in the process of implementing a system designed to keep track of all records and assist in the reduction of hardcopy/paper. This procedure was designed for the Records Manager but will also be beneficial to other departments as well. This project is carded to be in operation by October of 2012.

7. **Challenges**
   - Extensive focus is needed towards the ICT Department within the budget in order to further develop this organization.
   - The IT Development in the Southern Court needs to be upgraded and functioning with the Northern Court.
   - The department requires the necessary tools to perform repairs or servicing of the Court's equipment.
   - A storage room should be established to house both new and old equipment.
   - The I.T. Department requires additional staff members to assist with the functioning of these programmes. ■

REPORT OF

The Human Resource Department

The following is a summary of activities and accomplishments for the Human Resource Department for period September, 2011 to October 2012.

The human resource department of the Court is concerned with maximizing the output of the Court's human resources and creating an environment in which individual and organizational goals and objectives can be achieved.

ACTIVITIES OF THE HUMAN RESOURCE DEPARTMENT

The activities of the Human Resource Department of the Court include:

- Strategic planning;
- Staffing- employment of suitable employees, provision of additional staff for the relevant departments and specialists positions for the Human Resource Department to provide excellent service;
- Training and Development of staff i.e. development and implementation of a training policy which is aligned to the strategic objectives of the Court;
- Performance Management i.e. full implementation of the performance appraisal system;
- Development of a reward and recognition system to motivate staff to perform efficiently;
- Benefits and payroll management;
- Health and safety issues;
- Succession planning;
- Discipline of staff;
- Leadership development;
- Employee Relations i.e. relationship between management and employees;
- Accommodation for staff – workspace in the different sections;
- Effective Communication;
- Performing delegated functions from Public Service Commission;
- Performing devolved functions from Chief Personnel Office;
- Processing leave and approving leave up to Range 46D.
- Maintenance of personal files.

The Department remains committed to the implementation of the Strategic plan of the Court and its Human Resource Strategy/Action Plan which is aligned to the Court's strategic plan.

In the Human Resource Department consists of analyzing and identifying the need for and availability of staff required by the organization to meet its objectives. The department ensures that it has the right number and kinds of staff at the right time, capable of effectively and efficiently completing the tasks that will help the organization achieve its overall goals and objectives. Planning serves to reduce costs by anticipating and correcting labour shortages and surplus before they become unmanageable and expensive. It also makes optimum use of workers aptitude and skills and identifies the specific employee skills available and needed.

Presently, the Court's establishment consists of 119 members of staff employed by the Service Commission Department, along with six (6) contract officers employed by the Court and six (6) short term contracts.

(continued)

There are 72 positions which are filled and 47 positions are vacant with acting incumbents. During the reporting period, three (3) Cat Reporters were employed on contract in the Reporters Department to increase the staff and improve the quality and quantity of work produced by the department. They are Ms. Giselle Mitchell, Senior Cat Reporter, Ms. Beulah Dalrymple-George, Cat Reporter 11 and Ms. Enid Peters, Cat Reporter 11. Mr. Roger Belcon, Network Specialist, contract was approved for an additional three (3) years and Mr. Francis Barriteau Security Manager contract was renewed for a further two (2) years.

The Department is experiencing difficulty in acquiring replacements from the Service Commission Department for the positions of Verbatim Reporter 1, Clerk Stenographer 1/11 and Clerk/Typist 1. The necessary qualifications for these positions are outdated and need to be reviewed by the Chief Personnel Office.

The Department is also in the process of finalizing a Cabinet Note to create an additional twenty-one (21) positions on the Court's establishment to ensure efficiency and effectiveness in the delivery of service to its clients. These positions include: Statistician, (2) Administrative Officers 1V, Information Technology (I.T.) Manager, I.T. Technician, System Analyst 11, Director Human Resources, Human Resource Officer 111, Human Resource Officer 11, Human Resource Officer 1, Records Manager 11, Records Manager 1, Auditor 11, Bailiff 11, Bailiff 1, Chauffeur/Messenger, (2) Clerk 111, (2) Clerk 11, (2) Clerk 1, (2) IHRIS Data Entry Clerks, and (2) Pension & Leave Clerks.

PERFORMANCE MANAGEMENT

Performance Management at the Court is a framework for maximizing the potential of employees at the Court, to make positive contributions to the achievement of the organization's goals. It constitutes planning, supporting and reviewing performance. This entails outlining the purpose of the job, duties and standards of performance i.e. the development of position descriptions. The Supervisors responsibility is to facilitate effective performance by: assignment of work; direct observation of tasks, review of reports; provision of guidance and support; creative problem solving; documentation of discussions and interviews; and completion of performance review report. An evaluation of the employee's performance is completed by the Supervisor together with the employee, at the end of a given period against the standards/targets agreed upon at the start of that period. The main challenge in the performance management system at the Court is the lack of quarterly performance reviews which should be conducted by Supervisors.

HUMAN RESOURCE DEVELOPMENT

Human Resource Development activities at the Court are a number of planned activities geared toward developing employees into an effective workforce. These activities include:

1. Induction/orientation programmes;
2. Performance management;
3. Training and development; and
4. Employee assistance programme.

On assuming duty at the Court, members of staff are inducted on their duties and responsibilities, standard of behaviour, dress, rules and regulations and formally introduced to staff. An official induction/orientation

training programme is also conducted yearly that provides information on the organization's vision, mission, strategic objectives, culture, norms, values, important organizational protocols, structure, policies and procedures. The training also provides information on departmental functions and rules and regulations governing the public service. The last orientation programme was conducted on Tuesday 11th September, 2012.

TRAINING AND DEVELOPMENT

Training and Development at the Court is an activity geared towards enhancing the knowledge and skills of employees to prepare them for future responsibilities. The goals are to remove performance deficiencies; helping employees cope with change; building internal capacity in various areas and increasing employee motivation and job satisfaction. The key activities include:

1. A training needs analysis which is conducted between the H.R.M. Unit, Heads of Department and staff;
2. Creation of a training and development plan;
3. Implementation of the plan;
4. Evaluation of T&D initiatives/activities; and
5. Return on investment.

During the year 2011 a total of $300,000.00 dollars was received from the Ministry of Finance for Training and Development of Judges and staff of the Court. See Appendices attached for training conducted during the period. $299,094.99 was utilized and there was a balance of $905.01. In addition, eighty-two (82) members of staff were trained in their relevant areas of responsibilities. After the training an evaluation was held with Supervisors to determine the impact and reaction of staff to the training activities. This evaluation revealed that in most instances, there was positive reaction from staff, behaviour change and improvement in performance. This evaluation showed that there was a clear link between the training courses conducted and the strategic objectives of the Court.

EMPLOYEE ASSISTANCE PROGRAMME (E.A.P)

The Employee Assistance Programme (E.A.P.) at the Court is designed to help employees cope with hindrances, whether work or home related, so that they are capable of functioning or being productive for long periods of time. The Chief Personnel Officer has to appoint an E.A.P. officer to manage these matters at the Court. To date, no one has assumed to carry out the duties.

However, if a matter arises in the interim, the Registrar along with the Senior Human Resource Officer addresses the problem.

COURT EMPLOYEE AND INDUSTRIAL RELATIONS

At the Court Employee and Industrial Relations consists of all those areas of Human Resource Management that involves relationship with employees directly and/or collective management where trade union is recognized. These relationships are concerned primarily with Terms and Conditions of Employment.

(continued)

The Court's objective is to achieve satisfactory employment relationships; build stable and cooperative relationships with the employees; achieve commitment through employee management and communication processes; develop a common interest in achieving the organization's goals; and clarify industrial relations process and build harmonious relationships.

INDUSTRIAL RELATIONS

Industrial Relations at the Court is concerned with systems, both formal and informal by which employer/employee relationship in a unionized situation are regulated. There is presently no active Joint Consultative Committee at the Court where Management and Union meet to resolve matters. All problems of staff are currently addressed by the Registrar and Senior Human Resource Officer. Management has a Committee however, the Union does not have much financial members in the Public Services Association. As such, they do not have a Committee.

COMPENSATION MANAGEMENT

Compensation Management at the Court is a systematic approach to providing monetary value to employees in exchange for work performed. The aspect of determining a good compensation package for public servants is dependent on the results of negotiations between the Chief Personnel Officer and the Public Services Association. However, the Human Resource Department plays a role in ensuring that staff receives their salaries and increments on time, through proper management of the Integrated Human Resource Information System (IHRIS). The Chief Personnel Office also determines the terms and conditions of employment for contract workers.

DEVOLVED & DELEGATED FUNCTIONS

The Department also performed the functions delegated to it by the Public Service Commission in accordance with Section 127 of the Constitution; and also the functions devolved from the Chief Personnel Office (CPO). The functions delegated from the P.S.C. include: further temporary appointments; acting appointments up to Range 68; confirmation of appointments; transfers within the Department up to Range 68; and the exercise of disciplinary control in respect of minor infractions set out in the Code of Conduct.

The functions devolved from CPO which the Court performed includes: accumulation of leave; no pay study leave; extension of sick leave; leave to pursue courses in trade unionism; travelling allowance; special leave; compensation in lieu of annual vacation leave; contract employment; secondment; injury leave; and leave of absence without pay.

In addition, the Department was also responsible for preparing job letters, processing all types of leave and approving leave up to Range 46D.

STAFF RETREAT

The Human Resource Department organized a staff retreat for September 9th, 2011 to launch the strategic plan. One member of staff from each department was selected by their colleagues and recognized as the most appropriate person to receive an award. The retreat was a tremendous success. ■

REPORT OF

Office of Economic & Industrial Research

The Office plays a pivotal role in terms of assisting the judges in the determination of matters which are brought before the Court by:

(i) providing Research Notes in pay determination and other terms and conditions of service
(ii) the analysis of data on significant economic issues
(iii) the analysis of trends on industrial relations issues/ employment law

Office of Economic and Industrial Research was established in accordance with Section 82 of the Industrial Relations Act Chapter 88:01

FUNCTIONS OF THE OFFICE

The functions of the Office are:

(a) to collect and compile in accordance with the directions of the Court, information which may be in assistance to the court in the exercise of its powers and functions under this Act;
(b) to keep information as collected and compiled up to date; and
(c) to carry our research in respect of such matters as the Court may direct

The Act provides that information collected and compiled and the results of research carried out, shall be furnished to any person, trade union or other organization desiring to obtain that information or those results.

The Parliamentarians in debating the Act emphasized the importance of the Office in the development and propagation of the Court's jurisprudence

Additionally, the Director is the Court's expert witness in matters pertaining to pay determination.

The Office in keeping with the above mandate required by the Act, collects and compiles information extracted from registered Collective Agreements and produces documents on the Summaries of Terms and Conditions of Service of companies in the national economy. It also conducts an analysis of pay and cost of living allowance in respect of the functioning of the Industrial Relations System.

Most importantly in the year in review the Office ensured that the terms and conditions of service of thirty two (32) Collective Agreements were in keeping with the legal stipulations of the Industrial Relations Act, No. 23 of 1972, Retrenchment and Severance Benefits Act No. 32 of 1985, Maternity Protection Act, No. 4 of 1998, Minimum Wages Act, No. 11 of 2000 and Occupational Safety and Health Act No. 1 of 2004 and No. 3 of 2006, prior to obtaining approval for registration, of the said Agreements, by the Honourable President of the Court.

The Office also monitor significant economic indicators such as the Index of Retail Prices, retrenchment notices which were served in the calendar year and the number of workers involved and data on industrial action such as strikes and lock-outs action and man days lost. (Vide Tables I and II).

(continued)

Report of the Office of Economic & Industrial Research

(continued)

Very importantly, as directed by the Court, the Office conducts reserch on pay determination and other significant current industrial relations issues such as:

(a) "Whether or not a Collective Agreement can be validly registered after its expiration date"
(b) "The History of the Industrial Court."

Finally, the Office continues to play a significant role in the dissemination of information to Companies, workers and the trade union movement particularly in relation to the trends of percentage movements of pay, and other terms and conditions of services. Significant advice was also given on industrial relations issues in the day to day running of the workplace.

In spite of its importance of the Office of Economic and Industrial Research, it continues to face significant challenges such as:

(i) Lack of support in the development of a data base this has serious implications. Not only is data manually retrieved but that significant linkages with other Government Ministries, such as the Ministry of Labour Small and Micro Enterprise and departments such as the Central Bank and Central Statistical Office (CSO) cannot be established.

(ii) The ability to convince the Service Commission Department that the Office is an office that requires specialist in economics, industrial relations and other related disciplines such as law which impact the industrial relations system. The appropriate selection and appointment of officers with the training and competency is necessary for this office to operate at its optimum.

(iii) Is made for professionals with the appropriate training and competencies.

(iv) At present there is an urgent need for this office to acquire the services of a statistician, a professional with accounting and/or economic background, health and safety officers and legal research officers to ensure its continued relevance to the Court and the development of employment relations jurisprudence.

It is recommended that the Office be modernized to meet the requirements of the contemporary industrial relations system and a 21st Centuruy Court. ■

Newly Appointed Judges of the Court



Her Honour Mrs. Deborah Thomas-Felix, LL.B, L.E.C., LLM, EMBA
President

President of the Industrial Court

The President of the Industrial Court is known for her wealth of experience as a judicial officer and Court administrator. In 1990 Ms. Deborah Thomas-Felix became the youngest person in Trinidad and Tobago to be elevated to the bench as Magistrate after practicing as an Attorney at Law. Within four short years Ms. Thomas-Felix attained the position of Senior Magistrate. She then made a career shift to assist the government of St Vincent and the Grenadines in the structuring and establishment of the Family Court of St Vincent and the Grenadines of which she became President. This court was the first Family Court established in the Organization of Eastern Caribbean States (OECS).

By the year 2001, after a period of acting as Chief Magistrate, Ms. Thomas-Felix attained the additional distinction of being the first and only woman to ever hold the position of Deputy Chief Magistrate in Trinidad and Tobago. Ms. Thomas-Felix was elevated to the position of Member of the Industrial Court of Trinidad and Tobago in 2003 and she served in that position for six years.

In 2009 she resigned from the position as Member of the Industrial Court to open the Law and Consulting firm of Deborah Thomas-Felix & Associates. That same year Ms. Thomas-Felix also became the first woman (third Chairman) to be appointed by His Excellency the President of the Republic of Trinidad and Tobago as the Chairman of the Trinidad and Tobago Securities and Exchange Commission.

On December 13, 2011, after two (2) years of serving as Chairman of the Securities and Exchange Commission; Ms. Thomas-Felix was appointed President Industrial Court of Trinidad and Tobago.

When His Excellency the President of the Republic of Trinidad and Tobago appointed Ms. Thomas-Felix as President of the Industrial Court she became the first female to be appointed in that position and she now serves as the sixth President of the Industrial Court.

Ms. Thomas-Felix is the holder of a Bachelor of Laws degree (LL.B) from the University of the West Indies, Cave Hill, Barbados and a Certificate of

Legal Education (LEC) from the Sir Hugh Wooding Law School, St. Augustine, Trinidad. She also holds a Masters of Law degree (LLM) in International Legal Studies from the American University's Washington College of Law, Washington D.C, USA. Her core areas of study for the LLM included International Criminal Law, Judicial Reform, International Finance and Sustainable Development Law, Gender Studies and International Environmental Advocacy. Ms. Thomas-Felix is also the holder of an Executive Masters in Business Administration (EMBA) from the Arthur Lok Jack Graduate School of Business, University of the West Indies.

A Fulbright scholar of the Hubert Humphrey Fellowship Programme, Mrs. Thomas-Felix pursued her fellowship at American University's Washington College of Law in Washington DC, USA. Her field of specialisation for that fellowship is Environmental Law and Health and Safety. She is the recipient of two other fellowships namely the Georgetown University Leadership Fellowship and the Commonwealth Judicial Education Institute Fellowship. Mrs. Thomas-Felix currently serves as a resource person for the Fulbright/ Hubert Humphrey Fellowship Programme and was recently nominated by American University for the Institute International Education's Public Service Award of 2012. She is also one of the pioneers of the Trinidad and Tobago Judicial Education Committee/ Institute.

Ms. Thomas-Felix co-founded the Credo Foundation for Justice with four lawyers. The main thrust of this foundation was to remove children from the streets of Trinidad and Tobago. After the Foundation was firmly established it was handed over to the Nuns of the Dominican Order to be managed. In 2009 Ms. Thomas-Felix founded the Heartfelt Foundation which has as its genesis her desire to assist in poverty alleviation in Trinidad and Tobago and she currently provides food items for citizens each month.

She is a published author who co-authored the Judicial Training and Resource Manual entitled *"Domestic and Gender-Based Violence"* (2003) and is currently awaiting publication of *"A Closer Look at the Caribbean Court of Justice"*. ■

Newly Appointed Judges to the Court



Vice President H H
Mr. Ramchand Lutchmedial
appointed on 15/2/2012



His Honour Mr. Brian Dabideen
Attorney at Law
Member
General Services Division



His Honour Nizam Khan
Attorney at Law
Member
General Services Division



His Honour Mr. Robert Linton
Industrial Relations
Member
General Services Division



His Honour Dr. Selwyn Samaroo
Industrial Relations
Member
General Services Division



New appointments, the Registrar at center, the Vice President and President

Launch held at the National Academy for the Performing Arts (NAPA), May 2012

Industrial Court Law Reports 1965-1975



Mrs. Arlene Stephens - MC



Judges of the Court



Justice Wendel Kangaloo



Minister of Arts & Multiculture Mr. Winston Peters and HH Mrs. D. Thomas-Felix



Minister of Labour, Small & Micro Enterprise Development Mr. Errol Mc Leod



Registrar Mr. Noel Inniss



Singer Russel Leonce



Industrial Court Staff Members



AG. CJ Justice Kangaloo, President CCJ Sir Dennis Byron & Lady Norma Byron



Pannist J. Chuckeree

Staff of the Court







(L-R, clockwise):

Registrar (seated) and Asst. Registrar
Registry Departmant
Accounts Department
Library
Human Resource Department





Staff of the Court











(L-R, clockwise):

Research Department
Office Management
Internal Audit Department
Human Resource Department
Heads of Department
Court Reporters

Staff of the Court









(L-R, clockwise):

I.T. Department
South Library
South Reporters
South Registry

Appendices

(a) Library – External Users - 2011

(b) Library – Internal Users – 2011

(c) Library – Activity (North) – January – August 2012

(d) Training of Staff at Court – October 2011 – September 2012

(e) Matters Filed and Disposed (North & South) 2007-2011

(f) Disposals (North & South) 2007-2011

(g) Disposals (North) 2007-2011

(h) Disposals (South) 2007-2011

(i) Number of Matters Filed – January 2009-September 2012

(j) Matters Filed – North & South 2007- September 2012

(k) Total Number of Matters filed – North 2007-September2012

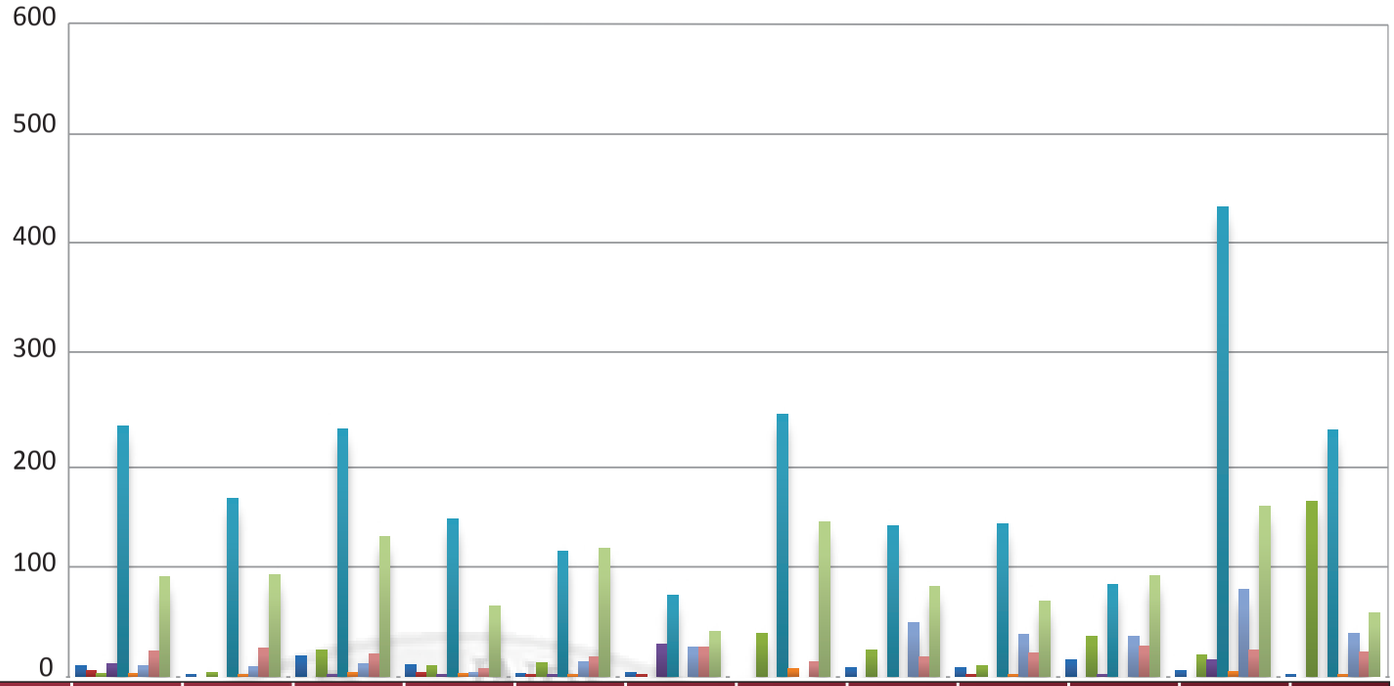
(l) Total Number of Matters filed – South 2009-September 2012

(m) Retrenchment by Industry – 2006 -2011

(n) Work Stoppages by Number of Workers and "Mandays" Lost – 2006-2011

Appendix A:

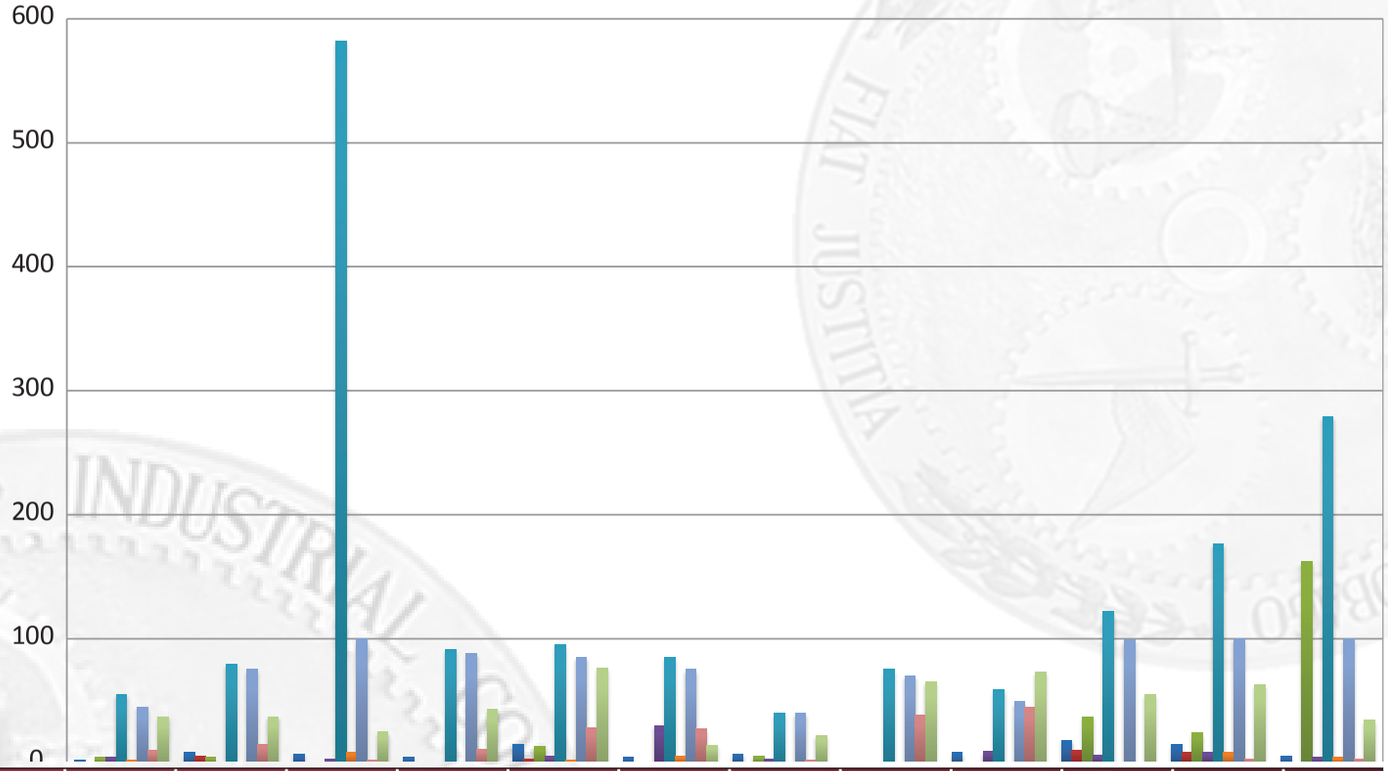
LIBRARY (EXTERNAL USERS)



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
BOOKS	10	2	19	11	3	4	0	8	8	16	6	2
BD VOLUMES	6	0	0	4	2	1	0	0	1	0	0	0
INTERNET	3	4	25	10	13	0	40	25	10	37	20	162
JOURNALS	12	0	2	1	1	30	0	0	0	2	16	0
JUDGMENTS	231	164	228	145	116	75	242	139	141	85	433	227
LEGISLATION	3	2	4	3	2	0	7	0	1	0	5	1
PHOTOCOPIES	10	9	12	4	14	27	0	50	39	37	80	40
READING	24	26	21	7	18	27	14	18	22	28	25	23
USERS	92	94	129	65	118	42	143	83	70	93	157	59

Appendix B:

LIBRARY (INTERNAL USERS)



	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
BOOKS	2	8	7	4	15	4	7	1	8	18	15	5
BD VOLUMES	0	5	0	0	3	0	0	0	0	10	8	0
INTERNET	4	4	1	1	13	1	5	1	1	37	24	162
JOURNALS	4	0	3	0	5	30	3	1	9	6	8	4
JUDGMENTS	55	79	582	91	95	85	40	75	59	122	176	279
LEGISLATION	2	0	8	1	2	5	0			0	8	4
PHOTOCOPIES	45	75	100	88	85	75	40	70	49	99	100	100
READING	10	15	2	11	28	27	2	38	45	0	3	3
USERS	37	37	25	43	76	14	22	65	73	55	63	34

Appendices

Appendix C: **Industrial Court Library (North)**

from the period January - August, 2012

USERS		
	INTERNAL	358
	EXTERNAL	685
	INTERNET	
QUERIES / LOANS		
	INTERNAL	
JUDGEMENTS		516
BOOKS		86
BOUND VOLUMES		19
LEGISLATIONS		83
JOURNALS		212
OTHER		
	EXTERNAL	
JUDGEMENTS		1868
BOOKS		185
BOUND VOLUMES		64
LEGISLATIONS		35
JOURNALS		23
OTHER		
ITEMS RECEIVED		
BOOKS/ B.V.		685
JOURNALS		140
UPDATES		
JUDGEMENTS		73

Appendix D:

STAFF TRAINING

(October 2011 – September 2012)

NAME	COURSE PERIOD	INSTITUTION
VERA RAMDAHIN-MOONOO FRANCIS BARRITEAU	**Fraud Risk Management** October 5&6, 2011	Areef Ali & Associates Business Solutions
HETTY BURKE	**Tools and Techniques for Auditors** October 4&5, 2011	Institute of Internal Auditors
LAURA DANIEL	**HR Metrics in Context** October 20 & 21, 2011	HRMATT
HAMAWATEE SOOKHOO	**Events Management** October 24, 2011-January 23, 2012	CTS College of Business & Computer Science Ltd
ROGER BELCON	**SIP Trunking and What's New with Blackberry**	TSTT Corporate Box, Queen's Park Oval
NATASHA BASCOMBE KEISHA PIRTAM	**Workforce Administration** October 18-20, 2011	IHRIS
TAMARA CHOONOOLAL LYSTRA SAMUEL	**Effective Customer Service** November 23, 2011	Petrotrin EAP Services Ltd
LAURA DANIEL	**"The Advertisement, The Resume, The Interview"** December 1&2, 2011	Arthur Lok Jack
KATHY ANN FRASER DELLENA BLANCHARD	**The Mediation Act in the Frame** January 19, 2012	Dispute Resolution
REYHANA MOHAMMED SANDRA HARRY-RAMDIN	**Leadership Training for Managers** 7 Weds commencing on 1/02/12	Dale Carnegie
JANICE ISRAEL FIBLEUIL SANDRA GABRIEL	**Team Building for Support Staff** January 25 & 26, 2012	IECA Services Co. Ltd
ELIZABETH PULIDO MUNGROO LOCHAN ANDRE PATRICK	**Team Building for Support Staff** February 8 & 9, 2012	IECA Services Co. Ltd
NOEL INNISS KATHY ANN FRASER LAURA DANIEL	**Distinguished Leadership & Innovation Conference 2012** March 29, 2012	Arthur Lok Jack
HELEN GILBERT KELVIN CARTER	**Digital Archives/Managing Digital Assets** February 28 & 29, 2012	Lorson Resources

Appendices

Appendix D:

Staff Training

(October 2011 – September 2012)

NAME	COURSE PERIOD	INSTITUTION
AMY BASS GEORGIA BHAGALOO YVONNE ARTHUr KYLA MAXMAN JOY KING HAMAWATEE SOOKHOO SUNITA HARRY ODETTE PETERSON VANESSA BOODOO DILRAJ BHAGWANDEEN RHONA DUKERAN JEMMA SOOKHOO-RAMJATTAN TERRYL CHALLENGER RICARDO DE FREITAS ALLEENA RAMNARACE NAFEEZA ALI-MANDUL TAMARA CHOONOOLAL	**Professionalism in the Workplace** April 12 & 13, 2012	A. Rocke & Associates Consulting Services Ltd
GEETA MOHAMMED STACEY ANN ALVAREZ HAMAWATEE SOOKHOO NATASHA BASCOMBE	**Painting your Journey, Creating an Image & Representing Yourself** April 25, 2012	HRMATT
ODETTE PETERSON YVONNE ARTHUR JOY KING GEORGIA BHAGALOO YASMIN BALDEO AMY BASS	**Admins, the Pulse of the Office** April 25, 2012	Petrotrin EAP Services
DEBRA PHILLIP	**High Tea & Fashion Show** April 25, 2012	NAAP
ODETTE PETERSON	**Master Class on Protocol Skills** August 6 & 7, 2012	T&T Hotel & Tourism Institute
NOEL INNISS	**Court & Case Administration for Court Administrators** August 6-17, 2012	International Law Institute
KEISHA VIDALE NATASHA BASCOMBE-SUBERO	**Critical HR Records Management** September 6-7, 2012	HRMATT

(continued)

Appendix D:

STAFF TRAINING

(October 2011 – September 2012)

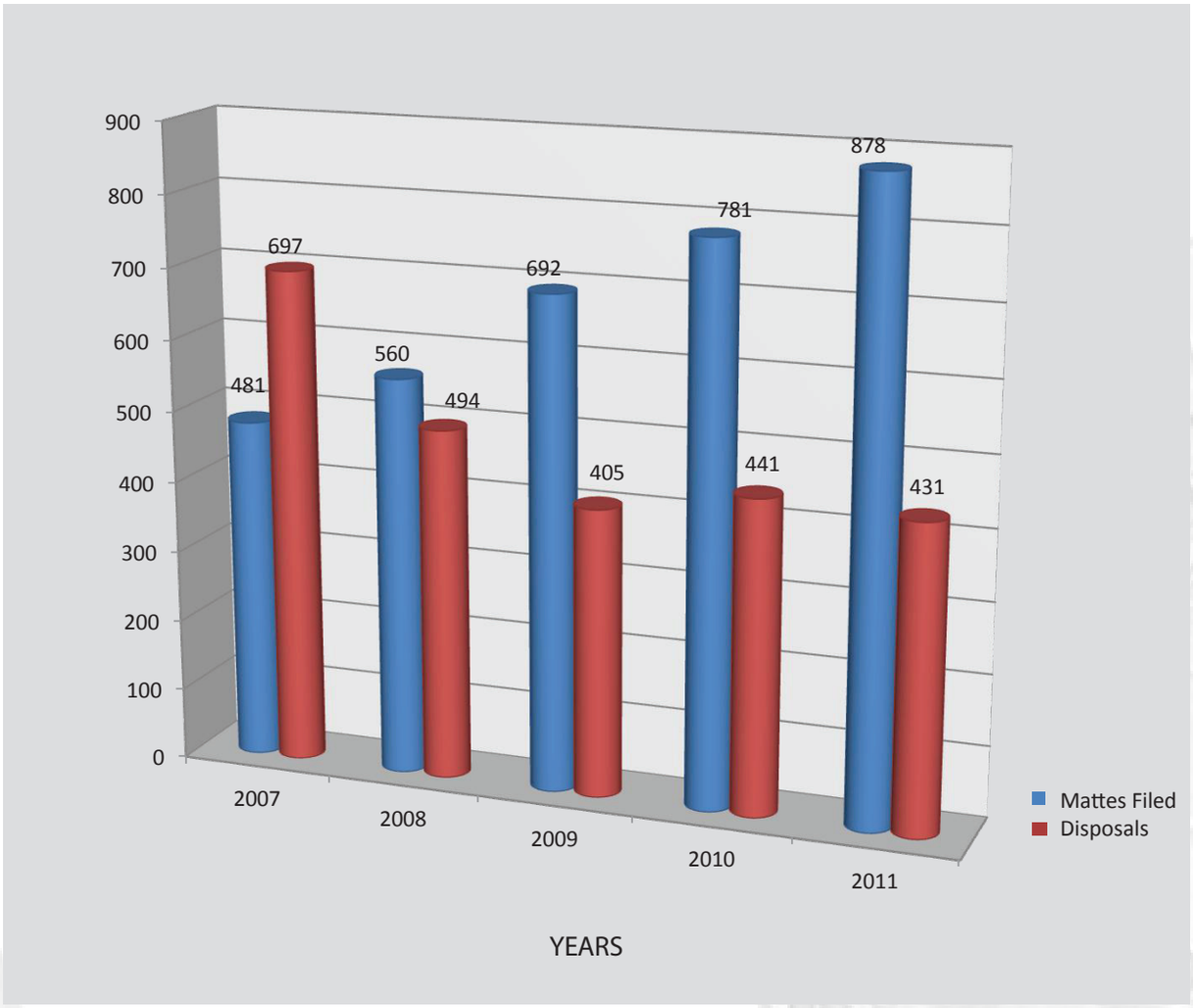
NAME	COURSE PERIOD	INSTITUTION
HAZEL LAWSON-PERRY EVA CHRISTOPHER-STEWART AVRIL CUFFY ENID PETERS SANDRA GABRIEL JANICE ISRAEL FIBLEUIL HILDRED ESTRIDGE ALLISON CHARLES PAMELA LUTCHMAN DUAINE HEWITT YASMIN BALDEO CHARMAINE COOPER TAJA GILCHRIST RAYMOND BOODLAL SADE PAUL AYANA STROUDE ANNSHARA HOSEIN	**Professionalism in the Workplace** September 6-7, 2012	A. Rocke & Associates Consulting Services Ltd
PHILLIP PAYNE NADINE SEEPERSAD SRAEL PINDER SITA GOPEE-JOSEPH DUAINE HEWITT SHERYL ANN BAILEY KIRK ALAN RAMPERSAD LYSTRA SAMUEL SOPHIA MARQUIS DON FINLEY ANDRE PATRICK THION LORD TERRYL CHALLENGER RICARDO DE FREITAS KYLA MAXMAN YVANA RAMRATTANSINGH KINNISIA ALEXIS GISELLE MITCHELL JENNIFER BURNETTE CHERRY ANN JONES RAJWANTI MOHAMMED KIMBERLY LOCHAN AALAN MATAS ANDRE CHARLES TAJA GILCHRIST ANIKA HOMER	**Orientation Training** September 11, 2012	Industrial Court
AYANA STROUDE	**Introduction to Industrial Tribunal Procedure** September 26-28, 2012	Arthur Lok Jack
DON FINLEY ROGER BELCON	**Certified Disaster Recovery Engineer** September 25-29, 2012	Caribbean TECH Trend 2 Ltd

Appendices

Appendix E:

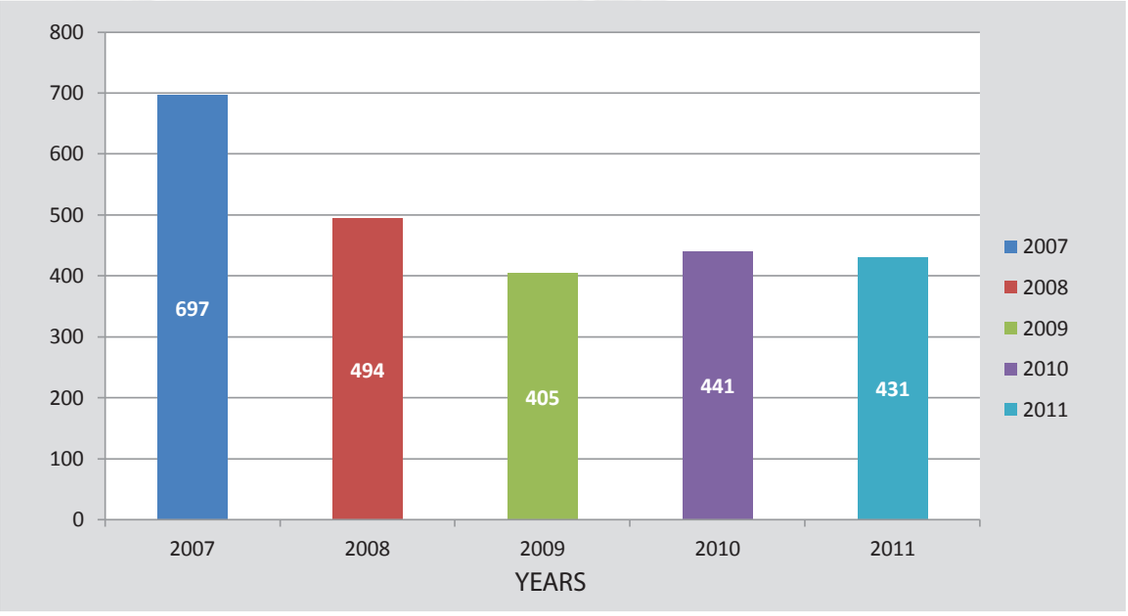
Industrial Court of Trinidad and Tobago
Matters Filed And Disposed (North And South)

for the period 2007 - 2011



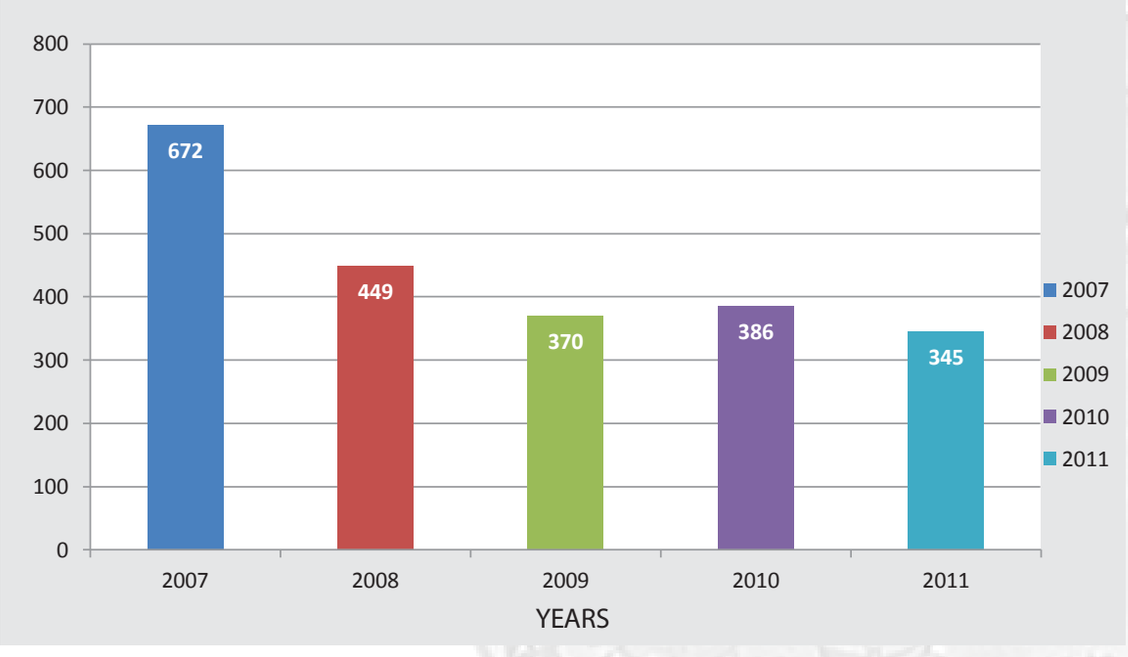
Source: Office of Economic & Industrial Research

Appendix F: **INDUSTRIAL COURT OF TRINIDAD AND TOBAGO DISPOSALS (NORTH AND SOUTH)** *for the period 2007 - 2011*



Source: Office of Economic & Industrial Research

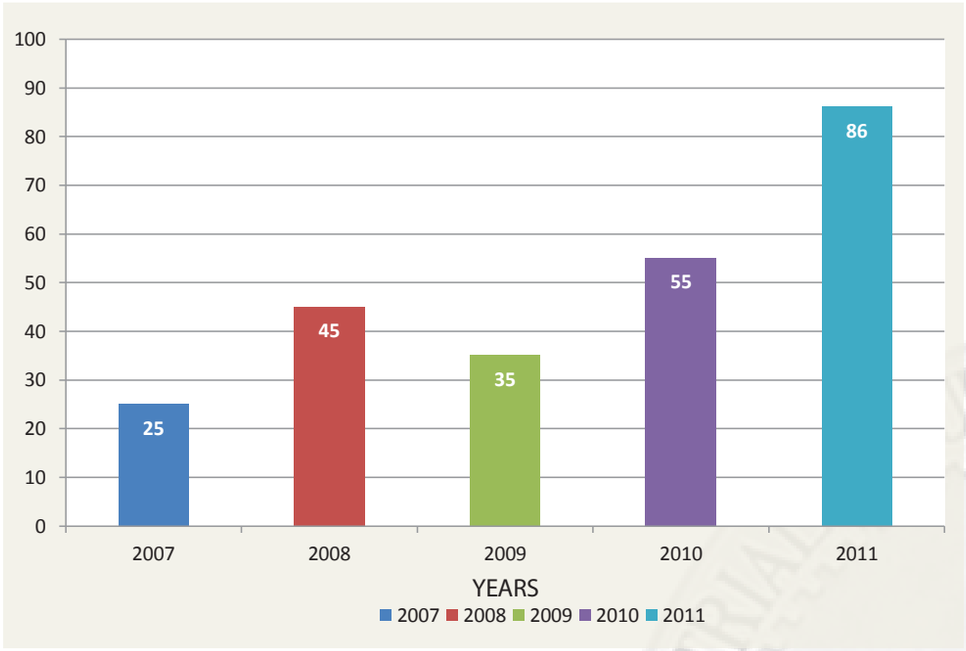
Appendix G: **INDUSTRIAL COURT OF TRINIDAD AND TOBAGO DISPOSALS (NORTH)** *for the period 2007 – 2011*



Source: Office of Economic & Industrial Research

Appendices

Appendix H: **Industrial Court of Trinidad and Tobago Disposals (South)** *for the period 2007 - 2011*



Source: Office of Economic & Industrial Research

Appendix I: **Number of Matters Filed Industrial Court of Trinidad and Tobago (North)**

for the period January 2009 - September 2012

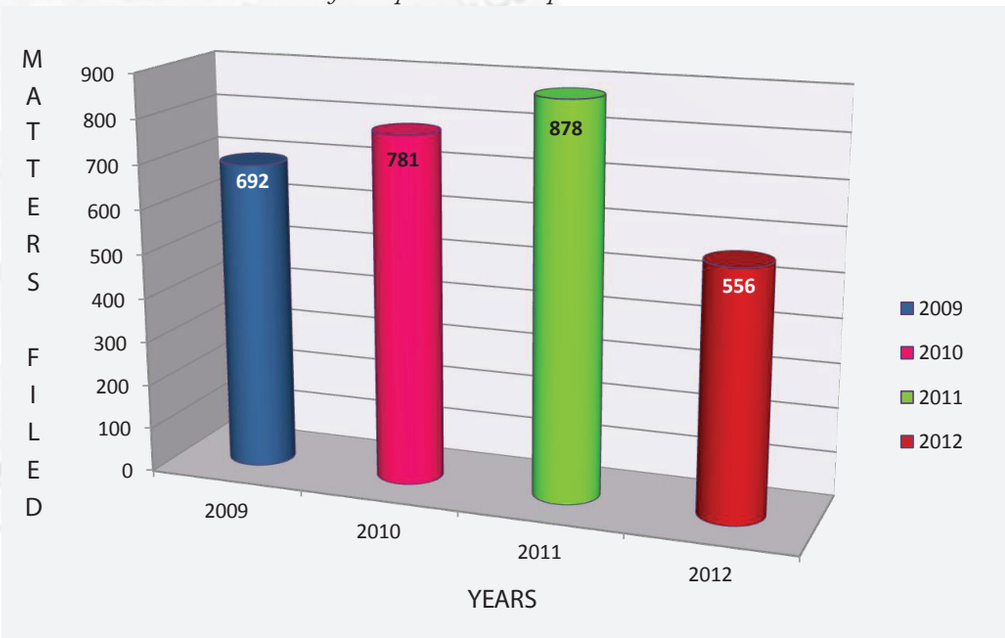
NORTH		SOUTH		NORTH AND SOUTH	
YEAR	MATTERS FILED	YEAR	MATTERS FILED	YEAR	MATTERS FILED
2009	606	2009	86	2009	692
2010	669	2010	112	2010	781
2011	785	2011	93	2011	878
2012 P	495	2012	61	2012	556

P - This represents a Provisional figure

Appendix J:

MATTERS FILED (NORTH AND SOUTH)

for the period 2009 - September 2012

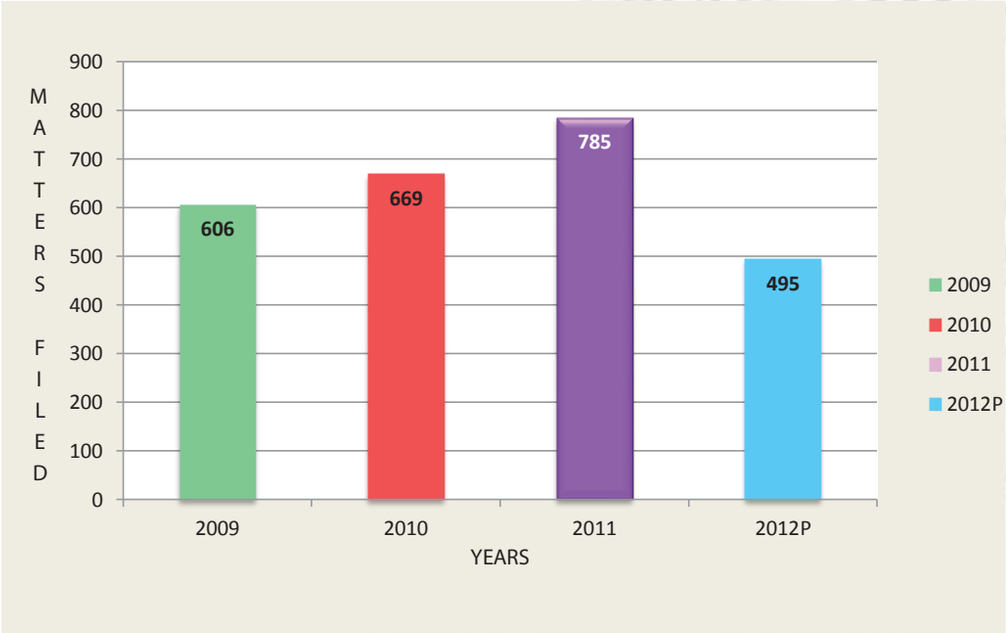


Source: Office of Economic & Industrial Research

Appendix K:

TOTAL NUMBER OF MATTERS FILED (NORTH)

for the period 2009 - September 2012

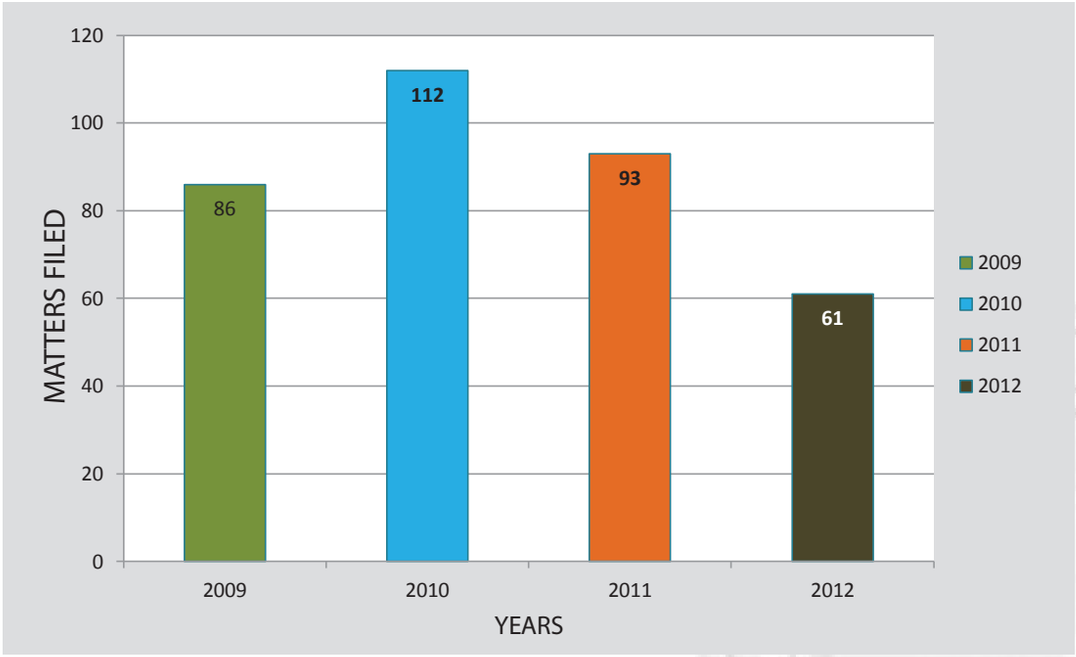


Source: Office of Economic & Industrial Research

Appendices

Appendix L: **Total Number of Matters Filed (South)**

for the period 2009 - September 2012



Source: Office of Economic & Industrial Research

Appendix M

Table I:

NUMBER OF REPORTED RETRENCHMENT BY INDUSTRY

for the period 2006 - 2011

INDUSTRY	2006	2007	2008	2009	2010	2011
AGRICULTURE	0	0	0	0	0	0
PETROLEUM	118	135	476	376	212	175
MANUFACTURING	200	188	191	755	134	414
ELECTRICITY AND WATER	0	0	0	30	21	0
CONSTRUCTION	23	37	47	146	31	90
WHOLESALE AND RETAIL TRADE, RESTAURANTS AND HOTELS	115	114	91	291	53	188
TRANSPORT, COMMUNICATION AND STORAGE	61	36	197	303	67	77
FINANCE, INSURANCE, REAL ESTATE AND BUSINESS SERVICES	22	38	297	206	113	162
COMMUNITY, SOCIAL AND PERSONAL SERVICES	83	5	112	0	7	18
ACTIVITIES NOT ADEQUATELY DEFINED	0	0	10	18	0	0
TOTAL	**622**	**553**	**1421**	**2125**	**638**	**1124**

Source: Retrenchment Register
Date: 12.09.2012

Appendices

Appendix N:

Table II:

Classification of Work Stoppages by Number of Workers Involved And Number Of "Mandays" Lost

for the period 2006 - 2011

YEAR	CATEGORY	NO. OF WORK STOPPAGES	NO. OF WORK WORKERS INVOLVED	NO. OF MANDAYS LOST
2006	TOTAL STRIKES LOCK-OUT	70 0 0	14,363 14,363 0	51,248 51,248 0
2007	TOTAL STRIKES LOCK-OUT	3 0 0	875 875 0	18,072 18,072 0
2008	TOTAL STRIKES LOCK-OUT	4 0 0	293 293 0	2,266 2,266 0
2009	TOTAL STRIKES LOCK-OUT	11 0 0	2,514 2,514 0	36,252 36,252 0
2010	TOTAL STRIKES LOCK-OUT	4 4 0	428 428 0	3,488 3,488 0
2011	TOTAL STRIKES LOCK-OUT	11 11 0	897 897 0	100,614 100,614 0

Prepared by: *Research & Planning Unit - Ministry of Labour & Small Micro Enterprise Development*
Source: *Workstoppage Register*
Date: *12.09.2012*



THE INDUSTRIAL COURT
OF TRINIDAD AND TOBAGO



ANNUAL REPORT October 2011–September 2012

Cor. Queen and St. Vincent Streets
Port of Spain, Trinidad and Tobago, W.I.
Tel: (868) 623-1304-8 Fax: 623-6179

6 Irving Street (North)
San Fernando, Trinidad and Tobago, W.I.
Tel: (868) 653-5182 / 0652 Fax: 657-0965